



# beeper

News and Information for the MCG Community

Vol 19 No 17 Wednesday, August 19, 2009

## Board of Regents approves furloughs

The University System of Georgia Board of Regents approved six furlough days for faculty and staff during an Aug. 12 meeting.

The furloughs, three of which must be taken by Dec. 31 and the remainder to be taken between Jan. 1 and June 30, will begin in September.

"We have successfully managed reductions and will continue to look to permanent reductions for budget solutions," according to a USG fact sheet. "However, the severity of

the downturn in state revenues has reached a level that necessitates as a final resort the use of furloughs to help bridge the gap between the current shortfall and permanent, smaller budgets. The alternative to furloughs would be pay cuts or new layoffs, which are to be avoided. Mandatory furloughs are taken with great reluctance and with a full understanding of the financial hardship this will impose on many employees."

MCG President Daniel W. Rahn

has directed individual departments and units to tailor the process to the university's needs. "Due to our special mission and other inter-related activities in patient care, education and research, we face special challenges in scheduling and managing this process so that we can ensure that furloughs do not adversely impact essential services, such as patient care and campus safety," he said.

The board also approved changes in the system's health insurance

programs, including eliminating the indemnity plan, increasing premiums on other plans and providing a financial incentive to enroll in the high-deductible plan.

"Human Resources will be providing more information about these changes," President Rahn said. "Please know that our benefits staff stands ready to respond to any questions and concerns you may have and to help you with your final decision-making process during Open Enrollment."

Open Enrollment, the approximately monthlong period during which employees can amend their benefits package, is tentatively scheduled to begin Oct. 19. Any changes in health coverage will be effective Jan. 1.

Visit [www.mcg.edu/about/budget](http://www.mcg.edu/about/budget) for continually updated budget-related news and information.

## A golden sight



Phil Jones photo

**Lantanas along the Administration Building grace the view of returning students.**

## Furlough FAQs

The University System of Georgia is implementing a furlough program as one method of addressing the difficult budget situation. These questions and answers describe how the Medical College of Georgia will implement these furloughs. These guidelines may be amended or supplemented.

### 1. What is a furlough?

A furlough is an unpaid day off. Furlough days replace normal working days. Employees should not work on a furlough day, and MCG will not compensate employees for that day. Employees cannot use leave or unscheduled holidays on a furlough day. A furlough is a tool to cope with budget reductions, so it will lower an employee's compensation.

### 2. Who will be furloughed?

All employees will be furloughed, except for: (1) employees who would earn less than \$23,660 per year after any day of furlough; (2) leased employees working at

MCGHI; (3) medical and dental residents; (4) postdoctoral fellows, graduate students on stipend and work-study students; and (5) employees holding H-1B visas.

The furlough program will apply to all other faculty, staff, administrators and other employees, including temporary employees, part-time employees, intermittent employees, employees of Georgia Correctional Healthcare and the Georgia War Veterans Memorial Nursing Home, employees with joint VA appointments/employment and new hires, regardless of the source of funds used to pay an employee, or their place of work.

### 3. Will there be any other exceptions?

Exceptions cannot be based on financial hardship. MCG recognizes the cost of these furloughs on our employees and their families, but we must apply furloughs uniformly. The president may make exceptions based on operational needs in extraordinary circumstances, such as a risk to safety. However, if such

risks can be managed when an employee is absent on discretionary travel or vacation, there will be a strong presumption they can be managed during a furlough.

### 4. How many furlough days will there be?

Six, for full-time employees. Part-time employees will be furloughed proportionately (i.e., employee's FTE x 6 = # of furlough days). A

**See FAQs, page 14**

## Issue X-Ray

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# Briefs...

## Need to Know news, events and more

### Activity Fair

The Student Organization and Activity Fair will take place today from 11 a.m. to 1 p.m. in the Wellness Center. Registered on-campus organizations will recruit and distribute information to students interested in getting involved. Local non-profit organizations in need of volunteers, on-campus offices and local companies with programs and services for students will also participate.

For more information: Campus Life Services, ext. 1-3356

### Welcome back events

The School of Dentistry Alumni Association will host a Welcome Back Luncheon today at 11:30 a.m. in room 1020 at the School of Dentistry.

The School of Graduate Studies will host a Welcome Back Reception today from 4:30-6:30 p.m. at the Alumni Center.

### Heart-to-Heart

The MCGHealth Cardiac Rehabilitation Department will host a discussion on women and heart disease with Dr. Mindy Gentry tomorrow, Aug. 20 at 5 p.m. at the Cardiovascular Center, 1003 Chafee Ave. There will be refreshments and door prizes. The discussion is open to the public. Space is limited.

RSVP: ext. 1-9055

### Blissit, Adamson awards deadline extended

The deadline for nominations for the 2009 Erie P. Blissit and Clay Adamson Facilities Management Employee of the Year awards has been extended to Monday, Aug. 31. Nomination packets are available at the Human Resources reception desk.

For more information: Wanda O'Brien, ext. 1-4054 or wobrien@mcg.edu

### Wellness Center

During August, receive half off any instructional program registration with the purchase of any payroll, flex or 12-month Wellness Center membership package.

Massage therapy is now available with a special introductory package of three half-hour sessions for \$90.

Contact: ext. 1-6800 or wellness@mcg.edu

### Essential Tremor seminar

Essential Tremor patients, families and health care professionals can learn about research, medications, surgical options, support groups and more Friday, Aug. 21 from 9:30 a.m. to noon at the Marriott

Hotel in downtown Augusta. The seminar is free, but registration is required.

For more information: 888-387-3667 or www.essentialtremor.org

### Safe Sitter class

Safe Kids East Central will offer Safe Sitter classes for 11- to 13-year old babysitters Saturday, Aug. 22 at Wesley United Methodist Church and Saturday, Sept. 19 at the Children's Medical Center from 8:30 a.m. to 4:30 p.m. Registration is required.

For more information: Rene Hopkins, ext. 1-7606 or www.safesitter.org

### Pre-retirement counseling

The Teachers Retirement System of Georgia will offer a pre-retirement workshop and individual pre-retirement counseling for MCG employees within five years of retirement eligibility. Registration is required. The workshop will be held Tuesday, Aug. 25 at 2 p.m. in the Lee Auditorium. Individual sessions will be held in Human Resources conference rooms in the Annex Aug. 26 between 8 a.m. and 4 p.m. and Aug. 27 between 8 a.m. and noon. To register, visit www.trsga.com, click on "Workshops and Counseling," click on "Account Management" under "How Do I Sign Up?", log in to your existing account or sign up for a new one (see green box to the left), click on "Register for Workshop/Counseling," select the event and fill out the information.

