UCHC Earns 2013 Excellence in Quality Improvement Award

Congratulations to everyone at University Correctional HealthCare (UCHC) for receiving the 2013 Excellence in Quality Improvement Award from the New Jersey Hospital Association. The award was presented at the NJHA’s 94th annual meeting on Friday, January 25th in Princeton. UCHC was selected for its program entitled, “How to Make Quality Improvement Everyone’s Business.”

The National Commission on Correctional HealthCare (NCCHC), which reviews the accreditation of UCHC every three years, noted in 2011 “the UCHC QI program involves the early identification and resolution of problems by multidisciplinary teams in important areas of healthcare, including: access to care, intake processes, continuity of care, emergency care, hospitalizations and adverse events.” The NCCHC commented further, “The NJDOC-UCHC healthcare system excels at performance and outcome measures, as well as self-evaluation, which is the hallmark of an efficient and effective system. We were impressed by the caliber and depth of the clinical and administrative research that is performed.”

The purpose of the UCHC quality improvement program is to improve health care through monitoring and evaluating service delivery and to identify, analyze and correct problems impeding patient care. The strength of the UCHC quality improvement program results from participation in teams to improve service delivery. Staff develop site specific projects to address relevant service delivery issues and accomplishments are celebrated at an annual process improvement fair. UCHC’s quality improvement program is founded on the importance of clearly identifying areas needing improvement, substantiating those needs and developing goals and objectives.

Examples of major improvements UCHC has achieved through the QI Program include:
- Inmates’ complaints about mental health services decreased by 87% from 2004 to 2011;
- Among 400 individuals infected with HIV, the percentage of inmates with CD4 counts less than 200 fell from approximately 13% in 2009 to 7% in 2012. (CD4 cells are a type of white blood cell that fights infection);
- Of 1,800 inmates with hyperlipidemia, 70% (up from 63%) showed improvements in LDL levels less than or equal to 130;

(Continued on page 2)
Kenneth Estepp, PhD, Forensic Mental Health Clinician at New Jersey State Prison (NJSP), was designated by the New Jersey Department of Corrections (NJDOC) as Employee of the Month. Well done Dr. Estepp!

Susanne Pitak Davis’ sculpture “A Bird in the Head” on exhibit as part of the UMDNJ National Arts Program was awarded First Place in the Professional Category at the 2nd Annual Exhibit & Awards Reception on February 21st. There’s still time to view the exhibit at the New Jersey Medical School in Newark until April 24th. Congratulations Susanne!

Shout Outs!

Toot your horn! Brag about your staff!!! Congratulate a co-worker!!!
Send your shout outs to Mechele Morris, morrisme@umdnj.edu

Corrections Commissioner Praises UCHC

Gary M. Lanigan, commissioner of the New Jersey Department of Corrections (NJDOC), commended University Correctional HealthCare (UCHC) for earning the 2013 Excellence in Quality Improvement Award from the New Jersey Hospital Association. “All of us at the NJDOC take great pride in the well-deserved recognition UCHC has received,” Lanigan said in a specially prepared statement. UCHC provides mental health and physical health care services to all 24,000 inmates at 13 state-operated prisons across the state, operating in partnership with NJDOC.

UCHC Earns 2013 Excellence in Quality Improvement Award (continued)

(Cont’d from page 1)

• For more than 2,400 inmates with hypertension, 89% showed significant improvement in achieving blood pressure levels of less than or equal to 140/90;
• Of the more than 1,100 inmates with diabetes, 59% (up from 53%) achieved HgA1C levels of less than or equal to 7.0;
• As a result of improvements in discharge planning and enhanced crisis services, referrals to the State’s forensic hospital dropped from 123 to 30 annually;
• Nursing overtime was reduced by about 15% in the past two years;
• CSL estimated recidivism rate of 5%;
• Achieving the State’s Objective Performance Indicators for medical, dental and mental health over 90% of the time for NJDOC and over 97% of the time for the JJC;
• The development of treatment guidelines and formulary controls reduced pharmaceutical expenses for NJDOC to 2007 levels and even greater savings for the JJC;
• Collectively, the improvements achieved in recent years have kept annual NJDOC medical and mental health budgets to 2008 levels while improving health care outcomes.

