

Enthusiastic Participants Enjoyed Classified Staff Workshop

By Erika E. Durham, Public Affairs

If sparking enthusiasm, providing information and fostering fellowship were the goals of the University Classified Staff Council (UCSC) when planning their workshop, they scored a homerun on May 20 during this year's annual event.

The all-day workshop lived up to its theme "Going for the Goal," feeling more like a sporting event than a work-related conference. There was an overwhelming excitement about what the day had to offer and the expectations were exceeded.

"I am very grateful to all of the wonderful sponsors and the workshop steering committee for the incredible work they have contributed to accomplish this extraordinary day," said Diane D. Brooks, workshop committee chair.

The day began with a "talk-show," hosted by Jane Brust, assistant vice president for Public Affairs. Michael McKinney, M.D., senior executive vice president for the UT Health Science Center at Houston, was the special guest. The hour-long segment was filled with the 300-plus crowd cheering, laughing and asking McKinney the tough questions. (See McKinney, Brust, page 2.)

Sherry Wilson, director of the Employee Assistance Program, gave an update on the Workplace of Choice initiative.

Jim "Mattress Mac" McIngvale, the owner of Gallery Furniture in Houston, spoke to employees about how to "Live Life or Die."

McIngvale told the story of his struggle to fit into the world of work early on in his career and how he stepped out on faith with \$5,000 and a dream to open the single most successful furniture store in the United States. He inspired the staff to take their jobs seri-

ously and appreciate how much they can contribute to the lives of others.

Following his remarks, McIngvale gave away door prizes. And as a surprise to everyone in the audience he gave away a \$2,000 Tempurpedic Mattress and a \$2,000 televi-

sion. The lucky recipients were Alejandra DeAlvarado, coordinator of special programs in Public Affairs, who won the mattress and Patricia Moore, support specialist in Telecommunications, who won the television.

And if winning such grand prizes wasn't enough, following the workshop, Moore told DeAlvarado about her serious back problems and expressed a desire to have the mattress instead of the television. DeAlvarado gladly swapped for the television.

Lunch started with a bang as UCSC "cheerleaders" lined up to welcome the group of A&P staff who served as table hosts at the luncheon. McKinney led the group, charging in wearing a football helmet, and the crowd went wild.

The highlight of lunch was the honoring of the UCSC scholarships recipients, graduating high school seniors who are the sons or daughters of classified employees. This year's winners are: Connie Yu, child of Audry C. Yu and Jin Yu of the School of Public Health, a future student of Stanford University; Andrew Chiu, child of Nai-Hui Chiu of the Medical School, a future student of UT Austin; and Laren Messer, child of Margaret Messer of the Medical School, a future student of Haverford College.

Workshop participants spent the afternoon in development sessions that covered Stress Management, How to Get Organized, Finance and Investment, and Wills and Trusts. ★



Michael McKinney, M.D., senior executive vice president shares a table and a few laughs with health science center employees. Photos by Erika E. Durham



Tammy Merimon and Tiffney Carter help register classified staff members for the workshop.



Jim McIngvale, "Mattress Mac," signs autographs for classified staff members at the UCSC workshop, as UCSC chairman Ronda Lowe looks on. "Mac" and his motivational message were one of the biggest hits of the day.

More Than a Job — My Alma Mater

Alumni Faculty Pass the UT Spirit to the Next Generation

By M. Darla Brown, Medical School

The special spirit of The University of Texas Medical School at Houston is palpable and memorable. It's something that alumni and students know first hand and that faculty and staff also experience. Even prospective students who visit the school for the first time sense the UT personality when they walk into the building.

Described by applicants as a "family feeling," the friendly, enthusiastic environment of the Medical School shines through its people. The school's reputation for fostering a collegial atmosphere has lasted through the years. Some of the best role models of this engaging spirit are those alumni who have returned as faculty to help pass on the spirit and history of the UT Medical School.

"When I came here as dean of admissions in 1979, Dr. Bob Tuttle," (the school's second dean), "told me that there were other good medical schools in the United States, but we weren't going to try to be a carbon

copy of those — we were going to try to establish our own identity as a medical school. We have our own unique environment, and that's what brings people here," says Albert Gunn, M.D., associate dean of admissions.

