University Hospital realigns hospital operations structure
seeks smoother decision-making process, greater accountability

In his March 9 letter to employees, Philip S. Schaengold, JD, interim executive director of University Hospital, announced a realignment of the hospital's operations structure to provide greater accountability for operational improvement, increase the focus on continuous quality improvement and streamline the decision-making process. In addition, the realignment will create a stronger, more operations-oriented role for nursing.

"As we look forward to the future of University Hospital, it is essential that we develop an organization that is flexible and adaptable to the dynamic environment health care has become," Schaengold said.

"To be that organization, it is necessary to change. The change that we are implementing is a strategic realignment of hospital operations that benefits our core mission."

Key elements of the hospital operations structure realignment are:
- A stronger, more operations-oriented role for nursing. The new nursing management structure will be led by nursing directors who will assess, manage and direct nursing needs throughout the hospital. Nursing directors will report directly to the chief nursing officer (CNO). Prior to this new structure, nursing directors (patient service directors) reported to various service line administrators. This new approach will provide a more expeditious decision-making process to address nursing issues and provide nurses with greater responsibility in making decisions.
- A streamlined approach to decision-making with a less complex management structure. The realignment from service line administrators to associate service line directors to organizational group directors will enable us to be more efficient and effective in making decisions, more accountable to operational improvement issues and more focused on managing and communi-
Colleen O’Leary, MD, appointed interim chair of Anesthesiology

In recognition of her community involvement in clinical affairs and professor of physiology at the University of South Florida, Colleen O’Leary has been named interim chair of the Department of Anesthesiology, effective April 9. Dr. O’Leary succeeds Enrico Camporesi, MD, who has been named professor and chair of the department of anesthesiology and critical care and associate professor for clinical affairs and professor of physiology at the University of South Florida.

In 1991, Dr. O’Leary has been involved in many facets of campus operations through her numerous committee appointments, including the hospital’s operational services planning group and the finance and compliance committee. She formerly served as director of education for the Department of Anesthesiology.

The poster abstract “The Comparison of Helix Tip Active Fixation Leads in the Atrium” was accepted for presentation at the Heart Rhythm Society Scientific sessions, to be held May 5. The poster will be exhibited and presented by Colleen Wolford, BSN, RN; Jane Schultz, MS, FNP-C; and Colleen O’Leary, MD of the Electrophysiology Laboratory in the Department of Medicine.

Dana Savici, MD, discussed the health implications of diesel emissions on WSYR-AM570 radio.

Richard Aubry, MD, was quoted in the Post-Standard regarding a maternity spa created for the education and the preparation of childbirth.

David Lehmann, MD, PhD, was interviewed on WSYR-FM88 regarding VIOXX and other pain-killing drugs.

Dr. O’Leary was interviewed on WAER-FM88 regarding VIOXX and other pain-killing drugs. She was quoted in the Post-Standard regarding a maternity spa created for the education and the preparation of childbirth.

The following awards and platform presentations were given at the Combined Sections Meeting of the American Physical Therapy Association, held Feb. 23 through 27 in New Orleans, La.:

• Gary Brooks, PT, DrPh, CCS, was presented the Best HPA Platform 2005 award of $100 for his presentation “Physical Therapy Outcomes by Referral Status for Patients with Low Back Dysfunction.”

A poster that compared the C3000 C-leg prosthetic knee to the conventional prosthesis was accepted for presentation at the annual conference of Gait and Clinical Motion Analysis, to be held April 6 through 9 in Portland, Ore. The authors are Ronald Seymour, PhD; Nathaniel Orudway, MS, PE; Brenda Engbretson, PhD; Karen Kot, PT, PhD; Jessica Crammell, SPT; Elise Hickemel, SPT; and Katie Wheeler, SPT.

The following awards and platform presentations were given at the Combined Sections Meeting of the American Physical Therapy Association, held Feb. 23 through 27 in New Orleans, La.:
**Bachelor's degree program in medical biotechnology debuts this fall**

SUNY Upstate Medical University will introduce a new bachelor's degree program in medical biotechnology this fall to provide the skills and training for experts say is a growing need for medical biotechnologists. The program is offered through the Clinical Laboratory Science Department in the College of Health Professions.

**Medical biotechnology focuses on research and development of pharmaceutical drugs, vaccines, and biological agents.**

Students in the medical biotechnology program will learn current molecular techniques such as PCR (polymerase chain reaction), DNA isolation and gene transformation. The program integrates traditional medical technology courses into a specialized biotechnology curriculum, and requires completion of two research internships that may take place in the laboratories of SUNY Upstate Medical University or at other labs in Upstate New York.

