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## Employee Profile

### Employees Achieve Fitness Goals

Three Cabinet employees recently ran their first mini-marathons – a distance of 13.1 miles. Following are their tips and training ideas for reaching fitness goals and their feelings about their accomplishments.

#### Runners:

**Beth Crace Fisher** – Public Information Officer, Office of Public Affairs, Ran Cincinnati's Flying Pig Mini-Marathon

**Robert Martin** – Webmaster, Office of Information Technology, ran Derby City Mini-Marathon

**Katie Morris** – Regional Program Manager Assistant, Division of Family Resource and Youth Services Centers, ran Derby City Mini-Marathon

#### Focus: Share your story about how you decided to set the goal of running your first half-marathon.

**RM:** Well, a mini-marathon seemed to be the next challenge. I had run a 5K and 10K and felt comfortable doing both distances. A little encouragement from co-workers influenced my decision too.

**KM:** Peer pressure from a few co-workers got me to sign up for my first 5K race last May. I had never been a runner and could only run half of the course, but I had so much fun I was hooked! After hearing (wellness coordinator) Kris Hayslett talk about how much she enjoyed a half-marathon, I decided to make that my next goal.

**BCF:** I've been saying I wanted to run a half-marathon since I was 24. I'm 30 now, so that means I successfully talked myself out of it five years in a row. In all honesty, this year probably wouldn't have been any different (especially after my training partner decided to drop out) had it not been for my husband. He was super supportive and encouraged me to keep

training whenever thoughts of nixing the whole thing crept up. I started running my senior year of college, and immediately fell in love with it despite possessing no real talent for the sport. It was such a challenge every day. At first, my goals were things like being able to run for 30 minutes without stopping, or entering a 5K. After a while, this got a little boring, so I guess my imagination expanded to "half-marathon." For whatever reason, I let my fears and doubts get in the way of achieving my goal. I think the combination of turning 30 and my husband's cheerleading kept me going this year.

#### Focus: How has this changed your life?

**KM:** The best change is an increase in my self-confidence. I never thought I could run 1 mile, let alone 13.1. In fact, even up to the week before the race, I had doubted myself. But now I know that if I work hard and give myself a chance, I can accomplish things I never thought I could.

**BCF:** It sounds a little cheesy, but there's really nothing like setting a goal that feels impossible in the beginning and working hard to accomplish it. Completing the half-marathon, for me, gave my self-esteem a bigger boost than any amount of therapy ever could. Also, it was completely thrilling to be a part of such a huge, amazing event. More than 16,000 people entered the race, and thousands more lined the streets of Cincinnati (some wearing pig noses and wings) to cheer us on. It was hilariously inspiring!

**RM:** It feels good to have reached this level, but I still have some to go before I reach my goal.

#### Focus: What suggestions would you give readers and how did you stay motivated?

**KM:** My No. 1 tip is to change things up. In 2007 I lost 53 pounds through diet and exercise, mainly step aerobics. I needed something new to challenge me and keep exercise interesting, and running was a great solution. Also, find a

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“mentor” when starting something new. Kris Hayslett answered my questions, from pre-run breakfast foods to types of socks to buy. Having someone checking up on me kept me motivated and accountable!

**RM:** Three things help keep me on track. First is a change in lifestyle that I made years ago, which includes regular exercise in my life. Second is a concern about my health, which sets a good example for my daughter and others. Third is a community of friends who support and help keep me on track.

**BCF:** If there’s something you really want to do, do it. That’s about as simple as I can put it. Through the years, I have picked up a few secrets to staying motivated. For one, I purchased a treadmill a few years ago, which has dramatically improved my consistency. Second, find people who have similar interests and talk to them about your fitness goals and obstacles. I had an endless amount of support and really great advice from my co-workers. Plus, talking to other people who have run marathons and half-marathons made the goal more achievable for me. Last, I think it’s really important to keep a positive attitude and celebrate your victories, regardless of how big or small. I think that’s really the point of all this anyway. There’s no use to do any of it if you’re not enjoying it!

### **Neighborhood Places Celebrate 15th Anniversary**

*By Anya Armes Weber*

The network of Neighborhood Places in Jefferson County celebrated its 15th anniversary last week with a reception at Ujima Neighborhood Place.

