

## Medical School Breaks Ground on a New Era in Research

By Darla Brown, Medical School

The UT Medical School celebrated the beginning of an exciting new chapter in its research mission by ceremoniously breaking ground for a six-story research facility April 12.

Faculty, staff, students and friends of the school attended the celebratory event to welcome the construction of the 208,500 gross square-foot building, which is estimated to cost \$80 million when completed.

"This building will propel the Medical School into the forefront of new and exciting areas that hold great promise for the understanding and alleviation of prevalent human diseases," said Dean Stanley Schultz, M.D.

The building will be home to the new animal-care facility and four research programs: neurobiology of human development, physiological genomics or systems biology, structural biology, and the molecular biology of human pathogens.

It will be built on the site of the former John Freeman Building adjacent to the Medical School Building. The John Freeman Building had been carefully

deconstructed over the previous two months, with 130 18-wheeler truckloads of debris being hauled off.

"We had to break ground inside because there was too much construction going on outside to have the celebratory event," Schultz

explained with a laugh.

Honorary shovel wielders Brad Howell, chair of the Development Board; Judianne Kellaway, M.D., president of the alumni association; third-year medical student John McFate; and Executive Vice President for

Research Peter Davies, M.D., Ph.D., joined Schultz in symbolically turning the earth — signaling the start of construction for the new building.

"Today is an auspicious date in our history as we move forward with our Medical School expansion," Schultz said. "April 12, 1955, 50 years ago was an auspicious date in the history of medicine when the Salk vaccine was approved as safe and effective. There are many more 'polios' to conquer, and it is our fervent hope that HIV/AIDS, SARS, and other infectious pathogens will also become history as a result of the research efforts of the dedicated scientists working in this new building."

Funds from the Federal Emergency Management Agency, National Institutes of Health, and the Texas Legislature were secured to begin building. In addition, a fund-raising program to properly outfit the new facility and recruit and support stellar new scientists in these exciting areas of research and discovery will be forthcoming. ★



Digging into the ceremonial plot of earth: left to right, Peter Davies, M.D., Ph.D., executive vice president for research, and a professor of integrative biology and pharmacology on the Medical School Faculty; third-year medical student John McFate, who is also president of the student senate; Dean Stanley Schultz, M.D.; Judianne Kellaway, M.D., director of the residency program in the Department of Ophthalmology and Visual Science and president of the school's alumni association; and Brad Howell, chairman of the health science center Development Board. Photo by John Everett

## Learning Management System on an Online Growth Trend

Beginning this summer, The University of Texas Health Science Center at Houston will roll out the first phase of a state-of-the-art software tool for managing compliance training and personnel development. The new Learning Management System was a \$200,000 gift to the university from Fort Worth-based Savoy River.

"The first phase of implementation will include moving many of the current safety and compliance courses online and the conversion of orientation for new employees to an online experience," according to Brent Powell, Ph.D., manager of Training and Development in Human Resources.

"Our goals are to reduce the time for orientation and required compliance training by half and make it possible to complete the courses from office or home any time of the day or night," Powell said.

Some courses will continue to be given in a classroom, but even those can be registered for and tracked online. Employees will use their University ID and password to get into the system to see which courses they need to take. By speeding up the access and increasing

Curriculum	Description	Status	Certificate			
Annual Performance Appraisal	completes required annual performance appraisal online forms.	Not Attended	Non-Certification			
JEMO		Not Attended	Non-Certification			
Research	Group of courses for research purposes	Not Attended	Non-Certification			
Learning Event	Prerequisites	Pre-Tests	Courses	Post-Tests	Surveys	Status
ASL			Not Attended			Not Attended
Diabetes II			Not Attended			Not Attended
Ethics			Not Attended			Not Attended
HIPC			Not Attended			Not Attended
Safety Inv			Not Attended			Not Attended

availability, the online system will reduce administrative time. "We are trying to get the requirements handled as quickly

and conveniently as possible," Powell said.

At this point, compliance profession-

als around the university are learning how to operate the system, setting up course groups that will be assigned to employees who need them. Courses already taken will be entered into the system creating a central database that can be accessed by any employee from any computer.

Work is under way to move the annual performance appraisals online to reduce the time spent filling them out, printing and storing them. A pilot program is testing the approach among 60 classified staff members and their supervisors. "We are trying to make the annual performance appraisal required in HOOP 2.33 as streamlined as possible so the time is spent communicating and discussing how we can do better instead of chasing paper," Powell added.

