

# U P S T A T E update

A publication  
for the  
SUNY Upstate  
Medical University  
Community

FEBRUARY 25 THROUGH MARCH 10, 2004

## In the Calendar

**Workshop.** "Getting Started with Medical Terminology Part I." 3/2. 2 to 4 p.m. 6408 University Hospital. See *Update Calendar* inside.

## Take Note



William J. Williams, MD

### Reception honoring Dean William J. Williams, MD, is Feb. 26

President Gregory L. Eastwood, MD, invites the SUNY Upstate community to a reception honoring William J. Williams, MD, for his service as dean of the College of Medicine on Thursday, Feb. 26, from 4:30 to 6:30 p.m., ninth floor Weiskotten Hall.

## Batki lands \$3.6 million NIH grant

SUNY Upstate Medical University Researcher Steven L. Batki, MD, has received a five-year, nearly \$3.6 million grant from the National Institutes of Health for a clinical trial to improve access and adherence to medical treatment among individuals with chronic Hepatitis C infection and injection drug abuse. Findings from this study, "Improving Hepatitis C Treatment Outcomes in Injection Drug Users," could save society significant costs associated with the medical and social care of this population. Batki is professor of psychiatry and director of psychiatric research at SUNY Upstate, and leads the Department of Psychiatry's Addiction Research Program.

Batki's study collaborators are Robert A. Levine, MD, professor of medicine at SUNY Upstate and an international authority on Hepatitis C; Robert Ploutz-Snyder, PhD, a biostatistician at SUNY Upstate's Center for Outcomes Research Evaluation-Research Core Support Facility; and Kevin L. Delucchi, PhD, a biostatistician with the University of



Steven L. Batki, MD

California at San Francisco. Addiction Research Program Associate Director, Dr. Jackie Dimmock, and Hepatitis Research Manager Kelly Canfield, NP, will organize the project.

Viral Hepatitis C (HCV) is highly prevalent among people who inject drugs or abuse alcohol and can lead to chronic liver disease and serious liver damage. The progression of the disease can be halted and the costs associated with the disease may be greatly reduced if diagnosis, treatment and adherence are attained in its earliest stages. However, according to Batki, providing HCV medical care for drug users can be problematic. "Injection drug users often do not have adequate access to

## Williams named Dean Emeritus

William "Bill" Williams, MD, can add Dean Emeritus to the lengthy list of titles he has collected during his more than three decades of service to SUNY Upstate Medical University. He'll carry that mantle when he retires as dean Feb. 29 and returns to teaching. Each new identifier represents and celebrates an academic career that is remarkable for the influence it has had on students, colleagues and the institution itself.

Williams is the only person to have served as dean of SUNY Upstate on two separate occasions, once in the early 1990s and again, from May 2002 to March 2004. He also has served in four different decades ('60s, '70s, '80s and '90s) as chair of the Department of Medicine, SUNY Upstate's largest clinical department. He's also been honored for his teaching and research roles with two key academic appointments: SUNY Distinguished Service Professor, a tenured rank above full professor that

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State University of New York



Upstate  
Medical  
University

# calendar

## Wednesday, Feb. 25

**Anesthesiology Grand Rounds.** 7 to 8 a.m. Wsk. Hall Auditorium.

**Otolaryngology Grand Rounds.** William Azeredo, MD. 7 to 8 a.m. 6500 University Hospital.

**Orthopedic Grand Rounds.** Dr. Elvis Grandic. 8 a.m. 6500 University Hospital.

**Surgical Grand Rounds.** "Lung Cancer Resection in the Elderly Patient." Elisabeth Y. Dexter, MD, Upstate Medical University. 8 to 9 a.m. 2231 Wsk. Hall.

**Workshop.** "LEAD (Leadership Education and Development): Commit to Extraordinary." 8 a.m. to noon. UHCC, fourth floor Community Room. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**Pediatric Grand Rounds.** "Waging War on Childhood Obesity: Front Line Perspective from the Children's Center for Nutrition and Exercise." Denise Woodall-Ruff, MD, Upstate Medical University. 9:15 a.m. 6500 University Hospital.

**Black History Month Lecture.** "Literacy and Social Justice: 50 Years After Brown v. Board of Education." Noon to 1 p.m. Wsk. Hall, Medical Alumni Aud. Commentary by Syracuse City Court Judge Langston McKinney to immediately follow.

**Health Sciences Library Tour.** Noon. Meet at New Book area. Call 464-7193 for information.

**Health Seminar.** "Making Food Labels Work For You." Dona Ferguson, RN, Upstate Medical University. 2 to 3 p.m. HealthLink. Call 464-8668 to register.

**NIH Wednesday Afternoon Lecture.** Ari Helenius, Eidgenossische Technische

Hochschule, Zurich. 3 p.m. 318 Wsk. Hall.

**Neurology/Neurosurgery Grand Rounds.** Neurosurgery Presentation. 4 p.m. 6500 University Hospital.

**Health Seminar.** "The Trouble With Sinus." Jack Hsu, MD, Upstate Medical University. 6 to 7 p.m. HealthLink. Call 464-8668 to register.

## Thursday, Feb. 26

**Visiting PhD, Student Candidate Recruitment Days 2004.**

Sponsored by College of Graduate Studies. For information, call 464-7655 or e-mail [grangers@upstate.edu](mailto:grangers@upstate.edu).

**SUNY Upstate New Employee Orientation.** 7 a.m. to 3:30 p.m. C.A.B., East Lounge.

**Medical Grand Rounds.** "SPECT and PET MPI for Detection of Preclinical Atherosclerosis and Assessment of the Effectiveness of Medical Therapy of Ischemic Heart Disease." Ronald G. Schwartz, MD, University of Rochester Medical Center. 8:30 a.m. Wsk. Hall, Medical Alumni Aud.

**Psychiatry Grand Rounds.** "The Poematics of Psychotherapy: The Artistry of Carl Whitaker." Robert Daly, MD, David Keith, MD, Upstate Medical University. 12:30 to 2 p.m. PBS Bldg., 713 Harrison St.

**NIH Afternoon Lecture.** 3 p.m. 318 Wsk. Hall. Call 464-5476 for more information.

**Reception Honoring Dean William J. Williams, MD.** 4:30 to 6:30 p.m. Wsk. Hall, ninth floor.

**Health Seminar.** "PANIC!" Annette Becker, Upstate Medical University. 6 to 7 p.m. HealthLink. Call 464-8668 to register.