Contact: TRS Call Center, 800-352-0650

### Dental Grand Rounds

The School of Dentistry and the Division of Continuing Education will hold Grand Rounds with Dr. Gerard Chiche Friday, Aug. 28 from 2:30-3:30 p.m. in the Lee Auditorium. The topic will be "Esthetics: The details that matter." CE credit will be given. Registration is free. A welcome reception for Dr. Chiche will immediately follow.

To register: ext. 1-3967

### Campus holiday

The MCG campus will be closed Monday, Sept. 7 in observance of Labor Day. Future holidays are listed at www.mcg.edu/hr/CampusScheduleHolidays.htm.

For more information: Human Resources Division, ext. 1-9365

### Weight Watchers

Weight Watchers at Work will begin a new series Tuesday, Sept. 8 at noon in the Magnolia Room of Terrace Dining. The cost is \$186 for the 17-week series. Payment options include payroll deduction.

The deadline for joining is Friday, Sept. 4.

Contact: Amanda Wright, amwright@mcg.edu or Linda Henderson, lhenderson@mcg.edu

### Volunteers sought

MCG staff volunteer data collectors are needed for the School of Nursing's Fit, Body and Soul research study that begins in mid-September. The NIH-funded program is designed to test the effectiveness of a diabetes prevention program within faith-based settings. Volunteers must have experience in administering questionnaires or taking blood pressure, height, weight and waist circumference. Documented CITI training is preferred. Volunteers will receive a gift card.

Contact: Bryan Ihrig, ext. 1-6066 or bihrig@mcg.edu

### Poster fair

The School of Medicine's Dean Summer Research Fellowship will host a research poster fair Monday, Sept. 21 at noon in the Wellness Center. DSRF students who have completed their 2009 summer projects will present their findings and answer questions. Applications for next summer's fellowships are due February 5, 2010.

For more information: www.mcg.edu/som/StudentResearch/index.htm

### Child care study

Grandmothers who provide care for children under 2 are needed to discuss and complete a questionnaire about their child-care routines, including diet. Participants will be paid.

For more information: Jane Mikell, ext. 1-0084 or jlancastr@mcg.edu

### Recycle phone books

Old phone books to be recycled may be placed next to existing shredding/recycling containers. They will be picked up when the containers are emptied.

### Beeper deadlines

For the Sept. 2 edition, deadline is Aug. 26 at noon. For the Sept. 16 edition, deadline is Sept. 9 at noon. Send announcements or story suggestions to beeper@mcg.edu or contact Beeper Editor Sharron Walls at ext. 1-4410, FI-1042 (campus mail) or swalls@mcg.edu.

MCG news may also be submitted to the MyMCG Web portal by e-mailing NEEDTO-KNOW@mcg.edu and the Campus Events Calendar at www.calendar.mcg.edu.

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www.mcg.edu/news/beeper

Division of Strategic Support

Medical College of Georgia – Augusta, Georgia 30912

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## DEADLINES

for Sept. 2 issue - Aug. 26 at noon

for Sept. 16 issue - Sept. 9 at noon

### MEDICAL COLLEGE OF GEORGIA

**Daniel W. Rahn, M.D.**, President

**Deb Barshafsky**, Vice President for Strategic Support

**Jack Evans**, Director of University Communications

**Christine Hurley Deriso**, Publications Coordinator

**EMPLOYEE ADDRESS CHANGES & CORRECTIONS** should be made to Human Resources through department managers. Home address changes may be made in SoftServe.

**RETIREES** Contact the Human Resources benefits office at 706-721-3770 for address changes and corrections or to report changes in Benefits status.

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# USG appoints Presidential Search Committee

The University System of Georgia Board of Regents has appointed an MCG Presidential Search Committee.

A national search will be conducted to replace MCG President Daniel W. Rahn, who has accepted a position as chancellor of the University of Arkansas for Medical Sciences. Dr. Rahn has served as MCG president since 2001 and concurrently as USG senior vice chancellor for health and medical programs since 2006.

R. William Funk and Associates of Dallas will serve as the search firm for the committee, which will guide the first stage of the process. Susan Herbst, USG executive vice chancellor and chief academic officer, formally charged search committee members with their roles and responsibilities at their inaugural meeting Aug. 12 in Atlanta. The

members are:

- Regent James Bishop, Chair
- Regent William Cleveland
- Regent Robert Hatcher
- Regent Mansfield Jennings
- Regent Don Leeborn
- Regent Kessel Stelling
- Regent Ben Tarbutton
- Dr. John Blalock, School of Dentistry Professor
- Dr. John Catravas, Vascular Biology Center Director and School of Medicine Professor
- Dr. Pamela Cook, University Faculty Senate Vice Chair and School of Nursing Professor
- Dr. Kent Guion, School of Allied Health Sciences Associate Dean
- Dr. Anthony Mulloy, Physicians Practice Group Chair, Associate Vice President for Clinical Research and School of Medicine Professor

- Dr. Ana Murphy, School of Medicine Department of Obstetrics and Gynecology Professor and Chair
- Mickey Williford, Organizational Development and Effectiveness Director
- Clay Boardman, Georgia Health Sciences University Foundation Board of Trustees Chair
- Dr. Ben Cheek, School of Medicine Alumni Association President
- Dr. Dan DeLoach, MCG Foundation Board of Trustees Past Chair and School of Medicine Alumni Association Trustee and Past President
- Walter Dukes, Georgia Power Regional Vice President
- Jim Lientz, State of Georgia Chief Operating Officer
- Dawnyetta Marable, School of Dentistry Student and Student Government Association President

## EAC Suggestion Box

The Employee Advisory Council is your voice and we need to hear from you!

We know you have ideas to improve employee campus life.

The EAC is your way to share ideas, suggestions and concerns with MCG administration. Use this form, e-mail your representative or send a comment to [www.mcg.edu/EAC/](http://www.mcg.edu/EAC/).

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# Newly renovated partnership building opens in Athens

by Sam Fahmy

Renovations are complete at the historic building housing the first class of students at the MCG/University of Georgia Medical Partnership.