More than 10 percent of the Medical School's faculty has returned to their alma mater as teachers.

"People whom I admitted to medical school are now faculty interviewing applicants. It's great because the school is now self-perpetuating — it is no longer being formed;

it is forming," Gunn adds.

Proud ambassadors

Many alumni faculty are involved in the admissions process interviewing students, or serving on the admissions committee.

Judianne Kellaway, M.D., '87, says a favorite aspect of her faculty role is being involved in the admissions process. "The interview process is inspirational. You see young people trying to get out there and put some good into the world, and we get to help them," Kellaway says.

But that inspiration doesn't stop with admissions. Faculty alumni are passionate ambassadors for the school beyond interviewing Medical School applicants.

"There are a handful of alumni faculty who are walking billboards for this school — Dr. Brent King, for instance. Dr. Mark Farnie is another, and he shamelessly recruits people into the med/peds program," says Henry Strobel, Ph.D., associate dean of faculty affairs and assistant dean of student affairs.

Alumni faculty also make a strong showing on the Alumni Association board. "Up until recently the board was primarily made up of faculty members because it was easier for us to convene; but now we have more diversity and 25-30 percent are alumni faculty," says Kellaway, who is the current board president.

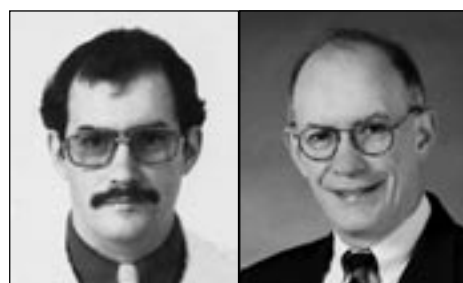
Faculty alumni have a dual perspective when reaching out to alumni.

"At some point in everyone's life this school is very important to them — it's where they learned the foundation of their life's work.

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Judianne Kellaway, M.D., '87



Brent King, M.D., '83

We Asked, You Answered

The Workplace of Choice Steering Committee thanks all faculty and staff who provided thoughtful input about how to make the UT Health Science Center a better place to work. While specific action plans are developed this summer, *The Leader* staff are working on a special report to update you on this important initiative. Look for it later in the summer.

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THE UNIVERSITY of TEXAS HEALTH SCIENCE CENTER AT HOUSTON

McKinney, Brust Provide 'Talk Show' Format Q&A at UCSC Workshop

Editor's Note: Michael McKinney, M.D., senior executive vice president of The University of Texas Health Science Center at Houston, called for a more pleasant workplace and aggressive employee development and announced an across-the-board pay raise this fall, to cheering and applause at the University Classified Staff Council workshop, May 20.

McKinney's opening address, held in a talk show format with 'host' Jane Brust, assistant vice president for Public Affairs, touched on several issues of importance to the university. It also allowed the 300-plus crowd of classified employees a chance to learn about McKinney as a person — sweet-tooth and all.

Brust: Dr. McKinney, you've been with us two years now. How would you characterize your time at the Health Science Center?

McKinney: "I like my job. I like it more on Fridays than I do on Mondays," he said jokingly. "But seriously, I enjoy what I do."

"I came here originally on a 90-day assignment. But within the last two years we have made a lot of progress. We were having financial problems, and it was hard to find people who smiled at work. I think we'd simply lost focus. We were doing good things, but we had forgotten what it was that we signed up to do. Since then I think we have refocused on our mission: excellent teaching, research and patient care."

Brust: Someone else who really enjoys his job is not here with us today, and that is Dr. James T. Willerson, president of The University of Texas Health Science Center at Houston. He was called away today to testify in Austin before the Legislature. Say a few words about how you two work together and what your roles look like.

McKinney: Well, we are different, and we have different skill sets. But the good thing is that we are willing to share those skill sets. I'll admit that we disagree on some issues. I've talked him out of some things, and he's talked

me out of some things, but that is what good team work is all about.

Dr. Willerson is the best person I have ever seen with the Development Board and with various fundraising arenas, while on the other hand, that is not one of my strong points. He is much more of a philosopher and visionary, while I am more of a doer. I like to be the one doing what it takes.