For more information on the PI method used by UCHC go to the workbook developed by UBHC and UCHC QI directors, Drs. Shula Minsky and Lisa DeBilio, “Bridging the Gap Between ‘What Is’ and ‘What Should Be,’ A Step-by-Step Workbook and Reference Guide:”


Thank you to all UCHC staff that have been, are, and/or will be involved in performance improvement teams as you continue to improve the physical, mental and dental health care and sex offender treatment services provided to our patients.

Jeff Dickert, PhD, Unit Vice President
Lisa DeBilio, PhD, LPC, Quality Improvement Director
Remarkable Achievement Award

Three University Correctional HealthCare (UCHC) staff members received the Remarkable Achievement Award from the New Jersey Psychiatric Association (NJPA) for their efforts in creating a law requiring inmates be provided with a comprehensive medical discharge summary before release. Previously, clinicians were required to supply a CD containing the patient’s entire medical record, a well-intentioned but impractical requirement that hindered rather than helped communication between prison and community clinicians.

The new requirement follows the community standard and provides for useful and efficient communication even as the former inmate may request the entire medical record if the person so desires.

State Awards Grants to Chronic Illness Management Programs

The state Department of Health’s Office of Minority and Multicultural Health today announced awards to five community organizations to implement Take Control of Your Health, a self-management program that empowers individuals to fight chronic illnesses.

Each organization will receive $18,000 in state funds. The five organizations receiving awards are:

- CompleteCare Health Network, Bridgeton, Cumberland County
- Friends of Grace, Englewood, Bergen County
- Hunterdon Prevention Resources, Flemington, Hunterdon County
- The Sickle Cell Association of New Jersey, Newark, Essex County
- University Correctional HealthCare, Newark, Essex County.

The funding will be used to implement five, six-week workshops designed to improve the health of those with chronic conditions, including: asthma, cancer, cardiovascular disease, diabetes, obesity and HIV/AIDS. Peer leaders are trained to provide the course to participants and their caregivers. The Take Control of Your Health workshops are designed to improve health and quality of life of those who participate in the program.

Program participants learn strategies for managing symptoms, emotional distress, relaxation techniques and effective ways to communicate and work with healthcare professionals. Nutrition education and the benefits of exercise are also stressed throughout the program.

Since Take Control of Your Health was introduced in New Jersey in 2007, more than 5,000 people have participated statewide. Currently more than 60 agencies are partnering to make Take Control of Your Health available in sites across New Jersey.

Chronic illnesses place a tremendous burden on the residents of New Jersey. According to DOH:

- Seven of the 10 leading causes of death in New Jersey are chronic diseases.
- Heart disease, cancer, stroke and diabetes alone are responsible for about 58% of the deaths in New Jersey.
- African American residents experience a higher death rate due to heart disease, cancer, stroke and diabetes when compared to other racial/ethnic groups
- Research shows that minority groups suffer from higher rates of chronic illnesses compared to the general population.

Magie Conrad DNP, MPA, RN, BC, CTN, Administrator of Nursing Services
Nursing Overtime Reduction

Based on the first 5 months of FY 13, overtime is down 9.1% compared to FY 12; 20.4% compared to FY 11; and 30.5% compared to FY 10.

Monthly overtime payouts averaged $213,408 in FY 10; $196,912 in FY 11; $179,901 in FY 12, and $163,552 for the first 5 months of FY 13. Compare to FY 10, annually overtime is down by almost $600,000.

Great work by our Nurse Managers in controlling these health care costs!

Jeff Dickert, PhD, Unit VP

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PI E-News #2: The Difference Between a Research Study and a PI Project

Frequently, it is difficult to distinguish between a research study and a performance improvement project. The following table, prepared by Dr. Shula Minsky at UBHC, provides a few points to help you distinguish between the two.

