

UTMB® IMPACT

You Count! survey results in

The fall fiscal year 2005 You Count! results are in, and employee participation increased to 41.50 percent compared to 32.40 percent a year ago. This increased participation is a good thing and means more UTMB employees are expressing their opinions about the university and their working environment.

Overall, employee satisfaction remained constant at 66 percent. On the question "My supervisor treats me with respect," the satisfaction score increased two percentage points to 67 percent. In addition the survey question rating the supervisor showed an increase in the survey questions of "Holds me accountable," "Shows compassion towards me" and "Exhibits integrity in action and word." Why the increases? Management's time, attention and new resources.

Patient care also showed marked improvement. Satisfaction in the quality of service to patients increased to 48 percent from 47 percent, and the overall quality of medical care increased to 53 percent from 52 percent. The quality of nursing care satisfaction level remained constant at 51 percent.

Several of the Most Favorable Questions showed an increase from the previous year, including: "UTMB values individuals of diverse backgrounds;" "The chance to use your skills in your position;" and "UTMB does a good job of providing competitive retirement benefits."

The survey continued to show a need to improve the management of poor performance. Human Resources is beginning to implement throughout the campus a new program that provides employees with coaching to improve performance and addresses discipline in a more effective and constructive way.

RESEARCHING EXCELLENCE

Three UTMB faculty members appointed to endowed positions in geriatric research

By J. Christian Messa

Three faculty members at the University of Texas Medical Branch at Galveston have been appointed to endowed positions for their outstanding work in geriatric research.

Dr. Daniel H. Freeman Jr., Jean L. Freeman and Diane M. Heliker were honored as the inaugural holders of the Edgar Gnitzynger Distinguished Professorship in Aging, Grace Bucksch Gnitzynger Distinguished Professorship in Aging, and Edgar and Grace Gnitzynger Chair in Geriatric Nursing, respectively.

The endowments were created by the estate of Edgar and Grace Gnitzynger, an elderly couple who had retired to Galveston from Chicago and were grateful for the care they received at UTMB over the years.

Geriatric research will play an increasingly vital role as health care professionals nationwide strive to accommodate an aging population. U.S. Department of Commerce statistics indicate that, between 2000 and 2010, more than 500,000 people over 65 will be added to Texas' population, and the number of those 85 and older living in the United States is predicted to increase from 12 million in 2000 to 19 million in 2030.

Daniel Freeman, director of the UTMB Office of Biostatistics, was named to the Edgar Gnitzynger Distinguished Professorship for his role in promoting and developing aging-related research throughout the university.

He has served as the biostatistician of a federally funded study that examined the disability rate among older Mexican Americans. He also participated in a collaborative project that identified the state of elderly health care in the Galveston community.

Freeman received his Ph.D. in biostatistics in 1975 from the University of North Carolina at Chapel Hill. He joined the UTMB faculty in 1992—the same year his wife, Jean, was recruited to the university.

He currently holds appointments in the Division of Epidemiology and Biostatistics and the Department of Psychiatry and Behavioral Sciences in the School of Medicine.

Freeman has written more than 100 peer-reviewed papers, a book and numerous book chapters. He is currently a referee for the *Journal of the American Medical Association*, the *American Journal of Public Health*, and *Medical Care*, as well as statistical editor of the *International Journal of Psychiatry in Medicine*.

Jean Freeman has been studying the outcomes of breast cancer screening practices in older women. The Grace Bucksch Gnitzynger Distinguished Professor is investigating a link between infrequent breast cancer screenings and the mortality rates of women in economically disadvantaged and older minority populations.

She is involved in another study that examines how neighborhood environment
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Dr. Daniel H. Freeman Jr.
Edgar Gnitzynger Distinguished Professor in Aging



Dr. Jean Freeman
Grace Bucksch Gnitzynger Distinguished Professor in Aging



Dr. Diane M. Heliker
Edgar and Grace Gnitzynger Chair in Geriatric Nursing

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Vice President for University Advancement

Susan H. Coulter

Assistant Vice President for Public Affairs

Chris Comer

Director of Publications

Mary Havard

Editor

Heidi Lutz

Contributing Editors

Tom Curtis, Jim Kelly, Judie L. Kinonen, J. Christian Messa, Cathy Nall, Jennifer Reynolds-Sanchez, Seena Simon and Andrea Strahan

Art Director

Mark Navarro

Contact us

Email: impact.oua@utmb.edu

Phone: Heidi Lutz

Ext. 28710 (editor)

(409) 772-2618 (Public Affairs)

Campus mail route: 0144

U.S. Postal address:

UTMB

Office of University Advancement

301 University Boulevard

Galveston, Texas 77555-0144

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.

Alumnus establishes pediatric nursing professorship

By J. Christian Messa

Signs of Dr. Albert O. Singleton's legacy as a clinician and educator abound at UTMB. A plaque standing in front of the Keiller Building is dedicated in memory of the longtime professor and chairman of UTMB's Surgery Department. Colleagues and trainees founded the Singleton Surgical Society in 1953, six years after his passing, and Singleton Surgical Awards are annually presented to outstanding residents, faculty and first-year interns in the field.

