



# University Correctional HealthCare

## October/November 2010



### UCHC Staff Providing Better Healthcare Services

In recent staff meetings several individuals raised concerns about the future of University Correctional HealthCare (UCHC). Questions stemmed from reports that the State was exploring privatization in multiple areas of government in an effort to save taxpayer dollars.

NJ State Government is clearly seeking to reduce its budget. How does this relate to the Department of Corrections (DOC)? While maintaining essential inmate services including healthcare, the NJDOC is seeking to find additional savings. Though healthcare costs have grown faster nationwide when compared to other sections of the economy, little evidence exists to show that this growth has improved health care outcomes. The State has recently been exploring to see whether or not a private company might have the ability to reduce labor costs and introduce cost-effective innovations to health care within the prisons.

UCHC leadership has been able to communicate the benefits of the current arrangement with the University of Medicine and Dentistry of New Jersey (UMDNJ). The UCHC staffing salaries had been structured to be comparable to the former private, for-profit company. The State's benefit package, however, is valued over most for-profit companies. But this has been offset by savings that come from UMDNJ not being a for-profit organization requiring a profit margin.

With the current economy, the State of New Jersey is not just looking for costs that are comparable to the previous private provider; they are seeking to establish significant controls in their health care costs. From the start of our medical agreement with NJDOC, UCHC leadership has recognized the need to introduce cost controls. These actions have resulted in savings to the State.

The budget from mental health pharmaceuticals has been cut by approximately \$3 million; the result of formulary controls, shifting to generics within the same class of drugs and crushing rather than using quick dissolving medications. The budget for ancillary medical services has dropped about \$3 million with more transparent vendor contracts and limiting the use of specialty services to when they are medically necessary. The budget for hospitalization costs also dropped by about \$3 million when UMDNJ along with NJDOC, made the decision to eliminate a contract with a re-pricing service, implemented the UNISYS payment system and initiated changes that resulted in reducing reliance upon this level of care to

only those instances when our internal prison health care system cannot meet inmates' medical needs.

The NJDOC clearly recognizes the savings achieved through their agreement with UMDNJ. Through our expansion of telemedicine and onsite specialty services, UCHC is reducing the costs associated with having to transport inmates. This reduces the risk to public safety by having fewer inmates transported outside of secure environments. We have also reduced referrals to Ann Klein Forensic Center by approximately 75% with our enhanced service provision on mental health stabilization and inpatient units. NJDOC, through its agreement with UMDNJ, has been able to meet all of the requirements necessary to successfully conclude the *CF v Terhune Settlement Agreement*. These accomplishments, gained through the joint effort of our entire UCHC team in partnership with the NJDOC, have consistently helped demonstrate the current and ongoing benefits of the arrangement between NJDOC and UMDNJ.

As a public entity, we realize that many of our healthcare innovations and efficiencies can be replicated by others. We can not simply rest on our accomplishments; we must continue working to improve our healthcare outcomes while increasing the efficiency of the services we provide. For example, we are instituting a prevention program for inmates with chronic medical conditions, enhancing our utilization review processes for medical emergencies, seeking to gain further savings by improving the efficiency of our pharmacy services and, in cooperation with NJDOC, expecting to improve operational efficiencies in patient scheduling.

We at UCHC are not immune to challenging financial times. It is no longer 2009 where the rate of inflation was a negative number. Unemployment in NJ has risen to almost 10%. State and county employees are now starting to make contributions toward their healthcare insurance. With the closure of Riverfront State Prison last year we had a small reduction in force that was bundled through attrition and reassignment. Going forward, we will continue to face new challenges.

As we look at our healthcare expenses, additional opportunities exist to cut costs while improving the quality of care. By persevering and working together to improve both our effectiveness and efficiency, NJDOC will continue to recognize that their best health care service value is our UCHC team.

Thank you.