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<thead>
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<th>PI Project</th>
<th>Research Study (in Behavioral Science)</th>
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<tr>
<td>Is a response to a perceived problem or a non-optimal process in a service setting.</td>
<td>Involves a more open-ended search for knowledge or general principles that transcends particular settings or actors.</td>
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<td>Requires a team of persons involved in the activity or process that needs improvement as well as those having decision making responsibility.</td>
<td>Can be done by an individual or a team of researchers, sometimes spanning several sites or even countries. No need to be an actor in the process in order to study it.</td>
</tr>
<tr>
<td>Is focused on immediate application to real-life situations in a limited, specialized service context.</td>
<td>Is focused on increasing the knowledge in a particular domain within a specified field of study. Real-life applications may not be generated for several years or decades, if at all.</td>
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<td>Self-contained and self-funded: Participants do not usually seek external funding through grant applications nor do they seek as a primary aim, to publish findings in professional journals.</td>
<td>The publication of results in professional journals is a major goal. External funding is often sought depending on the cost of the individual project(s).</td>
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Lisa DeBilio, PhD, Quality Improvement Director

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PI News: Training Reminder

PI/computer training is offered in Trenton every month in the Harris Building computer training room. Trainings are scheduled from 8:30 am to 3:30 pm. The following topics are covered: how to work through a performance improvement project, the basics of Microsoft Word and Excel, logging into MY.UMDNJ accounts, using e-mail, file saving and network drives (NJDOC and NJJJC).

Upcoming training dates:
- March 26, 2013
- April 30, 2013
- May 28, 2013
- June 25, 2013
- July 30, 2013
- August 27, 2013
- September 24, 2013
- October 29, 2013
- November 19, 2013
- December 10, 2013

Class size is limited, so if you plan to attend, send an e-mail one week in advance to debilila@umdnj.edu. Thank you.

Lisa DeBilio, PhD
Quality Improvement Director
UCHC Excellence Award Recipients

Susan Spingler, RN, BSN, Infection Control Nurse (NJSP Medical)
Those who nominated Sue praised her not just for a job well done, but for going above and beyond her job description, despite “managing a multitude of tasks” at NJSP. She “always volunteers” for additional responsibilities and is “concerned about the success of the UCHC team.” Sue is a “conscientious” team player helping out in the clinic and going on medical emergencies. She “consistently demonstrates professional, compassionate care to all patients, frequently taking over for callouts without a problem.” It was said that, “No job is too difficult for Sue. She will find a way to ensure everything is completed correctly and in the required time frame.” “Sue assists management with questions and concerns and is an excellent and trusted liaison between the department, NJDOC administration and custody personnel.” Sue was the NJDOC employee of the month for September. Great job Sue!

Anna Rossi, DO, UCHC Staff Psychiatrist (ADTC Mental Health)
“This nominee provides clinical care to the patients thoughtfully and skillfully. Dr. Rossi is a valuable team player who works collegially, particularly with fellow mental health staff members and sex offender treatment staff. She readily offers feedback and suggestions which enhance the efficiency and quality of mental health services provided at ADTC.” Most notably, “the nominee’s willingness to go ‘above and beyond’ to contribute to a smooth, efficient provision of care including post-release, is exemplified in the proactive efforts to resolve a counterproductive aspect of a recently enacted law. The nominee recognized that, despite its intent, the law contained language which does not facilitate continuity of care and has taken efforts to have the law amended so the transfer of care to community providers is supported.” Dr. Rossi “succeeded in changing NJ law regarding information given to patients upon release, working with the NJ Psychiatric Association and a lobbyist and testified to the NJ Legislature repeatedly over two years. The new law is a significant improvement over the old, benefiting all our released patients.” Well done Dr. Rossi!

Christina Burlew (King), Data Control Clerk I (SWSP Mental Health, Outpatient)
Christina’s nomination cited “demonstration of exemplary dedication” in her position at Southwoods. Christina is “extremely motivated in pursuing departmental excellence. She pushes the departmental staff to meet their obligations in every respect of their work, reminding them of deadlines and identifying tasks not done. She is the focal point for emergency contacts and quickly finds staff to address urgent situations. Christina is always aware of duties that need to be covered and is relentless in dealing with absences and arranging adequate coverage. She is proactive in facing challenges, very knowledgeable about what is going on in our facility and creative in suggesting solutions. She is trusted to handle departmental needs and fully supports all endeavors. She is a remarkable presence at Southwoods, appreciated by those within and outside our department, and so deserves recognition for her superb management of the many tasks required in such a complex institution.” Way to go Christina!

