UT FAMILY CAMPAIGN: INTERNAL PHASE KICKS OFF IN THE FALL

Soon the faculty, students, staff and alumni of the UT Health Science Center will be hearing several buzz words, such as “Our Family, Our Future” and “A Spirit A Vision A Plan,” in regard to the UT Family Campaign, which launches internally in September. What do they mean, and what does the Family Campaign mean to you?

Interim Chancellor Her shel P. Wall, MD, offers the following words about the campaign: “The UT Family Campaign celebrates the spirit, vision and plan of the UT Health Science Center community. Our spirit lives on in the legacy of people who gave to and cared about the university. Our vision is unbounded, open to whatever possibilities we can imagine for our departments and colleges. Through the Family Campaign, co-workers and students can take action and transform their visions into reality. Our plan is simple: we want each employee and student to give a gift to our UTHSC family. Your donation may be a financial gift of any amount, and you may designate it for any purpose. Designate your gift for an existing department or college fund. Or, you can start a scholarship to honor someone in your department. Create a travel fund for graduate students, or begin an emergency loan fund to benefit department staff. Whether you give cash, stock or real estate, every gift makes a difference large or small. Each Family Campaign contribution brings the Health Science Center one step closer to our goal of 100 percent participation. Each of you is an important, valued member of the UT Health Science Center family, and we need you in our future.”

The Campaign for Tennessee logo, created for the UT Family Campaign.

Scene from the UT Family Campaign video, to be distributed internally this fall.

Students Give an A+ to Online Dental Hygiene Master’s Program

T
o twenty-eight students from 12 states have the common goal of obtaining a master’s degree in dental hygiene. Some are already instructors in their field; many are working full time, taking care of families and left with little free time to study. The UT Health Science Center Dental Hygiene Department in the College of Allied Health Sciences now offers an online master’s program that has made an advanced degree a reality for nontraditional students who otherwise may not have been able to begin this endeavor.

Sheri Granier Sison, a part time instructor at a dental school in Baton Rouge, La., juggles a two hour commute, a

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PHASE KICKS OFF in THE FALL

Students Give an A+ to Online Dental Hygiene Master’s Program

Four NIH Grants for Gadiparthi Rao

G
adiparthi Rao, PhD, professor of physiology in the College of Graduate Health Sciences at the University of Tennessee Health Science Center UTHSC, was recently awarded his fourth National Institutes of Health NIH grant. Dr. Rao’s four grants, totaling more than 5 million, mark a rare achievement at this or any campus.

“Under normal funding conditions, maintaining two NIH R01 grants is considered a mark of success. Given today's extremely difficult funding environment, for a single investigator to hold four R01s simultaneously is exceptional to say the least,” said Leonard R. Johnson, PhD, vice chancellor for research.

Dr. Rao received his doctorate degree in zoology at Gujarat University in India. Entering his seventh year at UTHSC, he said his research focuses on cardiovascular problems common after angioplasty—a problem prevalent in western countries. “We are particularly interested in arterio sclerosis and the mechanisms responsible for clogging of vessel walls,” he explained. Dr. Rao added that the four grants all allow him to research unique methods of attacking cardiovascular problems. He anticipates that the accomplishments of his lab will attract prospective graduate students, as well as postdoctoral researchers.

Gadiparthi Rao, PhD
Thompson Inducted as Fellow of the American Academy of Nurse Practitioners

Carol Thompson, PhD, ACNP, was recognized in June as a newly inducted fellow of the American Academy of Nurse Practitioners. The academy honored the new inductees at their annual meeting in Indianapolis.

From left: Delia Hayes, past fellow president, presented a plaque to Carol Thompson, PhD, ACNP, honoring her induction.

Other UTHSC members attending included (from left) Dr. Diane Pace – inductee; Dr. Peggy Veeser – sponsor; Dr. Carol Thompson – inductee, and Amelie Hollier, DNP student.

In July, Interim Chancellor Hershel P. Wall, MD, introduced the new banners, which are hung on light poles lining the streets that border the UTHSC Memphis campus. The banners are part of the new System wide branding initiative.
If you flip the television channel to the TLC Network this summer, you may see a familiar face. A new medical mystery series, titled “Diagnosis X,” will star Alan Redding, MD. Dr. Redding doesn’t just play a physician on TV. He is one of our own—a UT Health Science Center fellow in allergy and immunology.

This new series began in July, and Dr. Redding’s episode aired on August 1.

The path to Dr. Redding’s Hollywood debut began when he and his identical twin brother, who is a fellow in allergy and immunology at the University of Texas Medical Branch in Galveston, attended a medical conference in San Diego. Producers of the show approached them and asked if they had any interesting medical cases that might fit in a new television series in which doctors strive to diagnose rare diseases. Immediately, Dr. Redding recalled a case he had worked on at Le Bonheur Children’s Medical Center.

Last fall, concerned parents brought their 6-week-old son to Le Bonheur. The baby’s face was bright red and his underweight body was covered in a scaly rash. After a series of tests and consultations with extended family members, doctors and medical staff determined that the baby suffered from IPEX, an inherited syndrome caused by a mutated gene that affects a very specific type of white blood cells. IPEX Syndrome leads to death without proper diagnosis and prompt treatment.

Although in reality the diagnosis took several months to confirm, with blood work and various medical tests being performed, writers of the script condensed the story into a few days. Meant to be dramatized, the episode does not follow the actual events exactly; however, Dr. Redding worked with writers to ensure the script was realistic. And then he had to memorize it. “Literally, they gave us a few weeks to learn the script,” said Dr. Redding before he headed off to Hollywood at the end of May. “I was a little nervous during the beginning of the shooting, but as the day progressed, I became much more comfortable being in front of the camera.

“I found it pretty natural to act as a doctor. The medical dialogue was easy for me, but hard for the actors,” said Dr. Redding, who played himself. Acting with his brother, David, came naturally as well. The Atlanta natives both attended the Medical College of Georgia in Augusta and were residents together at the Medical University of South Carolina. “We have worked in the same hospitals and shared patients before, so acting like we were wasn’t a stretch.”

The most difficult part in acting came because the scenes were not filmed in chronological order. “It’s a challenge to try to remember what took place right before and what will take place after,” explained Dr. Redding. “They definitely yell ‘cut’.”

The taping took place at the old North Hollywood Medical Center. No longer used for its health care facilities, it now makes an ideal set for medical sitcoms such as “Scrubs.”