Brust: Well, certainly one of Dr. Willerson's highest priorities is campus growth. Would you comment on why campus growth and updating our facilities is so important at this time?

McKinney: Research is totally different now than it was 50, or even, 30 years ago. In order to progress and grow with the changes, we need to have state-of-the-art facilities — and we will. Also, this helps in faculty retention and recruitment, which helps student recruitment.

Brust: Dr. McKinney, you have been very outspoken about your vision for having all personnel feel better about the level of respect and appreciation they receive. You have consistently been on message about wanting us all to feel better about where we work. How do you think we can accomplish this?

McKinney: It's not that I just want you to feel good about coming to work. It's that I want you to be able to feel good about coming to work. If you choose not to, but you are able to, then that is different. The basic solution is simple. We have to respect one another, and I don't know if that is something that can or should be taught in the workplace. Frankly, if your Mama and Daddy didn't teach you how to be nice to people, I am not sure that you can be taught that now. If you don't want to be nice to people, you might want to think about getting a different job. Don't make it bad for everyone else.

Secondly, employee development is important. When I first came here, I asked to see all

the personnel records. It was surprising that they didn't all exist in one place. It was like going on a scavenger hunt. People were telling me they hadn't had an evaluation in three years. That is unacceptable. An evaluation is not just for pay raises, it is for charting progress.

An evaluation should be an opportunity to sit down and say "This is where I am, and this where I want to be." An evaluation is for the employee and supervisor to develop a plan of progress together. Recently we've changed the A&P appraisal form. Every person I sat down with during the A&P evaluation process, we wrote goals together. One of their goals was to nurture their employees to their fullest potential. Therefore, it has now become their job to help you with your job. They are no longer judged just by how they do their own jobs, but how the people who work for them do their job. That is a very, very, very serious goal to me.

Question from the audience asked at the end of the segment: What can be done if a supervisor says they don't have enough money for training?

McKinney: Often managers like to say that they don't have enough money for this or that, when the truth of the matter is that this university is going to spend \$630 million in the next fiscal year. We do have enough money. We just choose to do certain things with it, and everybody has to own up to that. Training should be one of the advantages of going to a health science center. I can tell you now that it won't be 100 percent of the supervisors who comply with this evolution, but if you are having a problem with advancement and growth, feel free to send me a letter telling me the situation. And feel free to put your name on it and the name of the supervisor. No one is going to retaliate against you.

We are also looking at where we place supervisors. We have found that we will hire a great scientist and then put him in an administrative position. Well managing paper and

managing people are two different things. We often don't equip people with certain skills and then get mad at them when they fail. That is not right.

Brust: Now to switch gears, Dr. McKinney, you are often saying, "Get a Life," and I think what you mean is work hard, but also play hard. I want to know what you do to play hard.

McKinney: Well, first of all, I think it's important to remember that the job is what you do, not who you are. So go home and get a life. I still have a farm in Centerville. The bad news is that it takes two hours to get there and the good news is that the cell phones don't work. I have a garden, where I go and dig in the dirt. I drive around, look at the chickens and look for deer. And as most of you know, I am a football fan.

Brust: Yes, we also know that family is very important to you. Your parents were both educators, you grew up with a brother and sister and you've been married to your high school sweetheart, Lou Ann, for 34 years. You have three boys and four granddaughters. Tell us how your family plays into your life.

McKinney: My family is exactly the reason why I get up and go to work every morning. I'll never retire. I am going to die on a job somewhere. Taking care of my family is important. They are my reason for existing.

Brust: I understand that there have been quite a few times when Lou Ann has had the intention of making chocolate chip cookies, but the chocolate chips didn't stay around long enough to become a part of the cookies. That's a mystery in the McKinney household. Any light you can shed on that?

McKinney: Well, I put out DeCon, I just don't know what keeps happening. But seriously, you can tell I don't miss a whole lot of meals. I love chocolate. I had hip replacement surgery a few months ago and someone called

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More Than a Job — My Alma Mater

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We put a lot of effort into the students here, and we're so proud of them. As members of the Alumni Association, we want to keep track of them and know what they are doing — and as faculty members we have a lot of hope for them just like a parent," Kellaway explains.

