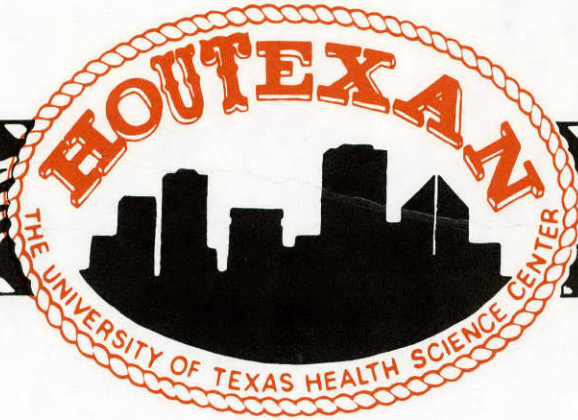


Vol. 2, No. 8 June 1981



Put your little foot right here —

Richard Anderson of the Medical School tries his luck at the obstacle course during Sportathon '81. More than 1,000 people from the Health Science Center, Baylor College of Medi-

cine, M. D. Anderson Hospital and Texas Woman's University entered the day's events. For more photos and a list of winners see page 4. (Photo by Gary Parker)



Volume 2, Number 8 June 1981



Graduation ceremonies set for six schools

About 620 graduates will receive degrees at six separate commencement ceremonies June 12 and

13. There will be no single Health Science Center ceremony this year

because of the lack of a suitable facility to handle the growing number of graduates, their families and

friends.

The School of Public Health will hold this year's first graduation ceremony on Friday, June 12, at 3 p.m. in the school's auditorium. Beverlee Myers, director of the California Department of Health Services, will speak, and 75 degrees will be awarded.

Dr. Don Frederickson, director of the National Institutes of Health, will speak at the Medical School ceremony on Saturday, June 13, at 9:30 a.m. in Jones Hall. Degrees will be awarded to 149 graduates.

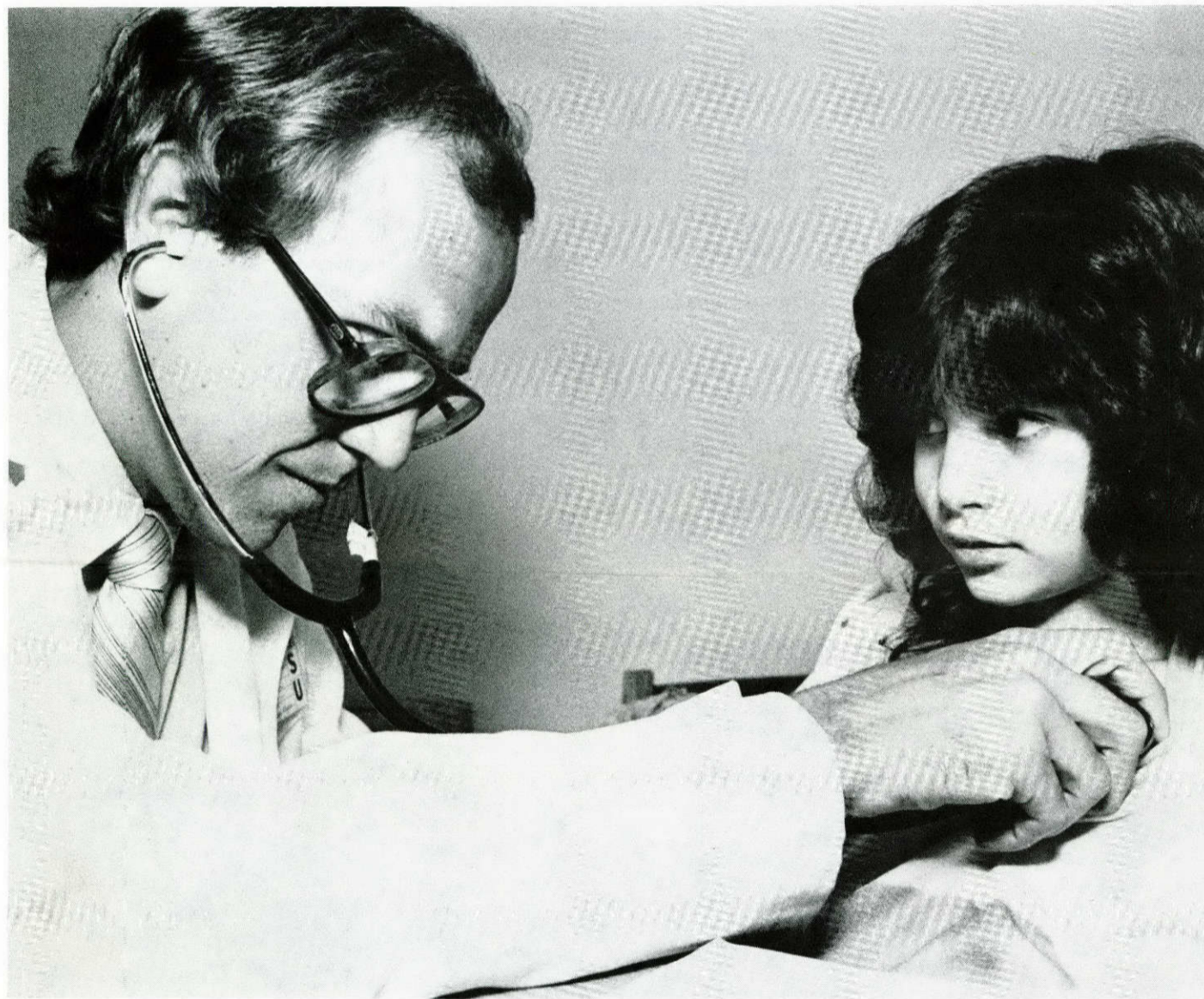
The School of Nursing will award degrees to 79 graduates at 10 a.m., June 13, in Cullen Auditorium on the University of Houston Central Campus. Dr. Billye Brown, dean of the UT School of Nursing at Austin, will speak.

