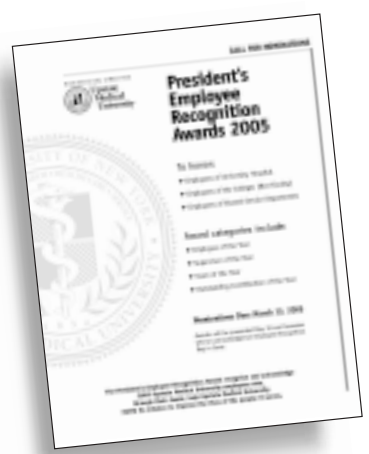


U P S T A T E update

A publication for the SUNY Upstate Medical University community

DECEMBER 29, 2004 THROUGH JANUARY 12, 2005



Honor Outstanding Employees — Nomination Form in this Issue

If you know someone who makes a difference to SUNY Upstate, check out the nomination form for the 2005 President's Employee Recognition awards inside this issue of Upstate Update.

Award categories include: Employee of the Year; Supervisor of the Year; Team of the Year; and Outstanding Contribution of the Year.

Employees of University Hospital, the colleges (non-faculty), and shared service departments are eligible for these awards.

Nominations are due March 15. Awards will be presented May 19 and honorees will be acknowledged at Employee Recognition Day in June.

A vision for growth and opportunity for SUNY Upstate

When Steven J. Scheinman, MD, became executive vice president and dean of the College of Medicine last March, he was confident that the future of SUNY Upstate Medical University would be one of growth and opportunity, given the energy, ideas and talent of its employees.

Nine months later, speaking at the semi-annual meeting of the Faculty Organization Dec. 15, Dr. Scheinman outlined his ideas on how best to ensure this growth.

“The mission of SUNY Upstate— to improve the health of the communities we serve through education, biomedical research, and health care is our foundation,” said Dr. Scheinman. “My aspirations are that each component of this mission will be pursued with excellence, that everyone be invested in the success of the mission and valued for their own individual contributions

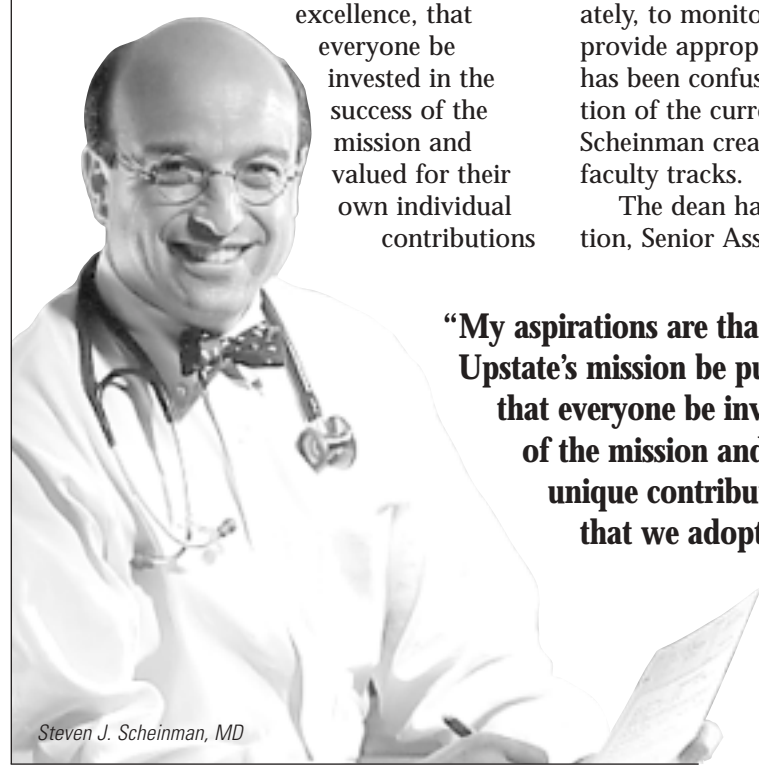
to the mission, and that we adopt collectively an attitude of forward thinking, forward movement and growth,” he said.

One of the major themes in his address, to which the dean returned several times, is that faculty development is a high priority.

“Every faculty member should have a meaningful set of expectations, agreed upon mutually with the chair, against which he or she would be happy to be judged,” he said. “Faculty members need to have the resources to succeed in their expectations, and should be rewarded for meeting those expectations,” Dr. Scheinman noted.

In his address, Dr. Scheinman said that he expects department chairs to review the performance of each faculty member annually, to revise the expectations appropriately, to monitor faculty progress, and to provide appropriate mentoring. Since there has been confusion about the interpretation of the current faculty tracks, Dr. Scheinman created a task force to review faculty tracks.

