

TRUMAN VA BULLETIN

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STAFF APPOINTMENTS

Vickie Stockglusner has been appointed as Director of Health Administration. There will be a transition period between her current duties as Compliance Officer for the facility and her new responsibilities.

Machelle Dykstra (PS) has been appointed Persons with Disabilities Special Emphasis Program Manager and is the newest member of Truman VA's Equal Employment Opportunity (EEO) Committee.

VETERANS DAY ESSAY CONTEST WINNERS

Eight Columbia Public School District students are winners of the annual Veterans Day essay contest sponsored by Truman VA. Open to junior and senior high students in the Columbia district, entries were reviewed by a language arts teacher at each student's school prior to submission. VA staff members judged and determined winning essays in the junior and senior high divisions. The winning authors were recognized and portions of the essays were read at the Veterans Day Ceremony at Truman VA on Wednesday, Nov. 11. Cash prizes from donated funds were awarded to the winners.

Junior high division winners were **Billy Swift**, West Junior High (first place); **Rayna Sims**, West Junior High (second place); **Kyle Ooi**, West Junior High (third place) and **Annie Rumpf**, Jefferson Junior High (honorable mention). Senior high division winners included **Mary Beth Hawley**, Hickman High (first

place); **Emilie Lewis**, Rock Bridge High (second place); **Rachel Rice**, Rock Bridge High (third place) and **Allison Trabue**, Rock Bridge High (honorable mention). The winning essays can be found on Truman VA's Website at www.columbiamo.va.gov on the Public Affairs link.



"CONCERTED" EFFORT FOR VETERANS DAY

Vicki Freelon (SC), **Kathy Kennedy** (SC) and **Ginger Matney** (PS), members of the local VA Choir, joined hundreds of fellow VA employees for the VA National Medical Musical Group concert on Nov. 4 in Washington, DC. For more infor-

mation about the concert, visit www.vetday.org.



SEXUAL HARASSMENT

It is the policy of this facility that all employees enjoy a working environment free from all forms of discrimination, including sexual harassment and discrimination based upon one's sexual orientation. No employee, either male or female, should be subject to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. Sexual harassment lowers morale and is damaging to the work environment; it is also illegal. Therefore, this facility will treat sexual harassment like any form of employee misconduct – it will not be tolerated.

Specifically, it is illegal and against the policies of VA for any employee, male or female, to sexually harass another employee by (1) making acceptance of unwelcome sexual advances or request for sexual favors or other verbal or physical conduct of a sexual nature a condition of an employee's continued employment, or (2) making submission to or rejections of such conduct the basis for employment decisions affecting the employee, or (3) creating an intimidating, hostile or offensive working environment by such conduct.

Management will enforce disciplinary action against any person who threatens or insinuates, either explic-

itly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any condition of employment or career development. This discipline can include termination. VA recognizes that the question of whether or not a particular action or incident is a purely personal, social relationship without discriminatory employment effect requires a factual determination based on all facts in each case. Therefore, this facility will act positively to investigate alleged sexual harassment claims and to effectively remedy them when an allegation is determined to be valid. Given the nature of this type of discrimination, VA also recognizes that false accusations of sexual harassment can have serious effects on innocent men and women. Therefore, false accusations will result in the same severe disciplinary action applicable to one found guilty of sexual harassment.

Persons believing that they have been subjected to sexual harassment should discuss concerns with their immediate supervisor, service line director, the EEO Program Manager or an Office of Resolution (ORM) EEO Counselor. All informa-



tion disclosed during the discussion will be held in the strictest confidence and will only be disclosed on a "need to know" basis in order to investigate and resolve the matter. Reprisal against one who engages in protected activity will not be tolerated and this facility supports the rights of all employees to exercise their rights under the civil rights statutes. Formal complaints of sexual harassment may also be brought to the attention of an EEO Counselor within 45 calendar days of the date of the occurrence of the event or alleged acts. Procedures for initiating and processing individual complaints of discrimination may be discussed with an ORM EEO Counselor or the EEO Program Manager.



VA LAUNCHES RECRUITMENT CAMPAIGN

VA recently launched a major outreach initiative to recruit the best nurses, doctors and pharmacists that includes a paid television advertising campaign. This new initiative focuses on VA's incentives and career opportunities in technologically advanced facilities. The ads will run during highly rated programs such as the Macy's Thanksgiving Day Parade and the 2010 Winter Olympics. They will also run on network morning and entertainment shows, sports, cable programs and select markets such as Spanish-language ads for *Univision* and *Telemundo*. The messages emphasize the satisfaction of serving Veterans, VA lead-

ership in quality care and the ability of licensed VA health care professionals to practice in any part of the country. The ads direct viewers to explore career opportunities at www.vacareers.va.gov.

Outreach will include distribution of public service ads to media outlets, video files promoted on social networking and free entertainment sites as well as *Google* and *Yahoo* search campaigns. The effort is part of VA's aggressive planning to hire nearly 40,000 new and replacement health care employees over the next five years.



RECRUITMENT AWARD PROGRAM

To ensure that we continue to provide quality care for enrolled Veterans, we must recruit and retain highly qualified medical and technical professionals. In 2001, Truman VA initiated a Recruitment Award Program to encourage employees to actively recruit qualified candidates for "hard-to-fill" positions and reward them with a special contribution award of up to \$1,000 when their efforts were successful.

All Truman VA employees, except those individuals assigned recruitment du-

ties or that serve as a supervisor of the hard-to-fill position, are eligible to participate in the program. The application for a Recruitment Award is easy – the applicant and referring employee simply complete a Referral Award Submission form, which is available in Human Resources (HR). Current hard-to-fill positions include Registered Nurse (ICU), Registered Nurse (CLC), Certified Registered Nurse Anesthetist (CRNA), Physician Assistant (PA) and Psychologist. HR will maintain and update the hard-to-fill listing and

specific criteria for the Recruitment Award Program.