## Friday, Feb. 27

**Visiting PhD, Student Candidate Recruitment Days 2004.** See 2/26 Calendar listing.

**Obstetrics/Gynecology Grand Rounds.** "Gestational Diabetes: Something Old, Something New." Einat Manor, MD, Upstate Medical University. 7:30 a.m. Marley Educ. Ctr.

**SUNY Upstate New Employee Orientation.** 8 a.m. to Noon. C.A.B., East Lounge.

**Workshop.** "MEDLINE on the Web." 11 a.m. to Noon. Health Sciences Library, meet at Reference Desk. Call 464-4581 to register.

**SUNY Nursing Services Orientation.** 1 to 3 p.m. C.A.B., East Lounge.

**Student National Medical Association Dinner Dance.** 7 to 10 p.m. C.A.B., lobby. Black History Month activity.

**Film.** "Something's Gotta Give." PG-13 Rating. 7:30 p.m. Wsk. Hall, Medical Alumni Aud. Admission: \$2.

## Saturday, Feb. 28

**Film.** See 2/27 Calendar listing.

## Monday, March 1

**AA Open Meeting.** Noon. 4137 University Hospital. Call 463-5011 for more information.

**SUNY Nursing Services Orientation.** 12:45 to 3:30 p.m. C.A.B., East Lounge.

## Tuesday, March 2

**Workshop.** "Getting Started with Medical Terminology Part I." 2 to 4 p.m. 6408 University Hospital. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**Combined Infectious Diseases Conference.** 4 p.m. 118 University Hospital.

## Wednesday, March 3

**Anesthesiology Grand Rounds.** 7 to 8 a.m. Wsk. Hall Auditorium.

**Otolaryngology Grand Rounds.** Joseph Smith, MD. 7 to 8 a.m. 6500 University Hospital.

**Orthopedic Grand Rounds.** 8 a.m. 6500 University Hospital.

**Surgical Grand Rounds.** 8 to 9 a.m. 2231 Wsk. Hall.

**Workshop.** "All About Payroll and Employee Time and Attendance." 8 a.m. to 12:30 p.m. C.A.B., East Lounge. To register, e-mail "STATEPR."

**Pediatric Grand Rounds.** 9:15 a.m. 6500 University Hospital.

**Health Sciences Library Tour.** See 2/25 Calendar listing.

**NIH Wednesday Afternoon Lecture.** "The Marvels and Illusions of Intuitive Thinking." Daniel Kahneman, PhD, Princeton University. 3 p.m. 318 Wsk. Hall.

**Neurology/Neurosurgery Grand Rounds.** Devanand Jilapalli, MD. 4 p.m. 6500 University Hospital.

**Burn Survivors Support Group.** 5 to 7 p.m. 6408 University Hospital.

**Medical Alumni Association Phonathon.** 6 to 8:30 p.m. C.A.B., third floor.

**Film.** "House of Sand and Fog." Rated R. 7:30 p.m. Wsk. Hall, Medical Alumni Aud. Admission: \$1.

## Thursday, March 4

**SUNY Upstate New Employee Orientation.** 7 a.m. to 3:30 p.m. C.A.B., East Lounge.

**Medical Grand Rounds.** 8:30 a.m. Wsk. Hall, Medical Alumni Aud.

**Psychiatry Grand Rounds.** "Evidence Based Care for People with Co-occurring

Severe Mental Illness and Substance Use Disorders. Douglas Noordsy, MD, Dartmouth Medical School. 12:30 to 2 p.m. PBS Bldg., 713 Harrison St.

**NIH Afternoon Lecture.** 3 p.m. 318 Wsk. Hall.

### Friday, March 5

**Obstetrics/Gynecology Grand Rounds.** 7:30 a.m. Marley Education Center, Sulzle Auditorium.

### Saturday, March 6

**Fourth Annual Career Expo.** 10 a.m. to 3 p.m. Institute for Human Performance.

### Monday, March 8

**Scrub Sale to Benefit Children's Miracle Network.** Begins 7 a.m. University Hospital, first floor lobby.

**John McCabe, MD, Welcoming Chair Reception.** 4:30 to 6 p.m. Wsk. Hall, ninth floor.

**AA Open Meeting.** See 3/1 Calendar listing.

### Tuesday, March 9

**Scrub Sale to Benefit Children's Miracle Network.** Ends 4 p.m. University Hospital, first floor lobby.

**Workshop.** "Getting Started with Medical Terminology Part I." 8:30 to 10:30 a.m. University Hospital, Community Room. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**Workshop.** End of Life Care: Critical Aspects Offered at University Hospital. "Grief, Loss, Bereavement." 1 to 3 p.m. 9299 Wsk. Hall. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**Combined Infectious Diseases Conference.** 4 p.m. 118 University Hospital.

**Free Nursing Forum.** "The Nursing Approach to the Poisoned Patient." Michele Caliva, RN, CNY Poison Center. 6 to 8 p.m. HealthLink. Call 464-8668 to register.

### Wednesday, March 10

**Scrub Sale to Benefit Children's Miracle Network.** Begins 7 a.m. Crouse Hospital Cafeteria.

**Anesthesiology Grand Rounds.** 7 to 8 a.m. Wsk. Hall Auditorium.

**Otolaryngology Grand Rounds.** 7 to 8 a.m. 6500 University Hospital.

**Orthopedic Grand Rounds.** 8 a.m. 6500 University Hospital.

**Surgical Grand Rounds.** 8 to 9 a.m. 2231 Wsk. Hall.

**Workshop.** "The FISH Philosophy: Catch the Energy and Release the Potential." 8:30 a.m. to 12:30 p.m. C.A.B., East Lounge.

**Pediatric Grand Rounds.** 9:15 a.m. 6500 University Hospital.

**Emergency Medicine Grand Rounds.** 11 a.m. to noon. 318 Health Sciences Library.

**Health Sciences Library Tour.** See 2/25 Calendar listing.

**Workshop.** "A World Wide Wealth of Resources." 1 to 3 p.m. Health Sciences Library, Computer Lab. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**NIH Wednesday Afternoon Lecture.** "Tiny Conspiracies: Cell-to-Cell Communication in Bacteria." Bonnie Bassler, PhD, Princeton University. 3 p.m. 5299 Wsk. Hall.