The dean has established a new position, Senior Associate Dean for Faculty



Steven J. Scheinman, MD

“My aspirations are that each component of Upstate’s mission be pursued with excellence, that everyone be invested in the success of the mission and valued for their own unique contributions to the mission, and that we adopt collectively an attitude of forward thinking, forward movement and growth.”

continued on page 7

- **Advocates for SUNY Upstate Medical University will begin its grant funding application process Jan. 31 for grants to be awarded for the 2005-2006 year (June 1 through May 31, 2006).** All SUNY Upstate departments are eligible to apply for funding. Funding will not be approved for paid positions, research projects, agencies/programs not affiliated with SUNY Upstate, computers or televisions. Deadline for applications is Feb. 28. Call Jennifer Damiano at 464-5610 for application packets and details.
- **Organizational Training and Development will offer BOCES computer skills classes for clinicians titled "Introduction to Microsoft Word 2000 Level I,"** beginning in January. The classes, funded by the New York State Department of Health, will meet in Room 220 of the Health Sciences Library. Participants will attend two days of instruction for three hours each day. Visit www.upstate.edu/hr/training/bocescompclasses.shtml for registration and eligibility information.
- **Volunteer Initiatives needs new or gently used magazines for waiting rooms. Magazines will be accepted in the Volunteer Express Office, 1500 University Hospital, from 9 a.m. to 3 p.m., Mondays through Fridays.** Volunteers will distribute the magazines to the waiting rooms.
- **University Hospital will hold a blood drive Thursday, Jan. 20, from noon to 4:30 p.m. and Friday, Jan. 21, from 7 a.m. to noon** in the hospital's second floor cafeteria. Call Health Connections at 464-8668 for an appointment.
- **LifeWorks, a consultation and referral service offering employees help with balancing work and family life, is available to state employees represented by CSEA, UUP, PEF and M/C (not available to Research Foundation employees).** LifeWorks provides links to local resources and educational materials to help with issues such as child care, elder care, finances, home repair and retirement. For information, visit (user ID: nys; password 2670) or call 1-800-362-9874.
- **A Restraints Fair to help University Hospital's "hands-on" care providers meet their competency requirements will be held in 1328B University Hospital Tuesday, Jan. 11, from 7 a.m. to 5 p.m.** For details, call Organization Training and Development at 464-6002.
- **"Upstate Pathway To Wellness: To Mind and Body Health," a winter Health Fair for staff and students, will be held Wednesday, Jan. 26.** Topics include stress recognition, coping at work, depression and seasonal affective disorder, change of life symptoms, and memory. Learn about stress management, psychotherapy, light therapy, relaxation techniques, meditation, hypnosis, Reiki and spirituality. Other topics include diet and sensible weight loss, benefits of exercise, ergonomics and how to feel better at work and play. Learn about the walking program, the yoga, Pilates, and maintaining your strength and balance as you age. Free cholesterol and glucose screening will be offered to staff and students. There will be healthy food, prizes and give-aways. Presented by the Pathway to Wellness committee.

LECTURES, SEMINARS,
WORKSHOPS & CONFERENCES

- **Jan. 6, 13, 20, 27 and Feb. 3. 10 a.m. to noon. 1328B University Hospital.**
Workshop. "Introduction to Medical Terminology Part I." Learn the components of a medical term, how to change the meaning of a medical term and to apply medical terms to selected body systems and medical reports. To register, visit www.upstate.edu/hr/training.
- **Jan. 7. 11:45 a.m. 406 Crouse Physician's Office Bldg.**
Seminar. "Allocating the Flu Vaccine." Robert S. Olick, JD, PHD, of the Center for Bioethics and Humanities will explore the ethical issues surrounding the flu vaccine shortage, present an ethical framework for understanding the approach taken by the CDC, and identify issues to be addressed in the future.
- **Jan. 12. 3 to 7 p.m. 9299 Weiskotten Hall Addition.**
Train the Trainer Workshop. "End-of-Life Care." Last of a five-part workshop that addresses the myriad of needs facing individuals at this time of life. To register, visit www.upstate.edu/hr/training.

Correction: The "2005 Pay Period Schedule" that appeared in the 12/17 to 12/29 issue of Upstate Update incorrectly listed the check date for pay period 10 under the Federal College Work Study and Student Assistant schedule. The correct pay date is Sept. 1.

Below is an overview of the workshop “Diversity in Higher Education: An examination of the University of Michigan Affirmative Action cases,” presented at the President’s Sixth Diversity Forum in September.