While Dr. Edward B. Singleton appreciates the tributes given to his father, he noticed that recognition had never been publicly bestowed on another important figure in his life: his mother. The UTMB alumnus therefore established the Will Dean Bivens Singleton Professorship in Pediatric Nursing in her memory. "I thought it would be nice to honor her in some way," said Singleton, who graduated from the university's School of Medicine in 1946.

Singleton's mother attended UTMB herself, graduating in 1912 from the university's School of Nursing, formerly the John Sealy Hospital Training School for Nurses. (At the time, UTMB was called the University of Texas Medical Department.) While a nursing student, she met Albert Singleton, who had earned his M.D. from UTMB in 1910. He joined the faculty as a surgery instructor the following year, ascending to the role of professor and chair of surgery in 1927.

"She and my father did their courting on the steps of Old Red, even though it was against the rules at that time for faculty and nurses to go with each other," Singleton said, referring to the 1891 Ashbel Smith Building, which was the first classroom facility on UTMB's campus. Listed on the National Register of Historic Places, it is still in use today.

Miss Bivens and Dr. Singleton were married shortly after her graduation. While she never practiced nursing professionally, Edward Singleton said his mother's skills were still valued. "She provided nice nurs-



Dr. Edward B. Singleton, a 1946 graduate of UTMB School of Medicine, established the Will Dean Bivens Singleton Professorship in Pediatric Nursing in memory of his mother, a graduate of the John Sealy Hospital Training School of Nurses, the precursor to today's School of Nursing. "She and my father did their courting on the steps of Old Red, even though it was against the rules at that time for faculty and nurses to go with each other," he said.

ing care to her two sons and husband," said Singleton, who was born in Galveston and practices medicine in Houston.

Dr. Pamela G. Watson, UTMB School of Nursing dean, said she was pleased to learn that Singleton had not only established a nursing professorship but that he had done so in memory of a nursing school alumna. "I'm truly grateful to Dr. Singleton for generously endowing a professorship in his mother's name at the School of Nursing," said Watson, the Rebecca Sealy Distinguished Centennial Chair. "I'm equally gratified to know that this endowment links the school's present to the early years of its rich past."

UTMB's School of Nursing, established in 1890, was the first nursing school in Texas and among the first to be affiliated with a university when it became part of the Medical Department in 1896. Since its founding, the School of Nursing has graduated more than 7,000 students.

Edward Singleton continues to practice medicine and has no plans of stopping any time soon. He said he tried retirement once. "It lasted two months — I couldn't stand it," he quipped.

Singleton is chief emeritus of radiology at Texas Children's Hospital and professor emeritus of radiology at Baylor College of Medicine. He also is a clinical professor of diagnostic radiology at the University of Texas Health Science Center at Houston, an adjunct professor of diagnostic radiology at the University of Texas M.D. Anderson Cancer Center and a radiology consultant for Lackland Air Force Base and Brooke Army Medical Center in San Antonio. He was chief of radiology at Texas Children's Hospital and St. Luke's Episcopal Hospital for more than four decades.

Four generations of Singletons are tied to UTMB's School of Medicine. In addition to his father, Singleton's deceased brother, Dr. Albert O. Singleton Jr., graduated from the medical school in 1939 and later joined UTMB's surgical faculty. Singleton's nephew, Dr. Albert O. Singleton III, received his medical degree from UTMB in 1973, and now his grandniece, Terrell Singleton, is attending the university's School of Medicine.

Singleton's family roots in Texas run even deeper. Both of his parents were born in the state; his father hailed from Waxahachie and his mother was raised in Corsicana. Singleton's paternal great grandfather, John Hawkins Singleton, fought in the Battle of San Jacinto in 1836.

Singleton has earned numerous awards and honors, including Gold Medals from the Society of Pediatric Radiology, American College of Radiology, American Roentgen Ray Society, The Radiological Society of North America, Texas Radiological Society and Society of Gastrointestinal Radiology. He also has garnered the Distinguished Faculty Award from Baylor College of Medicine's Medical Alumni Association and Distinguished Physician of the Institute Award from the Texas Heart Institute at St. Luke's Episcopal Hospital. An endowed chair bears his name at the hospital. Singleton also has received the Ashbel Smith Distinguished Alumnus Award, the UTMB School of Medicine's highest alumni honor. He resides in Houston with his wife, Margaret.



Numbers to know

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.

UTMB Logo Guidelines

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, speciality items and videos.

(409) 772-2618

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



Commit to Fit

www.utmb.edu/getfit

- Visit the Commit to Fit web site for ideas and tips on how you can join the campus initiative to get in shape.

Medical student pushes for changes in pharmaceutical marketing

By Andrea Strahan

Last December, the American Medical Student Association (AMSA) announced its first annual PharmFree Day, part of a campaign aimed at taking a stand against the pharmaceutical industry's marketing practices. Fourth-year UTMB School of Medicine student Rachel Wright helped spread the word about the initiative locally and called for a pharm-free environment on UTMB's campus.

