

IMPACT

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End-of-life education program receives grant

To help create an interactive electronic learning environment, the Arthur Vining Davis Foundations recently contributed \$142,800 to UTMB's End-of-Life Education Program. The program will feature digitally recorded, fictitious patient cases that, through various media, allow medical, nursing, physician assistant and allied health students to learn the skills necessary to interact with real terminally ill patients and their families.

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End-of-life education program receives grant

By J. CHRISTIAN MESSA

The elderly woman sitting on the examination table realizes she does not have many months to live. She is suffering through the final stages of heart disease and confides that she wants to try nontraditional therapies because the more conventional treatments have not helped. After assessing her condition and wishes, a doctor offers several options to her.

This conversation between the doctor and patient never really occurred. In fact, the “patient” is actually an actor performing in digitally recorded scenes that create a virtual examination room seen on television or computer screens, and the “doctor” is a medical student viewing the scenes. Such clinical visitations might be simulated, but they will nonetheless provide realistic opportunities for UTMB students to learn how to more compassionately tend to dying patients.

To help make this interactive electronic learning environment possible, the Arthur Vining Davis Foundations recently contributed \$142,800 to UTMB’s End-of-Life Education Program. The program will feature digitally recorded, fictitious patient cases that, through various media, allow medical, nursing, physician assistant and allied health students to learn the skills necessary to interact with real terminally ill patients and their families. Students will view the patient cases on computers, via CD-ROM/DVD or the Internet, or on classroom television monitors.

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SPECIAL DELIVERY SERVICE

Transport team extends care to children in rural East Texas

By JUDIE L. KINONEN

Thanks to a newly created program, health care providers will now travel the highways and byways of east Texas to bring young patients to UTMB’s pediatric specialists.

UTMB’s new Pediatric Transport Team includes a supervising critical care pediatrician, a respiratory therapist and a registered nurse, who will travel up to 100 miles from Galveston to transport patients—newborn to 17 years of age—from rural hospitals to UTMB. The team’s goals are to help stabilize the patients for transport and to provide critical care as needed during the trip to the island.

This team is UTMB’s response to a national trend that has made extended ground transport the standard for hospitals that offer specialized care.

“We’re actually extending the specialty staff to communities that may not otherwise have easy access to specialty care,” said Dr. Jared Caruso, co-medical director for the Pediatric Transport Team. Sharing the

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Photo by Judie L. Kinonen

The new Pediatric Transport Team is made up of experienced pediatric nurses and respiratory therapists who have received special training in critical care. Pictured are (clockwise, from left) Co-Medical Director Dr. Jared Caruso; critical care nurses Jill Kelley and Andi DeWitt; Co-Medical Director Dr. Kerri Pinkney; critical care nurse Malou Catacutan, and respiratory therapist Angelica Reyna. Not pictured are respiratory therapists Peggy Bartram and Christopher Dischler, and pediatric critical care nurses Janice Nolan and Naomi Smith.

Biodefense, infectious disease programs consolidated

By TOM CURTIS

UTMB has consolidated administration of its biodefense and tropical and emerging infectious disease programs to better serve national research priorities. The new consolidated UTMB entity is called the UTMB Center for Biodefense and Emerging Infectious Diseases.

The changes were made as universities

around the nation gear up to collaborate and compete for \$1.75 billion President Bush has asked Congress to appropriate to the National Institute of Allergy and Infectious Diseases (NIAID) to fight bioterrorism.

Dr. David H. Walker, the Carmage and Martha Walls Distinguished Chair in Tropical Diseases, and professor and chair of pathology, will serve as executive direc-

tor of the newly reorganized center.

“Dr. Walker is a distinguished scientist-administrator widely recognized by his peers,” said Dr. Stanley Lemon, School of Medicine dean. “As the visionary chair of our Department of Pathology, he has attracted some of the world’s top scientists in tropical diseases and has put UTMB on

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Submissions

The deadlines for submissions to be considered for the Calendar, People and Briefs sections of *Impact* is **noon, one week prior to publication**. Inclusion of all other articles is determined by the Public Affairs staff. Content is generally scheduled two to four editions in advance. Items submitted for consideration are subject to editing for style and length.

Transplant patient takes big steps at Heart Walk

By JENNIFER REYNOLDS-SANCHEZ

On Oct. 19, James Strickland walked 3.1 miles with his wife, Frankie, at the eighth annual American Heart Walk in Galveston. The steps they took that afternoon were extraordinary because they signified the final steps of a long journey with a diseased heart. Just 28 days before the walk, James had received a new heart in the UTMB Transplant Unit.

"I have survived against considerable odds, but I've always had a fairly good attitude towards life," he said. He added that the care he has received at UTMB has given him a new lease on life.

"There is not a better transplant team on the face of this planet," he said. "I cannot remember feeling this good."

This positive attitude and excellent medical care from the top-notch UTMB cardiology, cardi thoracic, heart failure and transplant teams truly are what saved the life of James, allowing him to continue his storybook love affair with Frankie.

Two days after he met her, while pulling into a Texaco gas station, James asked Frankie what she would do if he asked her to marry him. "I didn't want to seem too anxious, so I told him I'd think about it," she said. "I said yes on Sunday."

One year later, in 1965, they were married. James was 20 and Frankie was 18.

On a Wednesday night in 1984, James had his first heart attack.

"By late Friday the doctor told me if James had family, I needed to call them," said Frankie. "They told me if he made it through Saturday he had a good chance of surviving."

James did make it through Saturday, but from that point forward, the Stricklands' lives would change drastically. Their doctor told them that James would be lucky to live another two years.

"The doctor told us that James was having silent heart attacks and that most people died in their sleep, so I watched him," Frankie said, explaining how she would stay up all night to watch her husband sleep.



James Strickland celebrates as he finishes the 3.1 mile American Heart Walk on Oct. 19. Just barely a month before the walk, he received a new heart at UTMB.

But James and Frankie held on. In 2001, Frankie underwent surgery to remove a 10-inch cyst from her spinal column that had paralyzed her. That year, Frankie regained her mobility, and James was placed on a heart transplant list.

In August of 2002 they got a call. A heart was available at UTMB and James was second on the list. They jumped in their car and sped through flooded streets from Lake Jackson toward Galveston.

Frankie explained that they were driving so fast that they caught the attention of a police officer who pulled them over.

"I got out my driver's license and a letter we carried with us telling about James being on the transplant list, and told the officer where we were going and why," she said. "I saw no need to tell him I was legally blind," she added with a wry smile.

After a four-or five-hour wait, the Stricklands were told that the heart was given to another man. They were disappointed, but they said they understood the man was sicker than James. They'd already held on for so long, and with the care they were receiving under the direction of Dr. Chris Champion and nurse practitioner Susan Bionat from the UTMB Heart Failure Program, they knew they could hold on a little bit longer.

