

# Administrative Staff Join Leadership Development Program

By Pamela Lewis, Public Affairs

After six years of helping faculty members develop their leadership skills, the former Academic Leadership Development Program (ALDP) started by Gilbert Castro, Ph.D., under the auspices of the Office of Academic Affairs, has expanded to include administrative staff.

The original program, which began in April 1998, was designed to increase senior faculty's knowledge of The University of Texas Health Science Center at Houston and to enhance the leadership and management skills they would need as academic administrators. The new Academic and Administrative Leadership Development Program includes both senior faculty and administrative participants in its ranks.

The AALDP is guided by a steering team composed of L. Maximilian Buja, M.D., executive vice president for Academic Affairs; Michael McKinney, M.D., senior EVP and chief operating officer for the UT Health Science Center; Paula O'Neill, Ed.D., curriculum coordinator for the AALDP; Ted Pate, Ph.D., program fellow coordinator; steering team members Linda Brannon and Duane Heuer; and Kathy Rodgers, program coordinator.

## The program's goals are to:

- increase participants' knowledge about the importance of leadership in the academic health center,
- increase participants' knowledge about management skills pertinent to the academic health center,
- increase participants' knowledge about health culture and leadership,
- increase participants' personal awareness as it relates to leadership abilities,
- help the participants integrate this new learning so they can apply it to current work environments.

In addition to taking part in classes and workshops, the program members work with mentors, attend administrative case rounds, do internal externships and individually prepare a new initiative.

## Among the new initiatives being prepared in this session are:

- a simulation drill in forensic dental pathology by Veronique Delattre, D.D.S., associate professor in Restorative Dentistry at the Dental Branch (look for an article in an upcoming issue of *Distinctions*);

- "The Identification of Challenges to the Successful Implementation of an Electronic Patient Record (EPR) at The University of Texas Dental Branch at Houston" by Kim Chambers, director of Patient Services and HIPAA Privacy at the Dental Branch;
- "Developing a Data Repository: A University-Wide Tool to Aid in Decision-Making and Reporting" by Deanne Hernandez, Manager of Strategic Planning and Institutional Analysis, Office of Academic Affairs; and
- "Creating Great Departments To Work In" by Sam R. Hester, Work/Life Coordinator, Employee Assistance and Work/Life Programs.

Chambers chose to work on challenges to the EPR because "the successful implementation of an electronic patient record has been recognized as the foundation to the successful implementation of a new Clinical Information System (CIS); the development of a prototype classroom and the establishment of a Dental Branch Faculty Practice. These three things are "key strategies in the Dental Branch objectives toward achievement of the health science center's top priority in the Compact with UT System," Chambers said.

Hernandez's project is one she has wanted to do for a long time. As a public institution of higher education, the health science center must "maintain and submit various data reports and surveys to a large number of stakeholders — the U.S. Department of Education, Texas Legislative Budget Board, Texas Higher Education Coordinating Board, The UT System, accrediting boards, and the Texas Medical Center — to name a few," she said. "It is clear that data exist, however, the challenge is to make sure the data are easily accessible and used accurately and consistently across the health science center." To foster this, she will develop an online data repository and provide comparative and other data in support of strategic planning and reaffirmation of accreditation efforts.

Hester's initiative is designed to help with retention of current staff and recruitment of new employees in this era of an aging workforce. During his initiative,

he is "working confidentially with a high-profile department, tailoring a leadership development course for a mix of faculty and staff. The focus is to help them deal well with change, stress and conflict. The initiative includes assessment of departmental and faculty and staff needs, didactic

teaching around those needs and experiential training."

## What impressions do those administrative participants have of the AALDP?

- Chambers: I especially like the mix of faculty and A & P from across the *continued on page 4*



AALDP participants Deanne Hernandez, left, and Sam Hester, right, with program speaker K. Parker Young, Ed.D., professor emeritus of higher education, University of Georgia. Photo by Ina Fried

## Want to Apply for Next Year's AALDP?

The AALDP is now accepting faculty and administrative applications for the fall 2007 program which begins in October 2006.

The program is seeking applicants from senior faculty (associate and professor) and administrators in positions with leadership responsibilities who have aspirations of becoming better leaders in their field. Participants, who are expected to be nominated by their department chairs, dean, or direct supervisor, must commit to 24 monthly program hours for classes and workshops with additional time to build their initiative.