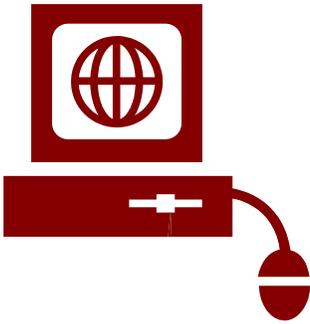


VA WEBSITES GET NEW LOOK

During the week of Veterans Day, a large-scale website renovation project began in order to better serve America's Veterans. The first and most visible phase of the project consisted in changing the look and feel of more than 500 VA websites including Truman VA's website. Goals for the redesign project are (1) incorporate website best practices, (2) focus on topics and tasks rather than office function, (3) improve the navigational structure to better ensure consistency and (4) make websites more visually appealing. Major changes to the national VA homepage include the following:

- ✎ Removal of the left navigation and consolidation of the selections into drop-down menus at the top of the page.
- ✎ Grouping navigation options into six major categories: Veterans Services, Business, About VA, Media Room, Locations and Contact Us.
- ✎ Creating a larger area to feature current events or hot topics
- ✎ Making the bottom columns a more flexible area with links to applications such as *My HealtheVet*.

Check out the new look at www.va.gov and at our homepage at www.columbiamo.va.gov.



U.S. Department of Veterans Affairs - Windows Internet Explorer

http://www.va.gov/

File Edit View Favorites Tools Help

U.S. Department of Veterans Affairs

UNITED STATES
DEPARTMENT OF VETERANS AFFAIRS

Search All VA Web Pages
Search
Open Advanced Search

Home Veteran Services Business About VA Media Room Locations Contact Us

VA Holds Grand Opening of Marietta Vet Center

VA Assistant Secretary Tammy Duckworth attended the opening of the Marietta, GA Vet Center last week where she was greeted by fellow OIF Veterans and staff members Rhonda Robinson-Hill (L) and Shirley LaForce-Gillians (R).

1 2 3 4

In The News Hot Topics Quick List

Secretary Shinseki Announces Study of Information on Emergency Payments for Tell VA what you think of our new website

Done Local intranet 100%

SPIRIT OF I.T. AWARD

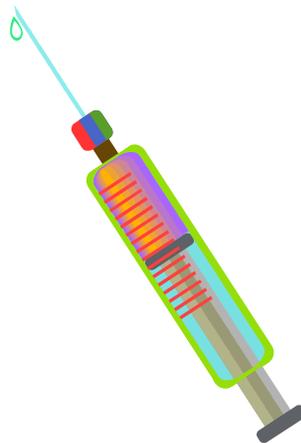
The "Spirit of IT" is a conference hosted by B. K. Hack, Director of Region 2 Information Technology Operations for the Department of Veterans Affairs, with innovation as its focal point. VA sites are encouraged to submit ideas and a select few are requested to present at the conference. At the most recent conference, three sites from VISN 15 presented, including Truman VA. Congratulations to **Mark Kruse** (OI&T) for his presentation on "CPRS Lab Back Order Menu." His presentation was deemed a winner and, as a result, Truman VA received a \$10,000 Spirit of IT Award.



H1N1 VACCINE FOR PATIENTS

Truman VA has received a small amount of H1N1 influenza vaccine for patients. We are currently vaccinating Veterans aged 64 and under with chronic health conditions and all Veterans age 24 and younger. If Veterans meet those criteria, they may receive the vaccine at their primary care clinic during regularly scheduled appointments or they may call their primary care team and request an appointment for an H1N1 flu shot. Questions about whether or not a Veteran qualifies should be referred to the Patient Com-

munication Center at extension 56580.



XEROX HELPS YOU THANK A SOLDIER

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www.LetsSayThanks.com,

select a thank you card and the Xerox Corp. will print and send it to a soldier currently serving in Iraq.

Department of Veteran
Affairs, Columbia, MO

Harry S. Truman Memorial Veterans' Hospital
800 Hospital Drive
Columbia, Missouri 65201

Phone: 573-814-6000

On the Web:
www.columbiamo.va.gov

VOLUNTARY LEAVE TRANSFER PROGRAM

Donna Sapp (PS) has been approved for the Voluntary Leave Transfer Program. Contact **Lena Warren** (HR) for information.



New Employees: November 23, 2009

WELCOME: **Karen Poe, RNP**, Nurse Practitioner (PC) ☼ **Matildah Surface, RN**, Staff Nurse (PS) ☼
Kimberly Case, Medical Support Assistant (SC) ☼

FAREWELL: **Saravanan Kuppuswamy, MD**, Staff Physician (SC)

PRIVACY & INFORMATION SECURITY

All VHA employees must complete **mandatory** privacy and information security training each year in accordance with VA policy. This specific training is recorded based on each employee's annual due date (anniversary of entry on duty date) and not by fiscal year. Employees are required to complete one of the following courses on privacy:

- **VA 10203 VHA Privacy Policy Web Training** or
- **VA 5331 VHA Privacy Policy Training** (PowerPoint option) or
- **VA 32432 VHA Provider Privacy** (for clinical staff with direct patient care responsibility)

All employees must complete VA 10176, VHA Information Security Awareness and Rules of Behavior. In addition, senior manage-

ment officials must complete VA 50568, Privacy Awareness for Senior Executives. Training may be accessed on our homepage through the employee education link or by logging on to the Learning Management System (LMS) website at www.lms.va.gov. Contact **Ann Richmond**, Privacy Officer, for more information.

Enjoy Your Freedom?
Thank A Vet!