Jeff Dickert, PhD



## **University Correctional HealthCare:**

### **Service Excellence Awards:**

At the 2010 October Community Meeting, three University Correctional Healthcare (UCHC) staff were recognized for outstanding performance and presented with Service Excellence Awards. Recipients of these awards reflect the values stated in the UCHC mission; provide excellent customer service to clients, staff and vendors and make positive contributions to the overall success of the UCHC team. They go above and beyond their stated position responsibilities and strive to improve their coworkers as well as clients. Award recipients are nominated by coworkers and supervisors.

The UCHC Service Excellence Award recipients are:

#### **Gwendolyn Chavis, RN, Staff Nurse - New Jersey State Prison (NJSP)**

Nurse Chavis is described by her peers as a consummate team player; one who is extraordinarily dedicated to meeting the needs of the inmates under her care. She is always willing to share with the staff her expertise both in nursing and corrections. Nurse Chavis is conscientious in delivering quality care and readily available to assist other staff members.

#### **Roberta Gallo, Secretary I – Adult Diagnostic and Treatment Center (ADTC)**

Ms. Gallo performs her duties and responsibilities with an exceptional level of thoroughness and accuracy. She monitors the functions of support staff in two offices; assisting the clinician supervisors in monitoring coverage of essential duties and anticipating the needs of the departments. She is relied upon as a valuable resource for the New Jersey Department of Corrections (NJDOC) as well as UCHC.

#### **Jouhaina Razzouk, PsyD, Forensic Mental Health Clinician (ADTC)**

Dr. Razzouk is the director of a therapeutic community and provides direct clinical supervision to three clinicians. She has volunteered to train and supervise colleagues interested in learning a specialized treatment approach she has found useful with the inmates at ADTC. As she leads her team in the provision of quality, intensive sex offender treatment, Dr. Razzouk has earned the respect of the treatment staff, support services staff and DOC staff.

Six line staff and one supervisor (or higher) will be selected annually to receive Service Excellence Awards. Three additional awards will be presented to staff and a supervisor prior to the end of 2010.

*Debra A. Crapella*  
*Program Support Specialist*  
*Quality Assurance Department*





# Ask Mechele



Dear Mechele.

*My immediate supervisor is experiencing some family problems and can't seem to leave them at home. Almost daily she brings her negativity into our workplace and proceeds to drag everybody else down with her.*

*As a fairly cohesive group, we initially thought we'd just let her work through it; but when weeks went by with no change, we got together and came up with what we thought was a pretty good plan. Everyone agreed to take a day and as soon as she went off on one of her pity parties' one of us would counter by changing the topic to something positive. We felt sure that at least one of the pieces of good news would be something she could relate to and then she'd snap out of her slump.*

*It didn't work. Every good thought, comment or idea was shot down in an instant. You think I'm exaggerating? One coworker is pregnant after more than a year of trying... how did this person respond... with horror stories about childbirth and infant colic. A comment on the beautiful fall weather was turned into a discussion on how it's responsible for her allergies.*

*If we're really busy she whines and complains about the impossible workload. When things slack off she becomes convinced that there's a plot to lay off or replace everyone in our office. Someone's new haircut reminds her of someone who died. That new Italian restaurant you enjoyed was responsible for a recent breakout of e-coli... you get the picture.*

*I really enjoy my job and the camaraderie of my co-workers, but this miserable individual appears to be thriving on negativity and is stressing the rest of us out more day by day. I've heard at least one person say they'll be looking for a transfer if she doesn't get herself together soon. Since we all get along and the boss is the only problem, we need help before we, "vote her off the island."*

*Depression is Contagious*

Dear Depression is Contagious,

I have to first applaud you and your colleagues for trying to come up with a solution for this problem. You guys tackled this like a PI Project and I'm sorry it didn't work out. But how about putting a spin on your idea... what would happen if instead of good news, you guys follow her lead and turn up the negativity before she even has the chance? If all of you jumped on the depression train, even she might get sick of it... just a thought.



You didn't mention what type of rapport you and the rest of the staff have with your supervisor, but since you describe yourselves as cohesive, I'm going to assume that before her "slump" things were going well. Is there a chance that she's not even aware of how she's coming across? Has anyone taken the time to just sit down and share with her that it's obvious something is going on? Try this on for size... "we don't want to pry, but we're worried about you." This direct expression of concern is a good way to let your boss know that her change in behavior has been noticed. Sometimes when we feel like there's a thundercloud hanging over our head, we develop tunnel vision that doesn't allow us to see how we're interacting with the rest of the world.