The Interim Medical Partnership Building, at 279 Williams Street in Athens, is one block from the main UGA campus. Originally constructed in 1857 as the Athens Cotton and Wool Factory, the 37,000-square-foot building has been renovated to include small-group classrooms, lecture halls, a medical library, student lounge, gross anatomy lab and faculty office space. Extensive landscaping has created a terraced green space with shade trees at the entrance of the building, and a deck at the rear of the building overlooks the North Oconee River.

Campus Dean Barbara Schuster and her staff have moved into their new offices, and the first students are expected to enroll in August 2010.

"This building will provide an exceptional learning environment for our students," Dr. Schuster said. "The small-group classrooms in particular will facilitate interaction between students and faculty."

Over the course of its 152-year history, the four-story brick building has housed a mill, a nightclub, a fitness center and, most recently, a call center. The UGA Real Estate Foundation purchased the building in 2008, and renovations that began shortly afterward have created a state-of-the-art teaching facility.

"The building affords a uniquely high-tech yet intimate setting for medical education complete with historical roots and an eco-friendly future," said School of Medicine Dean Doug Miller. "It's a great first home for the MCG/UGA Medical Partnership students."

Ten small-group classrooms, designed to resemble doctors' offices, have cameras so professors in a nearby room can observe interactions between students and volunteers posing as patients. The medical library is designed so that the reference librarian is centrally located and easily accessible to students. At the ground floor, a student lounge creates a comfortable and relaxed gathering spot. A newly constructed tower where the two wings of the building meet houses an elevator and a conference room with a lofty view of Athens.

The building retains much of its historic character, with exposed brick walls, high ceilings and - in some rooms - original hardwood floors. A portion of the North Oconee River still runs under the building through an arch that once



**The Interim Medical Partnership Building**

housed the mill's power-generating turbine.

"It was important for us to preserve the historic character of the building while at the same time creating as much usable space as possible," said UGA Office of University Architects Project Manager Krista Coleman-Silvers.

She pointed out that the building was also renovated with sustainability in mind, with features such as motion-sensing light switches that turn fixtures off automatically, energy efficient double-pane windows and water-saving plumbing fixtures. The exterior deck is made from 50 percent recycled and reclaimed plastic and 50 percent reclaimed wood.

The building's classrooms and lab space can also be used by other departments, an important consideration since the campus will move in 2012 to the 58-acre site currently

occupied by the Navy Supply Corps School.

Sam Fahmy works in the University of Georgia Office of Public Affairs.

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# Fire brings out employees' best

by Sharron Walls

Sometimes, the things you say in jest have a way coming true.

When a sudden day trip to Atlanta came up one Saturday last month, Melissa Harris told her daughter she would cook supper before leaving, so Aaliyah, 14, wouldn't "burn the house down."

The next morning, it happened. At 7:30, Melissa, work station support with Information Technology Support and Services, started to cook breakfast by heating grease on the stove. "But then," she says, "for some reason, I really wanted to read my Bible. I went on the porch where it's quiet and started reading and just forgot about the grease."

She heard beeping, but thought it was a truck backing up. Going back to her reading, determined not to get distracted, she read a verse in Mark, Chapter 11 urging faith in God.

"I said, 'Lord, I trust you with my life,' and at that moment the beeping sounded louder."

Finally irritated enough to check it out, she opened the door and was hit by a cloud of smoke.

"It was everywhere in the house," Melissa says. "The kitchen was on fire, but I never smelled it." Running in, she called to Aaliyah to get out and grabbed her younger daughter Tamia, 5. The three made it safely to a neighbor's home, where they called 911.

The Harris family lost everything. What didn't burn was irreparably damaged by smoke, heat or water.

"For a few days I was in disbelief: This didn't just happen to me, did it?" she says.

Then the blessings came. An MCG employee for nine years, the first six with the School of Allied Health Sciences, Melissa was soon to learn that tragedy begets unexpected kindness.

"People are very generous," says Devin Jones, SAHS administrative assistant. She went online to learn how to organize relief in such a situation. "I spoke to co-workers to get their ideas, and then generated an e-mail to our school explaining what had happened, giving people the option to help."

Money, clothing and household items came pouring in. "It was so amazing how so many people came together to be of assistance," Devin says.

Others across campus came to Melissa's aid as well.

Gina Boyd, office specialist in the School of Nursing, coordinated a weeklong collection.

"I just think that we're to love one other," she says. "I could lose my house tomorrow. It could be me. I try to put myself in someone's shoes."



Melissa Harris

ITSS, where Melissa has been based for the last three years, came through as well.

"My faith in my fellow employees was restored," says Elaine Mertins, ITSS business services coordinator. "I was amazed by the quick response and the abundance of the giving. It was neat to see how many people stood up and said, 'I want to help.' It was wonderful."

"So many people have come forward to help," Melissa says, "that I honestly have to say, with all that I've been given I've gained a whole lot more than what I've lost."

She's not talking about things, although she's received furniture, appliances, household items and clothing for herself and her three children, including son Rodney Jr., 21, who wasn't home at the time of the fire. Everything is in storage at a relative's house while she looks for a new home.

"I tell people not to feel sorry

for me because I'm blessed beyond what they could realize," Melissa says. "Losing those things in that house is nothing compared to what I really could have lost."

"You make mistakes and you go on," she says, reflecting on her previous reluctance to purchase renter's insurance. "God's working something out for my good."

It may seem a tough lesson to learn, but Melissa doesn't dwell on the negative.

"I just want to tell everyone thank you from the bottom of my heart," she says. "God has blessed a lot of people to bless me." She pauses, overcome for a moment by emotion. "So many people helped that I didn't even know. I never in my life would have imagined...." She trails off, unable to continue, then adds, "This has made me realize that more people think of you than you may ever realize."

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# Children's Medical Center ranked first in nation

The region's only pediatric hospital, MCGHealth Children's Medical Center, has been ranked first in the nation in patient quality and safety, according to a nationally recognized method for assessing the quality of medical centers.

The University HealthSystem Consortium's First Quarter 2009 Quality and Safety Management Report ranks the CMC number one in pediatric care for the past year. Rankings are based on quality indicators established by the Agency for Healthcare Research and Quality,

the health services research arm of the U.S. Department of Health and Human Services. MCGHealth's pediatric care earned the top spot in seven of 14 AHRQ measures, outranking 99 others.

"We are very excited about this prestigious ranking. Achieving the top position in the UHC is the result of our focus on delivering the safest and highest quality care available anywhere in the nation," said Don Snell, president and CEO of MCG Health, Inc. "This national recognition is good for our organization,

but it's vital for our patients, which is where it really counts."