Susan Behuniak, PhD, professor of political science at LeMoyne College, led this thought-provoking workshop that examined the University of Michigan affirmative action cases and their implications in the medical setting. Dr. Behuniak began the workshop with an overview of the first affirmative action case heard by the U.S. Supreme Court that involved a medical school’s policy (University of California at Davis, 1978) of reserving spaces for qualified minorities. In this case, the court ruled that the policy was unconstitutional, but that the school’s affirmative action program could be upheld if it served a “compelling state interest.” In later twin cases (2003) involving the University of Michigan’s undergraduate and law schools, the courts applied the same ruling. The law school program met this test and so was upheld while the undergraduate program did not and was voided. In the eyes of the court, the only compelling state interest of affirmative action is to promote diversity as a benefit to individuals, groups and organizations.



Susan Behuniak, PhD

Medical schools have defended the criteria for their admissions policies using justifications in addition to promoting diversity. These include the need to address the historic deficit of minorities in medical schools; to counter the effects of societal discrimination; and to increase the number of physicians who will practice in underserved communities. The medical community believes that diversity in medical education promotes the mission of medicine and healthcare delivery in all communities rather than solely furthering special interests of students, individuals, groups or organizations.

According to Dr. Behuniak, the court’s philosophy of affirmative action has profound implications for the medical community. First, the courts fail to factor in the historic deficit of minorities in medical school due to legalized racial discrimination, which has contributed to racial disparities in healthcare. Secondly, within medicine, there are many controversies revolving around the questions of whether and how race or ethnicity affects one’s health from the standpoint of certain diseases or conditions that are more prevalent in individuals of certain racial or ethnic heritages. Thus, race/ethnicity is currently a relevant part

of a patient’s medical record. From a purely scientific point of view, the ultimate goal for the medical community is to ensure the best and most effective treatment of all patients thus, race does matter.

Some members of the federal court are of the opinion that over the next 25 years, there will be significant numbers of historically excluded groups actively participating in mainstream America as a result of present affirmative action policies. These individuals hypothesize that the need for affirmative action will therefore be eliminated since America will have become a color-blind society. Dr. Behuniak believes that the medical community is in many respects far ahead of the courts in that it deals with race more realistically and honestly, incorporating in the scope of its philosophy the historical impact of legalized racial discrimination. The medical community is giving more and more attention to the widening gap of healthcare disparities between races, realizing that there is a need for more physicians of color; and promoting outreach programs that ensure the delivery of quality healthcare to the community.

If you would like to share (anonymously) your opinion on the state of affirmative action and the purpose of diversity, or if you have any diversity concerns, call 464-4392. To view the evaluations and comments from this workshop visit www.upstate.edu/affirmativeaction. To learn more about these cases on the internet, use search terms UC-Davis vs. Alan Bakke and University of Michigan Affirmative Action cases respectively.

Upstate Update Production Schedule

Issue: Feb. 9 to 23	Deadline: Jan. 24
Issue: Feb. 23 to March 9	Deadline: Feb. 7
Issue: March 9 to 23	Deadline: Feb. 21
Issue: March 23 to April 6	Deadline: March 7
Issue: April 6 to 20	Deadline: March 21
Issue: April 20 to May 4	Deadline: April 4
Issue: May 4 to 18	Deadline: April 18
Issue: May 18 to June 1	Deadline: May 2
Issue: June 1 to 17	Deadline: May 16
Issue: June 15 to 29	Deadline: May 30

CMN seeks funding applications

The Allocations Committee of the Central New York Children's Miracle Network (CNY CMN) is requesting applications for funding from the 2004 campaign year. To be considered, a project must enhance health and medical care for children at University and/or Crouse hospitals.

The committee approved the distribution of over \$181,000 from the 2003 CNY CMN Campaign. "Although the level of funds for allocation from 2004 will not be known until the end of CNY CMN's fiscal year, the committee expects to have at least a comparable sum of money to distribute," said CMN Director Toni Gary. The Upstate Medical University Foundation Board will not distribute funds until after approval in March 2005.

Pediatric department applications must be presented for review by department chairs no later than Thursday, Jan. 13. All applications must be completed and signed by department chairs or supervisors of the appropriate academic departments and received by the CMN office no later than 5 p.m. Thursday, Jan. 20.

For details regarding the general application and all other allocation information, call 464-4264 or e-mail garyt@upstate.edu.

For application submission support/information, call 464-4284 or e-mail dimiccod@upstate.edu.

For research application information, call 464-4322.