According to Dr. Redding, “organized chaos” is the best way to describe the small set. Approximately 30 people with various assignments of makeup, wardrobe, sound and script coaches move everything at a fast pace. After working 12 hour days and arriving on the set between 6 and 7 a.m., acting did not seem much different than the real hospital. Yet, the five day visit was not all work. After three days of filming, the brothers were invited to a party in Hollywood on a mountain above the Sunset Strip. “It definitely made you feel like you were in the movies,” said Dr. Redding. “It would have been fun to do more on camera work, but it was a good feeling to know that my real job was waiting for me when I came back.”

“In the show, I arrive at the diagnosis. I get the glory, but in real life I wasn’t the hero,” Dr. Alan Redding said. “In real life, it was a team effort.”

In his real job, the patients are the celebrities. Dr. Redding explained many specialists from the UT Health Science Center and Le Bonheur Children’s Medical Center collaborated on the treatment of his patient, who is making progress as a result of the provided care. “Our baby was like a celebrity patient at Le Bonheur,” said Dr. Redding. “Everybody knew about his case. He touched a lot of people’s lives.

“In the show, I arrive at the diagnosis. I get the glory, but in real life I wasn’t the hero,” Dr. Redding said. “In real life, it was a team effort.”
The University of Tennessee’s American Association of Pharmaceutical Scientists (AAPS) student chapter hosted the PharmForum 2007 at the UTHSC campus in May. PharmForum 2007 was the sixth annual Southern Regional Discussion Group (SRDG) meeting, co-sponsored by AAPS and the UTHSC College of Pharmacy. The student-initiated meeting provides a forum for graduate students and postdoctoral fellows from southeast and southcentral schools of pharmacy to present their research work in an intimate setting. The meeting included talks by distinguished speakers from the FDA and pharmaceutical industry, graduate student and postdoctoral fellows’ symposia, and a poster session. More than 100 attendees from UTHSC, St. Jude Children’s Research Hospital; University of Memphis; University of Mississippi, Oxford; University of Arkansas Medical Sciences, Little Rock; and University of Louisiana, Monroe, participated in the meeting.

Dick Gourley, PharmD, dean of the College of Pharmacy, opened the meeting with a speech that stressed that imagination and attitude of the students will play a pivotal role for the advancement of the pharmacy profession. In the wake of downsizing of scientific staff in the pharmaceutical industry, both the keynote speaker, Eugene Fiese, PhD, AAPS president, and Richard Bergstrom, PhD, research advisor to Eli Lilly, discussed the merits of postdoctoral fellowship opportunities en route to faculty positions in pharmacy schools. Rick Panicucci, PhD, global head of Novartis, discussed the advancements in formulation research and development related to emerging macromolecule drug delivery. Felix W. Fruch, PhD, of the FDA, kicked off the second day with his presentation, “Pharmacogenetic Information in Drug Labels: How It Got There.” The meeting ended with a presentation by James Dalton, PhD, vice president of GTx Inc., titled “Discovery and Therapeutic Promise of Selective Androgen Receptor Modulators.”

More than 30 podium and poster presentations related to biomedical engineer
Graduating from high school at age 16, the precocious youngster enrolled at the University of Texas in Austin, and then graduated from medical school at UTHSC in Memphis. While doing his internship at Shreveport Charity Hospital in Texas, he met a young nurse, Sarah Aycock, who became his wife in 1949. The couple moved back to Roma where Dr. Ramirez began practice. He recalled, “We opened our office on April 21, 1950, exactly, to the day, 10 years after my brother’s death.”

Roma, Texas, 1950
“What was Roma like in 1950?” asked Dr. Ramirez. “I am told that the population 100 years prior was approximately 1,000. It did not change in 100 years.” Returning to a community where 98 percent of the population was Hispanic, the culture shock for his new wife was evident. For many years, Dr. Ramirez was the only physician in town, making house calls and delivering babies at home. “My wife helped a lot. My dad used to help me sterilize instruments and gloves at home in their pressure cooker. Few families had a telephone, and communication from one rural area to another was difficult. The obstetrical practice became more and more problematic.” Dr. Ramirez recalled renting an old house in Roma, which they furnished with used hospital beds and an old surgical table.

Roma Gets a New Hospital
Dr. Ramirez served from 1955 to 1957 at a U.S. Air Force base hospital in Japan. He returned to Roma to find a much larger practice and decided they needed a much larger hospital. He negotiated with one of the founding families to buy and remodel an old building that left much to be desired. “Can you imagine literally carrying a 200 plus pound lady in labor down a narrow, steep stairway to the X-ray room?” he laughed. As the practice grew, partners came and went, but Dr. Ramirez continued. As the only hospital in the county, serving counties to the west and north, they needed a modern operating room. “Reaccreditation of our hospital building by Medicare became more and more problematic, and more difficult with each visit,” he remembered.

At about that time the county judge resigned, and Dr. Ramirez was invited to replace him. “I realized that this would be my opportunity to build a new county hospital, and I accepted the position,” he said. As judge, he applied for and received financial approval, building a new hospital, recruiting more doctors, nurses and allied health professionals.

Family Doctor of the Year
Dr. Ramirez continued as judge for nine years until 1969, when he ran for president of the Texas Medical Association. He was the first Hispanic ever to do so and he won. On the eve of the election, he received a phone call saying he had been elected Family Doctor of the Year. Active in the American Medical Association, Dr. Ramirez served as vice president of their committee on Health Care of the Poor. In 1985, he was appointed by President Reagan to serve as a regent to the Military Medical School in Bethesda. He also served a six year term as a member of the Board of Regents of the University of Texas System.

Retirement from Practice
In 1992, a routine exam diagnosed the dedicated physician with an aggressive cancer of the prostate, and two weeks later he underwent radical surgery. Unable to keep up the old pace, he retired from his practice in Starr County and moved. “To leave Roma was one of the most difficult decisions that I have ever made,” said Dr. Ramirez. “Practicing there was never a sacrifice. It was an honor.”

Now with five grown children two doctors, two lawyers, and one teacher and 16 grandchildren, the couple moved to McAllen, Texas. “I was offered the position of vice president for South Texas Border Health Educational Initiatives,” said Dr. Ramirez. “My office would be in McAllen, and I would only need to go to San Antonio one to two times a month.”

Looking back on his 43 years as a physician in Starr County, Dr. Ramirez is not regretful, saying, “If I had to do it over again I certainly would make the same decision. I hope that maybe, in a small way, I may have contributed toward making South Texas a little bit healthier and happier.”

And what about Starr County? Does Dr. Ramirez ever return? “Even now, 10 years after retiring from practice, when my wife and I go to Luby’s cafeteria at noon, we will run into some of our old patients from Starr County. It’s a time for “besos, abrazos, y lagrimas” hugs, kisses, and, yes, tears.