**Neurology/Neurosurgery Grand Rounds.** "Sleeping on the Job: How Bad Habits in the Temporal Lobe Rub Off on Neighboring Neocortex." Hal Blumenfeld, MD, PhD, Yale University School of Medicine. 4 p.m. 6500 University Hospital.

## The SUNY Health Sciences Library Art Show

Through Feb. 27  
**Local artist Phillip Chimera**

March 1 through April 2  
**Just Desserts Art Guild**  
including Maureen Barcza,  
Department of Pathology

### Thursday, March 11

**SUNY Upstate New Employee Orientation.** 7 a.m. to 3:30 p.m. C.A.B., East Lounge.

**Scrub Sale to Benefit Children's Miracle Network.** Crouse Hospital Cafeteria.

**SUNY Upstate New Employee Orientation.** 7 a.m. to 3:30 p.m. C.A.B., East Lounge.

**Family Medicine Faculty Development Program.** "Career Development Pathways: A Discussion of Promotion and Tenure Issues." Howard Weinberger, MD, Upstate Medical University. 8 to 10 a.m. 216 Madison Irving Medical Center.

**Workshop.** "LEAD (Leadership Education and Development): Commit to Extraordinary." 8 a.m. to noon. 3113 Wsk. Hall. Call 464-5463 or e-mail [wildnert@upstate.edu](mailto:wildnert@upstate.edu) to register.

**Medical Grand Rounds.** "Haemophilus Influenzae - Pathogenicity in the Post Vaccine Era." Alan J. Lesse, MD, WNY Healthcare System. 8:30 a.m. Wsk. Hall, Medical Alumni Aud.

**Seminar.** "The Medical Citizen: Terrorism, Torture, and the Medical Practitioner." Lunch: 11:45 a.m. Seminar: Noon to 1 p.m. 406 Crouse Physician Office Building. Call 464-8464 to R.S.V.P.

**Psychiatry Grand Rounds.** "Cannabis and Early-Onset Schizophrenia." Sanjiv Kumra, MD, Albert Einstein College of Medicine. 12:30 to 2 p.m. PBS Bldg., 713 Harrison St.

**NIH Afternoon Lecture.** 3 p.m. 318 Wsk. Hall.

**Workshop.** End of Life Care: Critical Aspects Offered at University Hospital. "Grief, Loss, Bereavement." 6 to 8 p.m. 1328B University Hospital. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

### Friday, March 12

**Scrub Sale to Benefit Children's Miracle Network.** Ends 4 p.m. Crouse Hospital Cafeteria.

**Obstetrics/Gynecology Grand Rounds.** 7:30 a.m. Marley Education Center.

**Neurosurgery Research Day.** 8 a.m. to 5 p.m. Morning sessions: 2231 Wsk. Hall; Afternoon sessions: Marley Auditorium Center.

**SUNY Upstate New Employee Orientation.** 8 a.m. to Noon. C.A.B., East Lounge.

**Workshop.** "Great Staff Meetings." 8 a.m. to noon. 1328B University Hospital. To register, visit [upstate.edu/hr/training/form.shtml](http://upstate.edu/hr/training/form.shtml).

**CPR Classes.** 8:30 to 10:30 a.m. and 1:30 to 3:30 p.m. UHCC, fourth floor Community Room. Call 464-2174 to register.

**SUNY Nursing Services Orientation.** 1 to 3 p.m. C.A.B., East Lounge.

## Hepatitis C Research *continued from page 1*

HCV diagnosis and treatment services and their active drug and alcohol use may make them ineligible for treatment,” said Batki. He added that continued drug and alcohol use by these individuals can reduce their ability to follow-through with their medical treatment plan, leading to a progression of the disease.

Batki’s initiative integrates targeted treatment and incentive measures to make medical care accessible to this population and to ensure their compliance to that care.

In two controlled clinical trials, Batki and his colleagues will, over five years, follow a total of 220 study volunteers with chronic HCV infection who are enrolled in a methadone maintenance treatment (MMT) program.

In the first trial, approximately 50 participants per year will be recruited and followed for each of the five years. Comprised of men and women, the volunteers will be randomly assigned to receive HCV medical services either through a new, integrated delivery model located on-site in the MMT program or through the usual off-site referral to a gastroenterology/liver clinic. They will undergo blood tests each month throughout the year to determine if they are adhering to their treatment plan which includes combination therapy with two medications, pegylated interferon and ribavirin, proven to cure Hepatitis C in approximately 50 percent of patients with genotype 1 (present in 80 percent of the upstate New York population ) and 85 percent in genotypes 2-3 (present in 15-20 percent of the population). If the volunteers take their medication as prescribed, there is a good likelihood virus should no longer be present in the blood.

The second part of the study, also randomized, tests the effectiveness of

voucher-based incentives used to reduce heroin, cocaine and alcohol use among the study group. Over the course of the five years, 80 volunteers will be randomly assigned to a group in which participants can earn vouchers with monetary value as incentives for drug and alcohol-free urine tests, or to a no-voucher control group. These volunteers, who will be recruited from the original 220 individuals, will be followed for six months during which time they will be expected to provide urine tests

three times a week for the first three months and once a week for the remaining months.

Findings from both trials are expected to yield new knowledge about the effectiveness of providing on-site HCV medical care in substance abuse treatment

programs and using incentives as a means to reduce drug/alcohol use in MMT patients with chronic HCV. The researchers also hope to gain, for the first time, vital information about how the influence of active drug and alcohol use affects HCV medical outcomes during treatment, such as treatment completion and the prevention of disease progression.

Batki’s Addiction Research Program is also conducting research on the co-occurrence of other addictions with medical and psychiatric disorders, including a four-year \$2.2 million NIH-funded study that tests the effectiveness of the medication, Naltrexone, in treating alcohol abuse in people with serious mental illness, and a demonstration project, funded by the New York State Department of Health, that involves treating nicotine dependence in serious mental illness.

For more information about Batki’s research, call 315-464-3130 or visit [www.upstate.edu/psych](http://www.upstate.edu/psych), click “Faculty” and then “Steven Batki.”



## High-tech to change hiring process in spring

SUNY Upstate’s Departments of Human Resources, Nursing Recruitment, Patient Support Services and the AIS Group from IMT have contracted with PeopleAdmin to provide an online employment system that will automate many of the paper-driven aspects of the hiring process.