Gillette Road Middle School students raise \$9,500

Students at Gillette Road Middle School put their math skills to good use by raising money for the Central New York Children's Hospital with a Math Marathon. More than 400 students participated in the Math Marathon, raising nearly \$9,500 by seeking sponsors to make a donation for each point they earned during the Math Marathon. Students could earn up to 100 points by completing a packet containing a variety of age appropriate math problems.

Lukie's Foundation raises \$31,588



The Frechette family. Back row from left: Dr. Frechette and children Nate and Hanaah; Dr. Frechette's brother, Matthew. Front row from left: Dr. Frechette's wife, Didi, holding son Isaac and standing next to daughter, Laena (holding check); Dr. Frechette's sister-in-law Samantha, holding son, Elijah and Irene Cherrick, MD, of the Center for Children's Cancer and Blood Disorders.

Vincent Frechette, MD, associate professor of internal medicine and director of the Educational Programs Office for the Department of Medicine at SUNY Upstate, and his family recently held a "Lukie's Holes Fore Hope Day, to support the "Lukie Soul Foundation," a fund established in the name of his son, Luke "Lukie" Vincenzo Frechette who died at the age of 4. The event raised \$31,585 designated for the Children's Miracle Network and the children's hospital.

Future proceeds from this event will be used to name a school room in the children's hospital in memory of Lukie.

Knights of Columbus raise \$700



The Knights of Columbus, Council 207 Auburn, presented a check for \$700 to the children's hospital following the success of its Fall Pig Roast, attended by more than 200 members and guests. Tom Crawford (left), past grand knight and Don Pool, grand knight present \$700 check to Children's Miracle Network Director Toni Gary

State University of New York



Upstate
Medical
University

President's Employee Recognition Awards 2005

To honor:

- ◆ Employees of University Hospital
- ◆ Employees of the Colleges (Non-faculty)
- ◆ Employees of Shared Service Departments

Award categories include:

- ◆ Employee of the Year
- ◆ Supervisor of the Year
- ◆ Team of the Year
- ◆ Outstanding Contribution of the Year

Nominations Due: March 15, 2005

Awards will be presented May 19 and honorees will be acknowledged at Employee Recognition Day in June.

The President's Employee Recognition Awards recognize and acknowledge
SUNY Upstate Medical University employees who,
through their deeds, help Upstate Medical University
fulfill its mission to improve the lives of the people it serves.

AWARD CRITERIA

Campus Awards

The President's Employee Recognition Awards acknowledge outstanding employees devoted to supporting the University's Education or Research missions directly or through a shared service department function. These awards are intended to mirror, not duplicate, awards given at Convocation. (Those wishing to nominate faculty for Fall Convocation awards, should contact the Vice Provost's Office at 464-4520 or visit the website listed below right.)

Employee of the Year Recognizing an employee who has exhibited a strong work ethic, creative problem-solving, and sustained excellence in executing his/her job as attested by the employee's supervisor, colleagues and the University at large.

Supervisor of the Year Recognizing an outstanding supervisor who has demonstrated exemplary problem-solving and leadership skills by encouraging team building, collegiality and productivity.

Team of the Year Recognizing a group of employees who have demonstrated sustained outstanding achievements working together as a team as attested by the team leader and/or the beneficiaries/recipients of the team's efforts. (For the purpose of this award, a team is two or more employees formed to complete a defined project or initiative.)

Outstanding Contribution of the Year Given to either an employee or team that made an outstanding contribution to a successful project or initiative that addressed a significant need on campus and/or positively impacted Upstate and/or the communities we serve.

Nominees should exhibit SUNY Upstate values, including:

- Ethical behavior
- Treating others with respect, fairness, and concern for their welfare
- Fostering and rewarding education and research
- Continual improvement to achieve excellence
- Diversity of culture, ethnicity, gender, and perspective
- Individual and collective performance and achievement
- Service to the community

University Hospital Awards

The President's Employee Recognition Awards recognize employees and teams for their outstanding service for the previous year (2004). Each award is given for both clinical staff and for non-clinical/support staff. The four hospital award categories are:

Employee of the Year Recognizing an employee who has gone above and beyond his/her job responsibilities.

Supervisor of the Year Recognizing an outstanding supervisor who demonstrates exemplary management/supervisory skills.

Team of the Year Recognizing a group of individuals who have demonstrated outstanding achievements working together as a team.

Outstanding Contribution of the Year Given to either an individual or team that has demonstrated an outstanding contribution to internal customers (e.g. UH staff) and/or external customers (e.g., CNY community).