The next month they got another call from

UTMB. This time James was first on the list, and this time James drove the car. Friends from their church came to give their support.

"He is one of the best and a very compliant patient," Bionat said. "He has a very good attitude in life."

"They kept him going while awaiting transplant, and kept him in good condition so that he could have a smooth recovery," said Dr. Scott Lick, UTMB Director of Thoracic Organ Transplantation.

And then the wait was over. It was time for James to receive a new heart.

"We laughed before he went down, and I cried coming back up to the waiting room," Frankie remembered.

James made it through. In fact, he was out of the hospital within 10 days, and just 28 days after his surgery, James astounded his friends and doctors by walking the 2002 American Heart Walk.

"I didn't know how far I'd be able to walk," James said. "I was feeling so good—we just got caught up in the moment."

Lick was one of the surgeons who replaced James' heart, and he was very pleased with James' recovery. He explained that some patients come through heart transplants extremely well.

"Some people hardly miss a meal with a transplant, and he was one of them," he said.

Transplant coordinators Liz Garney and Vicky Parham attributed the quick recovery partly to James' attitude.

"He is one of the easiest patients I have ever had to take care of," Garney said. "He's very motivated and determined."

"He says he's steadfast. I say he's stubborn," laughed Frankie.

The Stricklands are also grateful for the gift of life they were given by the 17-year-old donor and his family.

"We are very sorry that he lost his life," James said. "But we are very grateful that they made that decision."



UTMB Fraud and Abuse Hotline

1 (800) 898-7679
Your guide to honesty!

- To report suspected waste, abuse and fraud.
- All calls are strictly confidential and anonymous.
- Available 24 hours a day, 365 days a year.

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www.utmb.edu/identity_system

- Log on for information to help you understand and properly apply the UTMB Identity System to your promotional materials, including publications, web sites, specialty items and videos.

(409) 772-2618

- Be sure to call Public Affairs if you have any questions, or to arrange for the required institutional review of your promotional materials.

UTMB Suggestion Box

<http://www.utmb.edu/esp/>

- Have a good idea to make UTMB a better place to work, or a better place to be a patient? Log on to the web site and send your suggestion to the people who can make it happen.
- No web access? Drop your suggestion in the box on campus.

Pathways to Success

Program helps those in subsidized housing afford education opportunities

By CARRIE ANN DAVIS

Tuition, supplies, books, child care, transportation—for some students these are expenses that can be accommodated within the family budget. For others, they are major obstacles that stand in the way of being able to make a better life for them and their family. Fortunately for residents of subsidized housing, an innovative program is eliminating these barriers one by one.

Earlier this year, Katie M. Winslade, workforce development director in UTMB's Office of Community Outreach, and Dr. Kathy Shingleton, UTMB chief human resources officer, received a grant from the University Healthcare Consortium to help subsidize education expenses for residents in Section 8 housing.

Due to the success of the Section 8 education initiative, the UTMB President's Cabinet awarded the program \$50,000 to develop "Creating Pathways to Success." Pathways expands the original concept to include all recipients of subsidized housing in Galveston who are interested in improving their skill sets and obtaining a career in

If you or someone you know wants information or is interested in participating in the "Creating Pathways to Success" program, call Katie Winslade at (409) 772-8265. Applications can be picked up at the Galveston Housing Authority Resident Services Office at 4700 Broadway. The application deadline is Dec. 13.

the health care industry.

Based on an evaluation of individual needs, a plan is developed to help each participant overcome the obstacles standing in his or her way. Skills assessments, mentoring and counseling are essential parts of the program.

The city of Galveston has an unemployment rate of 10 percent compared to the greater Houston unemployment rate of 7.2 percent. In addition, a large percentage of Galveston's population is considered to be the working poor, according to Winslade. Therefore, job placement also is a key element of Pathways.

UTMB is partnering with Edgewater Retirement

Community, Gulf Health Care Center, the Transitional Learning Center and Shriners Burns Hospital to ensure that the program participants have employment opportunities upon completion of their course work.

In receiving opportunities for self-improvement, the participants become self-sufficient and gain valuable skills necessary for obtaining better-paying jobs, which often include health benefits. This, in turn, creates less reliance on government assistance programs.

"We are thankful to the President's Cabinet for the financial support to make this program a reality," Winslade said. "By assisting these individuals in achieving their educational goals, we will help make a significant difference in their lives and the lives of their families."

If you or someone you know wants information or is interested in participating in this program, call Winslade at (409) 772-8265. Applications can be picked up at the Galveston Housing Authority Resident Services Office at 4700 Broadway. The application deadline is Dec. 13.

PeopleSoft project to update financial software systems

By CARRIE ANN DAVIS

The look and feel of business operations at UTMB is about to change for the better. Beginning next spring, UTMB's legacy financial software systems will be phased out and replaced with a web-based PeopleSoft finance suite.

PeopleSoft, a leader in the business software industry, also designs programs for higher education and the health care industry.

The new system utilizes point-and-click functions, allows easier, quicker access to data for decision making and reporting, reduces redundant data entry and will bring the university up-to-date with other Texas university systems.

By replacing the current outdated systems, UTMB will become more productive and better equipped to meet the demands of a competitive marketplace.

In order to learn best practices and avoid costly mistakes, the UTMB Horizons project team has been collaborating with other PeopleSoft users in the education and

health care industries who have successfully implemented the software. UTMB is still in the design phase of this high-tech project, and is reviewing and identifying differences between the standard PeopleSoft program and the reality of UTMB's needs.

Focus groups made up of users of the new program are also being asked to assist in the fine-tuning of the program.

Grants, procurement and finance—which cover general ledger, accounts receivable and billing, travel and expense, and asset management—will be the first areas to implement the new program.

Employees involved in grant writing and management, as well as those in departmental purchasing and accounting, will be the primary users of the tools.

Training will begin in March, and the rollout is expected to occur in summer 2003.

As the project moves forward, updates will be announced in *Impact* and on the web at the Horizons project web site, www.utmb.edu/horizons.

UT Board of Regents creates Campus Life Committee

AUSTIN—The quality of life on university campuses for students, faculty and staff will be the focus of a newly established ad hoc committee of the Board of Regents of the University of Texas System.

The Student, Faculty, and Staff Campus Life Committee will meet regularly to deal with issues such as working conditions for employees, faculty and staff health benefits, student residence halls and food service, ethnic diversity, grievance procedures, campus climate issues, and extracurricular activities.

In addition to five regents who sit on the committee, representatives of the UT System's student, faculty and employee advisory councils will participate in each meeting as advisory members. This is the first regents' committee to include representatives of those groups as regular advisors.

