I am glad to be able to give you some good news about pay raises. The state appropriated money for raises, and effective July 1, 2004, UT employees will receive at least a 3.0 percent increase in base pay. If you make less than $25,000, you will receive a larger percentage. Then in October, you will receive a special bonus.

The plan the governor and the General Assembly adopted called for a 3.0 percent increase for employees. But the university keenly realizes the needs of its lowest paid staff, and we were able to add some money to the pool to give those staff members larger percentage increases.

Starting in July, everyone who makes less than $25,000 will receive a $750 a year increase. For some of you, that will amount to as much as a 5.3 percent raise. The $750 will be prorated for part-time employees making less than $25,000.

On or around October 1, 2004, you will receive a non-recurring (not part of your base pay) bonus based on your number of years of service. The bonuses will range from $210 to $1,750, but we are awaiting final eligibility guidelines from the state. Eligible employees will continue to receive their regular longevity pay as well.

We are also encouraging the UT campuses and institutes, if possible, to reallocate any available funds to reward and help retain our best faculty and staff. The state did not appropriate any funds specifically for that purpose, but we hope it will be possible to help this important group.

The university appreciates the efforts of the legislature and the governor to give our dedicated, hard working employees pay raises. Thank you all for the work you do so well for the University of Tennessee.
On Tuesday, June 22, representatives from the University of Tennessee at Martin’s College of Business will be on campus for an informational session about pursuing a Master’s of Business Administration (MBA). The informational session will be held in the Student Alumni Center from 11:30 a.m. to 1 p.m. in rooms 204–207.

This is an educational opportunity being offered to all UTHSC employees via distance learning technology from UT-Martin. In this session you will learn about program admission, costs, course curriculum, time until degree completion, and other pertinent details. You can access their website for informational at http://www.utm.edu/departments/soba/graduate/grad-prog_prosp_st.htm.

If you would like to make a reservation to attend this informational session, call the Office of Equity and Diversity at 448-2112 or e-mail calston@utmem.edu. Remember, use of your educational assistance benefits would be applicable since this degree pursuit is within the UT system.
The UTHSC community extends condolences to:

Deborah L. Smith, EdD, director of research administration, on the loss of her mother, Janice Fortenberry on May 20.

People

In Memoriam

The UTHSC community extends condolences to:

Deborah L. Smith, EdD, director of research administration, on the loss of her mother, Janice Fortenberry on May 20.

Congratulations

Chanteal Justice, senior data integrity clerk at the Jackson Family Practice, gave birth to her daughter, Brooklyn Justice Estes, on March 24.

The daughter of Henry and Lisa Anderson-Houston, data operations supervisor, Elexis Houston, a first grader at Delano Optional School, recently won a number of awards from the school. She won first grade student of the year, top accelerated reader for first grade and her classroom, and she won a trophy for having made the Principal’s List Honor Roll every six weeks for the year.

Lisa’s other daughter, Ebonie Reed, graduated with honors from Trezevant High School on May 15. She received a scholarship to UT-Martin.

June Medvec, assistant to the executive director of the University Medical Center Alliance, will retire on June 30. She began her employment with the university in January 1987 in the Chancellor’s Office and remained there until she took her current position. She and her husband, John, live in Atoka, Tenn.

A retirement reception will be held for her on Friday, June 18 from 2 to 4 p.m. in room 101 of the Hyman building.

Dominic M. Desiderio, PhD, professor in the Departments of Neurology and Molecular Sciences, has recently presented invited lectures at the Winter Conference on Brain Research Copper Mountain, Co.; the Chemistry Department at the University of Arkansas; the Department of Pharmacology at the Medical University of South Carolina College of Medicine; the College of Pharmacy at the University of Wisconsin; the 22nd Informal Mass Spectrometry Symposium at Tokaj, Hungary; and the Biomedical Center at the University of Uppsala in Uppsala, Sweden.

Billy McCann, DDS, associate professor in the College of Dentistry, recently received the Dr. Jack Wells Memorial Dedication to Dentistry Award from the Tennessee Dental Association.

Aviv I. Hassid, PhD, professor in the Department of Physiology, has received a four-year grant from the National Heart, Lung, and Blood Institute totaling $1,455,753 titled, “Nitric Oxide-PTP Interactions in Aortic Smooth Muscle.”