To be eligible for this awards program, an individual and/or team must demonstrate one or more of the following criteria:

- Demonstration of one or more of the SUNY Upstate Medical University six core values (safety, excellence, respect, innovation, compassion and efficiency)
- Improvement in service for our internal and/or external customers
- Quality improvement initiative(s) (following the principles outlined in the Organizational Quality & Improvement Plan)
- Cost savings

Nominations for the President's Employee Recognition Awards are due March 15, 2005.

Download additional nomination forms at:

www.upstate.edu/admin/president/awards.shtml

President's Employee Recognition Awards

Campus

For non-faculty employees of the Colleges of Medicine, Nursing, Health Professions, Graduate Studies, and Shared Service Departments. See facing page for details. Please use a separate form for each nomination. Photocopies of this form are acceptable, or download forms from website: www.upstate.edu/admin/president/awards.shtml

Nomination Sponsor _____

Department/Unit _____ Phone _____ E-mail _____

Type of Award (please check one):

- Employee of the Year, Team of the Year, Supervisor of the Year, Outstanding Contribution of the Year

Please refer to the descriptions provided on the inside cover.

Name(s) and department(s) of individual and/or team nominated for campus award

Blank lines for entering name and department information.

Please indicate which criteria individual and/or team met for recommendation of the campus award (check all that apply):

- Respect, Compassion, Excellence, Innovation, Efficiency, Cost savings, Strong work ethic, Creative problem-solving, Exemplary Leadership, Outstanding Contribution(s), Team Builder, Community Involvement

Please attach a detailed description of why you are nominating this individual and/or team for this award. Be sure to address the criteria that you checked above. Supporting letters are encouraged from the appropriate supervisor(s) and members of the campus at large. Please note: The President's Employee Recognition Awards Committee may request additional information.

Please return your completed form(s) and attachment(s), no later than March 15, 2005 to:

President's Employee Recognition Awards Committee
c/o Nancy Prott, President's Office 1160 WH

For further information on the Campus awards, please contact Nancy Prott at 4-7860 or via e-mail (prottn)



University Hospital

See inside cover for details. Please use a separate form for each nomination.
 Photocopies of this form are acceptable or download forms from:
www.upstate.edu/admin/president/awards.shtml

Nomination Sponsor _____

Department/Unit _____ Phone _____ E-mail _____

Type of Award (please check one):

- Employee of the Year
- Team of the Year
- Supervisor of the Year
- Outstanding Contribution of the Year

Category of Award (please check one):

- Clinical
- Non-Clinical/Support

Name(s) of individual and/or team nominated for hospital award.

Please indicate which criteria individual and/or team met for recommendation of hospital award (check all that apply):

- Met one or more of the six SUNY Upstate Medical University core values:
 - Safety
 - Respect
 - Compassion
 - Excellence
 - Innovation
 - Efficiency
- Improvement in service for our internal and/or external customers
- Quality improvement initiative(s)
- Cost savings
- Strong work ethic
- Creative problem- solving
- Exemplary Leadership
- Outstanding Contribution(s)

Please attach a **detailed description** of why you are nominating this individual and/or team for this award. Be sure to address the criteria that you checked above. Supporting letters are encouraged from the appropriate supervisor(s) and members of the hospital at large. Please note: The President's Employee Recognition Awards Committee may request additional information.

Please return completed forms, no later than March 15, 2005 to:

Upstate Stars Employee Recognition Team, c/o Jim Legault, Jacobsen Hall 512

For questions or further information on UH awards, please contact Jim Legault at 4-4037 or via e-mail (legaultj)

Thank You Central New York for Caring!

Eastwood Rotary makes \$35,000 pledge

The Eastwood Rotary Club of Rotary District 7150 has made a five-year \$35,000 pledge to the Central New York Children's Hospital capital campaign. The gift will name a pediatric oncology/hematology patient room in the children's hospital.

"The Eastwood Rotary Club and Foundation are pleased to make this donation to name a room at the new CNY Children's Hospital," said Ray O'Neil, Eastwood Rotary Foundation president. "This room will provide for children when they are sick and in need of special care. With this donation, Eastwood Rotary Club continues its community service mission throughout Central New York."

The donation was made possible by the establishment of the Eastwood Rotary Foundation as the philanthropic arm of Eastwood Rotary Club. "Eastwood Rotary epitomizes the Rotary motto "Service Above Self," said Jenny Doane, past president of Eastwood Rotary and an Upstate Medical University employee.

The Eastwood Rotary pledge of \$35,000 is in the top 1.5 percent of gifts to date in the Children's Hospital campaign.



