Hartford HealthCare has named Institute of Living Director of Outpatient and Rehabilitative Services Nancy Hubbard, LCSW, as one of the first Gold Medal Manager awardees under a new recognition program highlighting leaders at all levels who demonstrate the H3W leadership behaviors.

Hubbard was recognized for her leadership qualities at the quarterly HHC Leadership Forum on Friday, March 6, in Hartford, along with two other Gold Medal Managers — Stephen Farina of Clinical Lab Partners, Manager, Women’s Health Lab, and Kathryn Ruszczyk of Integrated Care Partners, Manager, Clinical Collaboration.

“I was very excited. It was a little unexpected,” Hubbard said.

“Nancy is a role model for other managers and an inspiration to her employees,” wrote Patricia Graham, Case Worker in the IOL Family Resource Center (FRC), who nominated Hubbard for this award. “She is constantly modeling the H3W principles by providing timely, clear and specific expectations for her employees, recognizing others positively and encouraging others to do the same with those around them.”

Hubbard started her career with the IOL 15 years ago as a teaching assistant in the Grace Webb School while simultaneously working to get her master’s in social work from Boston College. She then became a clinician, working in various areas including the assessment center, juvenile detention, the partial hospital program, and the emergency department. She worked her way up to manager of the Barnard residential program, attaining her current position five years ago.

She credits her staff and colleagues for their support in the success of her career, as well as the guidance she has received from Annetta Caplinger, Vice President of Clinical Operations at the IOL.

From left: Hartford HealthCare Human Resources Vice President Tracy Church, Institute of Living’s Nancy Hubbard, HHC President and CEO Elliot Joseph.

Continued on page 2
DSM-5 training classes with Dr. Neimeyer will take place as follows. BHN clinical employees may sign up for any session listed below, with supervisory approval.

**TUESDAY, APRIL 21**
- **8 a.m. - noon:** Windham Hospital, Desrosier Room, 112 Mansfield Ave., Willimantic
- **1 - 5 p.m.:** HHC East System Support Office, Room C, 11 Stott Ave., Norwich

**WEDNESDAY, APRIL 22**
- **8 a.m. - noon:** Hartford Hospital, Jefferson Room 118, 80 Seymour St., Hartford
- **1 - 5 p.m.:** Hartford Hospital, Jefferson Room 118, 80 Seymour St., Hartford

**THURSDAY, APRIL 23**
- **8 a.m. - noon:** MidState Medical Center Conference Room, 61 Pomeroy Ave., Meriden
- **1 - 5 p.m.:** Rushford at Meriden Cafeteria, 883 Paddock Ave., Meriden

**FRIDAY, APRIL 24**
- **8 a.m. - noon:** Institute of Living, Hartford Room, 200 Retreat Ave., Hartford
- **1 - 5 p.m.:** Institute of Living, Hartford Room, 200 Retreat Ave., Hartford

How to learn more

All BHN staff members have access to an electronic version of the DSM-5 (and other online professional and client education resources) via the HHC MyAthens account. To enroll, you must be affiliated with HHC, have a valid e-mail address to receive your username and activation code and must register from your worksite on an HHC computer. Use the following link to sign on: [https://register.athensams.net/hhc/](https://register.athensams.net/hhc/)

Hubbard honored as HHC Gold Medal Manager

continued from page 1

“I don’t think any of this would have happened without the support and guidance of Annetta,” Hubbard said. “She has given me multiple opportunities to oversee different areas and because of that, I’ve been able to excel in my career.

“Nancy has a skill of making what is difficult look effortless,” Caplinger said. “She volunteers discretionary effort anytime that there’s a hint in the room that it’s needed. She personifies the (H3W) values with her employees and teaches all of us that just by her example.”

In her current position, Hubbard oversees 25 IOL employees and approximately 15 volunteers within the FRC, the Department of Psychiatric Vocational Services and other outpatient programs. This provides many opportunities for her to mentor others. Graham herself has been a beneficiary of Hubbard’s guidance.

“(Nancy) has spent so much time teaching me, coaching me and mentoring me. Since she has taken the time to help me, I feel that I am better able to do my job well,” Graham noted.

“I love working here,” Hubbard said. “There is so much longevity at the IOL and that speaks volumes to me. I appreciate the culture, the patients and my co-workers.”

“Nancy is an exceptional manager,” Graham said. “She doesn’t just do her job well; she inspires so many of her employees to do the same.”
Janet Keown announces retirement from HR role

After eight years with Hartford HealthCare, Behavioral Health Network Vice President of Human Resources Janet Keown announced her decision to retire effective Friday, June 12.