When I was working in a university admissions office, our Dean had a really bad day and was barking at everyone; which was completely out of character. At the end of the workday we quietly eased out of the office and met up at the faculty club. As we were toasting the day's misery with a glass of merlot, a booming voice rang out... "the next round is on me. " Yes, it was the boss. Having noticed that he was completely alone in the office (which never happens) he became both thoughtful and suspicious. When he asked, "Was I really that bad," our resounding "yes," broke the ice and gave everybody a much needed laugh. But on a more serious note, he told us it would be ok to let him know if it ever happened again... it never did.

Expressing your concern could be just the eye opener she needs. However, if talking to your boss is a bit too touchy-feely for you, how about giving the EAP a call (800-327-3678) and see what they recommend. They're confidential and could probably offer you some options you may not have considered. It's either that or resign yourself to riding out the storm.



# Technology Corner

## with Leo Agrillo



### Telemedicine & Video Conference Update

The telemedicine program at UCHC is expanding; seeing more inmate/patients and including more specialties. At its inception in 2008, the program began with Infectious Disease clinics. Northern facility doctors originated their telemedicine visits from the Department of Corrections (DOC) Central Office in Trenton; while southern region physicians originated from Cooper Hospital in Camden. While these visits continue, the addition of more prison locations increased telemedicine contacts. This expansion translated into significant financial savings by reducing the costs associated with inmate/patient movement.

The cost of transporting inmate/patients is particularly high since they must be escorted by custody in order to ensure safety and security. In fact, their transport requires at least two correction officers. Therefore, it is easy to see that keeping the inmate in their home facility greatly reduces transportation and personnel costs. In addition, with physicians no longer having to travel to far flung sites the quality of care increases; especially when specialists are more readily available to patients in need.

The closing of the Sexual Treatment Unit (STU) in Kearny, NJ and subsequent relocation of these residents to the grounds of East Jersey State Prison (EJSP) brought about two additional telemedicine locations (EJSP STU booth and EJSP STU Annex). Now, there is no longer a need to move or transport these patients. And whenever possible, video equipment already inside DOC facilities is being used as opposed to incurring costs by adding additional video units.

Continuing with this trend, surgical, orthopedic, gastro enterology and urology clinics have also been scheduled for telemedicine visits; allowing our medical providers to treat inmate/patients directly from New Jersey State Prison (NJSP). Now, inmate/patients are only transported to the clinic when it is deemed medically necessary for the physician to perform an examination in person. For these specialties the number of visits conducted via telemedicine is on the rise.

UCHC is also responsible for psychiatric care within the Juvenile Justice Commission (JJC). To increase efficiency in psychiatry, resident/patient visits are conducted via telemedicine to the regional community homes (RCH) scattered throughout the state. Prior to this technology, a one hour visit with a sin-

gle resident/patient could take as much as five hours total when you include travel and resident transport. Tele-psychiatry means the physician does not have to leave their office in Bordentown to conduct treatment across the state.

Another area making use of telemedicine is off hour triage since all the regional medical directors are now equipped with laptop computers and telemedicine capabilities. By allowing a physician to access the electronic medical record (EMR) while meeting with the patient, the best plan for treatment can more easily be determined. This also allows for expanded treatment options. For example, a regional medical director can, in consultation with local providers and depending on medical need, have the option of sending an inmate/patient to St. Francis Medical Center in Trenton, rather than a local hospital.

Telemedicine is not the only use of existing video conference equipment. UCHC Community Meetings which relay general information, the Prison Lecture Series for physiology training, the Continuing Medical Education (CME) Accredited HIV Education Program and Quality Improvement training meetings all use video technology. We are continuing to expand our use of this equipment.

If you know or have ideas where this technology could be used to improve the work environment or decrease costs, please contact Leo Agrillo (contact information below). All suggestions are welcome, as good ideas originate from everywhere. Remember...