Dr. Norman Hackerman, president of Rice University, will speak at the Graduate School of Biomedical Sciences (GSBS) ceremony at 11 a.m., June 13, at the Houston Garden Center in Hermann Park. Thirty graduates will receive degrees.

Degrees will go to 198 graduates at the Dental Branch ceremony at 2:30 p.m., June 13, in Jones Hall. Dr. Charles Jarvis, dentist and humorist, will speak.

The School of Allied Health Sciences will award degrees to 89 graduates at 7 p.m., June 13, in Cullen Auditorium. Dr. John McGovern, who has appointments at GSBS and the schools of medicine, public health and allied health sciences, will speak. McGovern is also head of the McGovern Allergy Clinic and has appointments at Baylor College of Medicine and M.D. Anderson Hospital.

UT



DOWN TO BUSINESS — This young patient has learned that doctors have work to do when they visit, and graduating Medical School stu-

dent Mike Hagen is no exception. (Photo by Gary Parker)

Student wins family practice award

An annual memorial award honoring a Houston physician has been established to recognize a graduating senior in the Medical School who plans to pursue a career in family practice.

The Dr. Henry W. Withers Memorial Award in Family Practice is made possible through an endowment from the Withers family. The family established a memorial fund through the Health Science Center and the Medical School's Department of Family Practice to honor Dr. Henry W. Withers, who died Aug. 5, 1978.

Selectd as the first recipient of the award is Michael Peter Hagen. He will enter the Medical School's family practice residency training

program at Memorial Southwest Hospital in July.

The Withers Award will be presented at the Medical School's awards ceremony June 12.

A native of Houston, Withers graduated from UT-Austin and received his M.D. degree from the Long Island College of Medicine, now called the Downstate Medical College of Medicine in Brooklyn.

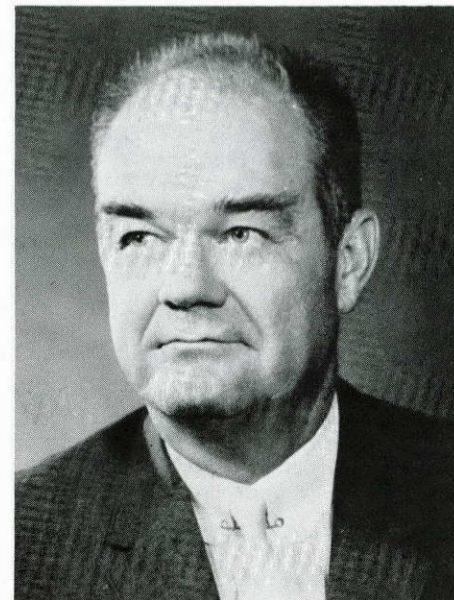
He was on the staffs of Memorial, Jefferson Davis and St. Elizabeth Hospitals. A knowledgeable Texas historian, he had many and varied community interests, among them the Museum of Natural Sciences. He served the Harris County Medical Society in several capacities, including historian. Also, he was a noted

ecologist, lecturer and author.