At a lunch conference sponsored by Osler Scholars Dr. Alice O'Donnell and Barbara Thompson, both members of the Department of Family Medicine, Wright, who serves on the AMSA's National Board of Trustees, spoke about the inherent conflict of interest that exists when lunches are sponsored by pharmaceutical companies and a pharmaceutical representative is allowed to speak at the event. Wright also urged medical professionals to refuse pharmaceutical freebies such as lunches, pens and drug samples that the industry regularly distributes in an effort to influence drug-related decisions on the part of physicians.

"Creating a pharm-free environment would mean an elimination of direct-to-physician marketing that the pharmaceutical industry uses to influence prescribing practices," said Wright. "These marketing practices can include visits to physician offices and hospitals, conference sponsorship, as well as pharmaceutical advertisements in medical journals. While this does not include pharmaceutical-sponsored research—an important partnership between industry and academia that helps



Rachel Wright

drive many important research breakthroughs—medical students still need to be educated about potential conflict of interests that exist here, as well."

Wright believes a pharm-free clinical environment at UTMB fits in well with the university's efforts to promote a culture of professionalism, but says change must begin with physicians. "As students, we are educated about the pharmaceutical influence on the medical profession during our Practice of Medicine class.

However, until the university teaches the medical students by example—meaning eliminating pharmaceutical-sponsored departmental lunches and not allowing the pharmaceutical representatives on

university sites—the issue will continue to be one not considered to be truly important by students."

When asked how a pharm-free culture aligns with the UTMB Professionalism Charter, Wright points to several professional responsibilities, including UTMB's commitment to professional competence. "An education provided by a pharmaceutical representative is often incomplete, biased or just plain wrong, so if physicians rely on this information for their own pharmaceutical education, they won't be fully competent to treat patients with prescription medications." She also points to other charter responsibilities such as a commitment to improving quality, a commitment to professional responsibility and a commitment to maintaining trust by managing conflicts of interest.

Dr. C. Joan Richardson, Osler Scholar and medical director for inpatient services for UTMB hospitals, and Dr. Tom Blackwell, associate dean of graduate medical education, feel the issue is a complex one in need of more detailed study, but point out that pharmaceutical companies do contribute to the common good.

"UTMB physicians give out free medication every day to our indigent patients, which wouldn't be possible without the free samples from pharmaceutical companies," said Blackwell.

"More than \$4 million in free drugs goes to our indigent patients each year due to donations from pharmaceutical companies," adds Richardson. "These are people who have no other recourse, and

these are life-saving medications. We must find a middle ground."

Dr. Harold Vanderpool, a professor in UTMB's Institute for the Medical Humanities, supports efforts to begin to restrain pharmaceutical firms from directly biasing the clinical judgments of UTMB faculty members, residents and others. "Drug and medical device manufacturers in American medicine have become more deeply entrenched in clinical practice, medical research and the publication of research findings in recent years. The challenge we now face is thus not whether the major components of the medical profession can be 'pharmfree,' but whether the profession will find ways to control the influences from industry, rather than being controlled by it."

"The pharmaceutical industry plays an important role in promoting research and education at academic health centers, but it's important that we continue to evaluate these relationships to avoid any real or perceived conflicts-of-interest," said President John D. Stobo. "This is particularly true in light of some examples seen in the media recently, specifically the very public Viiox issue and the attention on National Institutes of Health employees receiving payments from pharmaceutical and biotech companies. Furthermore, I believe it's time UTMB looks at the relationships it has with all commercial entities—not just pharmaceutical companies—to ensure no real or perceived conflicts of interest exist. I thank Rachel for bringing this issue forward."



Deputy director at NIH discusses research possibilities

By Jennifer Reynolds-Sanchez

Dr. Margaret Chesney, deputy director of the National Center for Complementary and Alternative Medicine (NCCAM) at the NIH, recently presented to a large group of faculty, staff, students and public attendees at the Old Red Amphitheater on the strategic mission of NCCAM.

She placed special emphasis on priorities for future funding, naming in particular neuroscience research, including mind-body, basic and clinical science, as well as interdisciplinary research. She noted many opportunities for UTMB researchers to submit applications for funding to

Discussion part of second annual Nicholson Roundtable in Integrative Medicine

NCCAM and affiliated NIH institutes with these and other themes.

Dr. Don Powell and Dr. David Gorenstein, associate deans of research, moderated the discussion and question session.

Her discussion was part of the second annual Nicholson Roundtable in Integrative Medicine, which is co-funded by a \$1.5 million NCCAM grant and the W.D. and Laura Nell Nicholson Family Chair in Integrative Medicine Endowment. Dr. Victor Sierpina is the principal investigator of the study and holder of the W.D. and Laura Nell Nicholson Family Chair in Integrative Medicine. For a full text of the NCCAM five-year Strategic Plan, visit the web site at <http://nccam.nih.gov/about/plans/2005/>.