NO SMOKING IN UNIVERSITY VEHICLES
An amendment to House Bill 219 was passed in June in regard to smoking in state or university vehicles. Effective July 1, smoking is prohibited in all motor vehicles that are owned, leased or operated by the state of Tennessee.

The amendment states: “It is the intent of the general assembly that all motor vehicles that are owned, leased or operated by the state shall be smoke-free.” The action was taken to safeguard the public welfare.
**INTERIM DEANS NAMED FOR COLLEGES OF DENTISTRY AND GRADUATE HEALTH SCIENCES**

Hershel P. Wall, MD, interim chancellor for the University of Tennessee Health Science Center UTHSC, announced the appointment of two interim deans. Mark Patters, DDS, PhD, will assume leadership for the UTHSC College of Dentistry in August when the current dean departs. Edward Schneider, PhD, will take on responsibility for the College of Graduate Health Sciences at the end of July when the dean leaves. The two UTHSC departing deans were hired to help start new programs for universities outside the Mid South region.

“Mark and Ed have each made significant contributions to our colleges,” said Interim Chancellor Wall. “Their long tenures at the Health Science Center and their experiences working with team members from every part of our UT family give them the insight and the stability to lead these two colleges during our search for the new deans.”

Dr. Patters began his career at UTHSC as professor and chair of periodontology in 1988, remaining in that position for 15 years. In 2003, he was named associate dean for academic affairs in the College of Dentistry. He has also served for 10 years as program director for the Master’s of Dental Science, and director of Graduate Education and Programs for the College of Dentistry. Originally from Akron, Ohio, Dr. Patters attended Case Western Reserve University in Cleveland, earning a BS and DDS. He received his PhD from the State University of New York at Buffalo. During Dr. Patters’ distinguished career, he has received numerous grants, awards and invitations to join industry and organizational committees.

Dr. Schneider, who joined UTHSC in 1973, has more than four decades of experience as a scientist, teacher, lecturer, author and administrator. He has worked as associate dean for the College of Graduate Health Sciences since 1997 and has simultaneously served as professor of physiology and biophysics. Additionally, Dr. Schneider has been an active member of a variety of professional societies and has played a leading role in a wide range of institutional and professional activities.

Originally from Indianapolis, Ind., he earned an AB in zoology from DePauw University in Greencastle, Ind., and his PhD in physiology from Indiana University in Bloomington.

**Nominations Accepted for John W. Runyan, Jr., Community Nursing Award**

Nominations will be accepted through mid-August for the John W. Runyan, Jr., Community Nursing Award, which will be presented in the fall at the annual convention of the Tennessee Nurses Association.

The award, established in 1979, is designed to recognize a currently practicing nurse who has made significant contributions to the development and promotion of community health nursing.

The award is named in honor of Dr. John W. Runyan, Jr., University Distinguished Professor Emeritus in the UTHSC Department of Preventive Medicine. He is an internationally recognized advocate for the role of nurses in community health care.

A committee, which includes many former recipients and is chaired by Susan Jacob, PhD, RN, executive associate dean and professor in the College of Nursing, will select the winner. For more information on the award or the nomination process, please call 448-6407.

**MANESS NAMED DEPARTMENT OF FAMILY MEDICINE CHAIRMAN**

Steve J. Schwab, MD, executive dean of the College of Medicine for the University of Tennessee Health Science Center UTHSC, has announced the appointment of David L. Maness, DO, MSS, FAAFP, as chairman for the Department of Family Medicine. The department is in the College of Medicine, Memphis, one of three College of Medicine campuses that are part of the UT Health Science Center.

The appointment of the chairman for the Department of Family Medicine is a pivotal position for the primary care programs of the College. The UT College of Medicine maintains four Family Medicine training programs centered at five sites throughout the state.

Ably led by Owen Phillips, MD, vice chair of obstetrics and gynecology, the search committee included family medicine faculty from all of the College training programs. The committee conducted a national search and brought a group of outstanding candidates to visit the campus. “Based on a series of impressive leadership accomplishments in both clinical practice and education, Dr. Maness emerged as the leader among a field of distinguished candidates,” Dr. Schwab said.

“We believe Dr. Maness will be an outstanding leader for this department and a great partner for the campus and community in our mission to provide a quality educational experience for residents and students,” stated Dr. Phil lips, search committee chairman.

A native Tennessean, Dr. Maness attended the University of Tennessee at Martin and graduated in 1976 with a Bachelor of Science degree in chemistry. In 1980, he graduated from the College of Osteopathic Medicine and Surgery in Des Moines, Iowa, and completed a three year Family Practice Residency Program at Dwight David Eisenhower Army Medical Center, Fort Gordon, Ga., in 1983. He is board certified by the American Board of Family Practice and is a fellow of the American Academy of Family Physicians.

Serving the nation in the U.S. Army for more than 20 years, Dr. Maness has risen to the rank of full colonel. During this time he held many leader ship positions both in major clinical practices and in large academic and teaching units. He led Family Medicine GME programs and held major clinical commands with distinction.

Dr. Maness currently serves in a major academic and graduate medical education role as the dean, Academy of Health Sciences at the Army Medical Department Center and School at Fort Sam Houston, Texas.
area of residence while continuing to practice. The unique curricula design allows for full or part-time enrollment.

“I love to work at night when it’s quiet and I know there won’t be a lot of distractions,” said Sheri. “I also try to get things done on the weekend.”

One of Sheri’s cyberspace classmates, April Williams, teaches dental hygiene at Middle Georgia Technical College, in Warner Robbins, Ga. April also appreciates the advantages of online courses, saying, “I have found that I do not have to be in class and on campus at a specific time every week. If I need to turn in an assignment at 11 p.m. or on a Saturday, I am able to do that. If I need to participate in the discussion board, I can do it when it is convenient for me.”

Students are only required to be on campus one week each summer to attend an advanced workshop. With faculty approval, field experience courses and practicum can even be completed in each student’s state of residence.

“Students don’t have to be from out of state to enroll in the program either. Eleta Morgan, enrolled in the online class, is a Memphis resident. She is also a full time instructor in the College of Allied Health Sciences’ dental hygiene bachelor’s program.”

“The online program works out well for me because I can see the instructors I need to see and get the classroom interaction in online chat rooms,” she said. Married for 12 years with a 5 year old daughter, Eleta looks forward to completing the program this December.

In July, the students traveled to Memphis for the week long training session. No matter how busy or how far away they may live, the online students all agreed on the quality education they are receiving.

**Do you know your campus?**

The Record is sponsoring a contest to challenge readers’ knowledge of the campus. Check the newsletter for a photo of a place or thing that many may overlook on their daily trek from building to building.

To enter, just fax a description of the photo and the location where it appears building and street address to the Communications and Marketing Department at 448 8640.