"We provide excellent patient care at the MCGHealth Children's Medical Center and through ancillary pediatric services throughout the health system," said Barbara Meeks, vice president of Pediatric Patient Care Services. "These rankings are evidence that our physicians, nurses and support staff give their best to our patients. We are extremely proud of this success."

## Family Day Sept. 12

MCG will host Family Day Sept. 12, offering activities for students and their families in all five schools.

The Schools of Allied Health Sciences, Dentistry, Graduate Studies and Nursing will host a reception from 9-10 a.m. in the Wellness Center followed by a 10 a.m. welcome address in the Lee Auditorium.

The School of Medicine will host a reception from 10:30-11:30 a.m. in the Wellness Center followed by an 11:30 welcome address in the Lee Auditorium.

Individual school activities will be held from 10:30 a.m. to 3:30 p.m.

For more information, contact Campus Life Services at ext. 1-3356.

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## Straight to Your Hips Dip

### Ingredients

- 1 pound ground beef or turkey
- 1 block of Velveeta cheddar, pepper jack or Mexican-flavored cheese
- 1-2 cans of pinto beans
- 1/3 cup diced or minced onion
- taco seasoning
- salsa chips

### Directions

Brown meat and half the onions in a skillet on low. Place mixture in crock pot on low. Cut the cheese into thirds, add beans and cheese to crock pot, let melt (about 30 minutes). Stir together well, sprinkle remaining onions and small amount of taco seasoning on top. Keep warm. Perfect for football parties or tailgating.

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# Family medicine leadership fellowship emphasizes integrity, inclusiveness

by Toni Baker

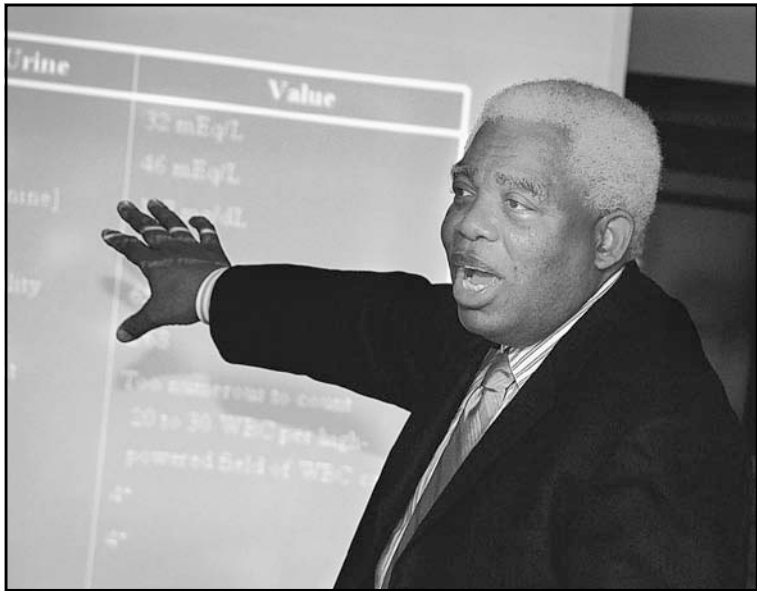
He had a unique insider's look at one of the country's largest medical schools and found an institution much like his own: great in many ways and struggling in others.

The Indiana University School of Medicine "felt like home to some extent," says Dr. Joseph Hobbs, chair of the Department of Family Medicine and senior associate dean for primary care and community affairs in the School of Medicine. Dr. Hobbs immersed himself in the campus recently as a participant in the Society of Teachers of Family Medicine's Bishop Leadership Program.

Dr. Hobbs's employer and alma mater, which already has one of the nation's largest medical school classes, is increasing its class size from 190 to 300 students by 2020. That expansion includes clinical campuses in Albany and Savannah and a four-year campus in Athens in partnership with the University of Georgia. It's part of the push to meet physician needs for a state that is ninth in the nation in population and 44th in physicians per capita.

Indiana University School of Medicine, the nation's second largest medical school, has 1,000 faculty, 2,200 volunteer faculty and nine campuses dotting a small yet densely populated state. Most campuses serve first- and second-year medical students, but the school recently opened a second four-year campus in Terre Haute. The resume of Dean Craig Brater, a nephrologist who also oversees life sciences as an Indiana University vice president closely mirrors that of MCG School of Medicine Dean Doug Miller – a cardiologist with a joint appointment as senior vice president for health affairs.

The schools' similarities led Dr. Hobbs to choose Indiana University as the site of his 2008-09 Bishop Leadership Program, which helps prepare family medicine educators for careers in top academic medicine posts. Bishop fellows also become American Council



Dr. Joseph Hobbs

on Education Leadership Fellows, geared toward the next generation of college and university presidents, participating in three council seminars, and attending the Association of American Medical College's 5-Day Executive Development Seminar. Dr. Hobbs was one of three family medicine physicians in the country selected to participate.

Family medicine faculty often have low profiles in the subspecialty-driven referral hospitals that are often the clinical heart of a medical school. The MCG Department of Family Medicine is a bit of an anomaly: The department's outpatient clinic is on the first floor of the MCGHealth Ambulatory Care Center and its faculty are well-represented in MCG hospitals. Still, Dr. Hobbs, the 2007 recipient of the Society of Teachers of Family Medicine's Recognition Award, wanted to help his department and specialty do more.

He reasons that a closer relationship between medical education and his specialty would be mutually beneficial. "[Family physicians] see how health care functions and

dysfunctions from a very global standpoint; you come to the job with kind of a broader perspective," he says.

He found among the Hoosiers many essentials of great leadership: a core group that champions integrity with a steady eye on institutional mission and a willingness to hire good people and let them do their job.

Dr. Brater invited Dr. Hobbs to join him wherever he went and to meet with whomever he wanted. That act alone demonstrated Dr. Brater's confidence in his team, Dr. Hobbs says. In Dr. Brater, he found a leader consistently dubbed "trustworthy" even by those with different priorities. They also referred to him as a "servant leader," a man ready to get his hands dirty, including spending time abroad in mission work.

"Whether his colleagues agree with every decision he makes, they believe he is committed to the welfare of people abroad, the welfare of people [in Indiana] and, by translation, the people who work around

him," Dr. Hobbs says. He quickly understood why.

"He is really mission-focused. He believes that public universities have an obligation to the state to provide a product." That product includes the health and economic benefits of scientific advances as well as a well-educated health care workforce. That's the idea behind the nine campuses.