Johnson—Social Worker of the Year

Donna Johnson, senior social worker in Geriatric Services, was named Social Worker of the Year by the Gulf Coast Branch of the National Association of Social Workers (NASW).

Johnson graduated from the University of Houston School of Social Work in 1997. In addition to her employment as a geriatric social worker, she volunteers for the Red Cross as a mental health disaster volunteer and with Hospice Care Team. As the current NASW Gulf Coast chapter president, Johnson has been successful in increasing the numbers of members, supporting member participation and keeping members motivated. Johnson said she believes we all have a voice and should be heard, and she is committed to pursuing justice for all human kind.

"I would like to thank the other five social workers in geriatric services," Johnson said. "My ability to do a good job at UTMB has to do with their help. I stand on their shoulders in receiving this award. Even though there is no longer a social work department, there are still many social workers at UTMB who are the voice for many."

The award comes as part of the organization's celebration of Social Work Month. The theme for this year's campaign "Social Workers, Help Starts Here" invites people to start with social workers when seeking help. It reinforces the point that social workers can connect people to a variety of resources in their community.

In Galveston and Brazoria counties, the NASW Gulf Coast Branch, with more than 100 active social workers, is actively involved in helping individuals with their various needs in areas such as health, mental health, diversity and culture, international human rights, youth and schools, aging, children and families, and poverty and social justice.

Social workers tackle some of America's most difficult problems through training and dedication. "Drug addiction, family violence, joblessness, homelessness, mental illness, prejudice and many other conditions affect millions of people with no voice and few options," said Johnson.

For information about NASW, contact Johnson at (409) 744-3228 or via e-mail at dcj124@aol.com.

Ambulatory EMR first to go live with full functionality

The Pediatric Clinic in the Primary Care Pavilion will be the first UTMB clinic to begin using the full functionality of EpicCare, UTMB's new ambulatory electronic medical record (EMR) system.

EpicCare is the most successful ambulatory EMR system in the health care information technology industry with features that streamline care processes, improve community-wide health and strengthen the patient-provider relationship.

EpicCare replaces the traditional paper chart, freeing users from the hassles associated with incomplete or missing information and ensuring that care is well-coordinated when patients are referred to different providers for treatment. Efficient workflows and an intuitive user interface encourage clinician participation and contribute to ongoing success.

EMR project leadership

Dr. Mike Warren has been named physician project director of UTMB's electronic medical records (EMR) initiative. Working closely with him will be Dr. Chris Mast serving as the associate physician project director and lead physician analyst. The EMR web site is being updated to reflect these and other leadership changes.

The program is inherently flexible, accommodating specialty providers while ensuring that clinical information is stored in a seamless ambulatory care record. An active clinical decision support system works at every point of the care process to minimize medical errors, encourage formulary compliance, and ensure that patients receive

recommended health maintenance and disease management services.

EpicCare supports providers before, during and after the patient visit with features and convenient access to comprehensive information:

- Problem list management and support
- Structured clinical documentation and workflow support
- Health maintenance and disease management
- Closed-loop results management and communication
- Comprehensive medication management
- Telephone support
- Charting tools

For information about UTMB's electronic medical records program, visit the web site at www.utmb.edu/emr.

Houston couple creates scholarship in Graduate School

Couple also pledges commitment to establish fund for innovative educational programs

By J. Christian Messa

A Houston couple has not only created a presidential scholarship for outstanding students in UTMB's Graduate School of Biomedical Sciences but also pledged to establish a fund for innovative educational programs in the school. Robert and Edith Zinn endowed a presidential scholarship, one of the most prestigious of UTMB's scholarship endowments.

By offsetting recipients' tuition, fees, book costs and living expenses, the Edith and Robert Zinn Presidential Scholarship will offer greater educational opportunities for future generations of biomedical researchers at the academic health center.

The Zinns also have pledged to establish the Educational Enrichment Endowment to support learning programs like lectures and symposia, in addition to such special projects as health-related law and business management courses.

Robert Zinn said he and his wife have great respect for the potential of biomedical science to help people.

"We feel that members of the faculty at UTMB create a sense of community with young researchers that is nurturing and important for their development," Zinn

said. "It feels good to play a small role in helping with the financial burdens of the students.

"It's natural for us to be drawn to UTMB since it continues a tradition begun many years ago by my father, Will Zinn, when he established an annual award there for the highest-ranking medical school graduating senior," Zinn continued. "This was continued upon the death of my sister with the establishment of the Zelda Zinn Casper Foundation, which evolved into the Zelda Zinn Casper annual scholarship for a UTMB student who has demonstrated outstanding research ability after the first year of graduate school."

Dr. Cary W. Cooper, dean of the graduate school, thanked the Zinns for their investment in education at UTMB.

"The Zinns' generosity will help the Graduate School of Biomedical Sciences maintain a vibrant learning environment for our students," he said. "Their presidential scholarship will furthermore allow us to reward our exceptional students for their hard work and dedication to improving the health of others."