The five-semester, upper-division bachelor's degree program is recruiting students who have 60 semester hours of prerequisite courses. Recruiting is also being done through the College of Health Professions’ collaborative agreements with several community colleges from across the state. Up to 20 undergraduate students may enroll in the program each fall.

For a new medical biotechnology program guide, contact the Clinical Laboratory Science Department at 464-4607 or millerl@upstate.edu or visit www.upstate.edu/chnp. mb.

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**Operations realignment provides greater support for nursing**

A realignment of the nursing management structure places increased emphasis on nursing professional practice, such as the delivery of patient care. Previously, the nursing management structure featured a business planning orientation and service line administrators responsible for managing issues affecting all areas of the hospital, including nursing.

"This realignment will give us a more expeditious decision-making process for nursing issues and provide nurses with greater responsibility in making these decisions," said Chief Nursing Officer Ann Sedore, PhD, RN.

The new hospital operations realignment provides greater support for nursing. "We have an outstanding, dedicated group of nurses who handle extremely challenging patient cases everyday. This management structure change will enable us to be more efficient and effective in how we respond to the needs of our nurses, and ultimately, the needs of our patients."
\textbf{Rules govern acceptance of honorarium at university}

\textbf{Compliance Chat}

An honorarium is a payment, service, or item of value to a state employee for services rendered. Examples of activities that may entail honorarium include delivering a speech, writing or publishing an article, or attending a conference. Honorarium can be accepted if all of the following conditions are met:

- The service is not part of the normal duties of your position.
- SUNY resources will not be used to prepare for or to perform the service.
- SUNY does not pay for your travel expenses.
- The service is not performed during your normal workday, or if you perform during business hours, you charge your accrued time off (other than sick leave).
- The service does not conflict with any other laws or regulations (including, but not limited to, the Stark and Anti-Kickback regulations).
- Prior to accepting reimbursement, you have submitted a written request to your supervisor.
- Your supervisor has approved your request in writing and filed the approval with the New York State Ethics Commission.

\textbf{The HIPAA Privacy Rule}

The HIPAA Privacy Rule requires that patients be given an opportunity to agree to the disclosure of their confidential health information to members of their family, their friends, and others who are involved in their care. In response to this rule, representatives from University Hospital departments assisted in initially developing a policy that required staff to ask the patient or their personal representative for permission to release information prior to responding to any telephone calls and in-person inquiries for patient information. However, while this process met the Privacy Rule’s intent, it proved to be time-consuming for the staff and frustrating for patients, their families and friends.

Since the Privacy Rule permits flexibility in the development of a reasonable approach to meeting its requirements, the group reconvened to develop a more efficient and patient-friendly process, resulting in revisions to the policy Disclosure of Protected Health Information to Individuals Involved in the Patient's Care or For Notification Purposes (Policy D-10).

The new process implemented on March 7 allows for a patient to be asked during registration and admission for the names of individuals to whom University Hospital can share their confidential health information.

\textbf{SUNY Upstate medical and health professions students may register for fall classes}

The Consortium for Culture and Medicine (CCM) announces its Fall 2005 elective courses, to be held from Aug. 29 through Dec. 16.

Ethics and the Health Profession will be held Wednesdays, from 4 to 7 p.m., in 010 Health Sciences Library. The course will examine the origins and use of ethical theories in the clinical, professional, organizational, and political-economic fields of action in health care.

Dying and Death in American Literature will be held Wednesdays, from 4 to 7 p.m., in 3109 Weiskotten Hall. The course will examine American attitudes and responses toward the end of life through the perspective of American fiction, non-fiction, poetry and film.

First Person: Narratives of Illness, Disability, and Identity will be held Thursdays, from 4 to 7 p.m., in 3111, Weiskotten Hall. The course will offer interdisciplinary dialogue among the different backgrounds, needs, and interests of people with illness or disability, their families and societies, and their health care providers.

CCM is a cooperative program of SUNY Upstate, Syracuse University and LeMoyne College. Courses are open to upper-division undergraduate students, graduate students, medical students and faculty from the cooperating institutions.

SUNY Upstate medical and health professions students may register for CCM courses on the SUNY Upstate website. For more information, call 464-8454 or 464-5404.
Upstate Magazine survey deadline is April 6

The SUNY Upstate community is encouraged to complete the following survey for Upstate Magazine, SUNY Upstate’s monthly television news-magazine program that airs twice every hour on StaffConnect 62 (Channel 62 on Staff-Ed TV) in University Hospital and UHCC. Upstate Magazine highlights SUNY Upstate events and spotlight programs, people and projects of interest to the SUNY Upstate community. The program can also be viewed on computers by visiting www.upstate.edu/edcom/upstatemag.