“Janet helped Natchaug, and more recently Rushford, make tremendous strides in the way we interact with and serve employees,” said HHC BHN President Stephen W. Larcen, Ph.D. “Her tremendous contributions and leadership have earned the respect of senior leaders, human resources colleagues, and employees throughout the network.”

While serving as Director and then Vice President of Human Resources at Natchaug Hospital, Janet led the implementation of a number of initiatives that improved efficiency and services for employees. During her tenure, Natchaug was the first HHC affiliate to roll out an online performance assessment tool as well as an electronic personnel file system.

In her expanded role as Vice President of Human Resources for the Behavioral Health Network, Janet supported and oversaw the roll-out of a number of HHC initiatives, including a major PeopleSoft implementation and changes in benefits. Janet’s commitment to our staff and humanistic approach helped Natchaug and Rushford employees navigate a transforming HR landscape.

clinicalcorner

Using sensory strategies for self-regulation

By Winky Gordon, M.Ed., OTR/L
Creative Rehabilitation Services Department, Natchaug

On the children’s unit at Natchaug (six to nine beds for 5- to 12-year-olds), we often work with children who demonstrate a strong need for, or aversion to, very specific kinds of sensory experiences. Two examples: the “hyper” child who, after somersaulting in tumble form, is calmer afterward, and the child who becomes over-stimulated and “acts out” when there is a lot of noise or activity in their environment. Both children are demonstrating the effect of sensory experiences on their nervous systems and their need for help in managing them. Often, staff will describe either child as “a real sensory kid.” The truth is, we’re all “sensory kids.”

The ability to develop and utilize habits and routines — often unconsciously — that meet our sensory needs and preferences is integral to both physical and mental health. Throughout the day, we make adjustments to our environments — music louder, softer or more light, less light — or to what we’re doing — having a cup of tea, going to the gym, taking a hot shower — in order to do our best to accomplish whatever task is at hand. This is the basis of self-regulation. Mary Sue Williams and Sherry Shellenberger, occupational therapists and authors of The Alert Program for Self-Regulation, define it as, “the ability to attain, maintain, and change arousal appropriately for a task or situation,” which includes managing emotions and behavioral responses to emotions.

The beauty of a therapeutic approach that uses the senses for emotional and behavioral regulation is that it’s a “bottom-up approach.” Rather than relying on cognitive skills such as self-reflection, problem-solving and goal-setting, a bottom-up approach addresses the nervous system directly. The person whose nervous system is in a state of over-arousal — fight, flight, freeze — does not usually have their best cognitive skills immediately available to them. The first order of business must be helping him or her get out of the stress response and into a state of calm. Before the psychological exploration can happen, the person needs to experience a sense of safety on the most fundamental level — within the nervous system.

This is the first in a series of articles that will explore ways to utilize the five external senses — seeing, hearing, tasting, touching, smelling — and the two internal senses — movement and balance — as strategies for clients (and ourselves) to increase the sense of mastery over alertness and management of emotions. The articles will also explore how each of the senses work and suggest specific tools for helping clients explore sensory needs and preferences. In the meantime, pay some attention to your own routines and habits, how you incorporate sensory strategies into everyday life and what happens when your routines are interrupted. Just how grouchy do you get if you can’t take a shower/have coffee/listen to music before you come to work?

Do you have an article, study, or case study you’d like to share with the Behavioral Health Network? Send your submissions to amanda.nappi@hhchealth.org or carol.vassar@hhchealth.org for consideration.
Backus Partial Hospitalization Program offers next step following inpatient care

The Backus Partial Hospitalization Program (PHP) is a short-term treatment option for adults 18 and older struggling with acute behavioral health and substance abuse issues. The intensive treatment offers an alternative to inpatient treatment and is often used as a step-down from inpatient treatment to help individuals integrate back into their communities and families.

Backus PHP offers groups Monday through Friday for up to six hours a day, depending on individual need. Each day, clients participate in a variety of therapeutic and educational groups run by a multidisciplinary team of professionals that includes psychiatrists, nurses, counselors and social workers.

The services offered in PHP include medication evaluation, management and teaching; group psychotherapy; psycho-educational groups focused on issues such as stress management, wellness, addiction, DBT skills, anger management and more; expressive and creative therapies; family therapy when agreed to by clients; and coordination of treatment with outside providers to ensure continuity of care.