Added UTMB President John D. Stobo, "In creating these endowments, Mr. and

Mrs. Zinn have ensured that their vision for bettering the health of society by enhancing graduate school programs of excellence and supporting its most promising students is secured well into the future."

The Zinns' commitment also will support UTMB's Timeless Values, Pioneering Solutions Campaign, a five-year, \$250 million fund-raising initiative to enhance areas of excellence in teaching the art and science of health care; infectious diseases, biodefense and vaccine development; health care access and telehealth; and longevity, chronic diseases and neurological recovery.

Robert Zinn, who earned his bachelor's and master's degrees at the University of Texas at Austin in 1952 and 1953, respectively, owns the Houston-based Zinn Petroleum Co. Edith Zinn also earned her bachelor's and master's degrees at UT-Austin in 1953 and 1955 and has been a volunteer teacher of advanced English to elderly immigrants at the Jewish Community Center in Houston for the past 14 years. In addition to their most recent commitment to UTMB, the Zinns have contributed to the university's Zelda Zinn Casper Endowed Scholarship.

SOM welcomes chief financial officer

By Jennifer Reynolds-Sanchez

Harold McDermott has been named chief financial officer for the School of Medicine. McDermott comes to UTMB from the University of Oklahoma, where he served as director of operations for OU Children's Physicians and as business administrator for the pediatrics department.

Since 1990, he held several positions at the university's Health Science Center, including staff auditor, senior auditor in internal auditing, and budget and finance director for the College of Medicine. Recognized for his financial expertise and valuable blend of skills, McDermott has served as a financial consultant for the National Institutes of Health and the National Cancer Institute.

"Harold McDermott brings to this position a wealth of knowledge and remarkable combination of financial, management and analytical skills, which are precisely the talents needed to meet the challenges we face, as well as maximize our many opportunities," said UTMB Dean of Medicine Dr. Valerie Parisi. "I am very enthusiastic about his future role within the School of Medicine."

As CFO, McDermott will assist the dean in the overall financial planning and processes of the school.

Proposals now accepted for President's Cabinet Awards

Applications are being accepted for 2005 President's Cabinet Awards. For convenience, an online, downloadable version of the proposal is available at www.utmb.edu/cabinet. This year's theme is Creating a Caring and Healing Environment and all proposals should be based on that theme. Awards are granted in amounts up to \$50,000. All proposals must be received by 4:30 p.m. June 20.

Proposals are reviewed by a committee of President's Cabinet members, who submit a list of finalists to UTMB President John D. Stobo for final approval.

If you have any questions please contact Rachel Curtis in the Office of University Advancement at (409) 772-3957 or rlcurtis@utmb.edu.



International scientists travel to Galveston for symposium

This year's McLaughlin Symposium in Infection and Immunity focused on building partnerships between scientists in Texas and the United Kingdom working on infectious diseases at the intersection of human and animal health. Sponsored by UTMB's Institute for Human Infection and Immunity and the university's McLaughlin Symposia in Infection and Immunity, the TX-UK Collaborative Bioscience Initiative and the UK Department of Trade and Industry, the conference brought 189 researchers from the United Kingdom, Texas and other parts of the United States to Galveston's San Luis Resort on Feb. 25, 26 and 27. Pictured here are the event's organizers, from left to right: Richard Elliott, University of Glasgow; Garry Adams, Texas A&M University; Alan Barrett, UTMB; Matthew Baylis, UK Institute for Animal Health.

William New named associate dean for research services administration

William New, vice president for research business and operations at the New England Medical Center in Boston, recently accepted the position of associate dean for research services administration for UTMB.

He will join the university May 1 to continue a very distinguished career in research services.

New was among a "very small pool of candidates nationally of the level of excellence that we wanted here to help us push forward with our research services administration and to help us maintain and even advance in our national rankings across the schools," said Dr. Valerie Parisi, dean of medicine, at a recent UTMB Town Meeting.

New will serve the administrative research support needs of all four UTMB schools.

He held his former post at the New England Medical Center, the primary teaching hospital of the Tufts University School of Medicine, since 2001. The center ranks 11th among independent hospi-

tals in NIH funding. While there, New was responsible for developing and enhancing the environment to support leading scientists and to better meet service, operations and compliance functions.

Prior to joining the New England Medical Center, New served as vice president for research affairs at Children's Hospital in Boston, the primary pediatric teaching hospital affiliated with Harvard Medical School.

He also held roles including director of the Division of Research at New England Deaconess Hospital, as well as administrative officer at the National Cancer Institute, part of the National Institutes of Health.

New is a member of the National Council of University Research Administrators, the Society of Research Administrators and the Board of Trustees of the American Association for Accreditation of Laboratory Animal Care. He earned a Master of Arts degree from Indiana University and a Bachelor of Arts degree from Davidson College.