Hagen was a high school honors graduate in Richardson. While attending McLennan Community College in Waco on a golf scholarship, he was selected for the second team All-American Junior College Golfers, which finished second in the nation.

He transferred to Houston Baptist University, where he was again offered a golf scholarship. He was named to *Who's Who Among Students in American Universities and Colleges*.

After receiving a bachelor of science degree, Hagen entered Medical School in 1977 and was awarded the John S. Dunn Scholarship. His (Continued on page 12)



IN MEMORY — An annual award in family practice has been established to honor Dr. Henry W. Withers, a Houston physician who died in 1978.

Med School hosts minority undergrads

By Barbara Short

Are you a service-oriented individual? Are you basically interested in people? Will you remember how and why you became a doctor?

These probing questions were asked undergraduate minority students by President Roger J. Bulger during a meeting to acquaint the students with the Medical School and its admissions procedures.

The day-long session was titled "Minorities in Medicine: Once A Dream, Now A Reality."

In his welcoming remarks, Bulger emphasized that the students should "remember someone held the door open for you. Too frequently doctors forget how they succeeded."

Bulger related an anecdote from his academic years at Cambridge University in England. Bulger said he had always been an admirer of the poet T.S. Eliot and had the opportunity to meet him while in London.

During their conversation Bulger told Eliot of some personal conflict while trying to assess the importance of his Catholic background in his desire to become a doctor. In response Eliot told Bulger that "the world needs good Catholic doctors."

"I feel," Bulger said, "that Eliot was saying the world needs good doctors of any philosophic persuasion, provided that the commitment to human service is real."

Discussing student life at the Medical School, Dr. Richard DeVaul, associate dean for student and curriculum affairs, said in the past 10 years the political concerns of the number of doctors educated have been replaced with genuine concerns about the kind of doctors schools graduate.

"There is more attention on patient care," DeVaul said. "The behavioral sciences are being used to teach better medicine."

DeVaul said he feels very strongly that the way students are treated in medical school has a great bearing on how doctors later treat their patients.

"For this reason," he said, "there is increasing focus on the quality of a medical student's life."

Student development programs at the Medical School designed for

minority students include workshops in study skills, time management and test taking; chapters of the Student National Medical Association and the Texas Association of Mexican-American Medical Students; and the Summer Enrichment Program (SEP) for undergraduate students considering medical school, said Jackie Smith Ross, director of SEP.

Admissions Pointers

"I encourage all of you to apply," said Dr. Albert Gunn, assistant dean for admissions. "Don't sell yourself short. Let us make the decision. At the very least we can advise you."

The admissions application should be neat, typed, accompanied by a good photograph and should include all activities and accomplishments, Gunn said. Applications can be obtained at universities and colleges, and from the UT System central applications office in Austin.

"One of the most important parts of the application is the essay explaining why you chose medical school and why you qualify to be a doctor," Gunn said.

For the best essay, he continued, write a rough draft, let an English major edit it and then rewrite it.

There are 855 interview spots, and a class of 200 is chosen from these applicants. "The interview is your day to shine," Gunn said. "It is not an interrogation, but a conversation. Talk about yourself: hobbies, interests and accomplishments. Have good reasons for particular attitudes, especially on controversial subjects."

"What we like to see most of all is evidence of hard work and follow-through on anything," he said.

Gunn said the criteria most heavily weighed are an applicant's college grade point average, Medical College Admissions Test score, the interview and pre-professional evaluations (letters of recommendation).

Financial Aid

Once a student is accepted to medical school, financial aid becomes an important concern.

"The first step toward gaining a bank loan is to conduct your own credit check," said Betty Murphy, registrar. "Not paying one bill may label you a bad credit risk."

Murphy advises students to keep meticulous financial records. When applying for a loan, Murphy said to ask for enough to cover all expenses. She suggested opening an account with enough funds to pay for: tuition; microscope, lab, property and Student Health Service fees; malpractice insurance; books; and apartment deposit and first month's rent.

Murphy's sage advice: "Don't let checks bounce."