1) I am: □ Faculty □ Staff □ Student □ Volunteer
2) I work: □ Days □ Evenings □ Nights
3) My unit, department or program is: ____________________________________________
4) I work in: □ University Hospital □ UHCC □ Clark Tower □ Campus Activities Building □ Winksetten Hall □ Institute for Human Performance □ Jacobsen Hall □ 550 Harrison Center □ 2590 Harrison Center □ Liverpool Purchasing □ Computer Warehouse Building □ Other
5) Have you ever seen Upstate Magazine? □ YES □ NO (If "NO" go to Question #15)
6) How many different editions of Upstate Magazine have you viewed? ____________
7) How would you rate the quality of the program content: □ Excellent □ Good □ Fair □ Poor
8) How would you rate the usefulness of the program content: □ Excellent □ Good □ Fair □ Poor
9) How would you rate the length of the program (10-12 minutes)? □ Good □ Too short □ Too long
10) Have you watched the program on a television or a computer? □ TV □ Computer □ Both
11) What did you like best about Upstate Magazine? __________________________________
12) What did you like least about Upstate Magazine? ________________________________
13) How did you hear of Upstate Magazine? □ Supervisor □ Staff meeting □ Update Update Other __________________
14) Will you continue watching Upstate Magazine? □ YES □ NO
15) If you haven’t seen Upstate Magazine, why not? (Check ALL that apply)
□ Didn’t know about it □ Do not know how to access it □ No time to watch □ Not interested □ No TV or computer available □ Other __________________

Completed surveys are due by April 6 in 1307 Hospital Administration. Surveys may also be competed on-line by visiting www.upstate.edu/hr/update/.
Upstate Update
MARCH 23 THROUGH APRIL 6, 2005
Visit our website at www.upstate.edu/80/hr/update/ U S T U P A T E U P D A T E

- Upstate Urology Grand Rounds, 7. 4 to 5 p.m. 6500 University Hospital.
- Obstetric/Mortality Conference. 7:45 to 8 a.m. 2231 Wk. Hall.

Registration for On My Own Time art show due March 25

Registrations will be accepted through March 31. The On My Own Time art show, to be held April 4 through 29, is in the Weiskotten Hall Health Sciences Library.

On My Own Time, sponsored by the Cultural Resources Council and the Everson Museum of Art, is a calendar of programs that makes visible the creative and artistic skills of persons employed in local business and industry.

For more information, contact Brenda Bollier at 464-6454 or BOLLIVER.

Art Gallery
HEALTH SCIENCES LIBRARY
March Local Artist
Hugh Jones
April 4-29
On My Own Time art show
Free and open to the public.

Nursing Director’s Lecture. Hugh H. Samet, MD, PhD. Laboratory of Molecular Biology, 218 University Hospital. Call 464-5476 for more information.

Train-the-Trainer Workshop. “End of Life Care from a Spiritual Perspective Part 11.” 4 to 7 p.m. 3281 Wk. Hall. Contact hours available. Staff may attend single series or individual sessions.

Thursday, March 24
Upstate Urology Grand Rounds. Noon. Chapel, first floor lobby, University Hospital.
Upstate Medical University. 7:30 a.m. Marley Education Ctr.
Upstate Urology Grand Rounds. Noon. 610 Jacobsen Hall. Pre-registration required.

- Upstate University Medical School Conference. Noon. 610 Jacobsen Hall.
- Free Weight Watchers Meeting. Noon. West Lounge, University Hospital.
- Workshop. “Culture and Infrastructure: The Processes and Politics of Getting Things Done at University Hospitals.” 9:00 to 10:30 a.m. 203 University Hospital.
- Pediatric Grand Rounds. Noon. Universal Newborn Neurology & Neonatal Neuroimaging. 8:30 to 10:30 a.m. 203 University Hospital.
- Vascular Conference. Noon. 6500 University Hospital. Pre-registration required.

Friday, March 25
Upstate Urology Grand Rounds. 4 to 5 p.m. 203 University Hospital.

- Orthopedic Grand Rounds. 4 to 5 p.m. 6500 University Hospital.
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Saturday, March 26
Upstate University Medical School Conference. 9:00 to 10:30 a.m. 301 Health Sciences Library.

- Free Weight Watchers Meeting. Noon. West Lounge, University Hospital.

See March listing.