The system also will provide developmental courses for employees who want to sharpen their skills at their own convenience.

Introduction and training sessions on the system are planned for presentation throughout the summer for all university personnel. ★

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### We Asked, You Answered

Thanks to the more than 1,000 faculty and staff who took part in a recent survey and focus groups, the Workplace of Choice Steering Committee has a great deal of input to consider about how to help make the UT Health Science Center a better place to work. While specific recommendations and action plans are developed this summer, *The Leader* will publish a special report on what you had to say about working here. We asked, you answered. Stay tuned for this special *Leader* report!



THE UNIVERSITY  
of TEXAS  
HEALTH SCIENCE CENTER  
AT HOUSTON

# Seen . . .



Michael Jimenez, second from right, and wife Patty, right, celebrate Mike's retirement with their daughter, Missy Endicott, left, and health science center President James T. Willerson, M.D. Photo by Nancy Hudgins

## Colleagues Celebrate Jimenez

Former U.S. Secretary of Education Rod Paige joined a crowd of UT Health Science Center faculty and staff to "Celebrate Mike!" at the retirement reception held April 15 for Mike Jimenez, who served as chief human resources officer for the past four years. Jimenez previously worked for the Houston Independent School District (HISD) while Paige was superintendent.

Paige congratulated Jimenez on his service to HISD, as well as his prior 17 years of service in the U.S. Army. Health science center President James T. Willerson, M.D., and Chief Operating Officer Mike McKinney, M.D., also spoke of Jimenez's leadership and his many contributions to the UT Health Science Center.

"I really don't know how we're going to replace you," Willerson said. "You have taught us a lot, and you have brought caring and kindness to everything you do."

Both Willerson and McKinney credited Jimenez with providing the leadership necessary to develop the university's compact with the UT System, which began a process of setting institutional priorities and allocating resources accordingly. McKinney also noted the strides made by Jimenez to encourage communication across the campus and among classified staff, A&P staff and faculty.

"It may take at least four people to replace you, Mike," McKinney said. "You did so much more than run Human Resources."

Jimenez expressed his pride in the Human Resources staff and his excitement with many new initiatives under way to benefit the university as a whole. He also expressed regret that he will not be on the job to watch progress continue at the health science center. "This is a really exciting time," he said, "with so many things coming together and moving forward. I am really proud to have been a part of it."

—Jane Brust

## UT Clinic Volunteers



Volunteer Daisy Kone, left, volunteer coordinator Lynn Cutrer, center, and James Vogel, president of the UTHSC Retirees Organization, visit at a recruitment event for UT Volunteers specializing in Tender Loving Care. Cutrer coordinates the new program, which places volunteers in the clinics of UT Physicians located in the UT Health Science Center Professional Building. Photo by Nancy Hudgins



At the UT Professional Building, UT Tender Loving Care Volunteers Lou Ann McKinney, left, and Melinda Ruman, right, spend part of their volunteer time in the UT Physicians' Pediatric Clinic reading to Rayneisha Jackson and Charles Ray Jackson Jr. Photo by Meredith Raine

## UT Volunteers Appreciation Event



Erica Chapa of Community and Educational Outreach, left front, Patricia A. Dualeh of Remodeling Services, behind Chapa, and Dennie Clemons and Krysti Suarez, both of House Medics, right front and back, respectively, enjoy the UT Volunteers Appreciation event recognizing the contributions of faculty, staff and students beyond their assigned roles. Photo by Nancy Hudgins

## Worth the Wait for Centennial Smiles



Kimberlin Styblo, center, reads to her family as they wait in line for free dental care April 9 at Centennial Smiles II at the UT Dental Branch. The Styblo family, like many others, was willing to wait for the much needed service offered that day by Dental Branch faculty, staff and students and members of the Greater Houston Dental Society.

For more information about Centennial Smiles, visit *The Leader Update*, April 26 edition, online at <http://publicaffairs.uth.tmc.edu/leaderupdate/archive/2005/centennialsmiles.asp>.

Photo by Brian Schnupp

# Pedaling Deep into the Heart of Texas to Help Cure Multiple Sclerosis

*Editor's Note: With congratulations to Team UT, The Leader is pleased to publish this first-person account by the team co-captain.*

By **Dawna Jarvis, Public Affairs**

From the flat land of west Houston to the Texas Hill Country, stroke-by-stroke and hill-by-hill the 95 riders of Team UT pedaled their bikes along 180 miles of Texas roads in the 21st Annual BP MS150, the largest MS150 in the country with more than 12,000 cyclists. Team UT doubled in size from previous years with a fund-raising effort that will exceed \$40,000 to support multiple sclerosis (MS) research and patient care.