Department of Community Based Services Commissioner Patricia R. Wilson was joined by Louisville Mayor Jerry Abramson, Jefferson County Public Schools Superintendent Sheldon

H. Berman and Neighborhood Place coordinators and staff.

“When First Neighborhood Place opened its doors in 1993, we looked forward to seeing if ‘the next big thing’ would grow,” Wilson said. “Fifteen years and seven Neighborhood Places later, we are watching this ‘big thing’ grow and succeed in helping our families.”

Two new collaborations were announced at the reception. Neighborhood Place clients will now be able to access employment and training services from Kentuckiana Works, Louisville Metro’s workforce redevelopment board. And students at three Jefferson County public schools will have expanded opportunities for health care services.

Neighborhood Places are “one-stop” centers that house several public health, education and human service agencies, including the Cabinet, Jefferson County Public Schools, Louisville Metro Government and Seven Counties Services. Jefferson County has eight Neighborhood Places and two satellite locations. Each Neighborhood Place is guided by a Community Council made up of customers and people who live and work in the area.

“Blended services are customer-focused, but they are also fiscally friendly because they eliminate the duplication of efforts on multiple levels,” Wilson said. “That is something all providers can appreciate.”

### **OIG Announces New Appointment**

Mary D. Curlin, a human services surveyor in the Office of Inspector General (OIG) Hopkinsville regional office, has been named director of the Division of Health Care Facilities and Services. Curlin is a long-time CHFS employee who began her career as an OIG surveyor in 1977. She is a graduate of Western

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Kentucky University and holds a bachelor's degree in community health.

"Mary brings a wealth of knowledge and experience to this position, serving many years surveying the health care facilities licensed by the Office of Inspector General and also holding supervisory roles," said Inspector General Sadiqa N. Reynolds. "Her background makes her a perfect fit for this role, which is so important to ensuring the health, safety and welfare of Kentuckians."

Curlin spent many years as an OIG surveyor working with both long-term care facilities and child care facilities. Her experience includes work with acute and psychiatric hospitals and other levels of care such as end-stage dialysis facilities, rehabilitation agencies, special and rural clinics, ambulatory surgical centers and hospice. She also has worked as a regional program manager.

Curlin, who has worked in the Hopkinsville region since joining CHFS, will begin her work as director of the Division of Regulated Health Care facilities later this month.

### **Ten-Ure Conference this Week**

*By Anya Armes Weber*

Members of employee organization Ten-Ure can still register for its conference this week.

The 57th annual conference is this Wednesday through Friday, May 14-16, at Lexington's Holiday Inn North, 1950 Newtown Pike.

The conference is open to all Ten-Ure members who have supervisor approval. Registration is \$25. Some optional events require fees, and guests may attend for a charge.

Secretary Janie Miller is scheduled to speak to the group on May 15.

Workshop topics include retirement and deferred compensation, self-defense and identity theft. Health screenings will also be offered. Lt. Gov. Daniel Mongiardo and a representative from the Personnel Board will be featured on Friday, May 16.

A golf scramble at the Marriott Griffin Gate golf course will begin at noon on Wednesday, May 14. Employees will absorb all conference travel costs, but are able to code their work time as regular time.

Log on to [www.ten-ure.org](http://www.ten-ure.org) for a complete agenda and registration information, or e-mail Ten-Ure President Pamela Waldrige at [pamela.waldrige@ky.gov](mailto:pamela.waldrige@ky.gov).

To become a Ten-Ure member, you must have at least 10 years of service to the state. Annual membership is \$15.

### **UK College of Social Work Seeks Speakers**

*By Anya Armes Weber*

The University of Kentucky College of Social Work is seeking qualified speakers for this year's workshops.

Staff is looking for experts on the following topics:

- Adolescent substance abuse
- Assessing/treating mental health issues in a medical setting
- Special issues in working with GLBT clients
- Common mental health issues in children
- Working with low-income families
- Working with dual diagnosis clients
- Couples counseling
- Spirituality and social work interventions
- Cultural diversity

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If you or someone you know could provide a three-hour workshop on any of these topics, send credentials, honorarium expectation and the workshop idea to Blake Jones at [Bljone00@uky.edu](mailto:Bljone00@uky.edu).