Include your name, department, work telephone number and e-mail address. Students, faculty and staff may enter. We will draw winners and print the answer in the next issue of The Record.
The Record

Himabindu “Bindu” Penmatsa is a graduate student from Visakhapatnam, Andhra Pradesh, India, working on her doctorate in physiology. Andhra Pradesh is a state in southeastern India on the Bay of Bengal. With a bachelor’s degree in biochemistry and a master’s in biotechnology, she has previously worked for two years in bioinformatics, which is an integration of science and computers. Bindu is more interested in hands on research, saying, “I like seeing what is actually happening.” She also knew she wanted to work in the field of protein biochemistry and said that UTHSC’s Integrated Program in Biomedical Sciences IPBS is perfect because it gives her an idea of all the fields available to someone with her background. The IPBS is a program that includes faculty from the UT Health Science Center  UTHSC  , as well as St. Jude Children’s Research Hospital and the Veterans Affairs Medical Center. The diverse combination offers students like Bindu a unique learning opportunity.

Why did you choose UT?
“I chose UT because two of my friends were already doing their PhD at UTHSC and told me about the IPBS program. I got very interested because of the wide choice of labs that we can join if we are in the IPBS program and also the fact that we can be more focused in research due to the very structure of this program.”

What is your major research interest?
“My major research interest has always been in the field of protein biochemistry, studying the function of proteins and their physiological relevance in health and disease.”

When is graduation?
“I am hoping to graduate in 2009. My goal is to become a scientist. In five years, I would like to be an independent researcher.”

STUDENT SPOTLIGHT:
Himabindu “Bindu” Penmatsa

UT Medical Researcher Links Foie Gras Dining with Disease

University of Tennessee Graduate School of Medicine Knoxville researcher, Alan Solomon, MD, director of the Human Immunology and Cancer/Alzheimer’s Disease and Amyloid Related Disorders Research Program, led a team that discovered a link between foie gras prepared from goose or duck liver and the type of amyloid found in rheumatoid arthritis or tuberculosis.

Their experimental data, appearing in the June edition of the Proceedings of the National Academy of Sciences, has provided the first evidence that a food product can hasten amyloid development.

Amyloidosis is a disease process involving the deposit of normal or mutated proteins that have become misfolded. In this unstable state, such proteins form hair like fibers, or fibrils, that are deposited into vital organs, like the heart, kidneys, liver, pancreas and brain. This process leads to organ failure and, eventually, death. There are many types of amyloid related diseases in addition to rheumatoid arthritis, such as Alzheimer’s disease, adult onset type 2 diabetes, and an illness related to multiple myeloma called primary or AL amyloidosis, an illness that has been a particular focus of study in the Solomon laboratory.

Foie gras is a culinary delicacy derived from massively enlarged fatty livers of ducks and geese. It is produced by gorging the birds over several weeks. Solomon and his research team analyzed commercially sold foie gras from the United States and France and found that it contained a type of amyloid called AA. Amyloid deposits are commonly found in waterfowl, but this condition is noticeably increased in force fed birds. In their study, mice prone to develop AA amyloidosis were injected or fed amyloid extracted from foie gras. Within eight weeks, a majority of the animals developed extensive amyloid deposits in the liver, spleen, intestine and other organs.

Based on the findings of the study, Solomon and his team concluded that this and perhaps other forms of amyloidosis might be transmissible, like “mad cow” and other related diseases. Until now, no other infectious sources of food products have been found.

“It is not known if there is an increase of Alzheimer’s disease, diabetes, or other amyloid related disease in people who have eaten foie gras,” cautioned Solomon. “Our study looked at the existence of amyloid fibrils in foie gras and showed that it could accelerate the development of AA amyloidosis in susceptible mice. Perhaps people with a family history of Alzheimer’s disease, diabetes, rheumatoid arthritis, or other amyloid associated diseases should avoid consuming foie gras and other foods that may be contaminated with fibrils. Other investigators have reported that meat derived from sheep and seemingly healthy cattle may represent other dietary sources of this material,” he said.

The research study was funded through research grants from the National Institutes of Health, Aslan Foundation, Swedish Research Council and Torsten and Ragnar Soderberg’s Foundations.

Nursing Faculty and Students Featured in Documentary

Several UTHSC College of Nursing faculty and students were featured in a special one hour documentary, “A Profession and a Passion: Nursing in Tennessee,” which aired on Channel 5 NBC on June 22. The program, which was shown in major markets across the state, celebrated the history of nursing and focused on the challenges of today, as well as the future of the nursing profession.
PEDiatric DENTISTRY SERVes CRITtenden AND MID-SOUTH

(reprinted with permission from Regional Healthcare, a publication of Crittenden Regional Hospital)

The only pediatric dentistry residency program serving children in two states exists at Crittenden Regional Hospital. The program consists of 12 pediatric dentistry residents who are enrolled in a two year advanced degree program in pediatric dentistry at the University of Tennessee Health Science Center’s College of Dentistry. The partnership with Crittenden Regional Hospital is led by Sanford J. Fenton, DDS, MDS. The clinic operates like a group practice, with residents treating patients using the most modern digital dental technology.

“We have state of the art equipment and are able to offer the more advanced dental practices in a pediatric dentistry specialty practice setting,” said Dr. Fenton.

The Crittenden Regional Hospital UTHS Pediatric Dentistry program is unique to other dental residency programs in the United States. By virtue of its location, it serves both inner city and rural children.

“Being in a metropolitan region allows us to care for socio economically disadvantaged children, and being in West Memphis allows us to care for children living in a rural community,” Dr. Fenton said. “Since there are no schools or colleges of dentistry located in Arkansas, our clinic is serving patients from a large section of the state.” Eighteen counties are presently served by this program.

The program at Crittenden Regional Hospital is one of four hospital programs chosen to participate in a pilot study on the effects of infant oral health education for new mothers. The other hospitals are associated with Columbia University, Ohio State University and the University of Washington.

“Our pediatric dentistry residents will actually provide each mother with preventive dental information within 24 hours of their infant’s birth,” Dr. Fenton said.

Dr. Fenton is chair and professor of the Department of Pediatric Dentistry and Community Oral Health at the UTHSC’s College of Dentistry. He also serves as vice chair for the U.S. Department of Health and Human Services Health Resources and Services Administration’s Advisory Committee on Training in Primary Care Medicine and Dentistry. Dr. Fenton is the immediate past president of the American Academy of Developmental Medicine and Dentistry, an organization that strives to improve the quality of care for Americans with developmental disabilities.