The new system will offer:

- faster processing of employment information;
- up-to-the-minute access to information regarding postings and applications;
- screen applicants using job-specific qualification questions;
- provide automated updates to applicants regarding the status of their application; and
- notify applicants of new positions that match their skill and interest areas.

The system should be complete by this spring. Look for more details in the next issue of *Upstate Update*.

## Reception for John McCabe, MD, is March 8 in Weiskotten



John McCabe, MD

All SUNY Upstate individuals are invited to a Welcoming Chair Reception for John McCabe, MD, of Emergency Medicine, Monday, March 8, from 4:30 to 6 p.m. on the ninth floor of Weiskotten Hall.

## Preparations begin for JCAHO visit

University Hospital has begun preparations for the Joint Commission survey to take place later this year. The survey process has been redesigned to highlight the quality of services provided to patients, families and the community by direct care patient staff.

In the new process, called The Tracer Methodology, surveyors will follow the care provided to specific patients and evaluate their care based on JCAHO standards. "Staff will truly have an opportunity to shine in this process," says hospital Administrator Jorge Parodi.

University Hospital staff is encouraged to attend training sessions that will be offered throughout the year. Questions may be submitted to the JCAHO Assessment Group via e-mail or by calling 464-4034.

## Support group seeks members

Burn survivors of all ages, their family and friends are invited to join the Burn Survivors Support Group, a program of the Clark Burn Center at University Hospital. The group meets the first Wednesday of each month, from 5 to 7 p.m. in 6408 University Hospital.

Group sessions are led by a social worker and a Clark Burn Center nurse. "The meetings provide burn survivors a forum to meet and share their thoughts, feelings and ideas with other burn survivors," said Marilyn Berkman, who oversees the support group meetings.

For more information, call Berkman at 464-5917.

## Williams *continued from page 1*

recognizes individuals whose extraordinary service extends beyond the New York state; and the Edward C. Reifenshtein Professor of Medicine at SUNY Upstate. And how many can say they have a textbook named for them. Williams Hematology, was first published in 1972, and today is in its sixth edition.

But despite these honors and career accomplishments, Dr. Williams has never forgotten the reason he entered the medical field 55 years ago. "I enjoy the caring nature of the profession," he said. "This is really why I'm in medicine. As faculty of an academic medical center, we have an obligation to impress on our students that the essence of good medicine is caring."

Dr. Williams says teaching students that caring is at the heart of medicine remains one of academic medicine's greatest challenges. "All the new medical technology and drug therapies have advanced medical care by leaps and bounds, but none of these breakthroughs speak to the level of caring physicians must provide each day.

"We must instill in our students that as physicians they must never waiver from providing their patients with compassionate, personalized care," he said. "And we must do this despite the ever increasing economic pressures on the profession."

So even after more than half a century of service to the medical field and enough accolades to be feted at reception after reception, Williams is not ready to retire. It's not a word that is in his vocabulary. Come March, Dean Emeritus William J. Williams, M.D., will be busy teaching students how to be good doctors in a Practice of Medicine course.

**"We must instill in our students that as physicians they must never waiver from providing their patients with compassionate, personalized care..."**

"I do enjoy teaching very much," Williams said, estimating that he has taught more than 4,000 students in his academic medical career. "One of the most rewarding aspects of my job is being able to help students develop into the very best physicians they can be."

SUNY Upstate President Gregory L. Eastwood, M.D., is elated that Williams will continue to be an active member of the faculty. "Dr. Williams continues to be a role model for many: He is a superb medical scientist, an excellent teacher, and a caring and highly competent physician. There is no substitute for the combination of intelligence, understanding of people and their motivations, and the desire to do something worthwhile—all of which Dr. Williams has and uses effectively."

## University Hospital's annual fund reaches \$125,000 goal

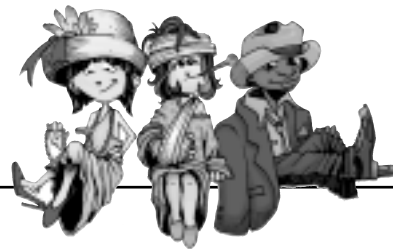
### 2003 Friend in Deed Campaign concludes

The Upstate Medical University Foundation thanks the annual fund's supporters who this past year helped the foundation reach its \$125,000 goal.

Established in 1997, the Friend in Deed annual giving campaign plays an important role in helping to meet some of the hospital's priority needs for programs, services and equipment that might otherwise go unmet if funding was not available.

The 2003 campaign was co-chaired by Frederick B. Parker, MD, former professor and chair of the Department of Surgery at University Hospital, and Dodie Vlassis, secretary of the foundation's board of directors. As a special way of saying thanks, donors' names to the Friend in Deed campaign each year are listed in a display case in the lobby of University Hospital across from the main elevators.

The 2004 campaign is being chaired by Leslie J. Kohman, MD, professor of thoracic surgery and vice chair of academic affairs for the Department of Surgery, and community volunteer Claude J. Incaudo, former president and chief executive officer of Penn Traffic Co.



## Employee Fund Drive continues for the CNY Children's Hospital campaign

Beginning in March, letters will be sent to employees who have not yet made a gift or pledge to the children's hospital campaign offering a payroll deduction option through the Upstate Medical University Foundation. This is a great opportunity for employees to pledge in helping us reach our goal of \$500,000 for the Employee Fund Drive!

Employees who use this option will have 100 percent of their gift directly deposited into the Children's Hospital Fund. Payroll deductions will begin with the first paycheck in June 2004. Employees can spread their gift over three years.

With as little as \$3.85 per pay period for three years, you can have your name permanently displayed on a star in the new CNY Children's Hospital. Questions? Call 464-KIDS.

### Incentives

- All donors receive an employee badge lanyard with the Children's Hospital Logo.
- All donors who use payroll deduction will get a 1, 2, or 3-year pledge pin featuring our "Children's Hospital Kids."
- Individual employees giving \$300 or more will be recognized on an "Employee Wall of Honor" in the Children's Hospital. Your name will be permanently displayed on a star — small, medium, large, giant, or even a constellation! — depending on your gift. For a complete list of named giving opportunities, call 464-KIDS.