Virginia Attanasio, PhD, Clinician Supervisor (CRAF Mental Health)
Nominations for Dr. Attanasio praised her for, “providing excellent direction for the department” and her willingness to “take on the most difficult direct service tasks such as completing SVP evaluations for inmates past their max date.” Nominations indicated she “gives appropriate emotional support and provides leadership to staff that is highly effective. She does an excellent job as liaison to CRAF administration and UMDNJ management.” “Dr. Attanasio clearly ‘has the back’ of the department.” Congratulations Dr. Attanasio!
Depression Self-Management Tips

Updated March 7, 2012

Depression happens to a lot of people in prison. Helping you feel better is an important goal of your treatment team. YOU are part of this team, and there are plenty of things you can do between appointments to help feel better. You may not be able to do all of these things, but even doing a few of them will help.

Increase your physical activity

♦ Unless your doctor says no, try walking, jogging, or sports.
♦ If you already do these things, try doing them more.

Stay busy

♦ Staying busy is good for your self-esteem.
♦ If you are on a work detail, do the best job you can do.
♦ Keep your cell neat and clean.
♦ Help someone else.

Plan fun things to do

♦ Read a book.
♦ Watch a movie or a favorite television program.
♦ Write a letter.
♦ Call a friend or family.
♦ Plan a visit.
♦ Play a game.
♦ Write about your feelings in a private journal.

Eat healthy foods

♦ Avoid junk food.
♦ Eat more fruits and vegetables.
♦ Do not use alcohol or drugs.

Do more to relax

♦ Take a shower.
♦ Listen to music.
♦ Meditate.
♦ Breathe deeply.
♦ Go to the yard for fresh air.

Good sleep habits

♦ Have regular sleep and wake times – avoid napping during the day.
♦ Avoid caffeine and chocolate, especially after noon.
♦ Quit or cut back on cigarettes.
♦ Do not lie in bed except to sleep.
♦ Avoid exercising, eating, or drinking a lot of fluids just before bed.
♦ Avoid sleeping pills.

Spirituality

♦ If it is your tradition, pray, read scripture, and attend religious services.
♦ If it is not, think about the people, ideas and things that are important to you and give your life meaning.

Participate in all parts of your treatment plan

♦ Take medication as directed, if prescribed by a doctor.
♦ Attend all assigned individual and group therapy sessions.
Toxic Workplace?

In today’s economy, many of us are simply happy that we have jobs. The reality that millions of Americans are unemployed is daunting and a challenge for the leaders of our country. What is often overlooked however, is that millions of Americans that are fortunate to have jobs also suffer because their workplace may be toxic for their psychological health. A toxic workplace may produce unnecessary employee stress, burnout and may eventually lead to significant physical and psychological symptoms. Further, it has been estimated that upwards of 70% of all primary care visits to physicians have as their root, some form of emotional stress. This often leads to increased costs to an organization and absenteeism that can negatively impact its ability to meet its goals.

How do you know you work in a psychologically toxic environment?

Here are some signs and symptoms:

- High absenteeism high turnover
- Frequent gossip mill
- Turf wars and other types of conflict
- Physical intimidation by a supervisor
- Frequent “whistle blower” events
- Bullying by staff or supervisors
- Chronic worker conflicts brought to administrator’s attention
- Favoritism in work assignments
- Atmosphere of paranoia and fear dominate the workplace

Most often, people who work in a toxic workplace say that they feel angry, powerless and/or victimized by a boss, coworker or administrator. People will report feeling “trapped” and “depressed” by their workplace situation. There is help available. See ‘Additional Tips” for some suggestions.