This highly successful partnership with the University of Tennessee Health Science Center and Dr. Fenton is another example of Crittenden Regional Hospital’s commitment to the Mid South, its desire to serve the needs of the residents in our region, and the hospital’s dedication to its mission to provide the highest standards in quality care in a patient centered environment.

For more information on the pediatric dentistry program offered at Crittenden Regional Hospital, call 870-733-3850.

Memphis McNair Program Student Places Second in National Competition

Niki Patel, a second year scholar in the University of Tennessee Health Science Center UTHSC McNair Program, won second place in the biological science/health category at the 13th Annual Southeastern Association of Educational Opportunity Program Personnel SAEOPP/UT Knoxville National McNair Scholars Research Conference in Knoxville for her research paper, “Ethyl Nitro-Sourea (ENU); NMF205.”

Patel also presented an oral presentation of her research project, conducted under the guidance of Daniel Goldowitz, PhD, UTHSC professor in the College of Medicine Department of Anatomy and Neurobiology. This fall, she will pursue an MD/PhD degree.

The conference, a joint venture between the UTHSC McNair Program and the SAEOPP, is designed to attract undergraduate and graduate students from various federal educational opportunity outreach programs that motivate and support students from disadvantaged backgrounds.

The McNair Program is a summer internship for students from underprivileged backgrounds who have completed their sophomore year in college with an interest in obtaining a PhD. The program is a tribute to Dr. Ronald E. McNair, the second African American to fly in space, who lost his life aboard the Challenger space shuttle in 1986.

“There are two ways to get to the top of an oak tree. One way is to sit on an acorn and wait; the other way is to climb it. The Memphis McNair Program has been one of the branches that helped me get on top,” said Niki.
Catherine Crill, PharmD, BCPS, BCNSP, associate professor of clinical pharmacy and pediatrics at the University of Tennessee Health Science Center is also a Hutchison girl.

The Memphis girls’ school, was starting a new advertising campaign. They approached Dr. Crill this summer to be one of the three alumni spotlighted for their successes in different careers. The ad featuring Dr. Crill appeared in the July edition of the Memphis Business Journal.

“They wanted an alum in health care and were excited to spotlight one who was both a faculty member and a clinician,” said Dr. Crill.

Dr. Crill also said that she feels honored to have been chosen for one of the ads. “Hutchison holds a very special place in my life. My older sister and I both spent 14 wonderful years at Hutchison where we made lifelong friends and connections. In addition, our mother has taught kindergarten and still does to this day at Hutchison since before we started in school there. Hutchison was a very challenging educational experience, but one that gave me a solid foundation for my later educational endeavors, such as undergraduate training at the University of Tennessee, Knoxville, but most importantly, pharmacy school and residency and fellowship training.”

When she was first asked to appear in the prominent Memphis journal, Dr. Crill stated it was “intimidating at best. But, I thought the idea behind the Hutchison campaign focused on alumnae was a great one and by agreeing to do the ad, I was also able to spotlight the College of Pharmacy and the University of Tennessee Health Science Center!”

The UT Health Science Center Research Administration has teamed with the University of Memphis to offer a brochure showcasing the various support resources offered to researchers. The brochure offers contact and service information for such entities at UTHSC as Biomedical Instrumentation, the Comparative Medicine and Laboratory Animal Care Unit and the new Mass Spectrometry Core Laboratory. The University of Memphis Integrated Microscopy Center and W. Harry Feinstone Center for Genomic Research are also featured in the brochure.

For a copy of the brochure, contact the Communications and Marketing Department at 62 S. Dunlap, Room 203 or call 448 5544.
Neurology Researcher Awarded Grant for Novel Aging Study

The number of Americans 65 or older is expected to increase from 13% to 20% percent of the population by the year 2030, when the average baby boomer will turn 80 years old. The aging of America poses a challenge for scientific researchers in this field, particularly for those exploring age-related brain disorders, such as Alzheimer’s disease and dementia caused by strokes. To address this challenge, Juebin Huang, MD, PhD, a research associate in the UT Health Science Center Department of Neurology, is studying a neuroimaging method that may identify the onset and track the progression of dementing disorders. Dr. Huang’s research won him recognition and financial support in June, when he was awarded a $100,000 research grant from the Ellison Medical Foundation/American Federation for Aging Research AFAR Senior Postdoctoral Fellows Research Program.

“...we are searching for biomarkers for Alzheimer’s and vascular dementia that would identify these problems in patients and also track the disease progression,” said Dr. Huang. Biomarkers are basically markers that will forecast a person’s likelihood to develop the diseases. “Like blood pressure is measured to diagnose hypertension and blood sugar levels are measured to detect diabetes,” stated Dr. Huang, “we hope to develop a significant imaging biomarker to measure a patient’s predisposition for brain abnormalities associated with aging.”

His study, “Mechanisms of White Matter Microstructural Changes in Aging Brain,” uses the novel diffusion tensor imaging method to acquire MRI pictures from normal elderly volunteers. Previous studies have focused on the brain’s gray matter, with relatively little attention given to the subcortical white matter. Diffusion tensor imaging measures the magnitude and direction of water diffusion in biological tissues and is exceedingly sensitive to local changes in well-organized tissues such as the white matter of the brain.

Dr. Huang earned an MD from West China University of Medical Science and completed his clinical training in neurology at the Peking Union Medical College Hospital in Beijing, where he also received a PhD in neuroepidemiology. In 2003, he came to the United States to obtain postdoctoral training in the neuroimaging of dementia. In 2005, he joined Case Western Reserve University in Cleveland where he was mentored by Dr. Alexander Auchus, MD, who is a well-known dementia clinical and research expert. Dr. Auchus accepted the position of professor of neurology and director of dementia research at UTHSC in July 2006, and Dr. Huang followed shortly thereafter. The Ellison/AFAR Senior Postdoctoral Fellows Research Program provides funding for early career scientists at a particularly vulnerable stage in their career when funding is not always available.
Foundation Quality and Safety Education grant from the Robert Wood Johnson Foundation. The coordinator for the UTHSC College of Nursing and administration option for the DNP program, Leslie M. McKeon, PhD, RN, CNL, CNAA, BC, was elected as the founding president of the new group that was formally recognized by the World Confederation of Physical Therapists (WCPT). The award is presented annually by the World Confederation of Physical Therapy WCPT. The IOPTP is a new group that was formally recognized at the WCPT general meeting, which was held in Vancouver in June. Dr. Connolly was elected as the founding president.