Easing into the faculty role

Some see being an alumnus as an asset to becoming a faculty member. "These folks know the ropes intuitively and learn how to become a faculty member here with ease," Strobel says.

The path also may be smoother for the new faculty member once on the job. "They have more stroke with the students because they've been through it and know what it's like through the 'when I was here' model that is easy for students to identify with," Strobel says.

Brent King, M.D., '83, who has been on faculty of the Medical College of Pennsylvania in addition to the UT Medical School, agrees that it is easier to transition to a faculty position at one's alma mater.

"I think it's easier to work here having gone to school here because you know the place and the culture and don't have to

adapt to that in addition to adapting to a new job," King says.

And although the rate of alumni faculty has remained about the same over the last several years, Gunn predicts that it may increase in the future.

"As our students are getting better and better training and are trained in more advanced subspecialties, they are coming back to our academic center because it's one of the only places to find a home for that advanced knowledge," Gunn says.

Homegrown not ingrown

But there is a negative connotation associated with a faculty body too heavily weighted with graduates.

"Some see it as a weakness to have too many alumni on faculty because you're supposed to have cross-fertilization. But, I think at 10 percent we're getting a diverse group," Gunn says.

Strobel concurs, "It's one thing to be homegrown; it's another to be ingrown. With 10 percent of our faculty as graduates, I don't think ingrown is a fear here."

Some alumni would not consider staying on faculty at their alma mater because of a perception they may be treated differently.

"A lot of people fear staying at the same institution because of the 'made-here' syn-



Holly Smith, M.D., '96

drome. Their opinion may have a lower value with their chairman," Strobel explains.

However, none of the alumni faculty interviewed associated a negative feeling from colleagues as a result of having risen through the student ranks.

"Maybe I was nurtured more (than other junior faculty) because I know whom to ask and everyone is interested in seeing you come along," says Lisa Armitige, M.D., Ph.D., '98.

King acknowledges that it is possible for alumni faculty to suffer from the "made-here" syndrome.

"There is an artificial line between your last day as a resident and your first day as a junior faculty member — you just cross it as the day changes, but it takes some people a while to get over that," he says.

Having alumni as faculty shows current students that such a faculty role can be a career option, points out Andrew Harper, M.D., '84.

"If the students saw that no one ever stayed here who graduated from here then that would send a very different message about what kind of institution this is," he adds.

Giving back

Most faculty alumni began thinking about teaching during residency.

"During my chief residency year I saw the academic side of medicine and liked what it had to offer, teaching students and residents, taking care of a large number of indigent patients, and the personality of UT," says Holly Smith, M.D., '96.

Alumni faculty express the need to not only pass along the UT spirit to the next generation but to show their appreciation to the Medical School.

"There is a sense of ownership in helping the school grow and a sense of giving something back since they gave you so much growing up as a young pup," says Richard Smalling, M.D., Ph.D., '73.

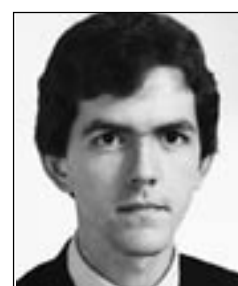
"It's easier for me to be effective and passionate about doing a good job for the school because it's not just my job, it's my Medical School, my alma mater," King adds.

Some faculty alumni, like Kellaway, who was born at Hermann Hospital and worked there as a teen-ager, seem destined to be on faculty here.

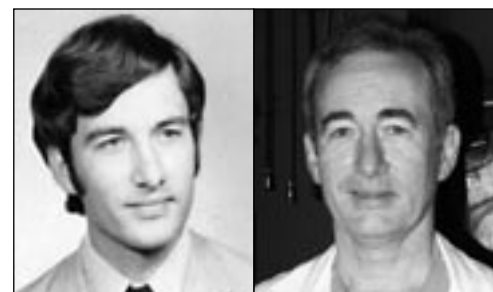
"I have a history here and with the hospital. I've never looked to go anywhere else — I plan to die on the seventh floor of Hermann," she says with a laugh. ★



Lisa Armitige, M.D., Ph.D., '98



Andrew Harper, M.D., '84



Richard Smalling, M.D., Ph.D., '73

Meet . . . Keith Gates

Medical School Student Serving in Iraq Wins Award for Excellence

By Meredith Raine, Public Affairs

As seniors at The University of Texas Medical School at Houston celebrated commencement in the comfort of an air-conditioned convention center, one of their classmates, Keith Gates, was in Al Anbar Province, doing his part for Operation Iraqi Freedom.