Private insurance and public assistance programs are accepted.

For referrals and information, please contact the Backus Department of Psychiatric Services at 860-823-6322 between 8:30 a.m. and 5 p.m.

BHN First is a regular feature of BHNews designed to help readers become more familiar with the unique service offerings across the network, and provide staff with the information to refer within the BHN FIRST!

staff speaks out

If you could take a vacation anywhere right now, where would you go?

I would be down in Florida right now for the Yankees spring training.

— Theresa Campanelli-Miner, Natchaug Hospital COTAunit

I would go to Italy. I went there once a few years ago and loved it. I loved the language and my mother’s family is from there. Definitely Italy.

— Carol Carlino, LCSW, Rushford outpatient clinician

I’d go to the Greek Islands. I saw this picture and decided I wanted to go.

— Jennifer McMahon, LCSW, Rushford outpatient clinician, referring to the client painting hanging behind her at Rushford at Meriden

Definitely the Caribbean so I could just lay in the sun all day.

— Jamie Palazzi, Natchaug Hospital Business Solutions Analyst
Rehmer, Schwartz attend suicide prevention event

Incoming HHC BHN President Patricia Rehmer, MSN, ACHE, and IOL Psychiatrist-in-Chief Harold I. Schwartz, MD, were among the 1,100 attendees at the Jordan Matthew Porco Memorial Foundation Gala 2015 on Saturday, March 7, at Mohegan Sun in Uncasville.

Rehmer spoke to those in attendance about the continued critical need to eliminate the discrimination that surrounds mental illness.

Dr. Schwartz serves on the Clinical Advisory Board of the Foundation, whose mission is suicide prevention, particularly in the college and young adult population.

The Disconnected Among Us:

Adam Lanza and the Mind of the Mass Shooter

A Special Presentation at Real Art Ways

Presented by

Harold I. Schwartz, MD
Psychiatrist-in-Chief, Institute of Living and Regional Vice President, Behavioral Health Network

Wednesday, April 29, 2015

7 to 8:30 PM

Real Art Ways
56 Arbor Street
Hartford, CT 06106

http://www.realartways.org

Institute of Living
A Division of Hartford Hospital

This interactive event is part of the ongoing National Dialogue on Mental Health Series sponsored by the Hartford HealthCare Behavioral Health Network. The public is invited to attend, ask questions, and learn more about mental health and substance abuse.
Family Resource Center Support Groups

The IOL Family Resource Center (FRC) holds regular support groups. All programs are free of charge and, unless otherwise noted, are held in the Massachusetts Cottage, First Floor Group Room at the IOL Campus, 200 Retreat Ave., Hartford. For additional information on these support groups, please contact the FRC at 860-545-7665 or 860-545-1888. The IOL FRC Support Group schedule through June is as follows:

- **Anxiety Disorders: An Introduction.** March 17, June 16, 6:30 – 7:45 p.m. This lecture is for families and friends of individuals who have an anxiety disorder or a related disorder. Participants will acquire a basic understanding of anxiety disorders, their treatments and specific suggestions to help them better cope with the illness.

- **Peer Parent Support Group For Those With Children On The Autism Spectrum.** March 18, April 15, May 20, June 17 (Third Wednesday of each month), 6–7 p.m. Facilitated by Goviana Morales, Family Resource Center Peer Volunteer and parent of a child on the autism spectrum. This group is open to any parent who has a child on the spectrum.

- **Sibling Support Group.** March 19, April 2, April 16, May 7, May 21 (First and third Thursday of each month), 5:15 – 6:30 p.m. in the Center Building, First Floor Conference Room. This group will provide support for siblings of those struggling with mental illness, create a safe place to discuss and process feelings, and connect with others.

- **Support Group For Families Dealing With Major Mental Illness.** March 19, April 2, April 16, May 7, May 21 (First and third Thursday of each month), 5:15 - 6:30 p.m. in the Center Building, First Floor Conference Room. For family and friends of individuals who have schizophrenia, bipolar or other related disorders.

- **Bipolar: An Introduction To The Disorder.** March 24, June 23, 6:30 – 7:45 p.m. This program is for family and friends of individuals who have bipolar or a related disorder. It will present a basic understanding of the disorder, its treatment, along with specific suggestions to help family members and friends better cope with the illness.

