

April 9, 2009

Superintendent's Message: OSH Welcomes Certified Nursing Officer

I hope all of you have begun to feel the positive effects of many of the new staff we have been able to hire over the past year or so. We have a lot of hiring ahead of us still. My sources in HR tell me that from January to December of 2008 alone, we hired a total of 312 staff. They included:

- 43 nurses (management and represented)
- 7 physicians (OSH staff and OHSU contractors)
- 15 psychologists
- 7 Lab Technologists
- 103 direct care ward staff

All of these positions, and more which aren't listed are important hires for OSH...or we wouldn't have them in our organization to begin with. Among the most notable, to me, is the growing ranks of the Nursing division (RN's, LPN's, MHT's etc.). This division will only get larger while, at the same time, we continue to experience and adapt to centralized treatment, prepare for BHIP and prepare for the phased opening of the replacement hospital here in Salem.

While Nancy Frantz-Geddes and her Nurse Exec team have done a great job organizing and leading their division, it's become clear to me that the sheer size of this division, let alone it's complexity, requires additional resources.

This "resource" comes in the position of a Chief Nursing Officer (CNO) to compliment and support the leadership we already have and help us prepare for the many challenges that lie ahead. I'm pleased to announce the hiring of Kathleen (Kathy) Deacon as Oregon State Hospitals new Chief Nursing Officer. Kathy is a masters-prepared nurse with well over 30+ years in healthcare and nearly 20 years as a nurse executive.

Kathy will begin orientation next week and will soon after begin an organization-wide process of meetings and introductions in an effort to get her up to speed quickly. I've had the pleasure of knowing Kathy for nearly 16 years and am confident she can partner successfully

with our current nursing leadership and all other aspects of our organization as well.

Please join me in welcoming Kathy to OSH.