*"There is one thing stronger than all the armies in the world, and that is an idea whose time has come." ~Victor Hugo*

All technology questions and/or topics you would like have addressed in this column should be emailed to Leo Agrillo at: [agrillle@umdnj.edu](mailto:agrillle@umdnj.edu).



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## It's Enrollment Time!!!

This State Health Benefits Program (SHBP) 2010 Open Enrollment period covering health/dental plans for eligible employees is in effect from October 1 through October 29, 2010. This is also the time to consider enrolling or re-enrolling in the NJ State Employees' Tax Savings Program (Tax\$ave 2011). The Open Enrollment period for the medical and dependent care tax savings accounts is October 1 through October 31, 2010.

Please note the following changes under the federal Patient Protection and Affordable Care Act (PPACA) effective January 1, 2011:

1. The SHBP will extend the coverage of children until December 31st of the year a child turns age 26 provided the adult child is not eligible to enroll in other employer-sponsored coverage (aside from coverage through the parent).
2. **Please note a significant change from last year's Medical Flexible Spending Account. Over-the-counter drugs and medicines are no longer eligible for reimbursement without an order, directive or script from an attending provider under the Unreimbursed Medical Account (Flexible Spending Account).**

Eligible employees will be receiving through the interoffice mail a brochure that includes the following schedule of campus Benefits Fairs. Health plan providers will be present to answer your health coverage questions along with representatives from the Tax\$ave Program and Commuter Tax\$ave Programs. Investment providers for the Alternate Benefit Program (ABP), Additional Contributions Tax Sheltered Program (ACTS) and NJ State Employees' Deferred Compensation Plan (NJEDCP) will be in attendance as will campus Human Resources Benefits Office staff for additional assistance. Also in attendance will be the regional Transportation Management Association representatives regarding car/van pooling.

Date	Time	Campus	Location
October 12	10:00 a.m. to 4:00 p.m.	Piscataway	RWJMS: Great Hall
October 13	10:00 a.m. to 4:00 p.m.	Stratford	Academic Center Complex: Multipurpose Room
October 14	10:00 a.m. to 4:00 p.m.	Newark	NJMS: Main Lobby
October 15	10:00 a.m. to 4:00 p.m.	New Brunswick	MEB: Main Lobby

**Please be reminded that participation in Tax\$ave 2010 does not automatically carry-over into 2011. You must file a new Enrollment Form with FBMC during this Open Enrollment period to participate in 2011.**

Please refer to the Human Resources website at: <http://www.umdnj.edu/hrweb/benefits/openenrollment.htm> for detailed information including the above-mentioned changes or contact your campus Human Resources Benefits Services Office at one of the following telephone numbers, if you have any questions.



Newark  
Piscataway/New Brunswick  
Stratford and Camden

(973) 972-5314  
(732) 235-9417  
(856) 566-6168





**TO: All Faculty, Staff and Housestaff**

**FROM:** Gerard Garcia  
Acting Vice President for Human Resources

**SUBJECT: YEAR 2011 HOLIDAY SCHEDULE**



**DATE: September 2010**

The holiday schedule for **all faculty, staff and housestaff** for the calendar year 2011 is as follows:



1. December 31, 2010 Friday New Year's Day Observance
2. January 17, 2011 Monday Martin Luther King, Jr's Birthday
3. April 22, 2011 Friday Good Friday
4. May 30, 2011 Monday Memorial Day
5. July 4, 2011 Monday Independence Day
6. September 5, 2011 Monday Labor Day
7. November 24, 2011 Thursday Thanksgiving Day
8. November 25, 2011 Friday Day after Thanksgiving
9. December 26, 2011 Monday Christmas Day Observance



**STAFF RECEIVE SIX (6) FLOAT HOLIDAYS AND FACULTY REPRESENTED BY THE AAUP OR NJEA, RECEIVE THREE (3) FLOAT HOLIDAYS.**



Only regular full and part-time staff who are in active payroll status as of January 1, 2011, and full-time temporary staff who have been continuously employed for six (6) months as of that date, are eligible for six (6) float holidays.