Galveston ranks high in NIH awards, grants

By Tom Curtis

In the federal fiscal year that ended Sept. 30, 2003, Galveston ranked ahead of every Texas city except Houston among the top 100 United States municipalities with institutions receiving research grants and other awards from the National Institutes of Health (NIH).

Thanks largely to the infusion of \$110 million as the federal contribution to UTMB's planned \$167 million Galveston National Laboratory, as well as to \$48 million in NIH funding for the UTMB-based Western Regional Center of Excellence in Biodefense and Emerging Infectious Diseases, Galveston in fiscal year 2003 was 28th out of 100 municipalities in the nation among NIH Domestic Institutions Awards ranked by city.

Galveston won a total of 250 awards amounting to more than \$204.2 million.

In national rankings, Galveston fell just behind Washington, D.C., and ahead of such larger communities as Dallas; Columbus, Ohio; Portland, Ore.; Cincinnati, Ohio; San Antonio; Charlottesville, N.C.; Berkeley, Calif.; Salt Lake City, Utah; Winston-Salem, N.C.; and Research Triangle Park, N.C.

In Texas, Houston was in 10th place with more than \$505.6 million in total NIH awards. Dallas ranked 29th, just behind Galveston, while San Antonio ranked 35th. Austin ranked 76th. Boston took first place in the rankings, with more than \$1.6 billion in total NIH awards.

Professionalism part of training for post-graduate students

According to the Accreditation Council for Graduate Medical Education (ACGME), all post-graduate residents must be deemed proficient in six core competencies by the completion of their training. Among the core competencies is professionalism. UTMB's Graduate Medical Education Office currently conducts a half-day, interactive workshop that is required of all incoming residents and which addresses professionalism, along with interpersonal and communication skills (another of the core competencies).

Like others across the country, UTMB post-graduate residents are evaluated on the six competencies at one- to three-month intervals by their faculty. (In addition to professionalism and interpersonal and communication skills, the competencies include patient care, medical knowledge, practice-based learning and improvement, and systems-based practice.) The web-based evaluations ask faculty to measure

residents on each core competency using a scale of 1–9; the form also includes space for comments. The process has now been in place for two years.

Last summer, the evaluation process was expanded for the first time to enable residents to evaluate their faculty. Moving forward, each time a faculty member evaluates a resident, that resident will also evaluate the faculty member on the same competency criteria. Every six months, all resident evaluations of faculty will be combined, enabling the residents' personal identification data to be removed and average scores to be computed.

Dr. Tom Blackwell, associate dean of graduate medical education, says the new process will serve as an important component in terms of providing role models for professionalism. The faculty's score averages, compared with their peers in the same area, are sent back to them along with any comments submit-

ted. The information is also sent to their program director and department chair.

While it's still early, program directors and faculty feel the new process is a useful one. UTMB residents feel both empowered and protected by the new process, which is important, given the inherent power imbalance between the two groups.

This summer, an even more encompassing means of measuring ACGME core competency criteria will roll out with the introduction of a web-based 360-degree evaluation system. Already in place in much of the UTMB administrative arena, 360-degree evaluations in the clinical arena will go beyond the faculty-resident evaluation process to also include the input of students, clerks, nurses and other members of the health care team. At its most robust, the program will involve patients, although including health care team members is the first step.

The 360-degree evaluation system is currently being developed as a pilot in the Ophthalmology and Visual Sciences Department, chosen for its small size. A second pilot in an inpatient setting will follow the Ophthalmology pilot and precede a campuswide roll-out of the system. The evaluations will lend themselves well to clinical care areas like the Medical Intensive Care Unit. Rolling out the evaluation system to General Internal Medicine wards will face its share of challenges, because there are 10 different units to which patients may be admitted within Internal Medicine.

Regardless, Blackwell notes that these new processes are worth the effort, because they build additional accountability into graduate medical education, serve as a catalyst for change and are in line with UTMB's continued efforts to improve the educational environment at every level.

Perez-Polo named chair of UTMB Department of Human Biological Chemistry and Genetics

By Jennifer Reynolds-Sanchez

UTMB Dean of Medicine Dr. Valerie Parisi announced the recent appointment of Dr. J. Regino Perez-Polo as chair of the UTMB Department of Human Biological Chemistry and Genetics (HBC&G) for three years.

"Dr. Perez-Polo is internationally recognized for his expertise and scientific investigation in reducing cell death and dysfunction associated with trauma, ischemia and aging in the central nervous system," Parisi said. "I'm pleased to announce he has graciously accepted my offer to chair the department of HBC&G."

Perez-Polo received a bachelor's degree in 1965 and master's degree in 1966, in electrical engineering and non-linear control systems respectively from Cornell University in Ithaca, N.Y. In 1970, he received his Ph.D. with distinction in biophysics from Stanford University where he completed his postdoctoral training in molecular biology

working with Paul Berg, who received the Nobel Prize in Chemistry in 1980. Perez-Polo served as a faculty member at the University of Texas at Austin from 1973 to 1976. In 1977, he joined the HBCG faculty at UTMB. He assumed the position of vice-chair of the department in 1988 and served in that capacity until 1991. He has served the department as chair ad interim since 2003.