Leslie M. McKeon, PhD, RN, CNL, CNAA, BC, assistant professor and nursing administration option coordinator for the UTHSC College of Nursing CON, was awarded a $25,000 grant from the Robert Wood Johnson Foundation Quality and Safety Education for Nurses QSEN initiative. “Given that they only funded 15 of 23 applications, Dr. McKeon’s proposal was obviously excellent,” said CON Dean Donna Hathaway. The goal of QSEN: Phase II is to learn what resources, faculty development, and change strategies are needed to accomplish the development of quality and safety competencies among prelicensure nursing students. QSEN, with support from the Robert Wood Johnson Foundation, will fund 15 nursing education programs to participate in the Pilot School Learning Collaborative from July 1, 2007, through September 30, 2008.

Dr. McKeon and Dr. Tommie Norris serve as co-directors for the pilot team on the grant, along with Clinical Nurse Leader Brittany Cardell, clinical director for Le Bonheur Healthcare. The grant proposal is titled “Practice Based Learning and Improvement to Develop Quality and Safety Competencies among Pre Licensure Nursing Students.”

William Novick, MD, professor of surgery at the University of Tennessee Health Science Center College of Medicine, was awarded the International Children’s Heart Foundation Frederique Constant Passion Award in Geneva, Switzerland in June. The award is presented annually to recognize the most passionate entrepreneur who has successfully developed an international business.

Dr. Novick has been taking volunteer medical teams around the world to provide free operations to children with congenital heart defects. To date, the International Children’s Heart Foundation has made 144 medical teams around the world to provide free operations to children with congenital heart defects. To date, the International Children’s Heart Foundation, which he founded in 1994, has made 144 medical mission trips and operated on almost 3,000 children in 20 countries. More than 1,000 volunteers have traveled with the medical teams over the years.

Omaima Sabek, PhD, assistant professor in the UTHSC College of Nursing, was one of four scientists invited to serve as co-directors for the pilot team on the grant, along with Clinical Nurse Leader Brittany Cardell, clinical director for Le Bonheur Healthcare. The grant proposal is titled “Practice Based Learning and Improvement to Develop Quality and Safety Competencies among Pre Licensure Nursing Students.”

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By the Transplantation Society to speak at the June meeting of the Nantes/Actu alités/Transplantation NAT in Nantes, France. NAT is an annual, two-day meeting devoted to specialists in the field of basic immunobiology of organ and cell allo and xenotransplantation. The meeting provides investigators with advanced concepts presented by worldwide distinguished speakers. This 13th NAT focused on “Surrogate Markers for Prediction” and “Long Term Outcome in Transplantation.”

F. Elizabeth Pritchard, MD, has been elected to a three year term on the board of directors for UT Medical Group Inc. Dr. Pritchard joined UTMG as a general surgeon in 1991 after completing medical school and residency at the University of Tennessee Health Science Center. She currently serves as a UTHSC associate professor of surgery and is the recipient of numerous honors, including Doctor of the Year at The Regional Medical Center.

David C. Holt III, a College of Medicine student, was named in July by Governor Phil Bredesen as the new student representative for the Tennessee Higher Education Commission THEC. Cheryl Scheid, PhD, vice chancellor, Academic, Faculty and Student Affairs stated, “David’s selection by the governor for the position on THEC is the culmination of a long and careful process that began on this campus several months ago when the student government association executive council SGAEC sent out a solicitation for student nominees.

“There were many outstanding candidates and the SGAEC had a difficult task narrowing the list to three candidates for the governor’s consideration. David was clearly an excellent choice for this position and will serve us well.”

Stationery, Business Cards, and Printed Materials Guidelines

To ensure compliance with university graphics standards, UTHSC Administrative Policy 2.190 (Logo/Letterhead/Printed Materials) requires departments to obtain letterhead, printed envelopes, and business cards through Printing Services. This policy also states the criteria for approval of business cards to be purchased with university funds. Additionally, the cited administrative policy, UT Fiscal Policy F10505, and Fiscal Procedure F505 stipulate that all such publications, brochures, pamphlets and booklets should be printed by Printing Services when feasible.

All requests for printing, even if printing by an outside vendor is desired, must be submitted to Printing Services (phone: 448-5553 or fax: 448-5316). Printing Services will issue the publication authorization number that is required for all documents intended to be distributed outside the university.

Just a reminder: the Copy Connection and Printing Services offer black and white copying, color copying, binding, laminating and poster printing in addition to offset printing.

For information concerning printing or duplication, please contact Victor Johnson at 448-5482 or vjohnson@utmem.edu.
In Memoriam

Sturla Mae Knox, mother of Althea Knox, an administrative aid in the Department of Pediatrics, passed away in July. Sturla, a graduate of Booker T. Washington High School, was 78 years old. She leaves three daughters besides Althea: Clara Jean Labarre and Rose Mary Knox, both of Kalamazoo, Mich., and Sharon Hillman Clarence of Decatur. She also leaves one son, George Knox II of Memphis; one sister, Betty Jo Peaks Curtis of Columbus, Ohio; five grandchildren; seven great-grandchildren; one great great-grandchild, and a host of nieces, nephews, cousins, and other relatives and friends.

Kylen C. Bares, son of Steven J. Bares, PhD, of the Memphis Bioworks Foundation, was killed in June in an automobile accident.

Kylen, a 22 year old graduate of Vanderbilt University with a degree in Biomedical Engineering, was working on an EMT program at Southwest TN Community College while applying to medical school. He had also been hired by the Church Health Center for an internship. Kylen leaves behind his parents, Steve and Madge Bares and a sister, Audra.

Condolences go out to Kylen's friends and family and the community that he was seeking to serve. Many have asked what they may do for the family. A scholarship fund has been set up in Kylen's memory. This fund targets the graduates of the Memphis Academy of Science and Engineering and/or college bound students with similar aspirations as Kylen.

Contributions can be mailed to:
Kylen C. Bares Science & Engineering Memorial Scholarship Fund, c/o Community Foundation, 1900 Union Avenue, Memphis, TN 38014, or call 728-4600.

Compliance Corner — By Carolyn Moffitt

The U.S. Department of Health and Human Services looks to expand its efforts to crack down on providers’ quality. Health and Human Services Inspector General Daniel Levinson announced recently that his office would keep quality of care issues at the top of its enforcement priorities in the coming years. Physicians’ practices are likely targets of this expansion. The possible quality of care issues to be targeted are wide ranging, but the focus will likely be on unnecessary and unreasonable services provided, as well as failure of care issues. This is all being addressed under the False Claims Act.