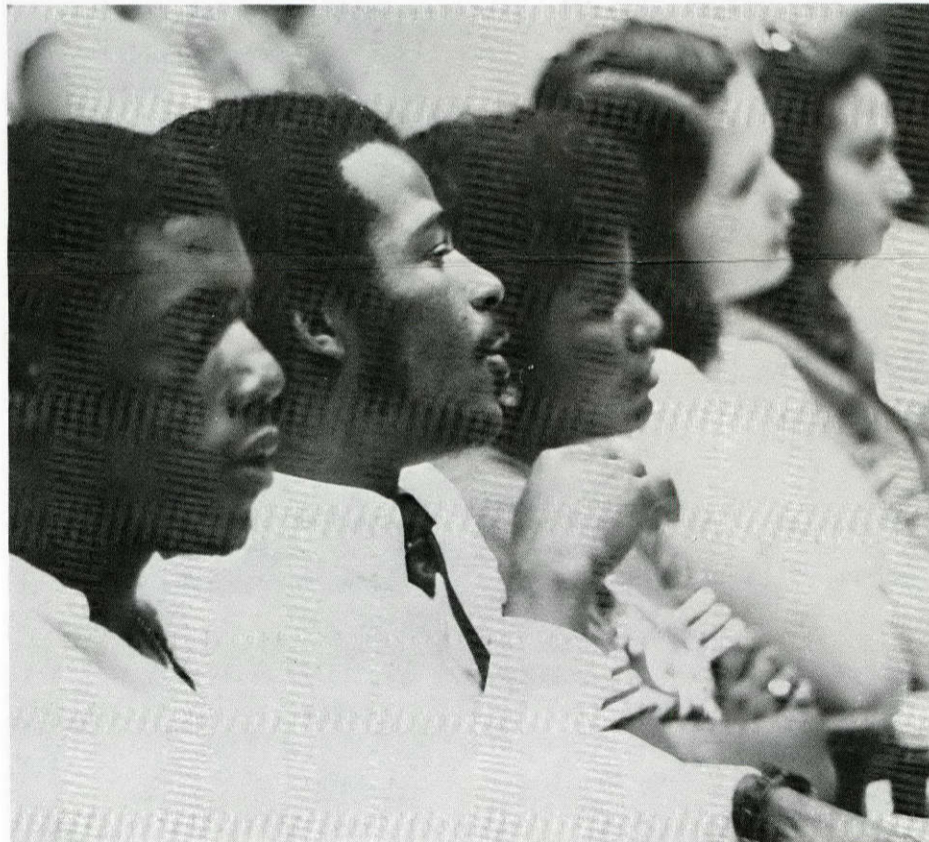
The registrar's office is not the financial aid office, Murphy emphasized, but the liaison between students and sources of financial aid.

She said expenses for the 1981 first-year students will be \$7,500 for the year, while fourth-year students will require a budget of about \$9,000.

The colleges and universities which participated in the minority student meeting were The University of Texas at Austin, The University of Houston's Central and Downtown campuses, Texas Southern University, St. Thomas University, Rice University, Sul Ross State University, Southmost College, Texas A&I University, Wiley College and Huston Tillotson College.

Other speakers included medical students Norwood Knight-Richardson, Sonja Randle, Jose Molinar and Patricia Gomez; Dr. John Hughes, fellow, gastroenterology; Dr. Luis Rodriguez-Rigau, assistant professor, reproductive medicine and biology; and Dr. Carl Dukes, fellow, internal medicine.

UT



ATTENTIVE LISTENING and interest were exhibited by potential medical students during "Minorities in Medicine: Once A Dream, Now A Reality." (Photo by Gary Parker)



"I WANTED TO ATTEND the Summer Enrichment Program because I wasn't sure about medicine." — Sonja Randle, first-year medical student, who discussed student perceptions at the minority students' meeting. (Photo by Gary Parker)

HOUTEXAN

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Editor: **Ina Fried**
Assistant Director of Public Affairs

Assistant Editor: **Diane Broberg**

Staff: **Tish Figures**, secretary; **Susan Fox**, writer; **Wendy Goodridge**, writer; **Belinda Parker**, business and distribution; **Gary Parker**, photographer; **Barbara Short**, writer; **Debby Weiss**, production.