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Additional Tips: What to do if you feel you work in a toxic workplace:

- Make your feelings known in a respectful manner
- Follow the ‘chain of command’
- Be sure to document instances of bullying, or mistreatment using “what,” “who,” “how,” “when” and “where” format in a Journal of Events
- Request a meeting with HR, your union or your next-level manager (if your direct supervisor can’t resolve the problem) to share your Journal of Events
- Clearly communicate your distress when not angry, frustrated or upset

CRYPTOGRAMS

Puzzle # 1
Clue: Letter O = S

“MRE DYL BLTLY ARR RCS AR OLA
DBRAKLY NRDC RY AR SYLDH
D BLP SYLDH.” - W.O. CLPQO

Puzzle # 2
Clue: Letter O = F

“FPGES GD DEKLPBEC... ACLP ECLKL
GD ELHVAYKN HPM JYRRHQYKHEGYP,
AYPMLKOFR ECGPBD JHP QL
HJCGLILM.” - VHEEGL DELZHPLN

FILL IN THE BLANK

Complete the phrases. Use ( ) letters to find a hidden message.

1. _ _ (_) _ impressions are the most lasting.
2. Cold hands, warm _ (_) _ _.
3. The _ _ _ _ _ (_) _ wheel gets the grease.
4. A rolling _ (_) _ _ gathers no moss.
5. She/He who laughs last laughs _ (_) _ _ _ _ _.
6. Hindsight is always _ (_) _ _ _ - _ _ _ _ _ _ _ _.
7. _ (_) _ _ _ _ _ _ _ is the sincerest form of flattery.
8. _ (_) _ _ _ to bed and _ (_) _ _ _ _ _ _ _ to rise, makes a woman/man healthy, wealthy & wise.

“Coming together is a beginning.
Keeping together is progress.
Working together is success.”

-Henry Ford

Solutions on last page of Newsletter
Ask Mechele...

Yet again there were no questions or feedback from readers, so here is a timeless piece from April 2008.

The following is a satirical look at life when you work in prison. Hope this lightens up your day!

Top Ten Things NOT To Do When You Work In Prison

10. Invite friends to stop by the job for lunch.
9. Bet on a horse recommended by the compulsive gambler on your caseload.
8. Invite inmates in your transition group over for dinner when they get out.
7. Threaten to take your kids to work.
6. Recommend creative ways to brighten up prison issue clothing.
5. Offer to fix up that cute guy in Ad Seg with your best friend’s stepbrother’s grandfather’s niece on her dad’s side.
4. Bring in a freshly baked batch of cookies for your unit runner’s birthday.
3. Lend the porter $10.00 until his commissary order comes in.
2. Take up that inmate on his offer to get you a good deal on a jailhouse tattoo.

And, The Number One Thing NOT To Do When You Work In Prison...

1. Start up an inmate dating service called nolongeracon.com

Have a dilemma?
Send your question or concern to morrisme@umdnj.edu
or fax anonymously to (609) 341-9380, attention “Ask Mechele”

Technology Corner...

By Leo Agrillo

Computer System Problems?!?!

Who Do I Contact?

NJDOC computer system or equipment issues, Passwords or LogIns (for Novell, Logician/Centricity, LIVE Inmate Mgmt/iTag):
- Contact the NJDOC help desk: (609) 984-8288, helpdesk@doc.state.nj.us

JJC Computer Issues, Passwords, Log-Ins or equipment issues:
- Contact the JJC help desk: (609) 341-3102, jjc.helpdesk@njjjc.org

My.UMDNJ.edu and Sun Convergence/UMDNJ Outlook Email (passwords, logins, system issues):
- Contact the UMDNJ IST Service Center: (732) 743-3200, isthelp@umdnj.edu

For all other issues contact the UBHC help desk:
- (732) 235-4715

Telemedicine – NOT passwords/logins, contact:
- Leo Agrillo, (609) 292-4036 x5215, agrillle@umdnj.edu

Stepping away? Secure your Computer!
Windows Logo + L

Ctrl + L
Introducing Payroll System Improvements

**Enhanced Employee Self-Service Pay Stub.**
As of the March 1, 2013 paycheck, all employees will be now able to view and print enhanced online pay stubs. They may be accessed as in the past via the UMDNJ portal (My.UMDNJ). Among the enhancements to the pay stub are inclusion of your home address and the last four digits of your Social Security number (useful for employment verifications) and inclusion of year-to-date amounts by earnings category (previous pay stub only reported total year-to-date earnings).