- **Social Support Group — LGBTQ Issues (Lesbian/Gay/Bisexual/Transgender/Questioning).** March 25, April 8, April 22, May 13, May 27, June 10, June 24, (Second and fourth Wednesday of each month), 5 – 6:15 p.m. in the Center Building, Young Adult Service Group Room. Support group for 16- to 23-year-olds who identify LGBTQ issues as being prominent in their lives. The goal is to discuss support strategies to manage life challenges.

- **Survivors Of Suicide Group.** April 1, May 6, June 3 (First Wednesday of the month), 7 – 8:15 p.m. at the Hartford HealthCare’s Avon Satellite Location, 100 Simsbury Road, Second Floor Suite. For those who have lost someone close to them by suicide. Please call the RSVP numbers with questions or concerns. 860-545-7716 or 860-545-7665.

- **Dementia Support/Educational Group Meeting.** April 7, May 5, June 2 (First Tuesday of each month), 11:30 a.m. to 12:30 p.m. in the Donnelly Conference Room, First Floor. Please join us as we bring together experts and those who want guidance, direction, and support through this journey. Let’s work together, help each other and exchange ideas. Space is limited — reservations are required by calling 860-545-7665.

Sandy Hook Advisory Commission releases final report

The Sandy Hook Advisory Commission, which includes IOL’s Harold Schwartz, MD, and Adrienne Bentman, MD, presented its 277-page final report and list of recommendations, many of which relate to mental health, to government officials last week.

The commission, which was formed after the Dec. 14, 2012 mass shooting at Sandy Hook Elementary School, interviewed more than 100 witnesses including parents of the 20 children killed, mental health experts and the former Governor of Colorado.

Among the recommendations was a call for increased collaboration between schools and community providers, increased number and availability of mental health professionals in schools, and the development of programs in Connecticut to help vulnerable communities recover from tragedies.

To read more, visit: [http://touch.courant.com/#section/-1/article/p2p-82993299/](http://touch.courant.com/#section/-1/article/p2p-82993299/).
New hires

- **Kirk Jenkins**, MHW — Adult unit
- **Rebecca O’Hara**, Primary Therapist — Joshua Center Thames Valley
- **Carlos Pimentel**, MHW — Adult Unit
- **Lisa Tedesco**, Primary Therapist — Quinebaug

Printed copies of BHNews available

Printed copies of BHNews will be available for Natchaug staff at the main hospital each Friday by 10 a.m. Black and white copies will be available at the front desk, and a color copy will be placed in the staff lounge next to the Community Room.

Please join us!

**Thursday, March 19, 2015 | Noon-1:30PM**
Betty R. Tipton Room
Student Center | Eastern Connecticut State University
Willimantic, Connecticut

- Minimum donation of $100 per guest (Sponsored tables of ten available)
- Please RSVP by March 12
  860.465.5910 or sherry.smardon@hhchealth.org.

Luncheon sponsored by The ECSU Foundation, Inc.
All proceeds will benefit Natchaug Hospital’s educational programs.

Vincent McClain presents Grand Rounds at Hartford Hospital

On Thursday, March 5, Vincent McClain, MD, Rushford Associate Medical Director for Residential Services presented at Hartford Hospital Grand Rounds. His topic was the identification of alcohol use disorders and risk of serious alcohol withdrawal, with an emphasis on identifying common alcohol withdrawal symptoms; determining appropriate settings for the management of alcohol withdrawal; selecting medications and dosing strategies; and alternatives to benzodiazepines for the management of alcohol withdrawal.

“Not recognizing alcohol withdrawal leads to longer hospital stays, ICU admissions and increased incidence of serious medical issues,” Dr. McClain said. “But early screening, assessment of risk for alcohol withdrawal syndrome, early treatment and aftercare referral can help.”

Dr. McClain emphasized the importance of developing non-benzodiazepine interventions when possible to reduce the risk of falls, improve alertness and cognitive capacity to engage in the recovery process and to decrease benzodiazepine-related complications.
• Now through May 25: The Talking Cure Project: An Interactive Exhibit by artist Melissa Stern, Real Art Ways, 56 Arbor St., Hartford. With a background in anthropology, artist Melissa Stern has collaborated with twenty-four writers, poets, novelists, screenwriters, playwrights and actors to create art that inspires audiences to upload their own narratives on-site. Sponsored by Hartford Hospital’s Institute of Living and Hartford HealthCare’s Behavioral Health Network. For more information, visit www.realartways.org.