The three advisory councils also will continue their regular annual meetings with the full board.

The committee, which has been established at the recommendation of UT Chancellor Mark G. Yudof, will be chaired by Regent Judith Craven of Houston. Other members are Regents Woody Hunt of El Paso, Rita Clements of Dallas, Robert Estrada of Dallas, and Cyndi Taylor Krier of San Antonio.

"Most of the issues to be examined by this committee have not had the continuing and concentrated focus that they deserve at the level of the Board of Regents, particularly in light of their high day-to-day importance for all members of our campus communities," Yudof said. "Quality-of-life issues will now have a forum for discussion and action, and we want students, faculty and staff to be intimately engaged in this process."

The committee began its work during the board's regularly scheduled committee meetings in October in Austin.

UTMB researchers make stem cell breakthrough

By JIM KELLY

For years, scientists have dreamed of using stem cells—cells that can become any cell type in the human body—to replace neurons damaged by brain or spinal cord injury or such neurological disorders as Parkinson's disease, Alzheimer's disease or amyotrophic lateral sclerosis (ALS, or Lou Gehrig's disease).

But a major obstacle has always stood in the path of making such a therapy work. Whether derived from embryonic or adult tissue, only a few stem cells transform themselves into neurons when placed in most areas of the brain and spinal cord. Most simply fail to develop, or become glial support cells, not the neurons that need to be replaced.

Now, in a breakthrough with great significance for the use of stem cells in central nervous system therapies, UTMB researchers have found a way to make the majority of human fetal stem cells implanted into rat brains and spinal cords develop into neurons.

A *Nature Neuroscience* paper titled "Region-

specific generation of cholinergic neurons from fetal human neural stem cells grafted in adult rat," published in the journal's December issue and appearing online, describes experiments by Dr. Ping Wu, Yevgeniya Tarasenko, Dr. Yanping Gu, Dr. Li-Yen Huang, Dr. Richard Coggeshall and Dr. Yongjia Yu in which they pre-treated human fetal stem cells with a mixture of chemicals important to neuron development. (The cells were originally derived from a fetus legally aborted in Britain, and have been maintained in culture in Wu's lab since February 2000.)

When injected into the prefrontal cortex, medial septum and spinal cord of adult rats—all "non-neurogenic" regions that normally do not produce new nerve cells—the "primed" cells almost all differentiated into neurons. Moreover, they developed into exactly the right kind of neurons for the central nervous system area into which they were implanted.

"This priming seems to get the cells into a plastic intermediate stage, and then after they're injected they acquire environmental cues and become specific kinds of neu-

rons according to where they're located," said Wu, an assistant professor of anatomy and neurosciences.

Wu, who holds a doctorate in neuroendocrinology from UTMB in addition to a medical degree, has worked for two years to find a way to get fetal stem cells to develop into cholinergic motor neurons—nerve cells that release the neurotransmitter acetylcholine and also provide the link between the central nervous system and the muscles.

"As an M.D., my ultimate goal is to find a way to help patients with neurological disorders and brain and spinal cord injury, and cholinergic neurons are what degenerate in disorders like Alzheimer's and Lou Gehrig's disease, as well as being damaged in spinal and brain trauma," Wu said. "Until now, nobody's been able to get a significant number of cholinergic neurons from primarily cultured stem cells, but using this primer we can get over 55 percent such neurons with transplanted stem cells."

Funded by a new-researcher grant from the Sealy & Smith Foundation and a grant

from the Institute for Rehabilitation and Research (TIIR) Mission Connect project, Wu's group is continuing to investigate the possibilities for stem cell implantation—extending the studies it has already conducted on healthy rats to those with spinal cord injury and motor neuron disease.

"We will see if we can produce the same results in those diseased animals, and then the next challenge will be to see if the neurons can actually make the right contact to the right targets—for example, if motor neurons are transplanted into the spinal cord, whether they can send fibers, or axons, to muscle," Wu said. "Then we'll see if they can release the neurotransmitters, and then look at function to see if there is a long-term functional recovery.

"We also need to confirm that there is no tumor formation from the implanted stem cells," Wu added. "Then we're talking about real clinical significance and real clinical trials. And hopefully after we sort out those critical issues, we can think about clinical applications to treat neurodegenerative diseases and spinal and brain trauma."

UTMB, GISD work together on indoor air quality study

Galveston Independent School District (GISD) is working with UTMB to conduct an indoor air quality (IAQ) study in district campuses. UTMB is conducting a comprehensive assessment of air quality, using methods based on the U.S. Environmental Protection Agency's Indoor Air Quality Tools for Schools program, which provides a framework and tools for helping schools prevent and solve environmental problems affecting IAQ in schools.

Ball High School was the first school in the district to receive an IAQ study as part of a pilot program for the Indoor Air Quality Tools for Schools program. The study, which was completed in 2001, concluded that GISD consistently follows Texas Department of Health voluntary guidelines for ensuring acceptable indoor air quality. More than 10,000 U.S. schools are now using this program, including major school districts around the country such as New York City, Los Angeles, Dallas and Philadelphia.

The first school to be tested is Oppe Elementary School and the next scheduled campus is Austin Middle School. Each of the district's elementary schools will participate in the study according to a timeline presented by UTMB. Expected completion for the study is May 2003.

The study is at no cost to the district. UTMB's Sharon Petronella, an assistant professor of pediatrics, is conducting the project, utilizing grant funding from the Constance Schafer Foundation.

She also is supported by the Sealy Center for Environmental Health and Medicine, the UTMB National Institute of Environmental Health Sciences Center, the Texas Department of Health, and the Centers for Disease Control and Prevention (CDC).

Petronella is an environmental epidemiologist whose work has focused primarily on investigating the health effects associated with exposures to air toxicants. Recently, she was invited to present at the CDC-

sponsored "Living Well With Asthma/2002 National Asthma Conference" and at "Catching Your Breath, Reducing Environmental Triggers of Asthma in Children," a workshop designed to bring state health and environmental agencies together to create an action agenda for addressing asthma. This effort, led by the State of Alaska, the Environmental Council of the States, and the Association of State Territorial and Health Officials, was funded by the U.S. EPA, Offices of Children's Health Protection and Air and Radiation, and the Centers for Disease Control and Prevention.

"Given that the CDC estimates that the majority of people spend up to 90 percent of their time indoors, it is essential that we ensure that indoor air quality is sufficient to promote respiratory health," Petronella said. "We are especially happy to partner with GISD in this effort; they share our philosophy that healthy schools produce healthy children."