Learn more about the UK College of Social Work at [www.uksocialworkonline.com](http://www.uksocialworkonline.com).

### New Training Online

A new training opportunity is available online. The Medical Elements of Child Abuse and Neglect Series (MECAN) provides information on medical aspects of child maltreatment.

Debbie Acker, nurse service administrator, originally created the trainings for the Department for Community Based Services social workers in a face-to-face setting. Modified to modules, these trainings can be beneficial to any non-medical professional as well as medical professionals who do not deal with child abuse or neglect on a regular basis.

These training courses are available on the KYTRAIN network:  
MECAN - Bruises, Burns and Bites (module # 1013009)  
MECAN - Skeletal Injuries/Abdominal Injuries (module # 1013010)

The courses can be found at [www.kytrain.net](http://www.kytrain.net). You must create a user name and password. Type the course number in the "Search by Course" box. Continuing education units for social work are available, and those who complete the courses may print a certificate.

### Language Access Policy Modified

Employees who access interpreter services for clients with limited English proficiency should note a change in service providers. The vendor for telephonic interpreter services has changed from Language Line, Inc., to Language Services

Associates, Inc. (LSA). LSA provides interpretation services in 212 languages and are available 24 hours a day, seven days a week. Please refer to the CHFS LEP Intranet site for procedures on contacting LSA at <http://chfsnet.ky.gov/afa/ohrm/dem/lep/interpreters.htm>. This change is effective immediately.

This change only affects the fourth step in the procedure for accessing interpreter services. Staff should continue to utilize the Cabinet's internal Language Access Section as the first resource for telephone interpreting in Spanish. Staff should also continue to use approved community partners for face-to-face interpreting or, when appropriate, as another resource for telephone interpreting.

LSA should only be used when:

1. Telephonic interpreting is needed in a language other than Spanish.
2. Spanish telephone interpreting is needed, and the Language Access Section staff is not available.

To access procedures on providing interpreter services for LEP clients, please see <http://chfsnet.ky.gov/afa/ohrm/dem/lep/interpreters.htm> or contact the Language Access Section supervisor at [Alexandria.Ramos@ky.gov](mailto:Alexandria.Ramos@ky.gov) or (502) 564-7770, ext. 3218.

### May is Stroke Awareness Month

To help increase the number of stroke patients who receive treatment for stroke, the Kentucky Department for Public Health's (DPH) Heart Disease and Stroke Prevention Program is working with the Centers for Disease Control and Prevention (CDC) to raise public awareness of stroke signs and symptoms and to help improve health care for stroke patients.

May is national Stroke Awareness Month. During May and throughout the year, Public Health will work to raise awareness of the signs

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and symptoms of stroke and encourage people to call 911 immediately if they experience or witness anyone experiencing the following symptoms:

- Sudden numbness or weakness of face, arm or leg — especially on one side of the body.
- Sudden confusion, trouble speaking, or difficulty understanding.
- Sudden trouble seeing in one or both eyes.
- Sudden trouble walking, dizziness, loss of balance or coordination.
- Sudden severe, headache with no known cause.

To learn more, visit the Department for Public Health's Web site,  
<http://www.chfs.ky.gov/dph/ach/cd/cardiovascular.htm>.

### **UK College of Social Work Offers First Online Course**

*By Anya Armes Weber*

The University of Kentucky College of Social Work is offering its first online workshop.

"Understanding and Assessing Substance Abuse Disorders," presented by UK Professor Ted Godlaski, is available through [www.uksocialworkonline.com](http://www.uksocialworkonline.com).

Cost is \$50, and five credit hours are available for licensed Kentucky and Ohio social workers and Ohio counselors. Credits are pending for licensed marital and family therapists.

The course is broken into five separate modules and involves lecture and PowerPoint. Register and pay with a credit card. You will receive a password to log on to the site. You may use it at any time, and you may complete the

training at your own pace over time -- you do not have to view the five-hour course all at once.

Godlaski is assistant professor of psychiatry and social work at UK. He spent 23 years doing treatment, program administration and clinical supervision before coming to the UK College of Medicine's Center on Drug and Alcohol Research in 1993. In August 2002, he moved to the Training Resource Center of the College of Social Work to devote more time to teaching.