"The hope is that if the students get their education at a site outside of Indianapolis, they will become familiar with smaller communities and realize you can practice medicine very well in those communities and help meet an unmet need," Dr. Hobbs says.

Again, a little déjà vu for Dr. Hobbs, who has spent years enlisting family medicine physicians across Georgia as mentors for his students. MCG even jointly supports a family medicine residency program with Dr. George Wheeler ('89), and the Waycross, Ga., community.

He admires the individuality and autonomy of Indiana's satellite campuses within the framework of

the university's over-riding mission. "This is not about telling people what to do. It's about trying to develop group think," he says. "It gave me confidence that decentralized governance structure could work, which is what we are embarking on. It also told me things that don't work."

Back home, he's striving to put what *does* work into practice, complementing department-wide priorities with a university-wide focus. "I don't want family medicine to be just a unique functional unit of MCG. I want it to be an integral unit of MCG that progresses not only the issues that are important to family medicine but promotes the global mission of the university as well."

Conceding that some might argue the point, he already considers himself a practitioner of participatory management. While even a democracy requires rules of authority, an organization benefits most from hiring smart people and letting them do their best work, he says. "Micromanage them and they'll find something else to do."

Phil Jones photo

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# Disaster practice makes perfect

by Paula Hinely

Disaster can happen at any moment, and the School of Nursing is preparing its students for that possibility.

Forty clinical nurse leader students from MCG's Augusta and Athens campuses participated in the school's first disaster simulation drill July 30.

One portion of the drill took place in the Interdisciplinary Simulation Center, which functioned as a small-town hospital with typical patient cases.

"What starts as any other day in the ER quickly became a day overwhelmed by disaster," said Dr. Lori Schumacher, associate dean for simulated learning innovations in the School of Nursing. The mock disaster involved a nearby train that derailed and released an unknown toxin.

Students did not know the nature of the disaster until receiving a call to expect the arrival of numerous "victims" to the emergency room. Junior nursing students and the center's high-tech simulators served as typical emergency room patients and disaster victims. Victims

suffered from ailments including severe burns, skin and eye irritations, stress, cardiac symptoms and respiratory distress.

"We want the students to be overwhelmed in this simulated hospital environment so they can practice prioritizing patient care and teamwork," said Peter Way, a nursing instructor with extensive military and disaster-response experience.

Students also participated in a mass casualty triage scenario in the Health Sciences Building. Hospital personnel are often summoned to mass disaster scenes, such as the 2005 train derailment in Graniteville, S.C., and the 2008 sugar refinery explosion near Savannah, Ga. "We teach so many hospital-based skills, so we want the students to experience an uncomfortable environment without the resources they're accustomed to," Mr. Way said.

Added Dr. Schumacher, "It may sound like the plot of a TV hospital drama, but this drill will drive home the reality that as health care providers, we never know what we may have to respond to and we must be prepared for anything."

Southern Beverage donated bottled water for the drill.



Students and "patients" during disaster drill.

Phil Jones photo



A "patient" receives care from student Jane Daniel.

Phil Jones photo



  
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# All together, now!



Child Care Center summer campers Ashlynn Ferris (from left), Morgan Casteel, Grace Neiswender and A.J. Sutton jump for joy during a Wii workshop on alternative workout routines at the Department of Occupational Therapy. Enjoying the festivities with them is O.T. office manager Becky Herzberg.

# Heavy hitters visit kids at MCG



Ten-year-old Thomas Garrett of Dublin, Ga., a patient at the MCGHealth Children's Medical Center, is flanked by former Atlanta Braves slugger Ryan Klesko (right) and Georgia Sen. J.B. Powell (center) during a recent visit to the CMC, where the visitors delivered baseballs and winning smiles to patients. Mr. Klesko represents the Blue Ryno Foundation, an organization that supports critically ill children and their families. They were accompanied by Stacy Tallent, director of the Health Center Credit Union (left), and Phyllis M. Cochran, president and CEO of the Augusta VAH Federal Credit Union.

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# Newsmakers

Send news of accomplishments to Beeper Editor Sharron Walls at [swalls@mcg.edu](mailto:swalls@mcg.edu).

## Ms. Brandon named director

Eileen Brandon, an experienced fund raiser and communicator, has been named director of corporate and foundation relations for MCG.

Ms. Brandon came to MCG in 2006 as director of devel-

opment for the School of Nursing, where she worked to secure gifts from individuals, foundations and corporations to support the school's academic programs, student scholarships and outreach initiatives.

In her new role, she will work to secure corporate and foundation support for the university's mission and strategic goals.

She was previously a freelance writer and account executive for *Augusta Magazine*, corporate marketing director for Relife Rehabilitation System in Birmingham, Ala., and vice president of marketing/strategic planning at Walton Rehabilitation Hospital in Augusta.

## Dr. Brann named to study sections

Dr. Darrell W. Brann, Regents Professor, chief of the Developmental Neurobiology Program and associate director of the Institute of Molecular Medicine and Genetics, has been appointed

chair of the R2 Brain Study Section at the American Heart Association.

The section reviews grant applications from the Southeast for cardiovascular and brain research. Dr. Brann will recruit study section members, assign primary grant reviewers and readers and manage study section meetings. He has co-chaired the study section since 2007.

Dr. Brann, a 1990 graduate of the School of Graduate Studies, also

has been appointed to a four-year term as a full-time member of the National Institutes of Health Integrative and Clinical Endocrinology and Reproduction Study Section. The section reviews grant applications on the physiology and pathophysiology of growth, development and disorders of the endocrine system. He chaired a Special Emphasis Review Panel in 2003 and a Special Review Study Section for the NIH in 2008 and served as an ad hoc member of the American Association for the Advancement of Science Research Competitiveness Service Review Panel in 2009.

Dr. Brann's researches neuronal cell death and brain cell protection in stroke, including the neuroprotective potential of estrogen.

## Ms. Cresci receives award

Gail Cresci, dietitian and assistant



professor of surgery in the School of Medicine, has received the 2009 American Dietetic Association's Excellence in Practice Award for Clinical Nutrition.

She will be honored at the association's annual meeting in Denver in October for her contributions to ensuring proper nutrition for critically ill patients.

Mrs. Cresci was among the first dietitians in the country to place feeding tubes in critically ill patients and for the more than a decade has taught health care providers proper tube placement. She also works to ensure that nutrition advances are put into practice.

She is a member of the American Dietetic Association and chairs the nominating committee of its practice group, Dietitian in Nutrition Support. She is a member of the Society of Critical Care Medicine's Nutrition Clinical Guidelines Development and Clinical Congress Planning Committees.