Riders began cycling at 7 a.m., Saturday, April 16, traveling from west Houston to Katy, then on through the rolling farm country of Bellville to LaGrange.

UT Health Science Center Board member David Koogler (35th highest MS150 fundraiser in 2004) and Graduate School of Biomedical Sciences Dean George Stancel, Ph.D., joined the usual mix of students and staff members. Koogler and Stancel most likely will win the top two fundraising prizes of a Trek 1000 bike and a mini iPod by collectively raising more than \$13,000.

The first rider into the tent on Saturday was UT Medical School researcher William Lindsey, Ph.D., arriving at 1 p.m. He passed his prize, a new cycling helmet, to fellow early arrival and Medical School resident, Vincent Kau, M.D. Lindsey, from the MS Research Group, and James Grotta, M.D., along with his son Andrew, represented the Medical School faculty.

Riders streamed into the team tent for the next four hours with UT Medical Branch

student Miguel DeValdenegro making it final at 5 p.m. The UTMB student passed his prize of a new bicycle seat to his buddy Abe Rafie, whose backside was feeling the pain. The day of cycling left many in the tent happy but tired — and ready to eat some great barbecue, trade road stories and relax with other team members in the large cot-filled tent.

The second day began at 5 a.m. when the sound of ZZ Top's song "LaGrange" filtered through the crowded fairgrounds. With sore muscles and tired seats, the riders in the team tent shared breakfast tacos and rallied to the starting line. Cyclists began shoving off at 7 a.m.

Clear skies and a light breeze helped them tackle the hardest part of the trek. The brutal second day tested strength and endurance as they and their bikes slowly climbed steep inclines and speedily coasted down hills.

The riders — tired but exuberant — pedaled into Austin to huge crowds of multiple sclerosis patients, friends, family and other citizens cheering them as they entered the grounds of the State Capitol.

The effort was worth it. Long after the sore muscles are gone the riders know that two, possibly three, days of weakness and pain do not match the everyday struggles of MS patients. The efforts of Team UT, the other cyclists and 3,000 volunteers have helped to ease the pain of those living with MS. ★

*Note: The Office of Public Affairs organized the three-institution UT team (UT Health Science Center at Houston, UT M. D. Anderson Cancer Center and UT Medical Branch) along with support from Auxiliary Enterprises. The medical school's MS Research Group helped fund the team by recruiting sponsors Betaseron, Biogen idec, Curative, Serono and Teva Neuroscience.*



Team UT members from the health science center, UTMB, and UT M. D. Anderson Cancer Center joined to make Team UT a big fund-raiser for multiple sclerosis research. Photo by Bill Olive Photography

## When Legal Issues Loom, Call Our Experts

By **Pamela Lewis, Public Affairs**

When faculty or staff members are confronted with legal issues, there's one message that the Office of Legal Affairs and Institutional Compliance would like to get across to the university community. "Think before you act — or before you don't act."

Procrastination, or conversely, taking an action before thinking out the consequences can be problematic for individuals, departments, executive leadership, attorneys and The University of Texas System, says Arlene Staller, J.D., chief legal and compliance officer for the UT Health Science Center at Houston.

"What's the big deal?" you ask. Consider the following examples:

### Deposition no-no:

A physician receives a call from an attorney requesting a deposition regarding the care and treatment provided a patient whom the attorney is representing in a lawsuit. The physician gives the deposition. A few weeks later, the

physician receives legal documents stating that the physician is being sued regarding the care and treatment of the patient.

### Deposition best practices:

Before agreeing to give a deposition about anything related to one's employment with UT, the faculty or staff member should call Legal Affairs, specifically Risk Management for any situations regarding patient care. The appropriate person in the office will investigate the nature of the requests and determine the best approach to take under the circumstances.

The university may need to hire outside counsel immediately to handle the situation. In the situation described above, the physician may still get sued, but the Legal Affairs officer probably would not have allowed the doctor to give a deposition — at least not without proper representation.

### Subpoena no-no:

It is 4 p.m. Legal Affairs gets a phone call from an anxious faculty member who says, "I

have been subpoenaed to appear in court to give testimony at 8:30 tomorrow morning!" to which we respond, "That is an outrageous lack of reasonable notice!" The faculty member responds, "Well, I got the subpoena two Tuesdays ago..."