The project staff will:

- Collect survey data regarding environmental problems in the schools;
- Collect environmental air quality data in high-traffic or problematic areas within the school(s) and outdoor air quality data at or in close proximity to the school(s);
- Gather data regarding factors that affect IAQ, including aldehydes and other volatile organic compounds (VOCs), ozone, particulate matter, carbon monoxide, carbon dioxide, mold, relative humidity and temperature;
- Make recommendations for remediation of problems; and
- Following remediation activities, re-administer surveys and conduct additional air quality testing to ascertain perceived and real effects of activities upon IAQ.

For information, call the Galveston school district at (409) 766-5149.

Employee Compensation—The Big Picture

Employees to receive statements showing total compensation, benefits and rewards summary

As those who've attended Town Meetings or read "Our Town" know well, UTMB's president frequently refers to the institution as an academic health center with a soul, a place where people have been "rolling up their sleeves" for the health of Texas for more than a century. To put it simply, our people are our most valuable asset.

For UTMB to fulfill its mission of excellence in education, research and patient care, we need outstanding faculty, gifted scientists and exceptional care providers, along with the administrative support and leadership to keep it all together.

In a nutshell, recruiting and retaining the best or most promising in their fields is vitally important for our success. Equally important is creating and maintaining an environment in which employees can grow and develop as professionals, where good people get even better.

One of the elements that's key to recruiting the best candidates and retaining exceptional employees is offering competitive pay. To make sure our pay programs are competitive, the Compensation Division in Human Resources continuously monitors and analyzes salary markets for all of UTMB's administrative and professional and classified positions.

"We're committed to our employees and to making them partners in the important work we do," said Gena Davis, director of compensation in Human Resources. "We are charged to keep our pay programs competitive to demonstrate our commitment to our employees, to show them they really are our most valuable resource." Each year, UTMB participates in salary surveys and collects salary market data from local, regional and national survey sources. The Compensation Division also monitors salaries of health care professionals in Houston's Texas Medical Center and across the country, and collects data for non-faculty research positions and for jobs not directly related to health care delivery, such as accounting, administrative support and facilities management.

The results are used to develop UTMB's salary structures and are included in the annual budget process. The ultimate goal is to maintain a competitive position in a highly competitive, rapidly changing, regulated and legislated marketplace. Doing so serves the best interests of employees and the institution alike.

The compensation group uses a dual approach to market analysis—an annual, formal, detailed market analysis for all positions, and an ongoing review of high-demand positions or positions in need of special attention. The group analyzes data such as base pay, shift differential, on-call pay, average merit increases and other forms of compensation.

Key Points

- UTMB employees are our most valuable resource
- We focus on recruiting and retaining top talent
- We strive to maintain competitive pay in a highly competitive and changing marketplace
- It's working; UTMB ranked third in *Houston Business Journal's* 2002 "Best Places to Work" survey

Employees who have questions regarding their salaries, market positions, or levels of performance are encouraged to discuss these issues with their supervisors or to contact Human Resources. Watch *Impact* for additional information on compensation issues and the personal total compensation and reward statements.

The compensation group also conducts market reviews for positions that have been identified as "hard to fill," those with a high turnover rate, and those that have been restructured or changed in some way. Because of the nationwide nursing shortage, nursing positions are reviewed twice a year. Certain allied health positions are also reviewed more than once a year.

"Our pay philosophy for nurses is designed to reward experience, education, expertise and excellence," said David Marshall, UTMB's chief nursing officer. "We strive to remain competitive in our in-hire rates for new graduate nurses and for our experienced nurses."

Based on the review of pay—as well as career opportunities, work schedules, retention rates and other related job factors—changes can be recommended to ensure that UTMB's compensation practices remain competitive. In October, for example, the university implemented Research Nurse and Clinical Research Coordinator career ladders. UTMB also realigned titles in the radiology job category, and created more flexible schedules for certain clinical job groups.

"Before we launched the new weekend and night schedules, it was tough to staff some areas," said Raul Reyes, director of Radiology Services. "Now, not only are we fully staffed, we actually have a waiting list of employees interested in being part of the new schedule."

Market-derived salary ranges provide the foundation for salaries, but the building blocks used to keep employees' salaries competitive are: merit (or performance-based) increases; increases for additional responsibilities; and reclassifications when job responsibilities change. The guidelines governing

these increases are reviewed annually. Merit increases for superior performance are the most common type of salary increase at UTMB and in the marketplace. Employee evaluations help measure performance, which is why it's important to conduct evaluations at least once a year using the formal appraisal document.

For an accurate sense of the overall compensation picture, the HR staff also works with others at UTMB to ensure that our "total rewards" program remains competitive. Total rewards consist of:

- Base salary, plus additions to base pay such as overtime and variable rewards (non-recurring merits being one example);
- Benefits, including vacation, medical coverage and retirement programs;
- Perks, such as the "Discount with ID" program and an on-site employee and student fitness center; and
- Other non-cash "rewards" or value-added intangibles, such as the personal satisfaction of a meaningful job that serves a greater good and a collegial work environment.

Your individual "bottom" line?

Each benefits-eligible employee will soon receive a personalized compensation and rewards statement summarizing the value of the total compensation and benefits he or she receives from UTMB. The statement will be mailed to employees' homes in early 2003. Employees who wish to update their home address should contact the Benefits Center or their department's Human Resources Management System (HRMS) contact.

"Maintaining a competitive market position is a great challenge when financial resources are at a premium," says Dr. Kathy Shingleton, chief human resources officer. "I'm proud to say, though, that we've never allowed a challenging financial year to keep us from maintaining our market position."

Pay is not the only thing that motivates employees at UTMB, but without a competitive pay program, we would not see many of the successes we're seeing today. It's true that our employees are our number one asset, and that's understood here from the highest levels on down. Our employees are extremely valuable. We're committed to recruiting and retaining top talent and rewarding superior performance."

- *Employees who have questions regarding their salaries, market positions, or levels of performance are encouraged to discuss these issues with their supervisors. Watch Impact for additional information on compensation issues and the personal total compensation and reward statements.*

FACULTY SENATE

New members, goals set for Faculty Senate

By JENNIFER REYNOLDS-SANCHEZ

The UTMB 2002–2003 Faculty Senate has been convened, and the elected members are working hard to represent faculty of all four schools.

According to the newly elected senate chair, Dr. Giulio Tagliatela, the overall vision of the senate is to represent

and serve the dynamic and changing academic needs of the entire UTMB faculty, and to contribute to and serve the governance of UTMB.

“The UTMB Faculty Senate is the UTMB faculty,” he said. “UTMB senators have the privilege to serve, and accept the responsibility to be accountable in front of the UTMB faculty.”

Faculty Senate goals for the 2002–2003 academic year include:

- Continuing to foster and improve the presence and constructive involvement of

the senate in crucial issues of academic life and UTMB governance;

- Playing a strong leadership role in promoting, contributing to and serving the diversity of the UTMB faculty through an active and constructive interaction with UTMB’s Core Committees on Women and Minorities; and

- Developing a UTMB Faculty Club and coordinating the development of a UTMB Junior Faculty Association.