UTHSC Professor to Speak at Sports Medicine Conference

Kevin T. Foley, MD, director of spinal surgery for the Department of Neurosurgery, will make a presentation on the innovation of minimally invasive spine surgery at the upcoming conference, “Neurological Topics in Sports Medicine.” Co-sponsored by UTHSC, the conference will be held from 8 a.m. to 4 p.m. on Wednesday, July 7 at the University of Memphis Murphy Athletic Complex.

Foley, a physician with Semmes-Murphey Neurologic and Spine Institute, is co-inventor of the METRx System, which is currently the most innovative procedure used for spine surgery. This technique does for spinal surgery what arthroscopic surgery has done for knee and shoulder surgery, said Allen K. Sills Jr., of Semmes-Murphey Neurologic and Spine Institute.

First Tennessee Endowed Chair Symposium

“Pharmacogenomics: Moving Toward Individualized Drug Therapy”

Michel Eichelbaum, MD

- Director of the Dr. Margarete Fischer-Bosch Institute of Clinical Pharmacology at Robert Bosch Hospital, Stuttgart, Germany
- Professor and Chairman, Department of Clinical Pharmacology at Eberhard-Karls-University of Tübingen, Germany

June 24, 10 a.m., GEB, Room A102
The UTHSC bookstore is now offering on-campus delivery service for book orders. You can place an order with the bookstore by calling 448-5999 or fax 448-7259. Deliveries are made on Mondays and Wednesdays.

Also, the bookstore will be closed for inventory on Friday, June 18. The last day for purchasing in the bookstore for fiscal year 2004 will be Thursday, June 17.

Tools for Success, the medical and dental instrument section of the University Center Store, will be closed for inventory on Friday, June 18. It will reopen at 8 a.m. on Monday, June 21.

Departments and residents who have funds for purchase of medical or dental equipment that must be utilized during the 2004 fiscal year must complete these purchases by close of business on Thursday, June 17. Items purchased June 21 through June 30 will be applied to the 2005 fiscal year.

To help UT department staff find information they need more quickly, university fiscal policies have been reorganized, renumbered, and in some cases renamed. Also, several sections were divided into smaller policies. These can be found at www.tennessee.edu/policy.

The responsibility for revising and maintaining fiscal policy is being transferred from Audit and Consulting Services to the Office of the Vice President for Administration and Finance.

If you have any questions about the new reorganization or responsibilities, please contact the Office of Business and Finance at 448-5523.

GENERAL STORES SURVEY RESULTS

General Stores conducted a recent survey to gauge the satisfaction of its customers, to which 132 people responded.

The most encouraging result was that 92 percent of all respondents were familiar with the services offered by General Stores, with 72 percent saying those services were excellent and 27 percent saying they were good. Only 1 percent rated those services as fair, and zero percent rated them poor or needing improvement.

Sixty-seven percent said their purchases have remained the same over the past year, while 20 percent said they had increased. Thirteen percent said they had decreased primarily due to budget cuts. Sales have decreased about 5 percent this fiscal year, which is in line with the difference between the percentage of people who said their purchases had increased and the ones who said their purchases had decreased. This is in line with the amount that most departments had been trying to cut from their budgets this year.

The most disturbing result was that 89 percent responded that they did not know that General Stores offers campus-wide delivery.

Phone was the preferred method of 35 percent of the respondents for placing their orders. Internet was chosen by 32 percent and e-mail by 10 percent. General Stores is pleased that the majority prefer ordering on-line and would encourage more people to do so, due to their staff shortages from budget constraints and to ensure accuracy. They have an online order form, and customers can search for an item by keyword or item number before adding it to a shopping cart. When completing online shopping, customers submit the order and a confirmation is e-mailed. Currently, if stock is not available, the system will not allow customers to add items to a cart, although this will be changed shortly. These forms are available at www.utmem.edu/gen_store.

Unknown to 69 percent of respondents, personal purchases can be made through General Stores. Customers can pick out items in General Stores, receive a receipt for those items, pay for the purchase at Tools For Success, and return to General Stores with the cash register receipt and to receive the merchandise.