### Subpoena best practices:

Any faculty or staff member who receives a subpoena specifically addressed to him or her should immediately fax it to Legal with a telephone number where the faculty or staff member can be contacted. After the subpoena and issues surrounding it have been reviewed, a Legal Affairs officer will contact the faculty or staff member.

### Frequently asked questions regarding subpoenas:

Am I really supposed to bring all these records described on the subpoena? Am I free to answer questions about my patient without violating confidentiality? What if I can't go?

For the most part, these questions must be

answered on a case-by-case basis. So, contact Legal Affairs first.

### Confidential information/Public information request no-no:

1) An employee or faculty member gets a request for information and responds by mailing out some of the information but withholding the rest "because it is confidential." The requester receives the partial response and objects, threatening legal action. By the time the Legal Affairs Office learns of the situation, the university may have missed the statutory deadline for taking the proper steps to legally assert protection of the confidential information.

2) Someone gets a request for information and releases it because they think they have to.

### Information requests best practices:

In either case, significant civil or even criminal penalties could apply. Learn about the confidential vs. public nature of all the university records that you work with. Call the Legal Affairs Office if there are any questions. ★

## Who Ya Gonna Call?

## Legal Affairs & Institutional Compliance Offers Staff Expertise to the University

By **Pamela Lewis, Public Affairs**

The Office of Legal Affairs and Institutional Compliance is an even bigger umbrella area than it first appears when you try to wrap your tongue around that departmental title.

But it's one with which we all should make every effort to become familiar. Many of us may need their assistance or counsel at one time or another.

So, who are the people whose skills you may need to call upon?

### Chief Legal and Compliance Officer

**Arlene Staller, J.D.**, who has been with the UT Health Science Center since 1983, is the chief legal and compliance officer. She reports to the chief operating officer. She serves as the

on-campus legal counsel and administrator for institutional risk management, contract review, civil and professional liability litigation, institutional compliance, and diversity programs.

Staller coordinates legal management activities of the institution with UT System, the State of Texas Office of the Attorney General and other state and federal agencies. She is a member of many institutional committees, including the Discrimination and Harassment Board, Institutional Biosafety Committee, Physical Safety Committee and Leadership Forum.

### Legal Affairs

Senior Legal Officer **Anne Liedtke Brunson, J.D.**, has been employed in the Legal Affairs office since 1988. Her areas of concentration at the health science center are:

general liability, open government and public information, student/academic legal issues, civil and criminal legal process, Texas mental health code, and ethics questions.

Senior Legal Officer **Stephen Mansfield, J.D.**, has been with the Office of Legal Affairs and Institutional Compliance since January 2005. His main areas of concentration include: leases and other real estate matters and contract review.

Legal Officer **Devin Longuet, J.D.**, reviews, negotiates and processes affiliation agreements, professional service agreements and other contracts for the university. He assists with the business aspects of health science center contracting through his review and analysis of the agreements he processes. He also advises on

university tax matters. He works with faculty, administration, UT System, and contracting agencies and organizations to maximize the best opportunities for the health science center.

*Executive Assistant: Susan Kuether  
Senior Support Specialist: Reina Saunders  
(713) 500-3268*

Healthcare Risk Manager **Catherine Thompson**, who has been employed in Legal Affairs since 1987, oversees all aspects of professional liability activity within the health science center. Other areas of practice include: investigation and management of all medical, dental and nursing school incidents, claims, and lawsuits relating to professional liability; liaison with outside defense counsel, the Office of General

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## Willerson Awarded 'Gold Heart'

James T. Willerson, M.D., president of The University of Texas Health Science Center at Houston and president-elect of the Texas Heart Institute at St. Luke's Episcopal Hospital, has received from the American Heart Association (AHA) its highest honor for volunteers who have provided continued, distinguished service. On April 10, the association presented Willerson the Gold Heart Award during its 2005 Volunteer Leadership Conference in Washington, D.C.

From 1993 to 2004, Willerson was editor-in-chief of *Circulation*, the association's largest scientific journal. An internationally distinguished cardiologist, he led the journal to its highest-impact factor, a classification used to rank scientific publications. He added several new features to its content and increased international readership by recruiting editorial contributors from around the world and offering the journal in 10 different languages.

Willerson also brought *Circulation* to the Internet in its first online version, which shortened the time-to-publication of important research. His 11-year tenure with *Circulation* was the longest of any editor with an AHA publication.