Office of Public Affairs
The University of Texas
Health Science Center at Houston
Box 20036
Houston, Texas 77025

1100 Holcombe Blvd., Room 1117
(713) 792-4266

A summer and three lives enriched

By Barbara Short

If you'll remember always there's no goal you cannot achieve if you'll try your very hardest and above all else, believe—believe that you're a person who has something good to give—believe that you can make this world a better place to live, if you'll believe you're needed and that others like you too, then you're sure to find there's nothing in the world you cannot do!

E.M. Gerus

This epigraph is the philosophy for participants in the Medical School's Summer Enrichment Pro-

gram (SEP).

The SEP was established in 1978 for "minority students to receive practical experience in medicine," said its director, Jackie Smith Ross.

The 10-week program is designed to enhance students' opportunities for success in pursuit of medical careers, Ross continued. The 1981 SEP accepted 15 students.

Each student participates in five of seven hospital-based rotations for two weeks each in: obstetrics/gynecology, pediatrics, family practice, emergency medicine, surgery, infectious diseases and com-

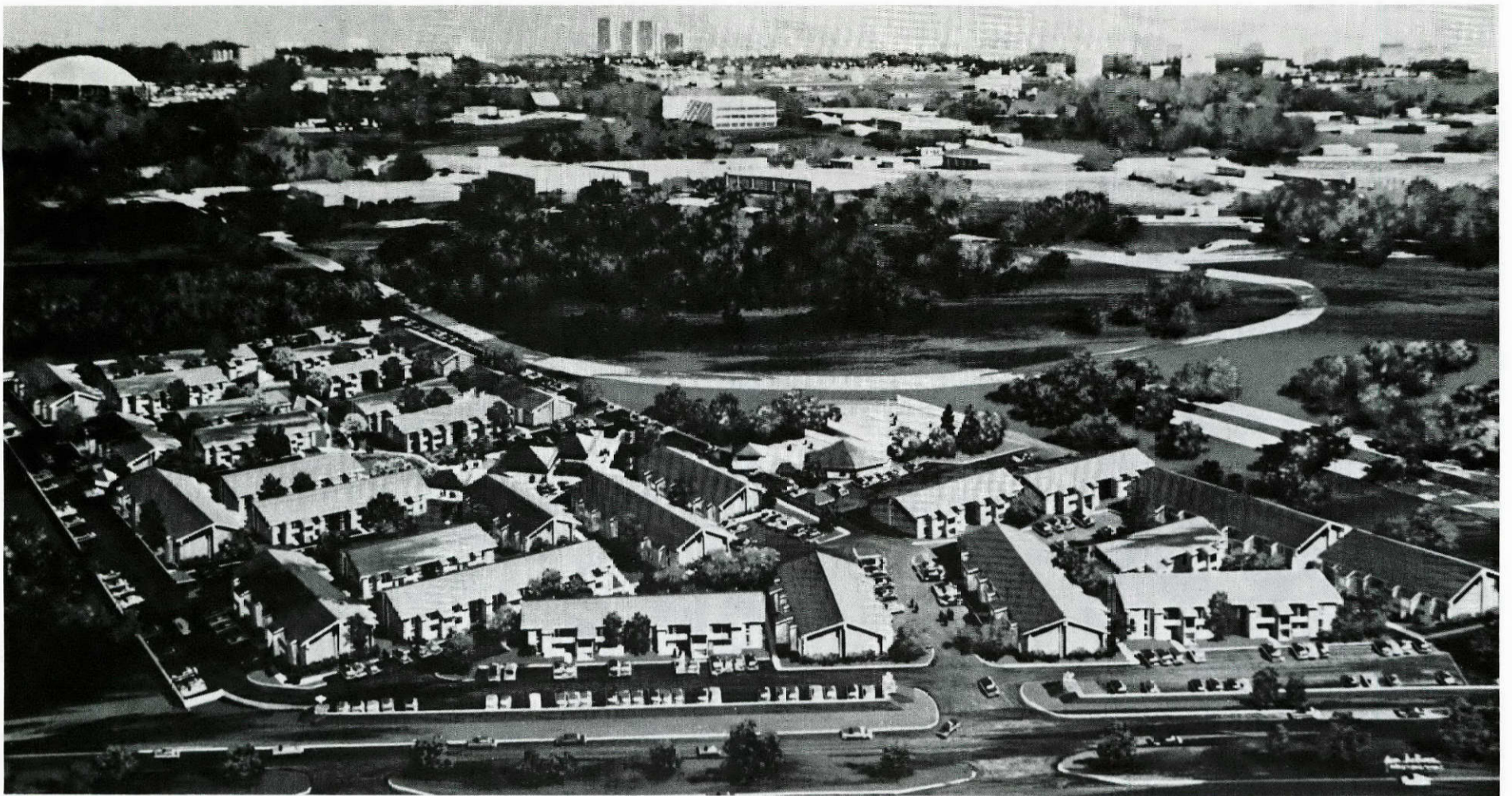
munity medicine.