## Spreading light in our community



Members of SUNY Upstate's Faculty Guild participated in the Everson Museum's annual Holiday Festival of Trees and Lights fundraiser by crafting hand-sewn felt ornaments for a tree that was donated to the Everson for the event. From left are Lynn Eastwood; Guild Co-Presidents Vicki Greenberg and Hilda Pato-Krol; Sydney Cunningham and Anita Evers.

## Faith & Values explores cultural awareness

Hope Wallis of the Refugee Resettlement Program provides resources for obtaining cultural information and explores how this information affects the delivery of health care in the Faith & Values lecture "Creating Cultural Awareness in Health Care," Wednesday, March 17 at noon in the ninth floor Doust Board Room in Weiskotten Hall. She will also examine case studies and use role-plays demonstrating the inclusion of an interpreter in providing healthcare.

## Outstanding Employees to Be Honored— Nominations due in April

If you know someone who makes a difference to SUNY Upstate, nomination deadlines are drawing near.

This year, SUNY Upstate will acknowledge outstanding employees at two events. A new awards program is being launched this spring to mirror the faculty awards given at the Fall Convocation. The President's Employee Recognition Awards will be presented June 3 at Employee Recognition Day. The awards will encompass the existing annual Hospital Awards for University Hospital employees, as well as new awards for employees of the four colleges and those in shared service departments.

Award categories for the President's Employee Recognition Awards include: Employee of the Year; Supervisor of the Year; Team of the Year; and Outstanding Contribution of the Year. Nominations for these awards are due April 26.

Awards given at the Fall Faculty Convocation on Sept. 15 include the President's Awards for Excellence in Faculty Service, Research, Teaching, Library Science, Affirmative Action and Professional Service. The deadline to nominate for these awards is April 1.

For full details on these awards, and nomination forms, visit [www.upstate.edu/admin/president/awards.shtml](http://www.upstate.edu/admin/president/awards.shtml)

## A message from the Compliance Office

Laws and regulations prohibit billing research-related services to a patient's health insurance plan(s). This ruling is also extended to patients who receive ancillary services at University Hospital that are related to a study conducted outside of SUNY (i.e., bone scans).

Patient Access Services, IMT and Hospital Finance are working with Clinical Research Associates to ensure that accounts are set up to bill the correct entity by entering research billing information into CAIS. Removal or revision of research billing/charging information should only be done by patient access managers and patient accounting managers.

The correct diagnosis code to use for a visit for a clinical research study is V70.7, "Examination of Participant in a Clinical Trial," found in nCoder+ by typing in "research visit." Call 464-4346 for more information.

## Confidential Paper Shredding update

The Confidential Paper Shredding program at SUNY Upstate has saved more than 2,000 trees since it was implemented more than two years ago, according to Tom Falco, director of Environmental, Linen, and Mail Room Services. As a result of this program, in 2003 alone, more than 116,000 pounds (58 tons) of paper was shredded.

"We thank everyone who participates in the program and remind them that only patient and employee information papers need to be shredded," said Falco. "All other papers, including newspapers, newsletters, blank forms, empty manila folders and other items that do not warrant shredding can be placed in a recycling container either found at your desk or in the bin located in the service landing elevator areas on all floors."

Falco also offers updates on the following programs:

### Regulated Medical Waste

In 2000, University Hospital treated all waste as if it was medical waste. Now, four years into the Regulated Medical Waste program, red medical waste bags are located only in select areas of the hospital and staff have been educated regarding the disposal of medical waste, resulting in a reduction of the hospital's regulated medical waste volume from more than 1.5 million pounds per year to slightly more than 500,000 pounds. Due to the high cost of medical waste removal and the diversion to the lower cost general waste, the hospital has saved more than \$350,000 over the last three years.

### Paper and Cardboard Recycling

In 2003, University Hospital recycled more than 480,000 pounds of paper and cardboard, equating to approximately 3,700 saved trees. For a quick tip on what can be recycled, consult the back pages of the Syracuse Metropolitan Area phone book.

### General Waste

Last year, University Hospital disposed of 2.5 million pounds of waste, almost 7,000 pounds per day. Much of the waste can be recycled.

### Glass, Plastic, and Metal Recycling

In 2003, University Hospital recycled over 15 tons of glass, plastic, and metal.

Additional information about these programs is available by calling 464-4171 or e-mailing [falcot@upstate.edu](mailto:falcot@upstate.edu).

## Tick-Tock goes the HIPAA 'Business Associate' clock

By April 14, SUNY Upstate is required to have a 'Business Associate Agreement' in place with individuals and organizations that perform functions or activities on our behalf that involve the use or disclosure of protected health information. Originally scheduled to take effect along with the other Privacy Rule require-

ments on April 14, 2003, the Department of Health and Human Services granted a one-year extension for contracts that were in existence prior to Oct. 15, 2002. In April 2002, representatives from hospital and campus departments began to meet to review and assess the relationships we have with organizations, vendors,

and individuals outside our institution to determine those that fall under the definition of a business associate.