— David Bates

## Quick Readership Survey

What do you think of official UT Health Science Center-wide publications like *The Leader*? Please go to <http://www.zoomerang.com/survey.zgi?p=WEB224BLQPNK82> and answer for each publication that you read. Your anonymous response will help the Office of Public Affairs stay in touch with the needs of our varied audiences. In addition, it will help in planning for enhanced communications that support the Workplace of Choice initiative, clinical marketing efforts and more. The deadline is June 15.

## 'Walk the TMC' Kick-off Celebration Planned

To promote healthy lifestyles among its 60,000 plus health-care workers, Texas Medical Center institutions in collaboration with the Mayor's "Get Moving Houston" campaign and "Walk the Talk America" will hold a Kick-Off Celebration, noon, Friday, May 20, at the John P. McGovern Commons Building, 6550 Bertner.

Mayor Bill White and his wife, Andrea, will join leaders and employees of the TMC institutions to announce plans for this fall's first Walk the Texas Medical Center event. The planning committee for the fall walk, which includes representatives from all TMC institutions, is chaired by Jeff Ross and co-chaired by Dorcas Upke, both members of the Mayor's Wellness Council.

For more information, please contact Rose Mary Betancourt-Trevino in the Office of Public Affairs, (713) 500-3209, [Rose.M.Betancourt-Trevino@uth.tmc.edu](mailto:Rose.M.Betancourt-Trevino@uth.tmc.edu) or Pauline Habetz, (713) 500-8425, [Pauline.M.Habetz@uth.tmc.edu](mailto:Pauline.M.Habetz@uth.tmc.edu), or Corey Jefferson (713) 500-8427, [Corey.Jefferson@uth.tmc.edu](mailto:Corey.Jefferson@uth.tmc.edu), both from Auxiliary Enterprises Recreation Center. ★

### Eeyore, Eeyore, Oh!



"On your mark. Get set. Go!" Participants in the 2005 Eeyore's Fun Run took to the streets at the start of the annual race. Among the health science center-related high finishers were Max Mendoza, the son of Patsy Sanchez of Governmental Affairs, who was first overall with a time of 16:59 (see <http://publicaffairs.uth.tmc.edu/leaderupdate/archive/2005/seen/04262005.asp>), and Joy Schmitz, Ph.D., professor in the Medical School Department of Psychiatry and Behavioral Sciences, second in the Female 40-49 category, with a time of 23:40. Photo by Genesis Photographers



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#### 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](mailto: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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## CALENDAR

### MAY 16 – JUNE 14

Please submit calendar items for the **June 15** issue of *The Leader*, which covers **June 15-July 14**, to [Pamela.Lewis@uth.tmc.edu](mailto:Pamela.Lewis@uth.tmc.edu), by **May 16, 2005**.

★ **May 16-31** — Take advantage of the Recreation Center May Special — a 15-percent discount on a three-month membership at the Recreation Center, 7779 Knight Road, and/or at the Medical School Fitness Center, Medical School Building, Eighth Floor. To check out the facilities, come by (bring your UT ID) for a free visit. An ID badge also is required at time of membership purchase. Rec Center hours: **6 a.m.-10 p.m., Monday-Friday; 8 a.m.-8 p.m., Saturday; 10 a.m.-8 p.m., Sunday**. For questions or information about swim classes, Summer Sports Camp (ages 7-12) or other classes, please call (713) 500-8420, or visit the Web site at <http://ae.uth.tmc.edu> and click on Recreation Center.

★ **May 20** — Alan D. T. Barrett, Ph.D., professor and vice chairman for research in the Department of Pathology at The University of Texas Medical Branch, Galveston, presents "Introduction of West Nile into North America: 1999, 2005 and beyond," **noon**, Medical School Building, Room 2.024. Contact: [Diane.L.Bick@uth.tmc.edu](mailto:Diane.L.Bick@uth.tmc.edu), (713) 500-5328.

★ **May 21** — Jerry Long, D.D.S., president of the UT Dental Branch Alumni Association, will be the principal speaker as special activities and guests commemorate the school's 100 years of developing dental professionals in Texas, during Dental Branch commencement ceremonies, **10 a.m.**, Verizon Wireless Theater, 520 Texas Ave. Mark G. Yudof, LL.B., chancellor of The University of Texas System, also is scheduled to make remarks.