From left: Dee Petta, past president Eastwood Rotary; Ray O'Neil, President, Eastwood Rotary Foundation; Russ Cook, president, Eastwood Rotary; Don Zorn, Upstate Foundation; and Jenny Doane, past president of Eastwood Rotary.

St. Sophia's Greek Orthodox Church raises \$15,900 for children's hospital

Add St. Sophia's Greek Orthodox Church to the list of organizations and institutions supporting the Central New York Children's Hospital fundraising effort. The parish of 680 members has raised \$15,900 for the children's hospital through a variety of events over the past several months.

The Sophian Players, a parish theater group, raised \$5,100 from a Mother's Day musical presentation and the church raised \$2,500 from proceeds from the 2004 Greek Festival's advertisement book. In addition, St. Sophia's Ladies Philoptochos Society raised \$3,300 through an art auction held in October. Earlier this year, the society used money raised from bake sales, raffles and craft fairs to name a family sleep room in the Children's Hospital.



The combined gifts from St. Sophia's Greek Orthodox Church are presented to the Upstate Medical University Foundation. Above are, from left, Upstate Medical University Foundation's director of corporate giving, John Zacharek; Cindy Tzetzis, Zoe Tzetzis, and Kathy Harmand, representing the Sophian Players; Dean Assimon, vice president of St. Sophia's Parish Council; and Ethel Assimon, President of the Ladies Philoptochos Society.

Wednesday, Dec. 29

Anesthesiology Grand Rounds. 7 a.m. Wsk. Hall Auditorium.

Otolaryngology Grand Rounds. Amar Suryadevara, MD. 7 a.m. 6500 University Hospital.

Orthopedic Grand Rounds. Joseph Choi, MD. 8 a.m. 6500 University Hospital.

Health Sciences Library Tour. Noon. Wsk. Hall, first floor. Meet at New Book area. Call 464-7192 for details.

Thursday, Dec. 30

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

Medical Grand Rounds. Hani Kozman, MD, Upstate Medical University. 8:30 a.m. Wsk. Hall, Medical Alumni Aud.

Mindfulness Meditation. 3:30 to 4:15 p.m. University Hospital Chapel, first floor.

Friday, Dec. 31

Obstetrics/Gynecology Grand Rounds. Anmar Mansour, MD, Upstate Medical University. 7:30 a.m. Marley Education Ctr.

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

Workshop. "Medline on the Web." Noon to 1 p.m. Health Sciences Library, meet at Reference Desk. Call 464-4581 to register.

SUNY Nursing Services Orientation. 1 to 3 p.m. CAB, East Lounge.

Monday, Jan. 3

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

SUNY Nursing Services Orientation. 12:45 to 3:30 p.m. CAB, East Lounge.

Tuesday, Jan. 4

Workshop. "RefWorks." Noon to 1 p.m. 220 Health Sciences Library.

Mindfulness Meditation. 5:15 to 6 p.m. University Hospital Chapel, first floor.

Wednesday, Jan. 5

Anesthesiology Grand Rounds. 7 a.m. Wsk. Hall Auditorium.

Otolaryngology Grand Rounds. Christopher Schmidt, MD. 7 a.m. 6500 University Hospital.

Neuroscience Grand Rounds. "Spinal AVM." Tooba Khan, MD, and Amar Swankar, MD, Upstate Medical University. 8 a.m. 318 Health Sciences Library.

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

Surgery Grand Rounds. "Anastomotic Leaks." Margherite Bonaventura, MD, Upstate Medical University. 8 to 9 a.m. 2231 Wsk. Hall.

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

Surgery Resident Lecture. "Surgical Problems in HIV/Suppressed Patients."

SUNY UPSTATE
MEDICAL
UNIVERSITY

Art
Gallery

HEALTH
SCIENCES
LIBRARY

Showing in
January

The work of
Mick Mather

Free and open
to the public

Frank Szmalc, MD, Upstate Medical University. 9 to 10 a.m. 2231 Wsk. Hall.

Health Sciences Library Tour. See 12/29 Calendar listing.

NIH Director's Lecture. Neal S. Young, PhD, NHLBI. 3 to 4 p.m. 318 Wsk. Hall.

Spiritual Care Grand Rounds. Chaplains David Paskiniski and Rev. Tom Murphy, Hospice of CNY. 4 to 5:15 p.m. 5303 University Hospital.

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

Thursday, Jan. 6

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

Workshop. "Introduction to Medical Terminology: Part I." 10 a.m. to noon. 1328B University Hospital.

Psychiatry Grand Rounds. "Recovery from Serious Mental Illness: Lessons from the WNY Care Coordination Program." Robert Long, O.C. Dept. Mental Health and John S. McIntyre, MD, Unity Health System. 12:30 to 2 p.m. PBS Bldg., 713 Harrison St.