• Monday, March 16 at 5 p.m.: The Benefits of Acupuncture, Rushford at Glastonbury, 110 National Drive, Glastonbury. In this one-hour seminar, licensed acupuncturist Dr. Helene Pulnik of Rushford will discuss how this treatment can help with many disorders such as anxiety, depression, and stress. Part of the Think 180 Wellness Initiative, sponsored by the Glastonbury Chamber of Commerce. Cost is $5 per class for Chamber members, $10 per class for non-Chamber members or local residents. To register online, visit www.glastonburychamber.com.

• Tuesday, March 24, from 9 a.m. to 5 p.m.: On Campus: Helping College Students with the Mental Health, IOL, Hartford Room, Commons Building, 200 Retreat Ave., Hartford. Designed for administrators and health care providers working with college students, this day-long session will emphasize suicide prevention. Cost: $50. For further information or to register, please call Patricia Graham at 860-545-7716, or email patriciac.graham@hhchealth.org.

• Thursday, March 26 from noon – 1:15 p.m.: IOL Grand Rounds: “The Thyrotropin-Releasing Hormone (TRH) Hypothesis of Homeostatic Regulation: A Translational Approach to Therapeutic Application.” Dr. Andrew Winokur, Professor of Psychiatry, University of Connecticut Health Center.

• Tuesday, March 31 at 8 a.m.: Intervention, Rushford at Glastonbury, 110 National Drive, Glastonbury. This seminar will help answer questions you may have on the topic of intervention. Presented by Rushford’s Melissa Monroe and Michell Voegtle Part of the Think 180 Wellness Initiative, sponsored by the Glastonbury Chamber of Commerce. Cost is $5 per class for Chamber members, $10 per class for non-Chamber members or local residents. To register online, visit www.glastonburychamber.com.

Free Educational Seminar

Substance Abuse Across the Lifespan: A Community Dialogue on Behavioral Health

Wednesday, April 15
6:30 p.m. - 8 p.m.
Southington Municipal Center
200 North Main Street
Southington

This interactive event is part of the ongoing National Dialogue on Mental Health Series sponsored by the Hartford HealthCare Behavioral Health Network. The public is invited to attend, ask questions, share their stories, and learn more about mental health and substance abuse.

Panelists:
Tim Harmon, young adult in recovery
J. Craig Allen, MD, Medical Director, Rushford
Linda McEwen, LCSW, The Hospital of Central Connecticut
Susan Saucier, Director of Southington Youth Services
Margaret Walsh, Director of Pupil Services, Southington Public Schools

For more information or to register for this event, please call 1.800.321.6244

Sponsored by The Hospital of Central Connecticut, MidState Medical Center, Rushford and the Southington Public Schools

Hartford HealthCare Behavioral Health Network

Thursday, March 26 from noon – 1:15 p.m.: The Thyrotropin-Releasing Hormone (TRH) Hypothesis of Homeostatic Regulation: A Translational Approach to Therapeutic Application.” Dr. Andrew Winokur, Professor of Psychiatry, University of Connecticut Health Center.

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Tuesday, April 14 at 8 a.m.: Depression, Rushford at Glastonbury, 110 National Drive, Glastonbury. Bringing understanding and awareness about clinical depression. Presented by Dr. Laney Ducharme, Licensed Psychologist. Part of the Think 180 Wellness Initiative, sponsored by the Glastonbury Chamber of Commerce. Cost is $5 per class for Chamber members, $10 per class for non-Chamber members or local residents. To register online, visit www.glastonburychamber.com.
The Treasure Trove is a free classified ad section for the benefit of Behavioral Health Network employees, retirees, medical staff and volunteers.

We welcome your submissions, which you can submit by emailing carol.vassar@hhchealth.org or amanda.nappi@hhchealth.org. The deadline for submissions to be included in each Friday’s BHNews is Tuesday at noon. BHNews will include community events for not-for-profit organizations that are open to the public and free of charge. We do not accept ads for real estate, firearms or personal ads. Please do not list hospital phone numbers or hospital e-mail addresses for responses. You must submit your item weekly if you want it to appear more than one week.

About BHNews

BHNews is published every Friday, except for the weeks of Thanksgiving, Christmas and New Year’s. Articles for submission are due by noon on the Tuesday of the publication week.

Story ideas or submissions may be sent to carol.vassar@hhchealth.org or amanda.nappi@hhchealth.org. Articles must be submitted as a Microsoft Word document. Every effort will be made to run the article in its entirety, but due to space constraints and style requirements, editing may be necessary.

Deadline for the next edition of BHNews is Tuesday, March 17, at noon.