**Multiple Direct Deposit Accounts.**
You now have the option of direct deposit of your bi-weekly paycheck into up to four of your bank accounts.

If, after following the MBOS Registration Instructions, you still need assistance registering for or using MBOS, contact the Payroll Office at payroll_help@umdnj.edu or 732-235-9207.

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**Attention PERS Members: Beneficiary Change Update**

**Effective February 1, 2013,**
Designation of Beneficiary for the Public Employees Retirement System (PERS) and Police and Firemen’s System (PFRS) must be submitted online using the Designation of Beneficiary Application on the Member Benefits Online System (MBOS).

Registration requires several steps — new users should read and carefully follow the attached MBOS Registration Instructions.

Please note that as of February 1, 2013, paper Designation of Beneficiary forms will no longer be accepted by the Division — except in the following situations:

- Certain “Special Provisions” may still require a paper form. These include designations to a trust, organization, charity, or corporation; a formal or informal trust; through a power of attorney; by court order; or for an unequal distribution of a fixed percentage or definite dollar amount. Instructions for obtaining the correct forms are provided in MBOS when accessing the Designation of Beneficiary online application.

If, after following the MBOS Registration Instructions, you still need assistance registering for or using MBOS, call the MBOS Help Desk at (609) 777-0534 or send an e-mail with the subject line "MBOS E-mail" to: pensions.nj@treas.state.nj.us.

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As a result of the Federal tax legislation that was passed on January 1, 2013, the employee share of the Social Security tax on wages paid on or after January 1, 2013 has increased from 4.2% to 6.2%. The 6.2% withholding rate has been reflected in the January 4, 2013 paychecks.
Mileage —

Effective January 1, 2013, the mileage reimbursement rate increased to 56.5 cents per mile.

Please use the new rate for all miles travelled on or after 1/1/13.

7/1/11 - 12/31/12 reimbursement rate was 55.5 cents per mile

Problems with UCHC Pagers/Cell Phones

Report all problems to Jennifer VanEmburgh, UCHC Central Office, phone (609) 292-4036 x5620 or email storicjd@umdnj.edu.

Remember to check your pager on a routine basis.

If you relocate,

Change your residence, go walkabout, move on up to the east side, or simply decide to live in a different location; you must notify Central Office as well as make the change online at my.umdnj.edu.

By the way, congratulations on your new digs!

To Resolve Payroll Issues...

1. Contact your payroll timekeeper. In most departments this is your support staff. If unsure, ask your supervisor.

2. If your payroll timekeeper is unable to assist you, contact your department supervisor, or in their absence, the regional supervisor.

3. If neither your payroll timekeeper nor supervisor are able to assist you, please contact Melody Massa at Central Office. Melody’s direct number is (609) 292-4036 x5210.

Suggestions? Ideas? Leadership wants to know!!!

In response to employee feedback, the UCHC Leadership Team created improveUCHC@umdnj.edu as an avenue to communicate with the Leadership Team. This electronic communication method is available for you to send your ideas any time of the day or night. All suggestions will be forwarded by the UCHC Quality Improvement Team to the UCHC Leadership Team for review, without revealing your identity unless you direct us otherwise.

Your valued input will help us better manage our programs and become better managers ourselves, so we invite you to use this new Performance Improvement initiative. We hope to hear from you soon! UCHC Leadership Team

I’ve Been Served!?

Litigation unfortunately, is commonplace in prisons. Most litigation against staff comes to naught, however, all requires attention.

In such matters you would be directly served a summons or complaint. Supervisors, peers and support staff are not authorized to accept service/sign off on an Affidavit of Service on behalf of another employee. Rather, supervisors should arrange to assist to arrange a meeting with the individual being served a summons or complaint.