Instead of a cap and gown, Gates, a father of two, was wearing combat gear. He could have graduated with the rest of his class but, earlier this year, he chose to put his medical education on hold so he could serve our country.

The U.S. Navy reservist, 37, signed up for a seven-month tour of duty as a special operations medic attached to a Marine unit. Gates, a former Army Ranger, has been in the military since 1987. He was a certified emergency medical technician and paramedic before enrolling in medical school.

Gates' decision was not at all surprising, said Brent King, M.D., chairman of the Department of Emergency Medicine. "A lesser person would have considered his own benefit first and the benefit of others after," King said. But it was fitting for Gates, whom King described as having an eagerness to learn, a calm demeanor and keen ability to focus on patients. "Keith felt a sense of loyalty to his team and duty to his country and elected to put himself in harm's way."

This is one of the many reasons King and others nominated Gates for the 2005 Walter G. Sterling Award for Excellence. Upon reviewing the nominations, the Student Evaluation and Promotions Committee selected Gates as the winner. The award recognizes a student who has exhibited scholastic superiority, outstanding interpersonal relations, energy and has earned the respect and affection of his or her patients and colleagues. The bronze medallion and check is traditionally given to a graduating senior.

"Keith is an exceptional person who defines honor and commitment," Kimberly Anderson, Ph.D., wrote in her nomination letter. "As a medical student, he is one of those rare individuals who takes everything in stride. He works diligently, has a positive attitude, always takes on more than is expected of

him and never complains."

Anderson, professor of surgery and director of surgical education, said Gates leads by example. "He is the embodiment of someone who sees duty as a privilege and an awesome responsibility," she said.

Col. John B. Holcomb, M.D., commander and chief of the trauma division at the U.S. Army Institute of Surgical Research at Fort Sam Houston, said civilians and soldiers are benefiting from Gates' decision to go to Iraq to care for patients. "I can think of no greater example of his desire and drive to translate his medical knowledge and expertise in a life-saving fashion," Holcomb said.



Clockwise from top left: Keith Gates in clinic in Iraq; geared up for a helicopter mission; a brief respite in the field; wife, Jeri, and daughter, Darby, Gates accepting Keith's award and children's teddy bears from Dean Stanley Schultz.

In an e-mail Gates sent from the Middle East to a mentor at the UT Medical School, he detailed some of his activities. As the senior medical department representative for about 200 Marines, he operates a daily clinic, treating soldiers with the "Iraq Hack," which is acute bronchitis and/or the flu, and other ailments.

He also wrote about going to a village on the Euphrates and passing out candy and soccer balls to children while soldiers searched for a target.

"So far it has been a great opportunity," Gates said. "I am continuing to learn . . . I have definitely changed in some ways and

confirmed other things I already knew."

Gates, who won an Alpha Omega Alpha Research Fellowship in 2004, was working with Rosemary Kozar, M.D., Ph.D., associate professor of surgery, on a research project in the lab when he was deployed.

E-mail has allowed them to stay in contact, and her daughter's third-grade class at T. H. Rogers Elementary School has adopted "Dr. Keith" as a pen pal.

"Keith has made an amazing transition from a medical student to a physician, and I'm very proud of his accomplishments," Kozar said. "Without much help or supervision, Keith has been the person taking care of the unit's medical needs, including combat and environmental injuries because the only M.D. in his unit was unable to go to Iraq at the last minute. One of his men has a closed-head injury and another has suffered a camel spider bite — not typical injuries most medical students are expected to manage," she said.

During commencement ceremonies May 28, the audience gave a standing ovation as Gates' wife, Jeri, and their 4-year-old daughter, Darby, accepted the award from Dean Stanley G. Schultz, M.D., on Keith Gates's behalf. "We're both soldiers," Jeri said. "He's trained for this for a very long time, and he felt very strongly about going."

The couple also has a 2-year-old son, Saxton. Dean Schultz also presented a certificate for Darby and teddy bears for the children.