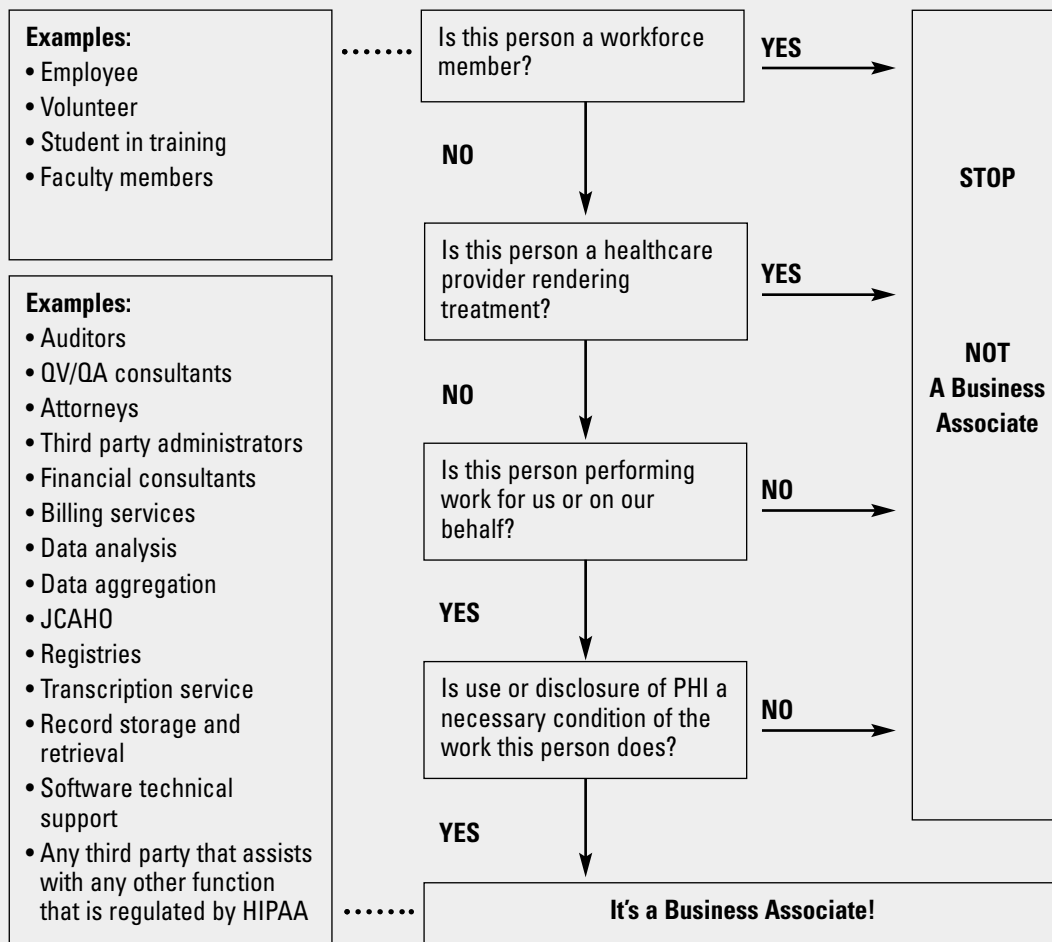
Once a Business Associate has been identified, SUNY Upstate is required to obtain their assurances in the form of a 'Business Associate Agreement' that they will appropriately safeguard



protected health information. A 'Business Associate Agreement' has been developed by SUNY that reflects New York state law standards, contains necessary provisions required under the HIPAA Privacy Rule and has been approved by the New York State Attorney General's Office and Office of State Controller. To permit the disclosure of protected health information to a business associate after April 14, a 'Business Associate Agreement' must be in place although the agreement doesn't end on this date. New relationships forged after April 14, whether paid for by contract or purchase order or provided without charge, will require a 'Business Associate Agreement' if a function is performed on our behalf that involves the use or disclosure of protected health information.

The chart on the left provides a 'short-cut' to determining who may be a business associate under the HIPAA Privacy Rule.

### Identifying Business Associates Under HIPAA



If your department conducts business with an individual, vendor or organization that may be a business associate, please bring it to the attention of your supervisor who will check with the Institutional Privacy Office to verify that the SUNY Upstate Medical University Business Associate Agreement has been executed. Beating the tick-tock of the HIPAA clock is a team effort.

## Training sessions offered for web time accrual access

SUNY Upstate's Department of Organizational Training and Development is offering train-the-trainer sessions in accessing time accruals (i.e. vacation time, sick time, etc.) via the web. Representatives from each department are being selected for the five-minute training sessions. The representatives then serve as trainers for their department and distribute user-name envelopes to their staff.

Managers from departments located in the following buildings should contact Lauren Brady at 464-4407 (e-mail [bradyl@upstate.edu](mailto:bradyl@upstate.edu)) if they have not sent a representative to a Web Time Accrual Access training session: University Hospital, UHCC, PDC (Liverpool), C.A.B., Jacobsen Hall, Weiskotten Hall or the Institute for Human Performance.

Departments in all remaining SUNY Upstate locations will be notified when the training for their buildings will be scheduled.

## Reviewing The Impaired Medical Professional policy

The term "impaired professional" describes the professional who may be prevented, or expected to be prevented, by reasons of illness or other health problems from performing professional duties at the expected level of skill and competency. In some contexts, impairment also implies a decreased ability and/or willingness on the part of the affected individual to acknowledge the problem or seek help to recover. Impairment can be on the basis of mental illness, physical illness or habitual or excessive use or abuse of substances that impair ability such as drugs and alcohol. Such a situation places the professional and the hospital at risk and may pose an actual or potential risk to the health and safety of patients.

Overlooking or failing to recognize the signs of impairment, and in particular, signs and symptoms of substance abuse in colleagues or ourselves may lead to consequences, including allegation of professional misconduct, that could be prevented through timely intervention.

It is the policy of University Hospital to identify impaired medical professionals and provide intervention to ensure the health and safety of patients, staff and colleagues. The medical staff and administration of University Hospital believe that, in many instances, the conditions related to impairment are treatable illnesses. Therefore, the focus should be to address such matters by assisting impaired physicians to recognize any impairing condition that might exist, receive rehabilitative

services and return or remain in active work status with appropriate monitoring in place.

If you recognize signs and symptoms consistent with impairment what should you do?

All employees and medical staff members are strongly encouraged to convey concerns about professionals who may be suffering from conditions leading to impairment by making referral to any of the following: department chair, president of the medical staff, University Hospital medical director, dean, president or executive director or directly to the University Hospital Committee on Medical Staff Health.

The Committee on Medical Staff Health is the University Hospital resource to help impaired medical staff obtain assessment, treatment, assistance and monitoring. The committee is also responsible for investigating reports and allegations of impairment and/or psychiatric or emotional health issues. Referrals are handled in a discreet and confidential manner. If a concern is investigated and confirmed, the individual is given maximal support to deal with the problem. If the concern is unsubstantiated there are no professional consequences. If you have questions or need guidance, you may contact any of the members of the committee:

Mantosh Dewan, MD (Chair), William Grant, EdD, Steven Batki, MD, Paul Fuller, MD, James Follette, MD, K. Bruce Simmons, MD.