Regular staff hired between January 2, 2011 and July 1, 2011 will be credited with three (3) float holidays in July 2011. Staff who are on unpaid leave on January 1, 2011, but return from leave on or before July 1, 2011 will be credited with three (3) float holidays.

Float Holidays must be taken between January 1, 2011, and December 31, 2011, or they are forfeited.



Float Holidays shall be reported on the time sheets as "FH."

Regular part-time staff shall be paid for Float Holidays on a prorated basis in accordance with the length of their workweek.



Float Holidays, except in the case of personal emergencies, must be requested at least one week in advance. Float Holidays may be used for religious holidays.

Supervisors shall only approve a Float Holiday if the staff member's absence does not interfere with University operations.



For staff members on a seven-day workweek schedule, a holiday falling on a Saturday or Sunday is observed on that day. Premium pay will be given only to staff members working the actual holiday.

Premium pay is not given for work performed on Good Friday or on the Day after Thanksgiving for non-exempt staff.

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## The Value of Training

Twelve state and county corrections officers died at their own hand last year in New Jersey. This is more than any other profession and a somber indication of the stress and challenges that face our correctional co-workers. Part of our agreement with the NJDOC is to provide training to the officers on the management of suicidal inmates. Included in this block of instruction is information which acknowledges the role corrections officers play in the prison culture and the impact of the stress they internalize over time.

This mandatory training is viewed by many of our staff as a burden and by the corrections officers as a bore fest. While this is something we are required to do, it is seen as having little utility when compared to the day to day operations inside the prison. While there maybe some truth to this, there is another view that needs to be considered. Any training our staff does for custody provides us with a unique opportunity... for dialogue. These classes give us the chance to either establish lines of communication or keep them open for future conversations... don't dismiss their value. Training provides the perfect opportunity for us to reach out to the correctional staff; and just as important, for the officers to reach out to us.

It's not uncommon for me to hear officers comment that they found useful information in our training, even when initially there was strong resistance. Relationships have been forged between UHC site training staff and their officers so that now they see them as more than just, "The pyscs who only cater to the inmates."

More importantly, I have heard several comments from the officers about how helpful our staff has been to them *personally*, especially with issues that they ordinarily wouldn't share with anyone. Training for some unexplained reason, gives them the courage to open up and share their concerns with a professional. In some instances, this contact has literally been a life saver.

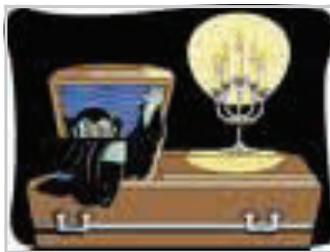
So, to all of our staff providing this training I say, keep up the good work... it does have meaning. And to all who present themselves in a manner that allows the officers to approach us and ask questions, I say thank you...

*Rich Cevalco, EdD*

*Director of Accreditations & Standards*

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## Sleep Hygiene Group Synopsis



UHC recently began offering a Sleep Hygiene Program to inmates who commonly complain of sleeplessness. By teaching skills, habits of thought and behaviors that will promote better sleep, the program is designed to: decrease the use of sleep medications, identify the causes of poor sleep and

eliminate them by introducing strategies to tackle these causes.

The program, entitled, "No More Sleepless Nights," began at Southern State Correctional Facility (SSCF) in June 2010 and

has completed two successful cycles since that time. The facilitator of this program, Danielle Bennett, LSW, began adopting the principles and subject matter from a series of the same name. From this she developed a comprehensive sleep hygiene curriculum. Each cycle met once a week for five weeks and had on average, at least eight participants. All reported positive outcomes from participating in the program.

These reports were documented through program evaluations, discussions with treating psychiatrists and follow-up sessions with primary clinicians. Based upon this data, most of the inmates indicated that they enjoyed the sleep hygiene program, felt it helped to improve their sleep and would recommend it to other offenders.