Jeri Gates said her husband is expected to return home in September. He'll have two months' worth of medical school coursework to complete while he is reapplying to residency programs. He plans to specialize in emergency medicine, which his wife said is his calling.

"He was very surprised to receive this award, and he considers it a great honor," said Jeri, a social worker at Texas Children's Hospital. "It means a lot to our family." ★

Revised Policy Covers All Forms of Discrimination and Harassment

During a recent detailed analysis of the Title IX discrimination and sexual harassment policy and procedure of another UT System institution, the U.S. Department of Education, Office of Civil Rights (OCR) identified elements that it believed should be included in the Title IX grievance procedure, says Yolanda Davis, director of the Office of Diversity and Equal Employment Opportunity at the UT Health Science Center.

Based on the analysis, the Office of General Counsel requested that all UT System institutions review their current nondiscrimination policy and sexual harassment policy and address the concerns raised by the civil rights office.

This gave the health science center administration the opportunity to revise the Sexual Harassment policy (Handbook of Operating Procedures Policy 2.04) to include:

- all forms of discrimination and harassment and
- broaden the scope to include:
 - students,
 - residents,
 - fellows and
 - other trainees;
 - volunteers,
 - visitors,
 - vendors,
 - consultants,
 - observers,
 - as well as applicants for employment or admissions.

The revised policy requires supervisors to address discrimination or harassment at the departmental level and identifies time frames in which the grievance should be resolved.

Currently, the Office of Equal Opportunity and Diversity provides mandatory EEO refresher training for supervisors and managers every two years. This training will be modified to include training on the new Discrimination and Harassment policy.

Supervisors who will not be required to take the training for another two years should attend one of the scheduled sessions for training on the new policy. See EEO Training, page 4, for dates and times of next scheduled trainings for supervisors and managers.

As a result of the changes of the policy, the Sexual Harassment Board, which serves as resource persons to the university community, has begun training to expand the members' knowledge base to include all forms of discrimination and harassment.

Because of the change of policy, the name of the board was changed to the Discrimination and Harassment Board to reflect its new responsibilities. Board members have gone through three two-hour training sessions.

A few dedicated, experienced people have been on the board since its inception and are available to mentor the new members, says Davis.

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'Spirit of Texas' Food Drive: June 27-July 12

It's time again to think of those less fortunate in our community, and make your contribution (in dollars or products) to the annual Texas Medical Center Channel 11 "Spirit of Texas" Food Drive. The UT Health Science Center at Houston joins others in the Medical Center in this combined effort. The drive is June 27-July 12. The coming-together of TMC donors and volunteers, with coverage by KHOU-TV, will be Thursday, July 14.

This is your opportunity to help stock the Houston Food Bank's shelves in its ongoing effort to feed more than 200,000 hungry Houstonians, so many of them children. Donations to the Food Bank are typically down in the summer, yet at this time of year the need increases.

UT Health Science Center Food Drive coordinators and volunteers from all locations are needed. Please contact Elease.PJenkins@uth.tmc.edu, (713) 500-3035, in the Office of Public Affairs to let her know what you can and will do. The online virtual drive will be held again this year. You also can donate canned and non-perishable packaged foods via the traditional Food Drive boxes located throughout the health science center.

Revised Policy Covers All Forms of Discrimination and Harassment

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In addition, Davis says, the board members are available as advisors and educational resources for individuals with questions or problems. "They are trained to sensitively and effectively counsel others regarding requests for informal resolution of complaints and to weigh many factors in their counseling, including subjectivity and the context of a situation."