Mechanical design & repair
Lab equipment repair

Computer repair
Microscope repair
Rehab engineering services

UT Biomedical Instrumentation
Meeting Your Service Needs
448-5652 / 141 Beale Bldg. / utmem.edu/BMI

Congratulations to account R0730241-42 this month’s “Thank You!” credit winner
**HIPAA Update**

The University of Tennessee Health Science Center recently received a letter from Richard M. Campanelli, JD, director of the Office for Civil Rights (OCR), Washington, D. C. regarding the implementation of the Health Insurance Portability and Accountability Act – HIPAA. Following are excerpts from this letter for advice to all campus faculty, staff, and students:

- We just passed the first anniversary of implementation of federal protections for the privacy of individual health information under the Privacy Rule, issued pursuant to the Health Insurance Portability and Accountability Act – HIPAA. As you know, the HIPAA Privacy Rule provides new federal protections for personal health information held by providers and health plans, and gives patients an array of rights with respect to that information. At the same time, the Privacy Rule is balanced so that it permits the disclosure of personal health information needed for patient care and other important purposes.
- HIPAA does not require providers to eliminate all incidental disclosures: The Privacy Rule recognizes that it is not practicable to eliminate all risk of incidental disclosures. That is why, in August 2002, we adopted specific modifications to the rule to clarify that incidental disclosures do not violate the Privacy Rule when providers and other covered entities have common-sense policies which reasonably safeguard and appropriately limit how protected health information is used and disclosed. Our guidance explains how this applies, for instance, to customary health care practices like using patient sign-in sheets or nursing station whiteboards, or placing patient charts outside exam rooms. (See www.hhs.gov/ocr/hipaa/guidelines/incidentalud.pdf for frequently asked questions - FAQs - on “Incidental Disclosures.”)
- HIPAA does not cut off all communications between providers and the families and friends of patients: Doctors and other providers covered by HIPAA can share needed information with family, friends – or even with anyone else a patient identifies as involved in his or her care – as long as the patient does not object. See www.hhs.gov/ocr/hipaa/guidelines for “Disclosures to Family and Friends.”
- HIPAA does not prevent child abuse reporting: Doctors may continue to report child abuse or neglect to appropriate government authorities. See www.hhs.gov/ocr/hipaa/guidelines/publichealth.pdf.
- HIPAA is not anti-electronic: Doctors can continue to use e-mail, the telephone, or fax machines to communicate with patients, providers, and others using common-sense, appropriate safeguards to protect patient privacy – just as many were doing before the Privacy Rule went into effect. A helpful discussion on this topic can be found at the OCR website FAQs by searching on “phone,” “fax” or “e-mail.”

Director Campanelli urges all providers to visit the OCR website and take advantage of the resources available there. The Privacy Rule FAQs alone already have been accessed some 2 million times; and OCR continues to update and add to these resources. He says that as technology advances, the goal of protecting the privacy of health information will be ever more important; and an accurate understanding of how the Privacy Rule works will help covered entities efficiently meet this important goal as they continue to deliver excellent healthcare.

**SAC Meeting Rooms Now Available**

After many renovations, the auditorium and other meeting rooms in the Student Alumni Center (SAC) are now available for use by UTHSC faculty, staff and students, as well as members of the community.

For affiliates of UTHSC, there is no charge for using the rooms. There is a reasonable fee for using the space for those not affiliated with UTHSC.

The rooms are available from 8 a.m. to 5 p.m. Monday through Friday. Significantly large parties can also be accommodated in the evenings or on weekends.

Catering is available through dining services, or outside caterers can be brought in. In this case, the SAC will provide tables and chairs, but all cleanup duties are the responsibility of the outside caterer. No liquor is allowed at functions in the SAC.

The SAC also has audio and video equipment available.

Tables and chairs can be rented from the SAC for events in other areas on campus for a fee.

To make reservations to use a meeting room in the SAC or for more information, call 448-5614.

**Bowld Update**

For Bowld employees who will be transitioning over to Methodist University Hospital (MUH), any questions you may have can be answered by Hyllon Oliver at 448-1601. In addition to answering your personnel questions, he can provide you with general MUH information, as well as sign you up for tours scheduled to begin the week of June 21.
Library Advisory Committee

Dr. Tom Singarella called the meeting to order at 2:05 p.m. by welcoming those present and indicating that Dr. Larry Hak had asked to be added to the agenda.