## Signs of Impairment

- Behavior toward staff or patients becomes unpredictable
- Increased patient and staff complaints about the professional
- Loss of efficiency and reliability
- Indecision, memory loss
- Spends long hours at the office or hospital and may be less productive
- Unpredictable work habits or patterns
- Unexpected presence in hospital when off duty
- Frequently late or absent
- Closes or locks office door frequently
- Quality of charting or notes deteriorate
- Self-prescribes or receives personal samples frequently
- Requests prescriptions from colleagues
- Frequent medical illness
- Multiple accidents or traumatic injuries
- Personal hygiene or dress deteriorates
- Alcohol on the breath
- Heavy drinking or intoxication at social functions
- Arrests for driving while intoxicated or other legal problems
- Unpredictable personal behavior, including high risk behaviors
- Moodiness, anxiety, depression, suicidal thoughts or gestures

## Commencement Note

**March 1** is the deadline for faculty to order academic attire to participate in SUNY Upstate Medical University's Commencement 2004, to be held May 16 at 1 p.m. in the Crouse Hinds Theatre of the John H. Mulroy Civic Center. Faculty must wear academic attire to participate in the ceremony. To order attire, contact Student Affairs at 464-8816.

## March 30 is National Doctors' Day

National Doctors' Day celebrates the vital role that doctors play in alleviating human suffering, advancing medical knowledge and promoting good health.

The day is based on the history-making achievement of Dr. Crawford W. Long of Jefferson, Ga., who administered the first ether anesthetic for surgery on March 30, 1842.

In 1990, March 30 was officially proclaimed National Doctors' Day by a Joint Resolution of Congress and signed into law by President George Bush.

Even though training, research and technology have produced great strides in the physician's skill and fund of knowledge, the practice of medicine is still very much an art.

## LECTURES, SEMINARS & WORKSHOPS

- **Thursday, March 11, 8 a.m. to 10 a.m. 216 Madison Irving Center Department of Family Medicine Faculty Development Series.** Howard Weinberger, MD, chair of the College of Medicine Faculty Appointments and Promotions Committee, will review College of Medicine promotion and tenure policies and procedures and initiate a discussion of individual strategies and department activities that can assist faculty in their career development. AAFP CME available. Call 464-7027 or e-mail fletchcm@upstate.edu for more information.
- **Friday, March 12, 8 a.m. to 5 p.m., 2231 Wsk. Hall (morning sessions); Marley Education Center. (afternoon sessions). Neurosurgery Research Day.** Presentations by SUNY Upstate neurosurgery faculty and residents. Guest speakers include James T. Rutka, MD, PhD, co director of the Labatt Brain Tumor Research Centre and chair of Neurosurgery at the University of Toronto and Charles J. Duffy, professor of neurology, neurobiology and anatomy, and ophthalmology and the Center for Visual Science at the University of Rochester.
- **Thursday through Saturday, May 13-15, Craftsman Inn, 7300 E. Genesee Street "Preparing Bright Futures: Experiential Workshop in Basic Pediatric Hypnosis."** Limited to 32 attendees. Help children and adolescents help themselves to diminish pain and anxiety, control maladaptive habits and cope with the stresses of chronic disease. Workshop includes lectures, demonstrations and experiential training. Intermediate and advance workshops available for those who already have basic training. Deadline to register is March 1. Cost \$450. Maximum of 18.50 category 1 credits designated toward the AMA Physician's Recognition Award. Call 464-7525 for more information.

## CALL FOR NOMINATIONS

### The Arnold P. Gold Foundation 2004 Leonard Tow Humanism in Medicine Awards. Two \$1,000 awards: Graduating Medical Student and Faculty categories.

Recognizes and honors a student and a faculty member who demonstrate the highest standard of integrity, excellence, compassion, altruism, respect, empathy and service. Nominees must include personal statement of no more than one page describing nominee's qualifications for the award, copy of the nominee's curriculum vitae. Candidates must be nominated by a student, staff or faculty member. Awards to be presented at SUNY Upstate's College of Medicine Awards Ceremony, May 15. Deadline for nominations is Friday, Feb. 27 at 4:30 p.m. Nominations should be sent to: President of Graduate Student Council, Office of Student Services, 202 C.A.B., 155 Elizabeth Blackwell Street, Syracuse, NY 13210.

## EVENTS

- **Saturday, March 6, 10 a.m. to 3 p.m. Institute for Human Performance Fourth Annual Career Expo.** Free career enhancement presentations. Information about health careers, becoming a Civil Service employee and special nursing education sessions. Call 464-8668 or visit [www.universityhospital.org](http://www.universityhospital.org) for more information.
- **Wednesday, March 24, 8 a.m. to 4 p.m. Joslin Diabetes Center, 90 Presidential Plaza. Free Diabetes Screening.** Sponsored by Joslin Diabetes Center in recognition of Diabetes Alert Day. Learn if you are one of the 5.2 million Americans with undiagnosed diabetes. Diabetes is the sixth leading cause of death in the United States.
- **Friday, March 26, Oncenter. Little Gifts for Life Auction and Celebration.** Proceeds benefit Center for Children's Cancer and Blood Disorders at University Hospital. Seating is limited. Reservations due by March 12. For more information, call 464-4416.
- **Wednesday, April 21 Health Careers Shadowing Day.** Individuals explore the health professions in a clinical setting by shadowing SUNY Upstate professionals. Sponsored by College of Health Professions and University Hospital Nurse Recruitment. Deadline to register is April 21. Call 464-4608 to register or for more information.

**HONORS AND  
AWARDS**

**Robert B. Barlow, PhD**, has received a Senior Scientific Investigator Award of



*Robert R. Barlow,  
PhD*

\$65,000 from Research to Prevent Blindness (RPB) Inc. Barlow is professor of ophthalmology, neuroscience and physiology and director of the Center for Vision Research of the Department of Ophthalmology at SUNY Upstate. He will use the grant to further his research into metabolic changes that affect human vision, possibly leading to a better understanding of the cause of age-related macular degeneration.

Barlow is internationally recognized for his work in vision and is currently involved in several studies, particularly how the eye remains healthy with age and how the brain processes the nerve signals from the eye.

**A P P O I N T M E N T S**

**Leslie Kohman, MD**, has been selected as national chair of the Cancer and Leukemia Group B Surgery Committee. The Cancer and Leukemia Group B (CALGB) is a national



*Leslie Kohman, MD*

clinical research group sponsored by the National Cancer Institute, with its central office at the University of Chicago and its Statistical Center located at Duke University. Dr. Kohman is professor of thoracic surgery and vice chair of academic affairs for the Department of Surgery at SUNY Upstate.