The resources for the university community are:

Chair: Yolanda Davis, *Health Science Center — General Administration*

Terms Expire August 31, 2005

Lillian Eriksen, D.S.N., *School of Nursing*
Dorothy Otto, Ed.D., *School of Nursing*
Randolph Scott, Ph.D., *School of Health Information Sciences*
Brenda York, *Harris County Psychiatric Center*

Terms Expire August 31, 2006

Sheila Koh, D.D.S., *Dental Branch*
Gillian Rittman, *Dental Branch*

Terms Expire August 31, 2007

Lynda Robinson, *School of Public Health*
Patrick Courtney, *School of Public Health*
David Kusnerik, *Medical School*
Sherri Orioli, *Harris County Psychiatric Center*
Susan Fernandez, *Health Science Center — General Administration*
Mary Fabrizio, *Medical School — LBJ Hospital*

Ex Officio Members

L. Maximilian Buja, M.D., *Executive Vice President for Academic Affairs*
Arlene Staller, *Legal Affairs and Risk Management*

Rose Mary Valencia, *International Office*

For more information concerning the revised policy, please contact Yolanda Davis, director, Office of Equal Opportunity and Diversity, (713) 500-3079, or visit http://www.uth.tmc.edu/ut_general/admin_fin/planning/pub/hoop/02/2_04.html. ★

Upcoming EEO Training for Supervisors, Managers and Executives

All trainings take place in University Center Tower, Room 1505C.

Date	Time
Thursday, June 16	2-4 p.m.
Thursday, July 21	9-11 a.m.
Thursday, Aug. 18	2-4 p.m.
Wednesday, Sept. 21	9-11 a.m.
Thursday, Oct. 20	2-4 p.m.
Wednesday, Nov. 16	9-11 a.m.
Wednesday, Dec. 14	2-4 p.m.



'Marching' to Raise Funds

Linda Follins, Travel, along with more than 70 other colleagues was part of the UT Health Science Center team that took part in the March of Dimes WalkAmerica event May 1. UT walkers raised \$6,500 during the university's 13th year to take part. *Photo by Genesis Photographers*

McKinney, Brust Q&A at UCSC Workshop

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and asked what kind of flowers I liked. I said I don't like flowers, I like chocolate. So I got several baskets of chocolate goodies.

Brust: Those are good tid-bits to keep in mind. Switching gears again, tell us your overall view of the next two years for the Health Science Center?

McKinney: As you know Dr. Willerson is the president-elect of the Texas Heart Institute. We have talked recently about where he is going to be and what he is going to be doing in the future. He has assured me that his intention is to remain the president

of the UT Health Science Center. For some type of stability, I needed to know that, and he did confirm that to me. There will be stability within the university.

Also, if you haven't already heard, effective Sept. 1, employees earning less than \$120,000 a year will receive a \$1,200 pay increase. That is not just a one-time bonus, it is a raise, and it is well deserved. In the next two years you will see an emphasis on paying our employees fairly, heightening our research activity and continuing progress to do a better job overall. ★



THE UNIVERSITY OF TEXAS
HEALTH SCIENCE CENTER AT HOUSTON

The Leader is published monthly for faculty, staff and students of The University of Texas Health Science Center at Houston by the Office of Public Affairs, 7000 Fannin, Suite 1200, Houston, Texas 77030, <http://theleader.uthouston.edu>.

DEADLINES

Submit information to be considered for publication in *The Leader* by the 15th of the month one month prior to the desired time of publication. Requests for feature articles require a longer lead time and will receive strategic consideration. Send electronic information in Word format (no PDFs or posters) and digital photos as unedited, high-resolution images at 300 dpi or better. E-mail to Pamela.Lewis@uth.tmc.edu. Include a contact name, phone number and e-mail address. Mail hard copy to *The Leader*, c/o Pamela Lewis, Office of Public Affairs, University Center Tower, 1200, or fax to (713) 500-3037. For information regarding *The Leader*, call Pamela Lewis at (713) 500-3040.

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Student Intercouncil

CALENDAR

JUNE 15 – JULY 14

Please submit calendar items for the July 15 issue of *The Leader*, which covers July 15-Aug. 14, to Pamela.Lewis@uth.tmc.edu, by June 17, 2005.

★ **June 15-July 4 — Surplus**

Warehouse closed. Requests received for Surplus pickups will be scheduled June 30, on a first-come, first-served basis. If items need to be stored before Surplus reopens, space is available for rent from Facilities, (713) 500-3441.

★ **June 15 — Research Seminar:**

"Using Abstract and Full-Text Electronic Databases Literature Searches" by Robert A. Bartsch, Ph.D., University of Houston-Clear Lake, noon, University Center Tower, Suite 1414. Bartsch looks at two studies that examined how students use abstract and full-text databases in literature searches. Contact: Namiko.Burleson@uth.tmc.edu, (713) 500-3938.