Documentation Pointers

• Medicare expects the documentation to be generated during the time of service or shortly thereafter.
• Delayed entries within a reasonable time frame 24 hrs. are acceptable for purposes of clarification, error correction, the addition of information not initially available, and if certain unusual circumstances prevented the generation of the note at the time of service.
• The medical record may not be altered. Errors must be legibly corrected so that the reviewer can draw an inference as to their origin. Deletions should have only a single thin line drawn through the deletion. These corrections, deletions or additions must be dated and legibly signed or initialed.
• Every note stands alone, i.e., the services performed must be documented at the outset.
• Delayed written explanations will be considered for purposes of clarification only. They cannot be used to add and authenticate services billed and not documented at the time of service or to retrospectively substantiate medical necessity. For that, the medical record must stand on its own with the original entry corroborating that the service was rendered and was medically necessary.
• All entries must be legible to another reader to a degree that a meaningful review can be conducted. Recommendation is made that only JCAHO approved abbreviations be used to prevent patient care errors and allow for proper review by subsequent readers. Illegible notes will not be used in determining medical necessity of a claim.
• All notes shall contain the patient’s name and be dated and signed by the author.
• If the signature is not legible and does not identify the author, a printed version should also be recorded.

Receiving Complaints

The Clinical Practices Billing Compliance/Patient Privacy Officer of the University of Tennessee Health Science Center is responsible for receiving and investigating all complaints regarding the university’s policies for billing and patient privacy compliance. Complaints can be provided by the following ways:

• Call Carolyn Moffitt, Clinical Practices Billing Compliance/Patient Privacy Officer at 448 1672.
• Call the Hotline numbers: 448 4900 or 448 1700.
• Access the Compliance Web site, www.utmem.edu/compliance to complete a complaint form and forward to cmoffitt@utmem.edu.
The RECORD

Grants

Congratulations to the following UTHSC team members who have recently received grants totaling more than $5,000.

Juebin Huang, MD, PhD
American Federation for Aging Research
"Mechanisms of White Matter: Microstructural Changes in Aging Brain"
$100,000

Cynthia Stanley
Health Resources and Service Administration
Scholarships For Disadvantaged Students Medical Lab Technology
$18,562

Cynthia Stanley
Health Resources and Service Administration
Scholarships For Disadvantaged Students College of Nursing
$1,909

Cynthia Stanley
Health Resources and Service Administration
Scholarships For Disadvantaged Students College of Medicine
$185,624

Cynthia Stanley
Health Resources and Service Administration
Scholarships For Disadvantaged Students Allied Health Sciences/Physical Therapy
$18,562

Edwards Park
American Heart Association
"Regulation of Pyruvate and Fatty Acid Oxidation by Orphan Nuclear Receptors"
$77,000

John Buolamwini
National Institutes of Health
"Development of Novel Chemopreventive Agents"
$73,000

Hongsik Cho
Arthritis Foundation
"Targeting Therapeutic Nanosomes to Damaged Articular Cartilage"
$50,000

Detlef Heck
National Institutes of Health
"Use of Dynamic Photostimulation to Investigate Synaptic Integration In Vitro"
$203,454

Cynthia Russell
Health Resources and Service Administration
"Individualized Information Literacy Skills Improvement"
$326,606

Research to Prevent Blindness (RPB) has awarded a grant of $110,000 to the Department of Ophthalmology at the University of Tennessee Health Science Center to support research into the causes, treatment and prevention of blinding diseases. The research will be directed by Barrett G. Haik, MD, chairman of the Department of Ophthalmology. RPB is the world's leading voluntary organization supporting eye research. To date, the organization has awarded grants totaling $1,530,000 to the University of Tennessee Health Science Center.

"The Hamilton Eye Institute is proud to be a recipient of these funds," said Dr. Haik. "Beyond the dollars, RPB support is an indication of the strength of our research efforts aimed at developing treatments for retinal diseases, glaucoma and childhood blindness."

Since it was founded in 1960, RPB has channeled hundreds of millions of dollars to medical institutions throughout the United States for research into all blinding eye diseases. For information on RPB, RPB funded research, eye disorders and the RPB Grants Program, go to www.rpbusa.org.

Memphis Lions International Club donated $150,000 to fund a Low Vision Service at the UT Health Science Center Hamilton Eye Institute. The Lions Low Vision Service will expand care to the underserved metropolitan Memphis area, improve the availability of affordable low vision aids and devices and raise awareness about low vision services.

Methodist South Hospital Celebrates Premier Award Recognition

Methodist South Hospital held a celebration in August for receiving the 2007 Premier Award for Quality for excellence in the care of patients in the area of maternal and neonatal care. Michael Ugwueke, DHA, FACHE, administrator and chief executive officer of Methodist South Hospital, accepted the award on June 19 at the 2007 Premier Annual Breakthroughs Conference & Exhibition in Florida. Methodist South was recognized by the Premier Healthcare Alliance for Commitment to High Quality Patient Care, Operational Efficiency.

“We are honored to be considered an industry leader in obstetrical services by an external organization like Premier,” said Dr. Ugwueke.

Awarded in six clinical areas, the Premier Award for Quality is based on quality and cost data regularly submitted to Premier for reporting and benchmarking purposes. The award is distinguished by its consideration of performance based criteria, including clinical quality outcomes, clinical process indicators, and resource utilization outcomes.

“Hospitals that win the Premier Award for Quality deliver the highest quality of care in a cost effective way,” said Stephanie Ander, senior vice president and general manager of Premier Healthcare Informatics. "Congratulations to all of them for delivering excellent patient care by using best practices and evidence based decision making.”

Methodist South Hospital celebrates Premier Award recognition

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2008 GOAL: IMPROVE WORK ENVIRONMENT, REDUCE EMPLOYEE COMPLAINTS

During the fiscal year July 2005 to June 2006, 20 UTHSC employee complaints were filed. By the end of June 2007, 45 complaints had been filed — more than double the previous fiscal year.

According to Michael Alston, director of the Office of Equity and Diversity, that number could be significantly reduced if everyone understood and practiced the UT System Code of Conduct. But, let’s face it. Policy and procedure can be less than exciting stuff. Most policy and procedure manuals gather dust on the shelf or lay buried in the depths of a Human Resources Web page.

In an effort to increase faculty and staff awareness of the guidelines that help make UTHSC a harmonious, safe and collaborative work environment, The Record will publish a series of articles that illustrate the right and wrong ways to handle various situations that arise in the workplace. As a starting point, we’ve condensed the official Code of Conduct to its key elements. In future issues, we’ll drill down and explore each.

“UTHSC’s goal is to reduce the number of complaints. We’d like to get that number down to well below 20 by next year at this time,” said Alston.

There’s another very good reason for taking time to focus on the items covered in the Code of Conduct: Violations of the Code of Conduct may be cause for disciplinary action up to and including termination of employment. Following is just a short sample of behaviors that most might not think about as possible infractions of the Code of Conduct:

**Respect for Persons** You’re standing around the office with several of your co-workers and one of them makes an off-color. Everyone laughs. However, if even one person is quietly offended and reports the incident, the joke maker could receive counseling, a warning letter, or termination depending on the circumstances.