Dr. Perez-Polo has worked on international educational projects aimed at third world students through the auspices of a number of UN, NIH and private foundations with special emphasis on young Latin American and Eastern European scientists. He is a founding member and presently serves on the Executive Scientific Advisory Board of the Christopher Reeve Paralysis Foundation and serves on the National Advisory Board on Medical Rehabilitation Research of the National Institute for Child Health and Human Development. His own research

focuses on the mechanisms of neuronal cell death and the deficits associated with both acute and chronic trauma to the central nervous system at a molecular and cellular level. He has also developed modified liposomal gene transfer and gene specific "decoy" approaches to therapy. More recently his research team has focused on the development of intervention strategies to improve the consequences of trauma-induced inflammation in the nervous system.

As chair for the Daniel W. Kempner Visiting Professorship Committee, Dr. Perez-Polo has guided such projects as the Daniel W. Kempner Symposium for Creating Caring Communities for Alzheimer's Patients held at UTMB last October. This professorship was established for UTMB in memory of Daniel W. Kempner by the Harris and Eliza Kempner Fund as a forum for addressing medical issues of interest to the community.

Dr. Perez-Polo is committed to fostering the development of multi-investigator translational research teams at UTMB focused on the development of intervention strategies for the treatment of trauma to the nervous system in populations that are particularly at risk, the very young and the very old.

"The faculty, staff and students of HBC&G have worked successfully to create an internationally respected department where teaching and research contribute to the core missions of UTMB. As we move into aggressive translational research over the next few years, we will strongly stimulate the bench to bedside dialogue in both directions and make significant contributions to biological knowledge and patient care." Perez-Polo said. "I am proud to serve as chair of this department."



Sharing Valentines at Children's Hospital

Children's Hospital patient Kadi Griffin is all smiles after checking her Valentine's treat bag. The Children's Activities Team, which sponsors holiday activities for pediatric patients, would like to thank all the UTMB employees and students who generously donated toward making this Valentine's event a success. Employees donated items to stuff in the Valentine's goodie bags.

NRCC shows off cephalopod research at Conservation Days

Moody Gardens sponsored Conservation Days in its Garden Lobby from the middle of February through the beginning of March. During this time exhibits were presented by the Flower Gardens Marine Sanctuary, NOAA, Texas A&M University, and Sea Center Texas among others. UTMB was represented by the National Resource Center for Cephalopods, a research group within the Marine Biomedical Institute. These outreach efforts included information about the cephalopods that are cultured here at UTMB and NRCC's outreach and educational efforts through the CephBase and CephSchool web sites. CephSchool will be officially launched this semester. CephSchool content is based upon the NRCC's 30 years of cephalopod research at UTMB.

The Conservation Days concluded on March 7 with a reception in the Garden Lobby followed by the presentation of the "Sharks" 3D IMAX movie introduced by Jean-Michel Cousteau.

CephSchool research was first represented at the National Science Digital Library annual meeting in Chicago in November 2004. Later this month, the CephSchool team will travel to Dallas to present the



Visitors check out the cephalopods during an exhibit at Conservation Days at Moody Gardens.

web site and the research behind its design to the National Science Teachers Association. At this conference materials and methods will be presented for producing an interactive, educational web site geared toward high school students that includes content based on national and state standards for biological sciences. This web site is unique in that it has been constructed to be used in the classroom with minimal preparation to maximize the short time teachers have to teach students the required material.

At UTMB, part of our mission is caring for special, underserved populations. In 1994, at the request of the State of Texas, we began providing care to a new-to-us special patient population—the state's incarcerated. Today, through our Correctional Managed Care (CMC) program, we provide legally mandated, quality health services to 117,000 individuals at more than 90 facilities throughout the eastern two-thirds of Texas. We've improved the overall health of our prison patients, and done it efficiently and effectively, saving Texas taxpayers millions of dollars over what similar services cost in other states.

Correctional care is important. It's a responsibility we have as a civilized society. It also affords us, at our university, an opportunity to provide our students and residents with ample and varied training opportunities. And it has served as a valuable and fertile environment for important innovations in fields such as telemedicine, electronic medical records, clinical practice standards and pharmacy management.

Even under the best of circumstances, a prison hospital or clinic is among the most



A Message from the President on Correctional Managed Care

challenging of health care environments. Health care in correctional settings is very much in the news these days, and the issues are far from simple. The prison population continues to grow. At the same time, inmates are getting older and require more and costlier care. As health care costs continue to rise, reimbursement for care has remained, at best, flat. The challenges

came to a head recently in Dallas, where UTMB has been working for almost two years to provide medical care in the county jail. That facility has long faced problems with funding, facilities, computer tracking, staffing and delivery of health care services. While the situation in Dallas is yet to be resolved, it emphasizes for us the importance of carefully considering all of the opportunities, challenges and complexities involved in each correctional care setting and situation.