Mindfulness Meditation. See 12/30 Calendar listing.

Friday, Jan. 7

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

Seminar. "Allocating the Flu Vaccine." Robert S. Olick, JD, PhD, Upstate Medical University. 11:45 a.m. 406 Crouse Physician's Office Bldg.

Film. "The Incredibles." 7:30 p.m. Wsk. Hall, Medical Alumni Aud. \$2 admission.

Saturday, Jan. 8

Film. See 1/7 Calendar listing.

Sunday, Jan. 9

Film. "The Incredibles." 2 p.m. Wsk. Hall, Medical Alumni Aud. \$2 admission.

Monday, Jan. 10

AA Open Meeting. See 1/3 Calendar listing.

Tuesday, Jan. 11

Restraints Fair. 7 a.m. to 5 p.m. 1328B University Hospital.

Workshop. "InfoPOEMS & UpToDate." Noon to 1 p.m. 220 Health Sciences Library.

Department of Medicine Infectious Diseases Conference. Gedion Atnafu, MD, Upstate Medical University. 4 p.m. 118 University Hospital.

Mindfulness Meditation. See 1/4 Calendar listing.

Wednesday, Jan. 12

Anesthesiology Grand Rounds. 7 a.m. Wsk. Hall Auditorium.

Otolaryngology Grand Rounds. Joe Smith, MD. 7 a.m. 6500 University Hospital.

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

Surgery Grand Rounds. "Management of Appendicitis in Pediatrics." Linda Nicolette, MD, Upstate Medical University. 8 to 9 a.m. 2231 Wsk. Hall.

Pediatric Grand Rounds. "Iron Nutrition in Infancy: Science, History, Controversy." Allen Cunningham, MD, Upstate Medical University. 9:15 a.m. 6500 University Hospital.

Surgery Resident Lecture. "Tumors of the Pancreas." Howard Simon, MD, Upstate Medical University. 9 to 10 a.m. 2231 Wsk. Hall.

Emergency Medicine Grand Rounds. 11 a.m. to noon. 2231 Wsk. Hall.

Health Sciences Library Tour. See 12/29 Calendar listing.

NIH Director's Lecture. Bill Newsome, Stanford University School of Medicine. 3 to 4 p.m. 318 Wsk. Hall.

Train-the-Trainer Workshop. "End-of-Life Care." 3 to 7 p.m. 9299 Wsk. Hall.

Neuroscience Grand Rounds. "Neurodevelopmental Abnormalities." Michael Miller, MD, Upstate Medical University. 4 p.m. 6500 University Hospital.

Thursday, Jan. 13

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

Medical Grand Rounds. "General Medicine." 8:30 a.m. Wsk. Hall, Medical Alumni Aud.

Workshop. "Introduction to Medical Terminology: Part I." See 1/6 Calendar listing.

Psychiatry Grand Rounds. "The Formation of Health Professionals: Improvisation at its Best and Worst." David Leach, MD, Accreditation Council for Graduate Medical Education. 12:30 to 2 p.m. PBS Bldg., 713 Harrison St.

Mindfulness Meditation. See 12/30 Calendar listing.

Friday, Jan. 14

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

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

SUNY Nursing Services Orientation. 1 to 3 p.m. CAB, East Lounge.

Film. "Ray." 7:30 p.m. Wsk. Hall, Medical Alumni Aud. \$2 admission.

Saturday, Jan. 15

Film. See 1/14 Calendar listing.

Vision of Growth continued from page 1

Affairs and Faculty Development. "We will have regular reviews of department chairs' performances and will hold a retreat this spring to discuss tracks, expectations, mentoring, annual reviews, salary structure and the role of the department chair," he said.

Dr. Scheinman emphasized his support for a continuing process of curricular renewal for SUNY Upstate's colleges, and of constructively using Mission-based Management, which aligns the institution's resources with its priorities, to support education. He noted that teaching should be rewarded in meaningful ways, and he is exploring mechanisms to recognize exceptional teaching or unusual contributions through salary supplements.

"We should explore a novel concept advanced by Dr. Lynn Cleary, associate dean for curriculum, of a Teaching Academy to recognize teaching excellence and encourage mentoring" said Dr. Scheinman.

Dr. Scheinman stated that the research component of the mission is important and that it requires thoughtful development. "This will depend above all on making best use of our existing resources, since it is not realistic to expect any increases in funding from SUNY," he said. Dr. Scheinman has established a research cabinet that meets weekly and is making policy changes covering a range of issues, the most important of which are the salary structure for investigators, and the assignment of space.