Dr. Hak reminded the committee that, when he was president of the Faculty Senate two years ago, the Senate was interested in learning why the UT libraries on different campuses could not share electronic resources and in seeking ways to make the libraries more efficient. Dr. Hak recently had an opportunity to discuss briefly these issues with a few members of the UT Board of Trustees. Dr. Hak reported that the trustees were interested in learning more about the issues, and he sent summary material that was provided by Dr. Singarella to him a couple of years ago. Ms. Bellamy noted that some publishers are beginning to change pricing models and that we have recently completed joint online contracts with the UT Medical Library in Knoxville and the UT Knoxville libraries for New England Journal of Medicine, JAMA, and BioMed Central. Dr. Hak concluded with the hope that the entire UT system could discuss the critical issue of libraries with the new president. Dr. Singarella noted that the UT library directors meet regularly and will make every effort to meet with Dr. Petersen after he takes office. Dr. Singarella thanked Dr. Hak for his continued strong interest in the library, especially regarding funding and resources.

Dr. Singarella announced that UTHSC administration will cover the journal inflation increases for this year but without increasing the library base budget. One goal for the coming year will be to retain the collection resources we currently have; a second will be to increase online subscriptions, especially joint subscriptions with other UT libraries.

Because of the importance of electronic services to modern libraries, a web services librarian will be recruited (using existing salary funds).

Richard Nollan discussed the content and value of our historical collections, which include books, archives (e.g., letters, personal papers), and ephemera (e.g., medical tools, stamps, coins). The collections are founded on the numerous contributions of Dr. Simon R. Bruesch, who had strong interest in medical history. The focus of the collections, several of which have been added in the past 10 years, is medicine in Memphis, the Mid-South, and Tennessee.

With this being the last meeting of the academic year, Dr. Singarella thanked everyone for their participation and interest in the Health Sciences Library.
16 “Severe Food Allergies Without Eating”  
Dr. Sami Bahna  
8 a.m., Coleman North Auditorium  
More info: bedman@utmem.edu

17 “T2b2: Obesity in Children”  
Margo Wooten  
8 a.m., LeBonheur Auditorium  
More info: jtidwel8@utmem.edu

TITAN: “Managing Bioterror Fears with Rapid and Accurate Health Risk Communication: Resources for Health Care Professionals”  
Dr. Susan L. Dimmick  
11:30 a.m., GEB A304  
More info: jtidwel8@utmem.edu

18 “Electroconsulsive Therapy, ‘Current’ Issues and Clinical Applications”  
Dr. Nazimuddin Mohammed  
11 a.m., Coleman South Auditorium  
More info: uleflore@utmem.edu

19 Group Exercise Instructor Skills Worshop begins at Campus Recreation  
June 19, 9 a.m.-2 p.m. and June 23, 5-7 p.m.  
More info: 448-5416

21 “Women and Depression: The Role of the Menstrual Cycle”  
Dr. Merry Miller  
11 a.m., Coleman South Auditorium  
More info: uleflore@utmem.edu

UT/St. Jude Conference on adult and pediatric hematology cases  
Drs. Marion Dugdale and Alvin Mauer  
Noon, Coleman G312  
More info: litts@utmem.edu

21 “Vaccines and Immune Responses to Influenza”  
Dr. Richard J. Webby  
4 p.m., Link Auditorium  
More info: gbryne@utmem.edu

24 “Pharmacogenomics: Moving Toward Individualized Drug Therapy”  
Dr. Michel Eichelbaum  
10 a.m., GEB A102  
More info: mjacks@utmem.edu

28 Coagulation Conference  
Drs. Marion Dugdale and Carolyn Chesney  
Noon, Coleman G312  
More info: litts@utmem.edu

Pilates class begins at Campus Recreation  
Mondays and Wednesdays, Noon to 12:50 p.m.  
More info: 448-5069

1 Respite Provider Training Sign-up Dealine  
Training offered July 9, 10, 16, 17, 23, and 24  
Must attend all sessions  
Cost $50  
More Info: (615) 269-7751 or toll free 1-800-670-9882

6 Hydro-tone Water Workout class begins at Campus Recreation  
Tuesdays and Thursdays, 5:30-6:30 p.m.  
More info: 448-5069