For information about the UTMB Faculty Senate, visit the web site at www.sahs.utmb.edu/faculty_governance/UTMB_Senate/, or contact a senate member.



Salah Ayachi, Ph.D., PA–C
School of Allied Health Sciences

- Associate Professor, Physician Assistant Studies
- Came to UTMB in 1972
- Elected to Faculty Senate in 2002
- Term expires in 2004



Christine Baker, Ed.D., PT
School of Allied Health Sciences

- Associate Professor, Physical Therapy
- Came to UTMB in 1986
- Elected to Faculty Senate in 2001
- Term expires in 2003



Vivian Braciale, Ph.D.
Graduate School of Biomedical Sciences

- Associate Professor, Microbiology and Immunology
- Came to UTMB in 1998
- Elected to the Faculty Senate in September 2002
- Term expires in 2004



Bernd U. Budelmann, Ph.D.
Graduate School of Biomedical Sciences

- Professor, Otolaryngology
- Member, Marine Biomedical Institute
- Came to UTMB in 1987
- Elected to Faculty Senate in 2002
- Term expires in 2004



Charles Christiansen, Ed.D.
School of Allied Health Sciences

- Dean of the School of Allied Health Sciences
- George T. Bryan Distinguished Professor
- Came to UTMB in 1993



Cary Cooper, Ph.D.
Graduate School of Biomedical Sciences

- Dean, Graduate School of Biomedical Sciences
- Professor, Pharmacology and Toxicology
- Came to UTMB in 1982



Roberto Garofalo, M.D.
Graduate School of Biomedical Sciences

- Professor, Pediatrics
- Came to UTMB 1991
- Elected to Faculty Senate in 2001
- Term expires 2003



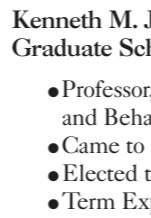
Nolan Holcomb, Ed.D.
School of Allied Health Sciences

- Assistant Professor, Office of Academic Resources
- Came to UTMB in 1977
- Elected to Faculty Senate in 2001
- Term expires in 2003



Caroline Jansen, Ph.D., PT
School of Allied Health Sciences

- Assistant Professor, Physical Therapy
- Came to UTMB in 1996
- Elected to Faculty Senate in 2002
- Term expires in 2004



Kenneth M. Johnson, Ph.D.
Graduate School of Biomedical Sciences

- Professor, Pharmacology and Toxicology, and Psychiatry and Behavioral Sciences
- Came to UTMB in 1977
- Elected to Faculty Senate in 2001
- Term Expires in 2003



Robert B. Leonard, Ph.D.
Graduate School of Biomedical Sciences

- Associate Professor, Anatomy and Neurosciences
- Member, Marine Biomedical Institute
- Came to UTMB in 1975
- Re-elected to Faculty Senate in 2001
- Term expires in 2003



Sankar Mitra, Ph.D.
Graduate School of Biomedical Sciences

- Senior Scientist, Sealy Center for Molecular Science
- Professor, Human Biological Chemistry and Genetics
- Came to UTMB in 1992
- Elected to Faculty Senate in 2002
- Term expires in 2004



Loree Primeau, Ph.D., OTR, OT(C)
School of Allied Health Sciences

- Associate Professor and Chair, Department of Occupational Therapy
- Came to UTMB in 1998
- Elected to Faculty Senate in 2002
- Term expires in 2004



Giulio Tagliatela, Ph.D., Chair of the Faculty Senate
Graduate School of Biomedical Sciences

- Associate Professor, Anatomy and Neurosciences
- Came to UTMB in 1993
- Elected to Faculty Senate in 1999
- Term expires in 2004



Cheryl S. Watson, Ph.D.
Graduate School of Biomedical Sciences

- Professor, Human Biological Chemistry & Genetics
- Associate Director, Center for Interdisciplinary Research on Women’s Health
- Came to UTMB in 1985
- Elected to Faculty Senate in 2001
- Term expires in 2003

Microbiology doctoral student chosen for national honor



Elisa Hinojos Fleming

By JUDIE L. KINONEN

Microbiology and immunology graduate student Elisa Hinojos Fleming recently was awarded the American Society for Microbiology (ASM) Robert D. Watkins Minority Graduate Research Fellowship. She will receive a \$15,000 annual stipend for 2002–2005 to conduct research.

Beginning her fourth year of study at UTMB, Fleming is earning her Ph.D. in microbiology and immunology under her mentor, Dr. Norbert J. Roberts Jr., professor of internal medicine and infectious disease.

The stipend will offset some of the cost of Fleming's research, titled "Effects of respiratory syncytial virus envelope pro-

teins on immune cell responsiveness."

A vaccine is not yet available for respiratory syncytial virus, or RSV, which causes infections such as bronchiolitis or pneumonia that put 90,000 infants and young children in the hospital each year and kill approximately 4,500.

Fleming's research may help in evaluating and designing vaccines against RSV.

Fleming works with a team of scientists in UTMB's Sealy Center for Vaccine Development. In addition to Roberts, they include Dr. Joan Nichols, assistant professor of internal medicine, and Dr. Robert Davey, assistant professor of microbiology and immunology.

The Watkins fellowship program seeks to

increase the number of underrepresented minorities earning Ph.D. degrees in the microbiological sciences.

It is aimed at highly competitive minority graduate students with U.S. citizenship or a permanent visa who have completed their first year as a doctoral candidate in the microbiological sciences at an accredited U.S. institution.

Fellows and their mentors are required to be members of ASM or join before the start of the fellowship.

In addition to the annual stipend, fellows receive additional travel funds to present their research results at ASM General Meetings. Each fellow participates in both poster and oral sessions.

BIODEFENSE from Page 1

the map as one of the best research centers for emerging infectious diseases in the world. Now, as our nation faces new and daunting challenges from the prospect that some of these same disease agents could be employed against us by bioterrorists, we are restructuring our center under his broad leadership to effectively and expeditiously address these intertwined threats."

As a World Health Organization Collaborating Center for Tropical Diseases, the center will continue UTMB's longstanding tradition of excellence in research related to emerging tropical and infectious diseases, Walker said.

Reporting to Walker are four directors. Director for biodefense is Dr. C.J. Peters, professor and the John Sealy Distinguished University Chair in Tropical and Emerging Virology.

The director for tropical and emerging infectious diseases is Dr. Scott C. Weaver, professor of pathology and microbiology and immunology. Director for scientific administration is Pathology Professor Dr. Douglas Watts. Director for biosafety and containment facilities is Lee H. Thompson, assistant professor and internationally respected expert in his arena.