She serves on the editorial board for *Journal of Parenteral and Enteral Nutrition* and *Nutrition in Clinical Practice* and is contributing editor of *Support Line*, a publication of Dietitians in Nutrition Support, the dietetic practice group of the ADA.

## Ms. Novak receives award

Malorie Novak, assistant profes-



sor of physical therapy, has received the Outstanding Service Award from the Federation of State Boards of Physical Therapy. Ms. Novak chairs the organiza-

tion's Physical Therapy Assistant Item Bank Review Committee. The award will be presented in October

at the federation's Annual Meeting in San Diego. Ms. Novak joined MCG in 2007.

## Obituaries

### Correction

The obituary of Warren David Lowe in the last issue identified him as the husband of Donna Wheatley. Mr. Lowe was spouse of Jo Anna Lowe. The *Beeper* regrets the error.

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# Specialists join orthopedic surgery faculty

by Jennifer Hilliard

Specialists in pediatric orthopedics and advanced shoulder surgery have joined the School of Medicine Department of Orthopaedic Surgery. Dr. David Cearley, who specializes in pediatric orthopedic oncology, and Dr. Lynn Crosby, an expert on reverse shoulder replacement surgery, joined the department this summer.

"Both Drs. Cearley and Crosby provide clinical services that fill a void for orthopedic patients in Augusta and beyond," said Dr. Norman Chutkan, department chair and Henry Chair of Orthopaedics. "We are pleased to add two physicians of their caliber to the department. Patients will benefit because both bring skills that patients have previously had to seek out in places as far away as Atlanta or Columbus."

Dr. Cearley comes to MCG from Scott & White Hospitals and Clinics

in Temple, Texas, where he worked in the Division of Pediatric Orthopedics and Orthopedic Oncology. A graduate of MCG's orthopedic surgery residency program, he says the decision to return to Augusta and MCG was an easy one.

"Children and their parents are lucky to have a place like the MCGHealth Children's Medical Center here locally," Dr. Cearley said. "Children's hospitals are special places that allow a unique way to treat patients and their families. I knew from experience that this was a place that had it right."

Treating the smallest patients, especially those enduring bone cancer, wasn't always his first choice, he said.

"I went through a pediatric oncology rotation during my second year of residency. I liked the service then, but when I went back in year four, I knew that was it. A lot of people think oncology, particularly pediatric

oncology, is depressing, but to me it's inspiring. Kids have some sort of gift to deal with terrible situations. It's almost as if there's a peace about them. They're often easier to treat because, unlike adults, they don't try to rationalize their symptoms before presenting them to their physician."

Besides treating pediatric orthopedic oncology patients – those with lumps and bumps, as Dr. Cearley calls them – he will also practice general pediatric orthopedics and trauma care.

Dr. Crosby comes to MCG from Wright State University in Dayton, Ohio, where he chaired the Department of Orthopaedic Surgery, Sports Medicine & Rehabilitation. An Army veteran with 20 years of experience treating patients with shoulder problems, he specializes in reverse total shoulder replacement, a technique that involves reversing the normal anatomy of the shoulder.

In traditional shoulder replacements, surgeons often replace the "ball" top of the humerus – the arm's largest bone that connects to the shoulder blade's socket to form the shoulder joint – with a metal ball and plastic socket. The new joint is supported by rotator cuff tendons.

"But in some cases, the tendons aren't there or are irreparably torn," Dr. Crosby said.

In those cases, he uses the reverse technique, which was provisionally approved by the U.S. Food and Drug Administration in 2004. The socket and metal ball are

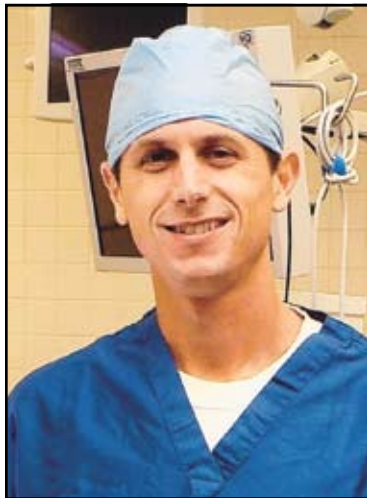
switched, a metal ball is attached to the shoulder bone and a plastic socket attached to the upper arm bone, allowing a different set of muscles to lift the arm.

The procedure, which provides a shorter recovery time, is most commonly performed on arthritic elderly patients.

"But it could be done on patients

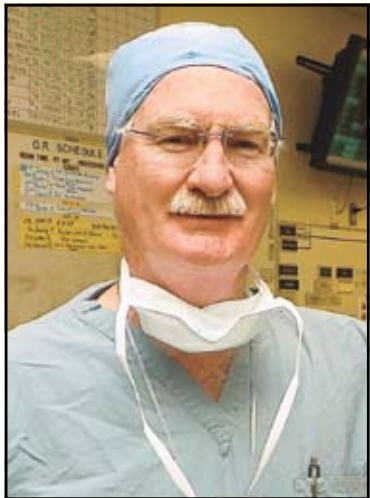
who've suffered traumas or those who've already undergone rotator cuff surgery and it's failed," Dr. Crosby said. "There is a great demand. I've already done five cases this month."

To contact Drs. Cearley and Crosby, call the MCG Department of Orthopaedic Surgery at ext. 1-1633.



Phil Jones photo

Dr. David Cearley



Phil Jones photo

Dr. Lynn Crosby



Brian Jackson

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to these new members of the MCG community

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Ozan Bagis Ozgursoy (*resident*)

### School of Medicine-UGA

Jennifer M. Stowe

### Georgia Correctional HealthCare

Lawrence D. Lindsey

### Georgia War Veterans Nursing Home

Barbara Ann Oglesby  
Cherelle Sheppard

### Lab Animal Services

Spencer Allen Johnson  
Cory Grant Williams



## Pet Gazette

"This is Duncan, a Boston Terrier and the newest member of our family," says Nathan Herz, program director and assistant professor in the School of Allied Health Sciences Department of Occupational Therapy. "My fiancée, Paula Jackson, and I got him a few weeks ago and he became a hit at the Columbia Area Parkinson's Support Group." So much so, Duncan is now the mascot for the group and wears a "Got Cure" button. At 16 weeks, he tears up shoes and picks on his brothers Tee, a blond Labrador, and Vader, a Lab-Chow mix, who are much bigger than his seven-and-a-half-pound frame. "He is a special guy and very lovable. We are glad to have him."