CALGB is a national network of 29 university medical centers, over 185 community hospitals and more than almost 3,000 physicians who collaborate in clinical research studies aimed at reducing the morbidity and mortality from cancer, relating the biological characteristics of cancer to clinical outcomes and developing new strategies for the early detection and prevention of cancer.

**Nancy Page, APRN**, has been appointed chair of the Expanded Council on Nursing Practice for the New York State Nurses Association, comprised of registered professional nurses from across New York state in all specialty practice areas of nursing. Page also serves on the board of directors for the Society of Pediatric Nurses nationally and is chair of the content expert panel for the Pediatric Clinical Nurse Specialist exam for the American Nurses Credentialing Center. She is coordinator of nursing practice and staff nurse in the pediatric intensive care unit at University Hospital

**Joseph Morfei**, has been elected vice chair of the NYS Respiratory Therapy Licensure Board which advises and assists the Board of Regents and the State Education



*Joseph Morfei*

Department on licensing requirements, licensing examinations and practice issues, and provides community outreach, as well as participates in licensure disciplinary and/or restoration and moral character proceedings. Morfei is associate professor and chair of the Department of Respiratory Therapy Education in the College of Health Professions.

**I N T H E N E W S**

*The SUNY Upstate Office of Public and Media Relations arranges interviews among Upstate staff and members of the local and national media. Here are a few examples:*

**Bradley Olson, MD**, Pediatrics, was interviewed on WTVH regarding treatments for diaper rash. Dr. Olson is the expert pediatrician on WTVH's segment "Bringing Up Baby," seen each Thursday during the news.

**Sue Navagh**, University Hospital's Parent Advisory Council, was quoted in a Post-Standard article about University Hospital's participation in the Sunshine Friends pet therapy program.

**Janice Ross**, Hospital Administration, was quoted in a Post-Standard article about the employment outlook for health care.

**Jerrold Abraham, MD**, Pathology, was quoted in the New York Times in an article covering the ongoing federal trial in Syracuse where an asbestos removal company is charged with removing the toxic material without following federal guidelines and falsifying work records.

## Suspicious mail guidelines

SUNY Upstate's Mail Center offers the following guidelines in dealing with a suspicious letter or package:

- Handle with care. Do not shake or bump.
- Do not open, smell, touch or taste.
- Isolate it immediately
- Treat it as suspect. Call 911 if located off campus or call SUNY Upstate's Public Safety/University Police at 464-4000 if located on campus.

If a letter/parcel is open and/or a threat is identified, follow the appropriate procedures:

### Bomb

- Evacuate immediately
- Call 911 if located off campus or call SUNY Upstate's Public Safety/University Police at 464-4000 if located on campus.

### Radiological

- Limit exposure—do not handle
- Distance (evacuate area)
- Shield yourself from the object
- Call 911 if located off campus or call SUNY Upstate's Public Safety/University Police at 464-4000 if located on campus.

### Biological or Chemical

- Isolate—do not handle
- Wash your hands with soap and warm water
- Call 911 if located off campus or call SUNY Upstate's Public Safety/University Police at 464-4000 if located on campus.

## Winter health fair is a success

More than 700 people attended the Pathway To Wellness Winter Health Fair, made possible with major support from Recruitment and Retention Grant Funds, and held Jan. 28 in University Hospital.

Special thanks to the American Lung Association and the following SUNY Upstate departments for offering free screenings or other interactive programs: Employee Assistance Program, Environmental Health & Safety, Breast Care and Oncology, Respiratory Care, Joslin Diabetes Center, Infection Control, Poison Control, Cardiology and the American Heart Association, Nutritional Services, HealthLink, Physical Medicine and Medicine, Vascular Surgery, Employee/Student Health, Volunteer Initiatives and Clinical Pathology.

Recognition is also given to individuals and organizations that provided raffle items, including Wegman's, P&C Foods, Price Chopper, CVS Pharmacy, Gold's Gym, Emkay Candle Shop, Oasis Express, United University Professions, and Rev. Louise Shepard. **Doug Joseph** and **Virginia Schutt** were named the grand prize winners of one-year C.A.B. memberships, courtesy of The Public Employees Federation and the Office of Campus Activities.

### Congratulations to the following raffle winners:

**Kimberly Haskins** Real Age Book

**Sofia Hvozda** Real Age Diet Book

**Fran Catalano** Oasis Gift Basket

**Paola Bartley** Reiki session

**Lorraine Padden** Mary Kay Hand Care Gift Basket

**Marilyn Sharron** Emkay Candle Basket

**Gail Mead** Emkay Candle Basket

**Dawn Klunder** CVS Gift Card

**Kim Rouselle** Gold's Gym One Month Trial Membership

**Nancy Markowski** Gold's Gym One Month Trial Membership

**Sarah Lee Ritchie** Gold's Gym One Month Trial Membership

**Lisa Beneway** Gold's Gym One Month Trial Membership

**Michelle Lonkey** Gold's Gym One Month Trial Membership

**Teresa Burke** P&C Gift Card

**Nancy Brown** P&C Gift Card

**Nancy Chimara** P&C Gift Card

**Fran Mineo** Price Chopper Fruit Basket

**Tree Carter** Wegman's Gift Card

**Dawn Mackenzie** Syracuse—Enjoy the City 2004

## Register for defensive driving course

NYSUT/UUP's is offering a discounted Defensive Driving course Monday and Tuesday, March 15 and 16, from 4:30 to 7:30 p.m. in 6500 University Hospital. Cost is \$30 per person. Call 422-5028 to register or for more information.

## Celebrate Engineers Week

SUNY Upstate celebrates National Engineers Week through Feb. 28 by recognizing the registered degreed and licensed professional engineers on staff and the many other individuals within the Physical Plant department and other support areas such as IMT and Clinical Engineering.

The registered professional engineers at SUNY Upstate include Gary Kittell, Nat Ordway, Calixto Suarez, Jim Wolfe, Fred Werner and Ron Westbrook.

Deadline for the March 24 through April 7 issue of Upstate Update is Monday, March 8.

Note: Contact the Human Resources Department for address corrections.

**Upstate Update** is published by the Public and Media Relations Department at SUNY Upstate Medical University, Syracuse, NY. To submit news or calendar items, contact editor Doretta Royer, Fourth Floor, 250 Harrison Street, 464-4836; e-mail: royerd.

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