If you receive notice that you are named in a lawsuit or other legal action do the following immediately:

1) Alert Central Office by calling (609) 292-4036 x5228. Fax the legal papers, along with the letter template requesting legal representation (see newsletter attachment example), to the attention of Jeff Dickert at (609)-341-9380

2) Contact UMDNJ Risk and Claims at (973) 972-6277.

The UCHC Central Office and/or Risk and Claims will forward the complaint to the UMDNJ Legal Department and inform you which attorney will represent you in the matter.

Call the assigned lawyer, explain the case and make sure you understand what you are directed to do. Denial or nonchalance will not serve you well in such a situation. Educate yourself about the case. Do not assume the attorney knows the case as you do and don’t be afraid to suggest strategy to the attorney. If you have questions or wish to speak about ongoing litigation, you may contact Jeff Dickert by phone (609) 292-4036 x5228 or e-mail (dickerje@umdnj.edu).

Tuition Assistance Program

Tuition Assistance Program policy and information can be found online: http://www.umdnj.edu/hrweb/policies/pl405000.htm

To go directly to the Tuition Assistance Application visit: http://www.umdnj.edu/hrweb/forms/tapapplication.pdf.

UCHC Newsletter — January/February/March 2013
### Executive Administration Staff:

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<td>x5242</td>
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<tr>
<td>Arthur Brewer</td>
<td>x5224</td>
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<tr>
<td>Rusty Reeves</td>
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<td>973-632-3194</td>
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<td>Rich Cevasco</td>
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### Central Administration Staff: (alpha order)

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### Regional Medical Providers

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<tr>
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<tr>
<td>Hesham Soliman</td>
<td>609-723-4221 x8460</td>
<td>609-238-0513</td>
<td>856-223-2262</td>
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<tr>
<td>William Briglia</td>
<td>856-459-7221</td>
<td>856-701-6362</td>
<td>856-223-2320</td>
<td>brigliwj</td>
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<tr>
<td>Sharmalie Perera</td>
<td>732-574-2250 x8305</td>
<td>609-238-0993</td>
<td>609-229-0675</td>
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### Mental Health Clinician Administrators

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<tr>
<td>Mitch Abrams</td>
<td>973-465-0068 x4242</td>
<td>917-887-5206</td>
<td>732-396-6920</td>
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<tr>
<td>Harry Green</td>
<td>856-459-7224</td>
<td>732-512-8846</td>
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<td>Marci Masker</td>
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<td>201-407-3097</td>
<td>732-396-6767</td>
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<tr>
<td>Ellen Zupkus (JJC)</td>
<td>609-324-6296</td>
<td>201-407-3117</td>
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### Associate Director of Psychiatry

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<td>Anthony Tamburello</td>
<td>856-459-8239</td>
<td>609-410-0266</td>
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### Regional Dental Administration

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<tr>
<td>Harold Mapes</td>
<td>908-735-7111 x3430</td>
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### Regional Schedulers

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<tr>
<td>Rebecca Cozzens</td>
<td>856-459-8034</td>
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<tr>
<td>Samantha Pezzella</td>
<td>856-459-8753</td>
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</table>
**EMPLOYMENT INFORMATION:**
(Job postings, Employment/Status Changes, General Information)

Tiesha Brown, Human Resource Generalist  
732-235-9412 / browntj@umdnj.edu  
Handles all non-nursing titles (includes Physician Specialists, Physician Assistants, Dentists, Optometrists, UCHC Secretary, Mental Health Clinicians, Occupational/Recreational Therapists)

Stephanie Plaskow, Human Resource Generalist  
732-235-9404 / plaskost@umdnj.edu  
Handles all nursing related titles (includes RN’s, LPN’s, UCHC Technician I, II, Medication Aides, Nurse Assts., AP-N’s and Nurse Managers)

**DATA ADMINISTRATION:**
(Employment Verifications, Name Changes, Time Accrual Questions)

Dorothy Copeland, HR Information Systems Specialist  
732-235-9418 / copeladv@umdnj.edu  

Mary Martin, HR Information Systems Specialist  
732-235-9419 / martinma@umdnj.edu  

**PAYROLL QUESTIONS:**
All payroll questions should first be directed to the person who handles payroll time-keeping at your site (usually your support staff). If they are unable to help you, contact your supervisor. Lastly, contact Melody Massa at the UCHC Central Office, (609) 292-4036 x5210.