Send photos and stories about your pets to Sharron Walls at [beeper@mcg.edu](mailto:beeper@mcg.edu).

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# Campus Beat

*Periodic reports of crime-related news on campus are posted in compliance with federal, state and local laws to maximize campus safety and awareness. To report crimes, suspicious activity or information regarding reported incident(s), call the MCG Public Safety Department at ext. 1-2911 or 2911 from a cellular phone.*

## Entering an Automobile

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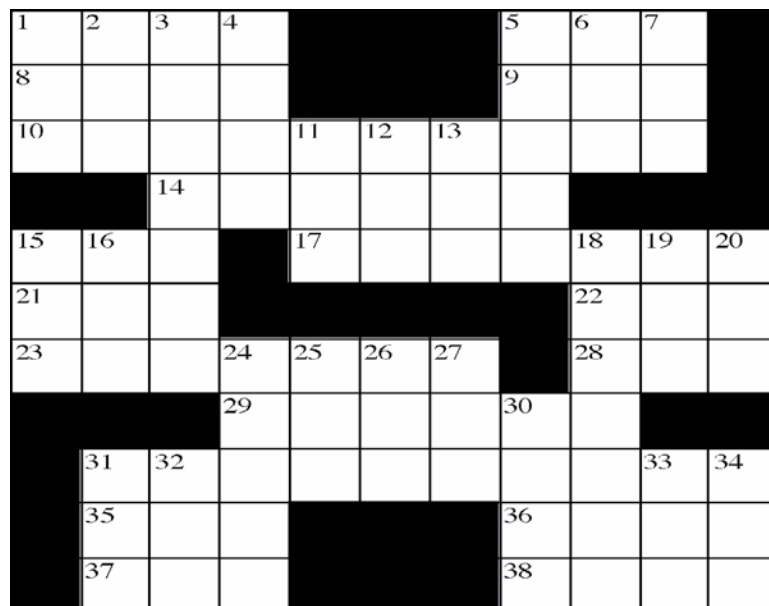
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ACROSS

1. Sites for Morton's neuroma
5. Common analgesic, for short
8. On \_\_\_ with; equivalent to
9. Apr. addressee
10. Possible result of hypercoagulability
14. \_\_\_ flutter; heartbeat irregularity
15. Habitual spasm
17. Contaminates
21. Suffix for fever or fool
22. Just fine, for short
23. Unique; highly prized
28. California's Mission San Luis \_\_\_
29. One with a pigment deficiency
31. Connective tissue inflammation
35. JAMA publisher
36. Pleasant
37. Hightail it
38. First couple's home

## DOWN

1. Adipose tissue, basically
2. New Testament bk.
3. Acute adenoiditis symptom
4. Jogging gait
5. Walkway
6. \_\_\_ Lanka
7. Schmuck
11. Pre-surgical test, often: abbr.
12. Flour container
13. Clumsy fellow
15. Sit up?
16. Hotmail or Comcast, for short
18. One of two main arteries supplying blood to the head
19. Hallux
20. Firmament
24. Verapamil
25. In need of hospitalization
26. \_\_\_ Ghraib; Baghdad Central Prison
27. "\_\_\_ Abner"
30. Number of cervical vertebrae plus 2
31. Ion or Scion
32. Second-largest bird
33. Recommendation for a sprain
34. Chambliss or Isakson: abbr.

## MEDICAL WORD SEARCH

M	A	G	M	R	O	W	E	P	A	T	A
G	E	N	A	R	H	T	E	R	U	I	T
E	S	T	E	C	I	C	O	U	G	H	I
N	O	E	H	U	I	O	G	L	X	T	V
O	P	T	M	O	R	P	A	N	N	C	A
B	H	A	O	G	T	Y	Y	G	Y	U	N
D	A	N	L	H	M	R	S	C	R	D	M
I	G	U	E	O	A	T	E	M	A	R	Y
O	U	S	R	H	R	G	G	X	L	A	O
Y	S	B	P	A	S	E	L	S	A	E	M
H	I	S	W	E	L	L	I	N	G	T	A
F	G	C	A	T	L	A	B	M	Y	C	E

Can you find and circle in the grid above the terms listed below?

Methotrexate	Urethra	Ativan
Tetanus	Pica	Cough
Hyoid bone	Esophagus	Warts
Mole	Cymbalta	Fibromyalgia
MRI	Swelling	Larynx
Aneurysm	Tear duct	Measles
Tapeworm	Pharynx	Mvoma

# SUDOKU

Sudoku requires no arithmetic skills.

The object of the game is to fill all the blank squares with the correct numbers.

Each row of 9 numbers must include all digits 1 through 9 in any order.

Each column of 9 numbers must include all digits 1 through 9 in any order.

Each 3 by 3 subsection of the 9 by 9 square must include all digits 1 through 9.

3			1	2			4	
					4			6
	8		7					
		1			6	8		
6		7				3		5
		8	2			1		
			4		9		5	
5								
	9			3	8			7



**FAQS...from page 1**

full furlough day must be equivalent to a full work day. For employees who are paid hourly, this will equal eight working hours. Although no further furloughs are envisioned at this time, the USG and MCG must reserve the right to react appropriately if the financial picture worsens.

5. When will furlough days be taken?

Each manager must schedule the furlough days for each employee in his area, ensuring that the normal educational, clinical, research and support operations of the area will continue. If other entities (i.e., the VA, MCGHI, GDC, etc.) may be affected by the furlough schedule, the manager should consult with the affected entity to ensure that normal operations continue.

Furlough days for each employee should be limited to one per pay period, unless approved by the affected employee and the Division of Human Resources. Each employee subject to furloughs must take at least three furlough days (or the part-time equivalent) by Dec. 31. The other three must be taken by June 30. Faculty on academic-year contracts must take all six days by May 31, the end of the academic year. Each manager's furlough plans must be submitted through the management chain up to the relevant Cabinet member.

6. Can furloughs be scheduled so that an entire office or service is closed?

Yes, but only if this is done in accordance with MCG's procedures for closing an office during a holiday, and only if this would not drop an employee's salary below \$23,660 per year. Units may combine paid leave and furloughs during a closure period to ensure this minimum salary is maintained. As a reminder, employees may, but do not have to, take more than one furlough day during a pay period.

7. What if I end up having to work on a furlough day?

Employees should not work or provide services to the institution when they are furloughed. If a supervisor requires emergency work during a furlough, the employee must be paid for the time worked. Managers must then schedule an alternate furlough day and submit an amended plan.