"Dr. Peters will spearhead our effort to respond to the need for new medical countermeasures for bioterrorist threats," Walker said.

Prior to joining UTMB about 22 months ago, Peters had since 1992 been chief of the Special Pathogens Branch of the Centers for Disease Control and Prevention (CDC) in Atlanta, and had directed research at federal biosafety level 4 laboratories, including the lab at the CDC and another at the U.S. Army Medical Research Institute of Infectious Diseases in Frederick, Md.

Peters has traveled widely in South America and Africa investigating viral outbreaks. The native Texan played a key role in tracking down the hantavirus that caused mysterious deaths in New Mexico.

He also battled a 1989 lethal Ebola virus outbreak among monkeys at a Reston, Va., biomedical supply company. He is author, with Mark Olshaker, of the 1997 book *Virus Hunter: Thirty Years of Battling Hot Viruses Around the World*.

Weaver specializes in the epidemiology, evolution and pathogenesis of viruses spread by biting insects. This includes Venezuelan equine encephalitis (VEE) and dengue viruses. He works to develop and evaluate the effectiveness of vaccines for these viruses.

He also is working to shed light on how and why innate immunity often protects so-called "reservoir hosts"—those wild animals that serve as the reservoir for perpetuation of viruses communicated from lower animals to humans under natural conditions—from severe disease.

Weaver is collaborating with others on new vaccines for VEE as well as eastern (EEE) and western equine encephalitis (WEE) viruses, and on antiviral drugs targeted against VEE virus assembly and replication.

He has traveled widely in Latin America and is particularly interested in the effects of deforestation on the ecology and in the epidemiology of several viral diseases spread by biting insects in the Amazon basin of Peru.

"Dr. Weaver is a real leader in tropical and emerging infectious diseases," Walker said. "And as an administrator we expect that he will be equally energetic in extending our already successful research efforts."

Watts was formerly based in Silver Spring, Md., as senior research scientist and director of the United States Naval Medical Research Center's field research operations.

From 1993–2000, he was scientific director of the Administrative and Scientific Research departments of the center's detachment in Lima, Peru, where he was responsible for directing and managing the research program on militarily relevant infectious diseases applicable to Central and South America.

Domestically, he has served as a research microbiologist at the U.S. Army Medical Research Institute for Infectious Diseases at Ft. Detrick in Frederick, Md., and as chief of the Arboviral Ecology Section,

Department of Entomology, at Walter Reed Army Institute of Research in Washington, D.C.

His other overseas research postings included New Delhi, India; Bangkok, Thailand; and Cairo, Egypt.

"He's got great organizational and administrative skills and biomedical research experience," Walker said. "We're extremely fortunate to have him."

Thompson worked on construction and commissioning of BSL4 laboratories in Canada, Sweden, Italy and India before coming to UTMB, where the first full-sized biosafety level 4 laboratory on a university campus is now under construction.

"He's a gem," Walker said. "His wealth of experience is ideal, and he will train people to do the work in this environment extremely safely, the way it ought to be done."

The 2,140-square-foot UTMB BSL4 laboratory will be devoted to the study of tropical and emerging infections and additionally will serve as a key component in the nation's fight against bioterrorism.

The maximum containment design for the facility includes approximately 10,000 additional square feet devoted to housing equipment to be used to sterilize and decontaminate all material leaving the lab, thus permitting scientists to safely study some of the most dangerous organisms on the planet. The facility is scheduled to be completed and commissioned in summer 2003.

Local educator named to national editorial chair

By JUDIE L. KINONEN

The Board of Directors of the National AHEC Organization recently confirmed Steven Shelton, executive director for the East Texas Area Health Education Center, as chair of the editorial board for the National AHEC Bulletin.

East Texas AHEC, one of three AHEC programs in Texas, is based at UTMB. Its eight centers are among 170 such regional operations serving communities nationwide.

The *National AHEC Bulletin* is a thematic newsletter and professional journal published twice yearly to connect and inform AHEC's broad membership. The publication reaches the more than 1,000 staff members at AHEC and its complementary Health Education Training Center programs in 46 states. It is also distributed to thousands of other community and aca-

demie partners and health policy-makers across the country.

Shelton will work with Susan Moreland, of the Northwest Louisiana AHEC, in her role as managing editor, and with Barbara Clarithew, of the University of Arizona in Tucson, in her role as production editor.

Initiated in 1991, East Texas AHEC serves 111 counties and more than 16 million Texans through eight community-based centers, seeking to improve the health of these communities by developing a quality health care workforce and helping to address unmet health needs.

The National AHEC Organization, headquartered in Warrendale, Pa., strives to enhance access to quality health care through community and academic educational partnerships.



Children's Hospital patient Vickie Reyes makes the rounds for trick-or-treating on Halloween. The children at the hospital were treated to a party and trick-or-treating in full costume on Halloween. Hospital staff greeted the children with candy and treats.

OF NOTE

Michael A. Ainsworth, associate dean for regional medical education, has been elected to the Association of American Medical Colleges' Research in Medical Education Program Committee. Typically only one new physician is elected to this nationwide committee each year.

Dr. Robert J. Bulik, associate professor of family medicine and associate director in the Office of Educational Development, participated as an invited lecturer in the University of California ILAST project: Improving Learning for All Students through Technology. He presented on the topic "Transactional Distance In Teaching and Learning with Technology." He also served as an expert panelist in a multipoint videoconference in a discussion of the role technology plays as a filter between teacher and learner.

Dr. Willemijntje A. Hoogerwerf, assistant professor of internal medicine, is the School of Medicine's nominee for The Pew Scholars Program in the Biomedical Sciences for 2003. The program is intended to support young investigators of outstanding promise in basic and clinical sciences relevant to the advancement of human health. Hoogerwerf's research proposal is titled "Role of Mast Cells in the Pathogenesis of Pain in Chronic Pancreatitis."

Daniels appointed assistant dean of medicine in October

Dr. Jerry C. Daniels, the Edna S. and William C. Levin Professor of Internal Medicine and associate chairman of medicine for practice development, has been appointed assistant dean of medicine, effective Oct. 1.

Daniels received his bachelor's degree from the University of Texas at Arlington, graduating magna cum laude. He received his M.D. from UTMB's School of Medicine in 1970, and his PH.D. from the Graduate School in 1973. From 1970-1973, he served a medicine internship and residency here, and in 1971 was appointed director of the Immunocytology Laboratory in the Department of Pathology in 1971. Following a two-year fellowship in immunology/rheumatology at Harvard

Medical School/Robert Breck Brigham Hospital, Daniels returned to UTMB in 1975 as a faculty member in the Department of Internal Medicine. Since that time, he has served in multiple leadership roles.