"There is nothing that a chair will fight for more tenaciously than his own space, and no subject on which he is more willing to offer a critical opinion than that of his neighbor's space," said Dr. Scheinman. "I reiterated this principle to the chairs when I became dean in March, and I repeat it more publicly now: there is no

tenure for space. All space in the College of Medicine belongs to the dean."

The dean emphasized the need to use reasonable metrics to assess the productivity of space as assigned, and to develop fair policies based on these metrics to allow for the reassignment of space. Plans exist for the creation of new research labs in Weiskotten Hall, and plans are being developed for potential expansion of laboratory space at the Institute for Human Performance, but in the near term the only way to identify space for new recruits is to reconsider current space assignments.

Regarding the clinical mission, Dr. Scheinman discussed his interest in developing ways to measure and reward quality of care and not simply patient volumes. He noted the need to offer a patient- and doctor-friendly facility. In addition to activity under way to build the vertical expansion and the children's hospital, Dr. Scheinman discussed the need to expand outpatient facilities and to explore construction of an ambulatory care center which the hospital is pursuing.


He described positive new relationships with Crouse Hospital, and, in particular, the plans being developed to establish a collaboration in the area of cardiovascular services. He urged faculty to be alert to all possibilities of working more closely with Crouse.

The dean reported on the status of searches for new chairs in Cell and Developmental Biology (candidates have visited), Neurology (candidates being screened), and Family Medicine (candidates being sought).

He described his criteria for excellence in a department chair: "skills in faculty development and mentoring; skills in faculty recruitment and retention; embodiment of our academic mission and values; ability to think institutionally, not parochially; leadership and vision; and ability to recruit a diverse faculty."

Dr. Scheinman returned to the importance of faculty development. "If we are to be successful in accomplishing our mission, we will need to ensure that all faculty are satisfied in what they do. This is in the interests of our faculty and of Upstate."

The 7th Annual **Mystery and Merlot**
 Thursday, February 3, 2005




Please plan to join us at the Sheraton Syracuse University Hotel & Conference Center.

There will be wine tasting, dinner, live and silent auctions, and a mystery that is waiting to be solved.

For more information call 315.464.5610.

Advocates for
State University of New York
Upstate Medical University



Be on the lookout! Invitation and clues will arrive in December.

Children's Hospital Day proclaimed in city and county

City of Syracuse Mayor Matthew J. Driscoll and Onondaga County Executive Nicholas J. Pirro issued a joint proclamation Thursday, Dec. 2, commemorating that day as Children's Hospital Day in Syracuse and Onondaga County.

"This is a significant day for all of Central New York," said SUNY Upstate President Gregory L. Eastwood, MD. "To have a special day set aside for the Central New York Children's Hospital is extremely rewarding. It recognizes the efforts that everyone—school children, businesses, foundations, patients, parents, the medical community and our own employees—has made in making certain that a children's hospital becomes part of the Central New York landscape."

Onondaga County Executive Nicholas J. Pirro (center) and Syracuse Mayor Matthew J. Driscoll (right) present a joint city, county proclamation declaring Dec. 2 as Children's Hospital Day in Central New York to Thomas Welch, MD, professor and chair of the Department of Pediatrics. The proclamation recognizes the benefit of a dedicated children's hospital to the families of Central New York.



Classes offered to learn about on-line resources at Health Sciences Library

Beginning in January, the Health Sciences Library will present four classes each month that are designed to help individuals better understand and use several on-line information resources. The classes, held from noon to 1 p.m. in Room 220 on the second floor of the Library, are open to all members of the SUNY Upstate and Veteran's Administration Medical Center communities.

On-line resources to be reviewed include:

- "RefWorks," a web-based product for managing personal database of

references, will be taught the first Tuesday of each month.

- "InfoPOEMS," a clinical information system designed to answer questions at the point of care and "UpToDate," a compilation of topic reviews by experts on a wide variety of disorders, will be taught in a combined class on the second Tuesday of each month.
- "I Don't Have Time to Come to the Library: Finding Those Elusive E-Journals," will be taught the third Tuesday of each month. This class will offer tips on accessing articles

regardless of format, and finding articles when only partial information is available.

- "MEDLINE on the Web" will be taught the fourth Tuesday of each month. MEDLINE is the premier database for retrieving biomedical/health science information from journal articles. Participants will learn basic computer skills for searching MEDLINE using the Ovid system.

Registration is required for all classes. For details, call 464-4581 or e-mail: askalibrarian@upstate.edu.

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

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