Danielle Bennett, LSW

Mental Health Clinician III, SSCF

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## IN THE SPOTLIGHT

On September 11, Mechele Morris, PhD, Director of Training, received the *Phenomenal Woman Award* from the Scholarship of 10, Inc. in Wilmington Delaware. The organization awards scholarships to students demonstrating need, academic ability and motivation to continue their post-secondary education. With family and friends there to cheer her on, Dr. Morris said the award was a special honor from an organization that supports a cause close to her heart. But there was a down side. Being “forced” to watch a video of herself on a big screen talking about her work was an experience she described as, “Absolutely painful... so I know I won’t be giving up my day job.” We’re glad to hear it Mechele and congratulations.

Gianni Pirelli, PhD, Outpatient Mental Health at New Jersey State Prison (NJSP) won the 1st Place Award for his dissertation, *A Meta-analytic Review of Competency to Stand Trial Research*, from the New Jersey Psychological Association (NJPA). He will be presented the award at their fall conference next month. Also, the main manuscript (based on the dissertation) has been accepted for publication in *Psychology, Public Policy and Law*, an APA journal sometime in 2011. And it doesn’t stop there; Dr. Pirelli has been accepted to serve on the NJPA Editorial Board of the *New Jersey Psychologist*, the journal of the New Jersey Psychological Association. Like the Philadelphia Phillies, it looks like Dr. Pirelli is on a winning streak.



### Reimbursement for Continuing Education

[http://www.umdnj.edu/hrweb/forms/tap\\_application.pdf](http://www.umdnj.edu/hrweb/forms/tap_application.pdf)

The UMDNJ Tuition Assistance Program (TAP) reimburses employees for courses, seminars and workshops. UCHC employees are eligible if: 1) they qualify for benefits, 2) have worked continuously for one year, and 3) have satisfactory work performance. UMDNJ will reimburse all full time staff members 100% for seminars and courses that are satisfactorily completed (C grade or better) up to a maximum of three thousand dollars (\$3,000) annually. Part time staff will be reimbursed at a rate of 50% up to a maximum of fifteen hundred dollars (\$1,500) annually. The rates for nurses attending the UMDNJ School of Nursing increased to \$7,000 for those who are full time and \$3,500 for part time employees with a year of service, benefits and satisfactory work performance.

Applications and specified documents for reimbursement for college credit courses, special non-college credit courses and seminars must be received in the Human Resources Office no later than 15 business days prior to the start of the course(s) seminar(s). It is your personal responsibility to insure that the application arrives at HR. In order to receive reimbursement, the remainder of all required documents, including the original grade report, certificate or verifiable copy, must be received in the Campus Human Resources Office within 90 days of completing the course(s)/seminars(s). Be sure to keep copies of all submitted documents.

To qualify, you need to complete a TAP Form which is available on the UMDNJ Web Site:

Magie Conrad, DNP  
Nursing Administrator

### Total Compensation Statement Notice

All benefits eligible faculty and staff will be receiving their personalized 2010 Total Compensation Statements at their home address on or about September 27, 2010. Eligible employees, on the payroll as of June 30, 2010, will receive a statement.

The Total Compensation Statement provides an overview of the University’s comprehensive Employee Benefits Package. Personalized information has been provided for your benefits in effect as of June 30, 2010. It also serves as a reminder to make any necessary changes during the annual Open Enrollment in October. Go to the University web site at <http://my.umdnj.edu> to make any benefit plan or personal information changes after July 1, 2010.

For answers to your questions, please visit the Human Resources web site at: <http://www.umdnj.edu/hrweb/benefits/index.htm> or call your Campus Benefits Associate at one of the following telephone numbers:

Camden & Stratford	(856) 566-6168
Newark	(973) 972-5314
Piscataway/New Brunswick	(732) 235-9417



**Moving?** If you relocate, change your residence, go walk-about, move it on up to the east side or simply decide to live in a different location, don’t forget to notify Central Office and also make the change online at [my.umdnj.edu](http://my.umdnj.edu). And by the way, congratulations on your new digs!



Submit your articles by  
November 30th  
for the December newsletter



### Your input is important!

In 2011 this newsletter will be expanded to include additional regular features. If you have ideas or would like to be a regular contributor, please contact Shirley Lee at [leesm@umdnj.edu](mailto:leesm@umdnj.edu).