★ **May 25** — The Henry W. Withers Lectureship in Family Medicine features

Scott Lillibrige, M.D., director of the Center for Biosecurity and Public Health Preparedness at the UT School of Public Health at Houston, discussing his experiences with disaster relief, bioterrorism response and underserved populations, **1 p.m.**, Medical School Building, Room 2.135. Contact: [Amanda.De.La.Vega@uth.tmc.edu](mailto:Amanda.De.La.Vega@uth.tmc.edu), (713) 500-7604.

★ **May 27** — "Is it Just a Game? Performance and Ethics in Sports Medicine," the Ninth Annual Houston Conference on Health Informatics, **8:30 a.m.-3 p.m.**, John P. McGovern Museum of Health & Medical Science, 1515 Hermann. Carlos R. Hamilton Jr., M.D., executive vice president for external affairs, UT Health Science Center at Houston, and member, World Anti-Doping Agency, speaks at 1:15 p.m. on steroids and drug testing. Admission: \$15 in advance; \$20 at the door. For more information, visit <http://resource.library.tmc.edu/hchi2005/hchi2005.php>.

★ **May 28** — Catherine D. DeAngelis, M.D., editor of the *Journal of the American Medical Association*, and editor-in-chief, Scientific Publications and Multimedia Applications, will speak at the Medical School commencement, 10 a.m., General Assembly Hall, George R. Brown Convention Center.

★ **May 30** — Memorial Day holiday; full closure.

★ **June 4-10** — Disparities in Health in America: Working Toward Social Justice, Third Annual Summer Workshop, **8:30 a.m.-5:30 p.m.**, UT M. D. Anderson Cancer Center, hosted by Lovell A. Jones, Ph.D., professor, UT Graduate School of Biomedical Sciences. Online registration at <http://www.mdanderson.org/crmh> and onsite registration daily at conference. Contact: [cyclark@mdanderson.org](mailto:cyclark@mdanderson.org), (713) 563-4005. ★

## Who Ya Gonna Call?

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Counsel and the State of Texas Office of the Attorney General; coordination of the activities of the Professional Liability Committee at the Medical School and Dental Branch; advice and guidance to personnel, students, residents and faculty members regarding areas of health-care risk management and risk awareness; lecturing to medical school faculty, fellows and residents, dental school faculty and students, and nursing school faculty and students regarding healthcare risk management and patient safety; negotiation of the purchase of commercial professional liability insurance for various non-physician health-care providers.

Senior Staff Assistant: *Michelle Barron*  
(713) 500-3280

#### Institutional Compliance

**Elisa Fallows** is the office's Research Compliance Manager. The Research Compliance Office goal is to ensure that all health science center research complies with federal and state regulatory requirements and with the ethical and business policies of UT System and the health science center.

**Marilyn Dommell** is a Compliance Coding Analyst for the Billing Compliance Office in the Office of Legal Affairs and Institutional Compliance. Her responsibilities include: coordinating and conducting billing compliance audits on medical records of the patients seen by the billing providers of our Practice Plan; and, coordinating and conducting educational sessions for physicians, non-physician providers and residents.

**Natalie J. Moya** is a Compliance Training Specialist in the Billing Compliance Office. Her responsibilities include: developing, coordinating and conducting annual training/education programs for faculty, non-physician pro-

viders and residents; and, conducting medical record compliance audits.

**Treena Williams** is a Senior Compliance Analyst in the Billing Compliance Office. Her responsibilities include: physician and non-physician provider medical record reviews; new provider education; and, maintaining the database for provider education.

Senior Staff Assistant: *LaTundra Hill*  
(713) 500-3294

#### Privacy

Privacy Officer **Christina Solis**, J.D., developed and implemented the privacy program at the health science center, including: writing policies and procedures to comply with the Health Insurance Portability and Accountability Act's Privacy Standards; assisting researchers in developing protocols that meet HIPAA regulations; coordinating with human resources, academic deans, administrative management, Institutional Review Board, information services, legal affairs and other departments to implement the privacy program.

(713) 500-3305

#### Equal Opportunity and Diversity

Director of Equal Opportunity and Diversity **Yolanda Davis** began her employment with UT Health Science Center in 2001. She advises administration on issues related to diversity and equal opportunity compliance; coordinates the university's affirmative action and equal opportunity programs; monitors and reports on institutional compliance with federal and state regulations; and serves as the university's Americans with Disabilities Act coordinator.

Equal Opportunity and Diversity Advisor **Vivian Pyatt** joined the health science center in 2004.

Administrative Assistant: *Ella Brimberry*  
(713) 500-3079