A member of numerous scientific societies and a recipient of many honors, Dr. Daniels was listed in *The Best Doctors in America: Rheumatology* in 1998-1999 and *Who's Who in Medicine and Healthcare* in 2001-2002. He has authored a number of research articles, chapters and abstracts.

In his new role, he will assist the dean of medicine in addressing various issues confronting the School of Medicine in its educational, research and clinical missions.

lecture "Are Writing Doctors Better Doctors?" at a conference at the Free University Medical Center in Amsterdam. While there, Jones also conducted a special invitational seminar on the use of literature in medical education in the United States.

Dr. Anne Hudson Jones, a member of the Institute for the Medical Humanities and professor of preventive medicine and community health, recently gave the keynote

Evers appointed director ad interim for SCCCB

Dr. B. Mark Evers was appointed director ad interim of the Sealy Center for Cancer Cell Biology, effective Oct. 21. Evers succeeds Dr. Alan P. Fields, who had served as director of the center since November 1999.

Evers, a professor of surgery and human biological chemistry and genetics, holds the Robertson-Poth Distinguished Chair in General Surgery, and serves as director of the Surgical Research Laboratory at UTMB.

He is recognized internationally for his work on intestinal cell growth and differentiation, and the mechanisms of action of gastrointestinal hormones, including their interactions with intracellular signaling pathways.

In his new position, Evers will be responsible for accelerating the development of research within the center, and for enhancing the interactions of the center with other elements of the university community.

AROUND CAMPUS

PEOPLE, NEWS AND EVENTS

FACULTY AWARDS

The following teaching awards were presented at the annual Faculty Awards Luncheon on Oct. 18. They were inadvertently omitted from the Nov. 4 issue of *Impact* listing all of the faculty awards presented that day. The *Impact* staff regrets the oversight.

Class of 1947

Excellence in Teaching Awards

Judith F. Aronson, M.D.
Malcolm S. Brodwick, Ph.D.
Gary L. Kesling, Ph.D.
V.M. Sadagopa Ramanujam, Ph.D.

Golden Apple Award for the Pre-Clinical Professor

Robert E. Beach, M.D.

Golden Apple Award for the Clinical Professor

Michael C. Boyars, M.D.

Jimmy Doyle Dickens Memorial Faculty Award

James E. Blankenship, Ph.D.

Freshman Class Award for Best Course

Neuroscience and Human Behavior
Course directors: James E. Blankenship, Ph.D., and Ruth E. Levine, M.D.

Sophomore Class Award for Best Course

Renal, Fluid and Electrolytes
Course directors: Robert E. Beach, M.D., and Srinivasan Rajaraman, M.D.

AMWA's Gender Equity Award

Randall L. Given, Ph.D.
Basic Sciences Award

Susan M. Gerik, M.D.
Clinical Sciences Award

Resident of the Year Award

Todd M. Holt, M.D.
Department of Obstetrics and Gynecology

PMCH's Chambers named Executive of the Year

By JENNIFER REYNOLDS-SANCHEZ

The *Houston Business Journal* recently ranked UTMB as the third best place to work in the greater Houston area, and UTMB Preventive Medicine and Community Health (PMCH) Administrative Secretary Rhonda Driver knows why her workplace fared so well in the ratings.

Driver is a member of the Galveston chapter of the International Association of Administrative Professionals (IAAP), an association dedicated to "inspire and equip all office professionals to attain excellence" by offering seminars, conferences, certification programs and meetings to encourage continuing education in areas such as technology, business and professionalism.

Each year, the chapters of the organization sponsor an essay contest for their members to explain why their supervisors should be named "Executive of the Year." Driver knew that her boss, PMCH Administrator Debby Chambers, richly deserved that honor.

"She's very deserving of the title," Driver said. "She has been my mentor and has pushed me to push myself."

Driver describes her boss as a supportive and encouraging supervisor who believes in setting and achieving goals in a team-oriented atmosphere.

"My boss intuitively knows the needs of her staff, and she exercises every opportunity to educate and mentor those around her," Driver wrote in her essay. "She encourages new ideas and suggestions that streamline productivity and create a more team-based atmosphere."

Chambers, who has been in this supervisory position for seven years, said she was surprised when she found out about the award. "I was so shocked and couldn't have been more honored," she said. "This is a great group and the folks I work with on



Joyce Crow, president of the IAAP, presented Debby Chambers with a plaque honoring her as the IAAP Galveston Chapter Executive of the Year. Pictured from right to left are Joyce Crow, Debby Chambers and Rhonda Driver.

our support staff are true professionals. I think this award is even more meaningful to me since I started my UTMB career many years ago as a support staff member."

Since Driver has been a member, she has earned two IAAP certifications—"Certified Professional Secretary," and the most recent, "Certified Administrative Professional." To achieve these certifications, Driver had to endure a two-day test and pass a four-part exam covering the areas of finance and business law, office systems and administration, management and organizational planning, and strategic planning and team building.

Chambers said that she is glad to work with

a staff that takes so much pride in its work and strives to enhance their work performance through organizations such as the IAAP.

For her part, Driver said she is thrilled she had the opportunity to enter her essay in the IAAP Executive of the Year contest and express her satisfaction with the leadership here.

"This contest is something for the support staff to show that we have some really great bosses here at UTMB," she said. "I'm so proud that we have the leadership that we have. I love working for the Department of Preventive Medicine and Community Health and UTMB!"

State Physical Therapy Association honors Mossberg for his research

By JUDIE L. KINONEN



Dr. Kurt Mossberg

Dr. Kurt Mossberg, associate professor in the School of Allied Health Sciences, recently was named Outstanding Physical Therapy Researcher in Texas at the annual meeting of the Texas Physical Therapy Association in Austin.

Mossberg is director of research in UTMB's Department of Physical Therapy, and his work

has been published extensively in both the basic and clinical science arenas over the last 20 years. Mossberg teaches basic science and cardio-respiratory rehabilitation at UTMB.

Nominees for the award must have performed sustained and outstanding basic research, clinical research or educational research that pertains to physical therapy. The research must also make a meaningful contribution to the scientific basis of

physical therapy and physical therapy practice.

UTMB's School of Allied Health Sciences, the first such school in the Southwest, has as its mission to provide quality education, research and service, in an environment that fosters collaboration and mutual respect.

More than 5,000 allied health professionals have graduated from the school, the vast majority of whom continue to practice in Texas.

AROUND CAMPUS

PEOPLE, NEWS AND EVENTS

Children's Carnival brightens damp day

Despite heavy rains during the week before the carnival, and even showers the day of, the Children's Hospital Fall Carnival attracted an estimated crowd of more than 1,000 visitors.

Those who ventured out on the damp fall day found plenty of family entertainment, games, food and good spirits.

Sponsored this year by Pulmonary Care Services, the Children's Carnival featured entertainment from the Houston area and more than 50 activity booths.