Sunday, March 27
- Holy Week Service. “Serve the Last Week of Christ.” Noon. Chapel, first floor lobby, University Hospital.

Monday, March 28
AA Open Meeting. Noon. 4137 University Hospital. Call 464-5011 for more information.

- Rev. Weez’s Story time.

See March listing.

Wednesday, March 30
Upstate University Medical School Conference. Noon. 207 Computer Warehouse, Pre-registration required.

- Rev. Weez’s Story time.

See March listing.

Thursday, March 31
Upstate University Medical School Conference. Noon. 207 Computer Warehouse, Pre-registration required.

See March listing.

Friday, April 1
Upstate University Medical School Conference. Noon. 207 Computer Warehouse, Pre-registration required.

See March listing.

Saturday, April 2
- Rev. Weez’s Story time.

See March listing.

NIH Lecture. Kay Kurzweil, Kurzweil Technologies, Inc. 3 to 4 p.m. 118 University Hospital. Call 464-5746 for more information.

- Film. “Kinesy.” 7:30 p.m. Medical Alumni Auditorium, Wsk. Hall.

Sunday, April 3
Translational Research Conference. 7 a.m. to 5 p.m. Genesee Grande Hotel, Syracuse.

See March listing.

Monday, April 4
- Rev. Weez’s Story time.

See March listing.

Upstate Urology Grand Rounds. 7 a.m. Wk. Hall Auditorium.

- Medical Grand Rounds. 6 a.m. to 7 a.m. 6500 University Hospital.

- Upstate Urology Grand Rounds. Noon. Marcy, 4137 University Hospital.
- Otolaryngology Grand Rounds. Noon. 610 Jacobsen Hall. Pre-registration required.


- Yogas. See 3/28 listing.

See March listing.

Upstate University Medical School Conference. Noon. 610 Jacobsen Hall.

- Orthopedic Grand Rounds. 7 a.m. Wk. Hall Auditorium.

- Rev. Weez’s Story time.

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- Medical Grand Rounds. 6 a.m. to 7 a.m. 6500 University Hospital.


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Faculty, staff to model at fashion show April 9

SUNY Upstate Medical University faculty and staff will model the latest in spring fashion at “Looking at the Stars”, a fashion show, silent auction and luncheon to benefit the CNY Children’s Hospital at University Hospital Saturday, April 9, from 11 a.m. to 2 p.m. at Drumlins, 800 Nottingham Road, Syracuse.

93Q personality Amy Robbins will emcee this event that features more than 50 auction items, ranging in price from $10 to over $250, including overnight stays at the Mirbeau Inn & Spa in Skaneateles and in a Jacuzzi Room at Bonnie Castle; golf packages; and wines.

Boutique D’elain, Cara’s Village Boutique, Simply Sandra, The Mr. Shop, The Children’s Place and Pixie’s Designer Children’s Clothing provide men’s, women’s and children’s clothing.

The silent auction will be held from 11 a.m. to noon. A seated luncheon, offering a chicken or a vegetarian entrée, will be held from noon to 1 p.m. with the fashion show to follow.

Tickets are $50 per person; tables for 10 are $450. To purchase tickets, call event coordinator Holly Dailey in the Center for Children’s Surgery at 464-3630, e-mail GrafH@upstate.edu; or visit the customer service booth in Shopping Town Mall, DeWitt through April 3. Deadline to purchase tickets is April 5.

Special Thanks

- SUNY Upstate employees who participated in “Wear Red for Women Day” Feb. 4 raised more than $1,800 for heart disease research and the American Heart Association. Employees were asked to dress in red and to donate $5 for a red dress pin or bracelet. The event was promoted by SUNY Upstate’s 67 Heart Walk team captains and coordinated by Becky Cerio of Marketing and University Communications.

- The “Bring on the Books” book drive sponsored by the SUNY Upstate Council for Employee Volunteerism collected more than 900 books for the United Way’s Success by 6 program to promote childhood literacy. The books were given to children who lack books at home and to lending libraries in childcare, Head Start, and Pre-K programs throughout Onondaga County. Becky Cerio of Marketing and University Communications and Donna Stoner of Volunteer Initiatives coordinated SUNY Upstate’s participation.

The collection boxes were placed throughout campus Feb. 14 through 25.

Upstate Update Production Schedule

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Note: Contact the Human Resources Department for address changes and corrections.

Congratulations to...

Chris Sperduit, from the Post-Anesthesia Recovery Unit, winner of the February Product Fair raffle, coordinated by Materials Management. Sperduit won a travel case, donated by Portex Medical Company.