# Revised Central Office Staff Directory

Updated 10/10



	Office	Cell	Pager	Email	
<b>Central Administration</b>					
Jeff Dickert:	609-341-3093	732-580-1055		dickerje	
Shirley Lee	609-633-2786			leesm	
Melody Massa:	609-292-1247	201-407-3144		massamk	
Sharry Berzins	609-984-4599			berzinsh	
Jennifer Storicks	609-341-3093			storicjd	
<b>Medical Administration</b>					
Arthur Brewer	609-292-6878	609-313-4185	609-229-0689	brewerar	
Rhonda Lyles	609-777-1660			lylesrc	
Yasser Soliman	609-943-4372	609-313-1980	609-229-0690	solimays	
Hesham Soliman	609-723-4221 x8229	609-238-0513	856-223-2262	solimahe	
Jon Hershkowitz	973-465-0068 x4677	732-570-5727	732-206-3157	hershkje	
Johnny Wu	609-777-3755	609-238-0993	609-229-0675	wujo	
<b>Mental Health Administration</b>					
Rich Cevasco	609-984-6474	201-407-3114	732-396-6768	cevascrp	
Mitch Abrams	973-465-0068 x4383	917-887-5206	732-396-6920	abramsmi	
Marci Masker	856-459-7223	201-407-3097	732-396-6767	mackenma	
Harry Green	609-298-0500 x1272	732-512-8846	609-229-0688	greenha	
<b>Psychiatry</b>					
Rusty Reeves	973-465-0068 x4382	973-632-3194		reevesdo	
Anthony Tamburello	856-459-8239	609-410-0266	609-324-3215	tamburac	
<b>Nursing Administration</b>					
Magie Conrad	609-633-6573	908-930-4025		conradmm	
Denise Rahaman	609-777-0440	609-923-1855	609-229-0694	rahamade	
<b>Dental Administration</b>					
Man Lee	609-777-1366	609-218-0697		leemp	
Thomas Golden	908-638-6191 x7584			goldentf	
<b>Utilization Review</b>		<b>Email</b>	<b>Training Team</b>		
Christine Bartolomei	609-292-2353	bartolch	Mechele Morris	609-292-2252	morrisme
Eileen Hooven	609-943-4373	hoovenem		609-292-2226	
	609-484-4000 pager		Denise Gould	609-292-1340	goulddj
	609-828-5706 cell				
Dolcie Sawyer	609-292-2352	sawyerdo			
	609-484-4001 pager				
	201-407-3119 cell				
<b>Medical Records</b>			<b>Infectious Disease</b>		
Cindy Romano	609-292-1393	romanoci		609-292-3365	
<b>Statewide Ombudsperson</b>			<b>Telemedicine</b>		
Elizabeth Topol	609-292-9095	topolel	Leo Agrillo	609-984-1725	agrille
				609-413-6944 cell	
<b>Quality Improvement</b>			<b>Scheduler</b>		
Lisa DeBilio:	609-292-5707	debilila	Patti Ford	609-984-1012	fordpa
Debra Crapella	609-984-5843	crapelda	Jose Torres	609-292-6953	torresj9
Debbie Pavlovsky	609-292-6478	pavolsde	Patti Reed	609-777-1510	reedp1
<b>CTI</b>			Rebecca Cozzens	856-459-8034	cozzenra
Megan Price	609-292-1385	pricemb	Samantha Pezzella	856-459-8453	pezzelss

## UMDNJ Human Resources

### Employment Information:

#### **Tiesha Brown, Human Resource Generalist**

Phone: 732-235-9412

Email: [browntj@umdnj.edu](mailto:browntj@umdnj.edu)

**Handles all non-nursing titles** (includes Physician Specialists, Physician Assistants, Dentists, Optometrists, UCHC Secretary, Mental Health Clinicians, Occupational/Recreational Therapists)

#### **Christine Tsirikos, Human Resource Generalist**

Phone: 732-235-9402

Email: [tsirikch@umdnj.edu](mailto:tsirikch@umdnj.edu)