The program centers on the "New Initiative," a proposal developed by each applicant that may involve the participant's school, department or area of expertise, or be related to providing leadership to achieve a broader institutional goal. The classes and workshops will focus on developing leadership and management skills through interaction with outside experts and internal key leaders of our institution, UT System, CEOs of area hospital systems, and presidents of other UT institutions.

Applications must be submitted no later than Thursday, June 1, to the Office of Academic Affairs, attention Kathy Rodgers, UCT 1715.

The AALDP Program Brochure is at [http://www.uth.tmc.edu/academic/aldp/AALDP\\_Brochure.pdf](http://www.uth.tmc.edu/academic/aldp/AALDP_Brochure.pdf). It states the goals and objectives of the program with directions on completing application material for both faculty and administrators.

Direct questions about the application process to Martha (Kathy) Rodgers in the Office of Academic Affairs, (713) 500-3065, [Kathy.Rodgers@uth.tmc.edu](mailto:Kathy.Rodgers@uth.tmc.edu).

## Bird Flu — Who's Tracking It at the HSC and How Should We Prepare?

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responders throughout Texas. In November, the center conducted a Pandemic Flu Executive Session with leaders and managers from Houston and Harris County and from the private sector (Reliant Energy, etc.).

The intent, said desVignes-Kendrick, was "to get key individuals and their agencies or businesses engaged in learning the latest information on pandemic flu and to strategize together on issues related to preparedness and response."

The Center for Biosecurity and Public Health Preparedness is expanding its role in pandemic flu preparedness by developing and furthering laboratory response, desVignes-Kendrick said.

In addition, the Texas Medical Center is putting together its pandemic flu plan and all the member institutions of the Texas Medical Center will be involved in some way.

To help you sort out the fact from the fiction, the real from the alarmist, *The Leader* offers the following information, which is excerpted from Bruce Brown's report to Leadership Forum:

## How is avian flu different from seasonal or pandemic flu?

- Avian flu is an influenza virus that occurs naturally in birds that we see all the time.

- Seasonal flu is a contagious respiratory illness caused by influenza viruses.
- Pandemic flu is a global outbreak of a novel Influenza A virus that causes serious human illness and spreads easily from person to person.

## What is different about the A(H5N1) influenza strain is that it is a new or "novel" strain.

"The concern about A(H5N1) is that we have neither an immunity to it nor are there vaccines available with which to inoculate people," Brown said. "However, according to the Centers for Disease Control and Prevention, currently there is no pandemic flu outbreak anywhere in the world."

The World Health Organization characterizes six different phases of pandemic flu, said Brown. (See chart on page 1.) "We are currently at Phase 3 — no or limited transmission from human to human. Most of the bird flu we're seeing right now is strictly in birds and a few other mammals. The next phase would be Phase 4, increased transmission between people. Phase 5 would be significant transmission and Phase 6 would be a pandemic condition," he said. The health science center's

emergency situation response plan is based on these phases as well.

## What is UT Health Science Center doing to prepare?

- The task force has drafted an Emergency Situation Response Plan amendment for community-based events — ones that are not limited to the health science center.
- It has drafted a pandemic flu actions matrix plan based on WHO phases of alert.
- The health science center's plan is being integrated with surrounding hospitals' plans.
- Essential equipment and supplies are being gathered.
- Educational outreach is being conducted within the university.
- Executive leaders are scheduled to take part in a tabletop exercise, detailing a mock pandemic flu situation, at the end of May.

## Questions for each department to answer to prepare:

- Who are the specific individuals that would be absolutely critical to continue operations during an event?
- Do these individuals understand their roles?

- Is contact information for each individual current?
- Does each critical person have a back-up person designated?
- Does each critical person have a plan for home regarding kids, seniors, pets, etc.?
- What is the ability and capacity for telecommuting during a social isolation period?

## What can individual employees do to protect themselves?

- Wash your hands thoroughly with soap and water or hand washing gel.
- Get vaccinated for seasonal flu.
- Avoid close contact with sick people.
- When sick, keep your distance from others.
- Stay home when you are sick, if possible.
- Cover your mouth and nose with a tissue when coughing or sneezing.
- Properly dispose of used tissues in trash.

## Information Resources:

- <http://www.cdc.gov/flu/avian/index.htm>
- <http://pandemicflu.gov/>
- [http://www.who.int/csr/disease/avian\\_influenza/en/](http://www.who.int/csr/disease/avian_influenza/en/)
- <http://www.uth.tmc.edu/safety> ★