Dr. Dolphin hugs one of the many kids who turned out with their families to enjoy the Children's Fall Carnival.



Lisa Jastram performs as Oasis for Children at this year's Children's Fall Carnival. Jastram created Oasis for Children more than 12 years ago to bring quality educational entertainment into elementary schools. She is a songwriter, instrumentalist, singer and ventriloquist, and using these talents, brings various themes to life on stage.

AMA honors Gray for health care leadership

By CATHY C. NALL

Texas State Rep. Patricia Gray, J.D., was named a recipient of the American Medical Association's highest award for public officials. Health-related legislation sponsored or authored by Gray has resulted in greater access to medical care for poor children, the elderly and other at-risk populations in Texas.

She was nominated by Dr. Ben G. Raimer, vice president for community outreach.

"The Honorable Patricia Gray is the epitome of a selfless public servant who has devoted more than two decades of her life to advancing public health for the citizens of Texas," said Raimer in his nomination. "She has earned the respect of her colleagues and the medical community for her substantial contributions toward strengthening Texas' public health infrastructure and enhancing health care for the state's most vulnerable populations," he added.

Gray was instrumental in sponsoring legislation leading to the establishment of



State Rep. Patricia Gray

Texas' State Children's Health Insurance Program (CHIP), which now provides coverage to more than 500,000 children. She also has sponsored legislation requiring health insurers to cover the cost of reconstructive surgery after mastectomy. In addition, Gray fought to make prescription drugs more affordable for low-

income patients.

Gray, a Democrat from Galveston, is one of 10 honorees chosen to receive the 15th Annual Dr. Nathan Davis Award for Outstanding Government Service. The award, named for the founder of the AMA, recognizes elected and career officials in federal, state or municipal service whose outstanding contributions have promoted the art and science of medicine and the betterment of public health.

The AMA presents the Nathan Davis Awards each year to encourage and stimulate recognition of the highest public service standards throughout all levels of government.

Other recipients of the 2003 Nathan Davis Awards include Health and Human Services Secretary Tommy G. Thompson, U.S. Sen. Pete V. Domenici, R-N.M., and U.S. Rep. James C. Greenwood, R-Pa. All of the recipients will be honored at a Feb. 11 ceremony in Washington, D.C., that is expected to include leaders of health care organizations, administration officials and members of Congress.

Memorial fund honors former dean of students

A memorial fund has been set up in honor of Dr. David Eiland Jr., former dean of students and associate vice president for academic affairs, who died in late October. His wife, Dr. Karen Eiland, who is also a former UTMB faculty member, helped to establish the fund.

Dr. Courtney Townsend, chief of surgery, attested to Eiland's outstanding work in the dean's office, noting how this memorial fund will provide a lasting tribute to a professor, physician and administrator admired by so many students and faculty members.

Eiland was Townsend's resident on psychiatry while Townsend was a medical student. "I thought that he was one of the best doctors I had met," Townsend said. "I have never had any reason to modify that assessment."

For information about the memorial fund, call Richard Ortega, associate director of development for the School of Medicine, at (409) 772-5138.

END-OF-LIFE from Page 1

Questions posed in each of four patient cases are designed to help elicit compassionate decisions from the students. A team of physicians, allied health professionals, nurses and an ethicist, working through the university's Office of Educational Development, is scripting the cases. Because the patient scenarios will be recorded with DVD technology, students can electronically answer key questions that, based on the answer, will affect the direction of the conversation in each case. The students can also submit their case comments, which will be electronically saved with their answers and reviewed during discussions with instructors or other students.

Although the virtual clinical cases will initially involve only geriatric patients, the DVD technology will allow UTMB faculty to later alter the simulated patients' age and ethnicity. These patients are part of the academic health center's standardized patient program, one of the first in the country in which specially trained actors portray patients with various illnesses for students to diagnose.

Dr. James S. Goodwin, director of UTMB's Sealy Center on Aging, said it is essential that future doctors, nurses and other health care professionals know how to speak to patients about treatment during their final days. "There is no right way when it comes to discussing end-of-life issues," said Goodwin, who holds the George and Cynthia Mitchell Distinguished Chair in Geriatric Medicine and is head of the university's Division of Geriatrics. "Some people want to fight to the last breath in an intensive care unit while others want no artificial medical interventions. It's a question of values, and values often vary by culture."

While health care students typically learn bedside manner by observing their instructors' interaction with real patients, Goodwin said it is practically impossible to expose the students to enough patients to truly reflect the diverse values and attitudes they will someday encounter. "That is where the DVD patient scenarios come in," he said. "Using them in an interactive format, we can vary key characteristics, like gender or ethnicity, and give the student an incredible range of experience in helping patients discuss and think through end-of-life issues."

UTMB President Dr. John D. Stobo thanked the Davis Foundations for supporting the End-of-Life Education Program. "The Arthur Vining Davis Foundations recognize the value this educational program will have in training health care professionals how to compassionately tend to terminally ill patients and their families," Stobo said. "Their generosity will help us teach tomorrow's health care workforce how to work with patients to fulfill their final health care wishes."

Various UTMB programs and institutions will complement the End-of-Life Education Program, such as the Institute for the Medical Humanities, which provides resources on ethical issues, and the case-based, problem-solving Integrated Medical Curriculum. In addition to providing comprehensive geriatric care through the Acute Care for Elders (ACE) Unit, the university conducts aging research programs through the multidisciplinary Sealy Center on Aging and the Claude D. Pepper Older Americans Independence Center—one of only 11 such centers in the United States.

TRANSPORT from Page 1

duties of medical director with Caruso is pediatric critical care specialist Dr. Kerri Pinkney.

Newborns have been eligible for this service at Children's Hospital for more than 10 years. A neonatal transport team delivers critically ill newborns to expert care at UTMB's nationally renowned neonatal intensive care unit. The neonatal transport team does more than 70 such transports each year.

Extending such a transport service to children as well meant intense training, according to Caruso.

"There is an enormous variety of childhood illnesses, beyond those that affect the newborn," he said. "Unlike newborns, children have been exposed to the world and its dangers—trauma, drowning, toxic ingestions, drugs of abuse and suicide."

All of this is in addition to organ-specific diseases and infectious diseases that afflict children and adolescents beyond the nursery door, Caruso adds. The new Pediatric Transport Team has the equipment, education and training to handle children in any of these emergency situations.

In the past, critically ill patients needing to be transferred to a specialty care hospital relied on their local hospital to arrange for the transfer through the hospital's contract with a local ambulance service. UTMB now offers this transport service through its own contract with Galveston Area Ambulance Authority. Participating hospitals can access the service at no cost by calling UTMB at a toll-free number.

UTMB IMPACT

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