★ **June 16 — Integrative Medicine Program Lecture: "Potential Preventative**

Actions of Genistein Combined Polysaccharide Against Genitourinary

Cancers," by Debra L. Bemis, Ph.D., Department of Urology, Columbia University College of Physicians and Surgeons, noon, UT M. D. Anderson Cancer Center (R11.1400) Hickey Auditorium. Free; lunch provided. The Integrative Medicine Program is directed by Dr. Lorenzo Cohen, adjunct associate professor of behavioral sciences at the UT School of Public Health at Houston, and at the Office of Academic Affairs. Contact: lgower@mdanderson.org, (713) 563-8953

★ **June 22 — Surplus Auction, 9**

a.m., Operations Center Building, 1851 Crosspoint. Check the Capital Assets Management Web site for information..

★ **June 30 — Surplus pick ups resume.**

★ **July 4 — Independence Holiday,** full closure holiday; contact: Human Resources (713) 500-3130.

★ **July 5 — Surplus re-opens, 9 am-noon; 1-4 p.m.**

★★★ NewsBriefs ★★★

UT Police Department Tips for Pedestrians

Keep safe when walking on campus by:

- Staying alert — keep your mind on your surroundings, who's in front of you and who's behind you. Don't get distracted.
- Asking a friend to accompany you when you go out.
- Standing tall, walking with a purpose, and making quick eye contact with people around you, to let them know that you're calm, confident and you know where you're going.
- Trusting your instincts. If you feel uncomfortable in a place or situation, leave. If someone you do not know is approaching you, walk away but keep them in sight.
- Remembering where the nearest emergency telephone is located where ever you're walking.
- If you carry a cellular phone, keep it handy.

Contact UT Police, (713) 792-7890, to report any suspicious people or activity. Visit the UTPD Web site at <http://www.mdanderson.org/utpd/> for more information.

Photo Contest Entries Sought

St. Luke's Photography Contest is open to all Texas Medical Center employees, volunteers, health-care staff and students. No entry fee is required.

Photographs will be judged by an outside professional photographer at 9 a.m., Friday Oct. 7, at in the auditorium of the Texas Heart Institute at St. Luke's Episcopal Hospital-Denton A. Cooley Building.

Contestants may submit two photographs — film or digital. Choose from the following categories:

Color: a. nature, landscapes; b. cityscapes, such as buildings, parks, fountains, statuary, stained glass; c. people; d. animals, wildlife; e. abstracts

Black and white: any subject

Print Sizes: Minimum approximately 8x10-inch print mounted on 11x14-inch board
Maximum approximately 11x14-inch print mounted on 16x20-inch board
Print sizes may vary slightly according to camera or cropping.
Mount prints on white foam board or heavy (4 ply) white board.
Mats optional (white only).
No frames allowed.

Print your name, institution, department, telephone number and category on the back of each photograph. You may sign your name on the print side.

Return the entry form by Oct. 1.

October 3-6: Bring photographs in a large envelope or portfolio marked with your name, hospital, department, and telephone number to St. Luke's Episcopal Hospital Auxiliary (P-106), 6720 Bertner, Houston, TX. 77030. For information, call (832) 355-2102.

All photographs will be on public display, 11 a.m.-3 p.m., Oct. 7. The list of winners will be posted in the lobby of the Denton A. Cooley Building and in St. Luke's Auxiliary office (P-106) following the judging.

Prizes will be awarded to the Best of Show (\$150), first in each category (\$50), second in each category (\$25) and 15 Honorable Mentions (\$10). Prizes may be picked up during the viewing. Winning photographs will be exhibited in St. Luke's corridor between Bates and Bertner lobbies from Oct. 17-Nov. 30. The Best of Show photograph will be framed and placed on permanent display in the hospital.

Other entries and prizes may be picked up after viewing in St. Luke's Auxiliary office (P-106) during business hours Monday-Friday, Oct. 10-31. St. Luke's Auxiliary will not be responsible for photographs left after Oct. 31.

E-mail your intent to enter including your name, phone number, institution and department and e-mail address to dmerten@slsh.com or call 832-355-2102.