

Summer 2008:

ATTACHMENT E

one of several handouts  
given to Reps for:  
Congressman Kind  
Senators Feingold & Kohl

**QUESTIONS For LEADERSHIP**

1. Why is the Chief of Staff allowed to create a hostile working environment?
  - a. There have been complaints from health care staff --- they are afraid that Dr. Houlihan will get them fired. ...as he has disciplined/or made life difficult for many providers (Dr.'s, Nurse Practitioners, Physicians Assistants) as well as Nursing staff.
  - b. Why is it that so many providers (psychiatrists, psychologists) don't stay here for long? (It is because they won't put up with Dr. Houlihan's yelling and threatening behaviors.)
  - c. It is reported that Dr. Houlihan doesn't physically/personally see and evaluate the inpatients on Acute Mental Health unit from their date of admission up through their day of discharge. ??Does Dr. Houlihan merely write patients' prescriptions without physically assessing the patients?
  - d. Some employees have reported that several inpatients have asked Dr. Houlihan when he will evaluate them and the Dr. will tell the veteran that he will be back later or at a specific hour of the day or night. Most often the Dr. does not show up! There have been veteran inpatients who have not gone to the dining room to eat a meal, as they sit by the elevator because they don't want to miss Dr. Houlihan's entrance onto the unit. Nursing staff have brought the patients their dinner trays as the patients wait by the elevator!
  - e. There have been reports that Dr. Houlihan, after being off work for days/weeks, will re-write patients' prescriptions/orders without physically being present and re-evaluating the patients. (This most frequently occurs when Dr. Houlihan has been gone and there has been a visiting psychiatrist working in his place. Dr. Houlihan will re-write these orders from his home.) Dr. Houlihan does not telephone the nursing staff for an update on the patients' conditions. In fact, the nurses only learn of the medication changes by happenstance/by luck!
  - f. Why does Leadership allow Dr. Houlihan to yell and scream -- sometimes profanities, - at the providers and the nursing staff?
  - g. It has been reported that Dr. Houlihan was involved in a witnessed event wherein he verbally abused a patient. We understand that the VISN/Regional Office did an investigation. What was the outcome of that investigation? (There were 5 staff who witnessed this --- and nothing was done about it! Dr. Houlihan yelled at the patient; got in the patient's face; and forcefully several times knocked his leg against the patients knee. This was a psych patient, debilitated, and sitting in a wheelchair!)

2. Union Officers informed us that at a Labor/Management meeting on or about May 2007, Stan Johnson, former Director, informed all in attendance that Nursing had received \$8 Million dollars for staffing. It is a question for many V. A. employees as to where the money was spent! What was this money requested for? What was it spent on? (This Agency is short staffed – by approx. 25-30 RN's at time of this writing.)
3. Per some workers, there was money allocated for Neuro Virus vaccine – but instead of putting money towards the vaccine --- a flashing sign was purchased and placed outside bldg. 400, Admissions Bldg.

August 7, 2008