8. Can overtime or extra duty be used to balance out an employee's pay?

No. Furloughs are designed to save money, and managers must not approve overtime or extra duty to make up for the reduced pay caused by a furlough. All overtime and extra duty during the remainder of fiscal year 2010 must be approved in advance by the relevant Cabinet member, and all approvals must be forwarded to the senior vice president for finance and administration.

9. Will furloughs affect my health or life insurance?

No. Furloughs will not affect any insurance benefits provided through MCG.

10. Will furloughs affect the rate at which I accumulate leave?

No. Employees will accrue annual leave, sick leave and unscheduled holidays at their normal rate.

11. Will furloughs affect my retirement?

Possibly. For employees in the Optional Retirement Plan, the employer's contribution will remain the same, but the employee's contribution will go down, because it is a percentage of each employee's pay. MCG's Benefits Office can assist employees who may wish to save the difference in another plan (e.g., 403(b) or 457). For employees in the Teachers' Retirement System, we expect that both the employer and employee contributions will remain unaffected. However, the USG is awaiting a formal answer on this

question from TRS and the attorney general's office. Furloughs will not affect the calculation of an employee's length of service.

12. Will furloughs affect the revenue distribution plans for the faculty practice plans, or the research incentive program?

Possibly. A furlough day is a missed day of work, and the missed clinical income or research effort could affect the metrics that drive these programs.

13. Can I file a grievance or appeal of these furloughs?

No. However, employees may always contact MCG's AA/EEO Office if they believe they have been subject to inappropriate discrimination.

14. Will furloughs affect teaching?

No. Supervisors must schedule furloughs so that teaching is not affected.

15. Will furloughs affect patients?

No. Supervisors must schedule furloughs so that patient care is not affected.

16. Will furloughs be measured in days, in hours, or some other way?

Full-time employees must take furlough days in whole days (eight working hours for hourly employees) or half days (four hours). Part-time employees may be furloughed in whatever increments are necessary to reflect their proportional furlough period, though managers should use whole or half days whenever the employee's schedule permits.

17. How will furlough days be recorded?

For exempt employees, departments should submit an ePAR by the regular monthly deadline, regardless of when the employee will be furloughed during that month. In addition, exempt employees who

are not faculty must keep a record of the hours worked during any week in which a furlough day is taken. If their hours exceed 40 in any week, they will be eligible for overtime or compensatory time. However, please note the overtime restrictions in #8 above.

For non-exempt employees, TimeWare will automatically capture absences when the employee does not clock in or out. When the departmental time keeper finalizes the submission to the payroll system, he will record the missed work as a furlough.

Detailed instructions for processing the payroll adjustments required for furloughs will be distributed to deans and vice presidents separately, and shared with other managers as appropriate.

18. Will furloughs affect new hires?

Yes. Employees hired during fiscal year 2010 will be subject to furloughs. However, managers should not schedule a furlough day during an employee's first 30 days of employment. Furloughs will be pro-rated for new hires as follows:

- Employees hired on or before Sept. 1 will be subject to six days of furlough in the current fiscal year with three furlough days required by Dec. 31.

- Employees hired between Sept. 2 and Oct. 1 will be subject to five days of furlough between their hire date and the end of the current fiscal year with two furlough days required by Dec. 31.

- Employees hired between Oct. 2 and Nov. 1 will be subject to four days of furloughs between their hire date and the end of the current fiscal year with one furlough day required by Dec. 31.

- Employees hired between Nov. 2 and Dec. 31 will be subject to three furlough days for the remainder of the fiscal year beginning Jan. 1.

- Employees hired between Jan. 1 and Feb. 28 will be subject to two furlough days for the remainder of the fiscal year beginning March 1.

- Employees hired between March 1 and April 30 will be subject

to one furlough day for the remainder of the fiscal year beginning May 1.

19. How will furloughs be handled for employees with intermittent work schedules (i.e., seasonal employees, PRN)?

Employees with intermittent work schedules will be subject to furloughs. For employees who work a regular number of days or hours, managers should schedule furloughs according to the employee's FTE (see the treatment of part-time employees in #4). For employees with no predictable work load, managers should consult with Human Resources to determine an equitable furlough schedule. In those cases, furloughs may simply involve reduced usage of PRN employees, but that reduced usage must be tracked.

20. How will furloughs be handled for employees on Family Medical Leave, or any leave without pay?

Furloughs must be taken in addition to any FMLA or other leave taken during FY 2010. However, your furlough days will be pro-rated, as if the FMLA (or leave without pay) had reduced your FTE (see the treatment of part-time employees in #4).

21. Can I donate furlough days to other employees or take extra furlough days to help MCG?

No, per the policy issued by the Board of Regents, under this program all employees will take only the furlough time required of them. However, the spirit of the offer is appreciated.

22. What if I have further questions?

Please call the Division of Human Resources at ext. 1-9365.

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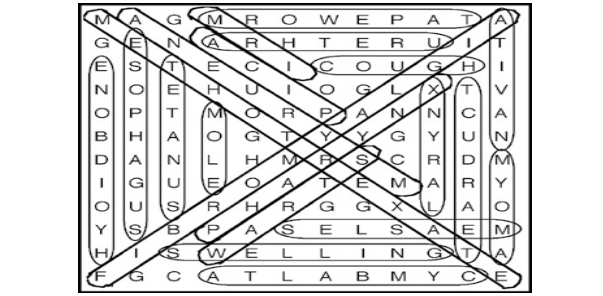
## Crossword Solution

F	E	E	T				A	S	A	
A	P	A	R				I	R	S	
T	H	R	O	M	B	O	S	I	S	
		A	T	R	I	A	L			
T	I	C		I	N	F	E	C	T	S
I	S	H						A	O	K
S	P	E	C	I	A	L		R	E	Y
			A	L	B	I	N	O		
		C	E	L	L	U	L	I	T	I
	A	M	A					N	I	C
	R	U	N					E	D	E

## Sudoku Solution

3	6	9	1	2	5	7	4	8
7	1	5	9	8	4	2	3	6
2	8	4	7	6	3	5	1	9
4	5	1	3	9	6	8	7	2
6	2	7	8	4	1	3	9	5
9	3	8	2	5	7	1	6	4
8	7	2	4	1	9	6	5	3
5	4	3	6	7	2	9	8	1
1	9	6	5	3	8	4	2	7

## Word Search Solution



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