**Respect for Property** You sell cosmetics in your spare time so you send several of your co-workers an e-mail advertising the latest sale. As innocuous as this seems, soliciting on university property is in violation of the code of conduct. Employees have been counseled and disciplined for selling Avon, Girl Scout Cookies, and other goods and services.

**Standards of Safety** You partied until the wee, small hours and are still feeling a bit under the influence when you report to work. Part of your job responsibilities involves providing patient care, operating a university vehicle, or assisting internal clients. The truth is you’d better off staying at home and calling in sick. Arriving on the job under the influence would result in immediate termination with no warning letter required.

**Compliance with Laws and University Property** Your position with the Health Science Center requires maintaining a valid Commercial Driver’s License (CDL) as stated in the position description and reviewed with you in the work plan of the department. Two months ago, while not on the job, you received a citation for driving under the influence well above the legal limit. As a result, your CDL licensure was suspended. You chose not to disclose the licensure suspension to your supervisor. Later, while driving your assigned university vehicle, you are at fault in a traffic accident on Union Avenue and the suspension surfaces on the police report. Because you willfully did not disclose the information of your suspension, you would be terminated.

**Work Performance** You’re an internal transfer in an administrative support position and the position requires a great deal of mail merging and e-mail communication. Your skill level is at the intermediate level in Microsoft Office, but needs to be at the advanced level. The department has allowed you to receive training on campus, in addition to specialized one on one training over a period of time. You continue to have problems performing at the skill level needed for success in the position, and the strategic objectives of the department continue to falter. Unsatisfactory work performance that involves a failure to perform as described in the job description or work plan could result in disciplinary action leading to termination.

**Standards of Attendance** You just can’t seem to make it to work on time but rarely are you actually seen slipping into your office a half hour late, so you don’t report it to your supervisor. Lateness must be reported to your supervisor, but more importantly should not be recorded as annual leave or sick leave when it is not applicable. Chronic lateness is cause for progressive disciplinary action that often leads to termination.

Just as a reminder, everyone might want to post the key points of the Code of Conduct see The Record, page 16 to their work station or file cabinet. For a more detailed explanation of each, please go to www.utmem.edu/oed, click on UT System Policies, click on Human Resources alphabetical, and look under the letter “C” for Code of Conduct.

SAFETY AFFAIRS WELCOMES NEW RADIATION SAFETY OFFICER

Bryan Lemieux, MS, is doing the “neutron dance” in the 800 Madison building. No, he’s not auditioning for the Pointer Sisters. As the new radiation safety officer for the UT Health Science Center Safety Affairs office, Lemieux is responsible for all radiation management, including coordinating radiation training for the lab technicians and checking all radioactive material delivered to the campus. “We also measure radiation levels in the research labs,” he said, displaying one of the Geiger counters in his office.

The radiation safety office is equipped to count samples for low levels of radioactive contamination. “We have a program to check radioactive content of the human body for those doing work with radioactive chemicals like iodine. For example, you may inhale some of that, and if you do, it will get up into your thyroid just like any regular iodine,” Lemieux explained.

Originally a physics major, Lemieux became interested in radiation safety when he found it listed in a college marketing catalog as a graduate degree. Prior to moving to Memphis, he worked in the radiation safety office at the Children’s Hospital in Boston. As the radiation safety officer, he also ensures that the radioactive material is disposed of according to federal, state and local regulations. An expert in his field who loves his job – Bryan joined UTHSC in February.
UTHSC CODE OF CONDUCT

Respect for Persons
1. The university strives to maintain a work environment that is characterized by mutual respect for all individuals. The following behaviors are specifically prohibited:
   a. Disorderly conduct—using discriminatory, abusive, or threatening language; fighting, provoking a fight, or attempting bodily harm or injury to another employee or to any other individual; threatening physical action or injury on university property or during university activities; conduct which threatens or endangers the health, safety, or well being of any person.
   b. Sexual harassment of employees, students, donors, customers, visitors, patients, vendors or any other person on university property or during university activities.

Respect for Property
2. Members of the university community must be responsible caretakers of the university’s resources. The following activities are specifically prohibited:
   a. Willful or negligent damage to university property.
   b. Theft or dishonesty.
   c. Tampering with or wantonly destroying university data, records, or other information.
   d. Unauthorized use of university vehicles.
   e. Soliciting, collecting money, or circulating petitions on university property at any time without permission of the chief business officer or designee.

Standards of Safety
3. Maintain a safe and healthful working environment. Specific prohibited activities include:
   a. Possession of firearms, explosives, or other lethal materials.
   b. Possessing, drinking, or being under the influence of intoxicants on the job.
   c. Refusal to obey security officials, Civil Defense personnel, or other proper authorities in emergencies.
   d. Failure to comply with safety rules.
   e. Failure to report an accident involving on the job injury or damage to university property.
   f. Smoking in non-designated areas.

Compliance with Laws and University Policy
4. University staff members are expected to follow acceptable business and professional principles in matters of business and personal conduct and to exhibit personal and professional integrity and objectivity at all times. Specifically prohibited activities include:
   a. Falsification of university records.
   b. Behavior or conduct unacceptable to the university or the community at large.
   c. Violating federal government security regulations as outlined in contracts.
   d. Any violation of state or federal law affecting ability to perform assigned work.
   e. Gambling on university property or during university activities.
   f. Flagrant violation or failure to observe traffic or parking regulations.
   g. Employees are encouraged to report to the supervisor, or other university authority, evidence of activity by a state agency, contractor or employee constituting a violation of state or federal law or regulations.

Work Performance
5. The university expects faculty and staff to make a commitment to quality job performance. Prohibited behaviors include:
   a. Insubordination or refusal of an employee to follow instructions or to perform designated work or to comply with directives of authorized university officials.
   b. Failure to wear proper uniform or identification in the prescribed manner as may be required by the university.
   c. Sleeping on the job.
   d. Failure or refusal to maintain or obtain required licensure, certification or registration.
   e. Instigating or participating in deliberate low productivity and/or interfering with another employee’s work.

Standards of Attendance
6. Reliable, consistent attendance is an important requirement of all positions. The following behaviors are prohibited:
   a. Unexcused Absence. An absence for three (3) consecutive days without notification or satisfactory reason is considered a voluntary termination.
   b. Repeated Tardiness. Arriving at work past the appointed starting time without supervisory approval.
   c. Failure of employee to report to their work place at the beginning of the work period. Leaving work prior to the end of the work period. Failure to inform the supervisor when leaving the work area.