**Handles all nursing related titles** (includes RN's, LPN's, UCHC Technician I, II, Medication Aides, Nurse Assts., APN's and Nurse Managers)

### Benefits Information:

For employees hired **BEFORE** October 2008, direct calls to the New Brunswick Benefits Team:

#### **Nancy Kiernan, Benefits Associate**

732-235-9416

#### **Robin Hynes, Benefits Associate**

732-235-9415

#### **Lola Vickers, Benefits Representative**

732-235-9417

For employees hired **AFTER** October 2008, Benefits processing is split between campuses:

#### Facility: EMCF, MYCF, NSP, EJSP, ADTC

Contact representatives on the Newark campus:

#### **Takesha Ellerbie, Benefits Associate**

973-972-1868

#### **Robin Hynes, Benefits Associate**

973-972-6071

#### **Krystyna Plonski, Benefits Associate**

973-972-6085

#### **Seiichi Mano, Benefits Representative**

973-972-5314

#### Facility: CRAF, NJSP, GSYCF, MSCF, ACW

Contact representatives on the New Brunswick campus:

#### **Nancy Kiernan, Benefits Associate**

732-235-9416

#### **Robin Hynes, Benefits Associate**

732-235-9415

#### **Lola Vickers, Benefits Representative**

732-235-9417

#### Facility: SWSP, BSP, SSCF

Contact representatives on the Stratford campus:

#### **Celeste Rebardo, Benefits Associate**

856-566-6162

#### **Tamika Major, Benefits Representative**

856-566-6168

### For Employment Verifications, Name Changes, Time Accrual Questions:

#### **Dorothy Copeland, HR Information Systems Specialist**

732-235-9418

#### **Mary Martin, HR Information Systems Specialist**

732-235-9419

\*\*All payroll questions should first be directed to the person who handles time-keeping at your site.

Visit the HR website for updated news, forms, policies and employment opportunities:

<http://www.umdnj.edu/hrweb/>

Christine Tsirikos, PHR  
Human Resources Generalist  
UMDNJ - Department of Human Resources



# UNIVERSITY CORRECTIONAL HEALTHCARE CONFERENCE 2010

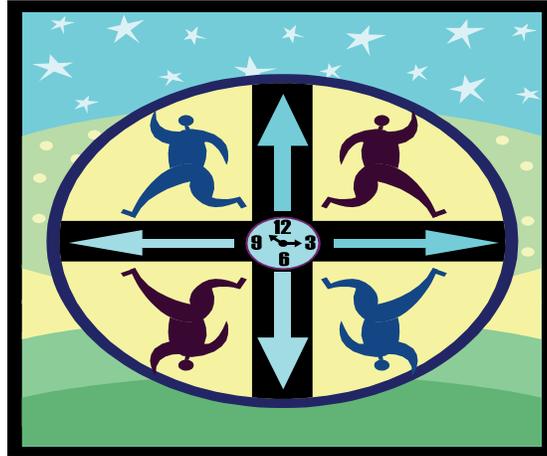
## A NEW DIRECTION: Facilitating Change in Offender Thought Processes

### Where

*Harris Auditorium, NJDOC,  
Trenton, NJ*

### When

*Thursday, November 11, 2010*



### Time

*8:00 - 4:00*

### General Information

*Continental Breakfast &  
Lunch provided*

## REGISTRATION FORM

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Facility: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**PRINT & FAX COMPLETED FORM TO: 609-943-5449**

**EVERYONE MUST REGISTER IN ADVANCE... NO EXCEPTIONS!**

*\*RSVP: No later than Thursday November 4, 2010*

**UNIVERSITY CORRECTIONAL HEALTHCARE  
&  
THE NJ DEPARTMENT OF CORRECTIONS**

PRESENT

**PERFORMANCE IMPROVEMENT FAIR 2010**



Where: NJDOC Central Office, Harris Auditorium, Trenton, NJ

*October 25, 2010*

1:00pm - 3:00pm

Awards Ceremony

(2:00)