Visit the HR website for updated news, forms, policies and employment opportunities:  
http://www.umdnj.edu/hrweb/
Don’t be shy!
If you have ideas for future publications, a one time article or are interested in becoming a regular contributor to the UCHC Newsletter, please let us know!

Please email Shirley Lee at leesm@umdnj.edu or Jennifer VanEmburgh at storicjd@umdnj.edu. We’d love to hear from you!

Employee Assistance Program
1-866-EAP-UBHC (1-866-327-8242)

EAP is just a phone call away...
Did you know that anyone in your household is eligible to use the EAP?
All services are provided by your employer and free to you and the members of your household.
All services are confidential.
No information is shared with anyone without a written release from you.
Individuals and couples are seen for a variety of reasons such as: personal difficulties, relationship concerns, anxiety, depression, grief, stress and substance abuse.
We can help with family issues such as: parenting, single parenting, blended families and elder care.
Whatever your concerns, we are here for you.

Brain Exercise Solutions

CRYPTOGRAM

“YOU ARE NEVER TOO OLD TO SET ANOTHER GOAL OR TO DREAM A NEW DREAM.”
- C.S. LEWIS

“UNITY IS STRENGTH... WHEN THERE IS TEAMWORK AND COLLABORATION, WONDERFUL THINGS CAN BE ACHIEVED.”
- MATTHE STEPANEK

“Mental Stimulation is the sincerest form of FILL IN THE BLANK.

1. (F(RO)ST) impressions are the most lasting.
2. Cold hands, warm H(E)ART.
3. The SQUEA(K)Y wheel gets the grease.
4. A rolling STONE gathers no moss.
5. She/He who laughs last laughs L(O)UDEST.
6. Hindsight is always T(W)ENTY - TWENTY.
7. IMITATION is the sincerest form of FLATTERY.
8. (E)ARLY to bed and (E)ARLY to rise, makes a man/woman healthy, wealthy & wise.

Please submit articles by May 15th for the Spring Newsletter

Brain Exercise Solutions

Please submit articles by May 15th for the Spring Newsletter

Brain Exercise Solutions

Please submit articles by May 15th for the Spring Newsletter
UCHC Excellence Award
Nomination Form

Guidelines:

1. A University Correctional HealthCare (UCHC) employee may nominate any other employee. (Administration Staff are not eligible for this award). Individual nominees must have at least met their probationary requirements.

2. Nominations should reflect the values stated in the UCHC mission, demonstrate exceptional customer service (to clients, staff and vendors), volunteering to do things above and beyond job duties, and/or making positive contributions to the overall success of the UCHC team.

3. Six staff will be selected annually for this award (3 every 6 months) and one staff from a supervisory position or higher will be selected annually.

Name of employee being nominated:

Title: ______________________ Facility/Unit: __________________
(Required)

☐ Excellence in Direct Care ☐ Excellence in support service

Explain in detail why you are making this nomination:

_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________

Note: If additional space is needed, please use the back of this form or send an attachment via e-mail.

Signature of nominator: _________________________ Date: ____/____/____

Please print your name: _________________________

Please send this form to:
Quality Improvement, Att: Lisa DeBilio, UCHC Central Office
Or fax to (609) 341-9380
Ongoing UCHC Continuing Education Log

Jan-Feb-Mar 2013

Name: _____________________________   Site: _____________________

Position: ___________________________

*** PLEASE PRINT CLEARLY***

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Once you complete this form submit a copy to your site Data Control Clerk/Secretary for entry into the UCHC Database.

Keep a copy (along with attendance verification for each activity) for your personal records.

Note: Staff meetings can be included as continuing education activities provided a signed attendance log is maintained.