In this environment, it takes dedicated caregivers and talented, skillful leadership to fulfill the charge successfully. With this in mind, I am happy to announce that Dr. Ben Raimer, vice president for community outreach and former chief physician executive for UTMB Correctional Managed Care, has been promoted to vice president for community outreach and correctional managed care. The change reflects Ben's record of service and commitment to this special population, and his extraordinary accomplishments in the correctional care arena since 1997.

In his new role, Ben will serve as CMC's

medical, clinical and operational leader. He and the 3,500 dedicated UTMB employees who work in the CMC enterprise will help us continue to do a good job for Texas.

How good? According to an independent report prepared by the Texas Medical Foundation and released in March by UT System, they've been doing remarkable work. The report states, "UTMB CMC has been able to expand care for a growing population while controlling costs. It has also been able to document improved health outcomes through system-wide use of clinical practice guidelines... This unique model has attracted the attention of the national correctional health care community and other state governments that are struggling to achieve such results."

The comprehensive report is online and in the news. I invite you to read more about it and a related article at: www.utmb.edu/president/messages. Please join me in thanking Dr. Raimer and his UTMB CMC colleagues for their hard work and congratulating them on their success.

PROFESSORS from Page 1

ments affect access to high-quality health care for older adults.

Jean Freeman earned her Ph.D. in epidemiology and public health in 1984 from Yale University and has directed and developed studies in health services research for more than 20 years. A professor in the UTMB School of Allied Health Sciences and in the UTMB School of Medicine's departments of Internal Medicine and of Preventive Medicine and Community Health, she has been credited with the establishment of master's degree and Ph.D. curricula in health services research at the university.

Freeman also has helped design a program for faculty that features advanced training in data analysis and research methods, research proposal development for National Institutes of Health grants, and scientific writing courses.

Dr. Valerie M. Parisi, UTMB School of Medicine dean, said the Freemans are deserving recipients of the Gnitzinger endowed positions.

"Drs. Daniel and Jean Freeman are extraordinary resources in the UTMB

research community, and their appointments to these prestigious endowments are fitting recognition of their contributions to UTMB's renowned program in geriatric research," she said.

Diane Heliker, the School of Nursing's interim associate dean for research and an associate professor, was named to the Edgar and Grace Gnitzinger Chair in Geriatric Nursing for her research on strategies to improve the quality of life for residents of long-term care facilities.

She is the principal investigator of a four-year National Institute of Nursing Research grant to study the effects of story sharing among a population of nurse aides and residents in several nursing home facilities.

It is believed that the sharing of open, personal accounts between the two groups will enable them to form mutual, caring and empathic relationships that encourage resident-centered care and result in greater satisfaction among aides and residents.

Heliker's other research has involved evaluating the capacity of nurses aides to determine levels of pain in residents of long-term care facilities, assessing appro-

prate measurements for evaluating the transition period for senior citizens moving into long-term care facilities, and testing new interventions aimed at alleviating stress caused by such relocation.

Heliker received her bachelor of science in nursing degree at Texas Woman's University in 1981 and a Ph.D. in nursing from Loyola University in Chicago in 1995. A registered nurse for more than 35 years, she has experience in various fields of nursing, including medicine-surgery, psychiatry, orthopaedics, and community and home health services. She continues to publish her work and present her research results nationwide.

Dr. Pamela G. Watson, School of Nursing dean, said Heliker will distinguish herself as the Gnitzinger Chair.

"This endowment will allow Dr. Heliker to greatly advance her research, which promises to lead to improved quality of life for our senior population," said Watson, the Rebecca Sealy Distinguished Centennial Chair. "I am most grateful for the extraordinary generosity of the Gnitzingers in establishing this chair."

The three endowment appointees will collaborate with other researchers in

UTMB's Sealy Center on Aging, a nationally recognized multidisciplinary geriatrics program. The endowments were established through the estate of Edgar and Grace Gnitzinger following their deaths in 1997 and 2003, respectively.

In addition, Mrs. Gnitzinger funded two distinguished professorships for the Sealy Center on Aging in 1999: the Annie and John Gnitzinger Distinguished Professorship, currently held by Dr. Kyriakos S. Markides; and the Bertha and Robert Bucksch Distinguished Professorship, awarded to Dr. John Papaconstantinou. Markides is the director of the Division of Sociomedical Sciences in the Department of Preventive Medicine and Community Health, and Papaconstantinou is a principal investigator and professor in the Department of Human Biological Chemistry and Genetics.

The Gnitzingers also created endowed scholarships in geriatric care for the university's allied health sciences students in 1995. Various Sealy Center on Aging programs have benefited from the Gnitzingers' generosity as well.

The logo for UTMB IMPACT. It features the text "UTMB" in a smaller font above the word "IMPACT" in a large, bold, serif font. A horizontal line is positioned above "UTMB" and another below "IMPACT".

The University of Texas Medical Branch
Office of University Advancement
301 University Boulevard
Galveston, Texas 77555-0144
Telephone (409) 772-2618

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