Learn more about the course or register at [www.uksocialworkonline.com](http://www.uksocialworkonline.com).

### **Living Well: Doctors Return to Making House Calls**

If you haven't experienced a long wait in a doctor's office or emergency room, consider yourself lucky. This year's flu season sent many people to the emergency room for long waits just to be seen by a doctor. A new partnership aims at cutting down on those trips.

Humana and Carena have partnered to offer the return of health care that comes to your home. Currently, state employees in the Louisville area and those within a 50-mile radius who are enrolled in the state employee health insurance plan have a new benefit in which a physician will actually come to your home and provide services.

Here's how it works:

1. To use the services, people in that area first need to contact the HumanaFirst Nurse Line at (800) 622-9529 for 24-hour health information, guidance and support.
2. After taking the first step and calling the HumanaFirst Line, your call will be evaluated. Instructions for health care will either be given over the phone or your case will be referred to an on-call physician.

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3. The physician will then call you directly for a follow-up evaluation to determine if a house visit is necessary.
4. A board-certified physician will typically be at your home within one hour of the initial call and will spend about 45 minutes to one hour providing the appropriate care, as well as additional educational information.

This new benefit will not only let you and your children rest comfortably in your own home instead of a hospital or doctor's waiting room, but it will also decrease costs from the high number of emergency room claims. Carena representatives say they are excited to offer their services in the Louisville area and hope to expand to Lexington in 2009.

While this is a service that enhances health coverage you should remember: If you feel you are suffering from any type of life-threatening symptoms, contact your local EMS services immediately.

#### *Wellness Distribution List*

The CHFS Wellness Committee is starting a distribution list that will send you a monthly wellness calendar, along with wellness information. Please send your e-mail address to Kris Hayslett at [kris.hayslett@ky.gov](mailto:kris.hayslett@ky.gov) to join other Wellness Champions in leading healthier lifestyles.

#### *Health Fair*

The CHFS Wellness Committee is planning its annual health fair for Wednesday, May 21, from 10 a.m. to 2 p.m. If your department would like to have a table, please contact Kris Hayslett at [kris.hayslett@ky.gov](mailto:kris.hayslett@ky.gov).

#### **CHFS Health Tip: Celebrate CHFS and Kentucky Nurses**

*By Emily B. Moses*

Have you hugged a nurse today? Chances are, if you work for CHFS, there's one nearby!

CHFS employs nurses throughout our many agencies and organizations, including the Office of Inspector General, Department for Community Based Services, Department for Public Health, Medicaid, Mental Health/Mental Retardation, and the Department for Aging and Independent Living. We also have nurses working in non-medical areas, such as the Division of Strategic Procurement Services.

Here are some facts from the United States Census Bureau and the Kentucky Board of Nursing about nurses in the U.S. and the Commonwealth:

**64,932** – Number of licensed R.N.s and L.P.N.s in Kentucky, including retired and unemployed nurses and nurses working in other fields.

**12** – Number of Kentucky universities and colleges that offer registered nursing degree programs.

**31** – Number of Kentucky colleges and universities that offer associates and practical nursing degree programs (number includes community and technical college system campuses).

**2.4 million** - Number of registered nurses in the U.S.

**92 percent** - Percentage of registered nurses who are women.

**623,000** - Projected growth in the number of registered nurses between 2002 and 2012. It is expected that registered nurses will experience the largest job growth of any occupation during this time period.

**531,000** - Number of licensed practical and licensed vocational nurses.

**1,181** - Number of nurses per 100,000 residents in Massachusetts, the highest rate among states. Nevada, with 517, has the lowest rate.

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**1.8 million** - Number of nursing, psychiatric and home health aides.

In Kentucky, nurses are licensed by the Kentucky Board of Nursing. Learn more about nurses at the KBN's Web site, <http://kbn.ky.gov/>.

## Employee Enrichment

*By Anya Armes Weber*

One way to inspire teamwork is to talk like you are a team – use “we” instead of “you” or “I.”

Being inclusive makes staff feel that they're part of a group. It also may ease the sting of a complaint or problem. Staff may be more likely to compromise when they feel included.

For example, instead of saying, “You need to fix the problems on the Web site,” try: “We should review the Web site and decide what improvements we can make.”