Also included in the curriculum are: undergraduate biochemistry, study skills course, Medical College Admissions Test preparation course, health related seminars, mock admissions interviews, and career counseling and advising, Ross said.

The requirements for participation in the SEP are demonstrable excellence in basic sciences and completion of specified science and math courses.

Three current first-year medical students can attest to the value of the SEP in propelling them closer

(Continued on page 7)



CONVENIENT HOUSING — This is an artist's rendering of the 500-unit apartment complex that will be built for students and faculty of the Health Science Center on land owned by UT between the medical center and the Astrodome.

HSC student/faculty apartments being built

Groundbreaking ceremonies will be held in late June for a student and faculty housing project that has been a major priority of President Bulger since he became president of the Health Science Center in 1978.

At its last meeting, the UT System Board of Regents approved placing \$14 million in bonds to finance the 500-unit apartment project which will be built on UT-owned land between the medical center and the Astrodome. The address will be 7900 Cambridge.

The new housing is expected to aid in the future recruitment of young faculty members and students for the six schools of the Health Science Center.

"We are extremely pleased with the regents' action," Bulger said, "and we are grateful for the support this project has received from major segments of the banking communities in Houston and Austin."

Bulger said the serial bonds, which will mature between 1984 and 1998, will be placed with Texas Commerce Bank, First City Bank, Cullen Bank, Bank of the Southwest, First International Bank and Fannin Bank in Houston and Austin National Bank in Austin.

Construction on the 20-acre site, located approximately a mile and a half from the medical center, will begin in late June. The Board of Regents awarded a construction contract of \$9,275,706 to GWS, Inc., of Houston. The remainder of the bond money will go toward such expenses as interest, maintenance

of a reserve account and architect's fees.

Completion of the project is anticipated as early as July of 1982 with complete occupancy expected by the beginning of the school year in 1982.

"Because of the convenience to students and faculty, many of whom must be at the medical center on short notice and at odd hours of the day and night," President Bulger said, the new housing is expected to aid in the future recruitment of young faculty members and students for the six schools of the Health Science Center.

It is expected that the apartments will be rented to HSC students, postdoctoral people, fellows, residents and new faculty members. The idea for faculty apartments, Bulger said, is to provide newly-recruited people with a place to stay for a year or so while they seek appropriate permanent housing.

Bulger said that since the project will receive no state funding, the rental rates will be set at a level needed to retire the bonds and manage the day-to-day operation of the complex. The rental rates have not been announced.

The garden-type apartments will offer two sizes of one-bedroom apartments in addition to both two- and three-bedroom units. The apartments will be unfurnished but will have a refrigerator, range, oven and vent hood, dishwasher and disposal unit. Telephone and television jacks will be pre-installed.

The complex will be wired to receive Health Science Center Television (HSC-TV) programming, which goes to institutions throughout the Texas Medical Center and to subscribing hospitals elsewhere in the Houston area. It is used for continuing education for health care

professionals but it also has a channel devoted to programming for children and another with constant news and special feature programs.

Apartment construction will be 50 percent brick and 50 percent wood with composition shingle roofing.

The complex will contain two swimming pools, three laundry and vending rooms, a leasing office, recreation room, maintenance shop and a day care center with an ultimate capacity of 150 children. The center will be open to both students and

employees of the Health Science Center.

Two transit stops will be provided for a shuttle service to and from the medical center.

A sophisticated security system will connect with the main office of The University of Texas Police at the Health Science Center as well as with a guard house located at the single entrance to the complex on Cambridge. Security personnel will monitor the entrance around the clock seven days a week.

UT

Knobil becomes dean-elect July 1, when Tuttle retires

Dr. Ernst Knobil, the newly appointed dean of the Medical School, will begin serving as dean-elect on July 1, spending time in Houston "on a regularly scheduled basis," President Bulger announced in a letter to the Medical School faculty.

Knobil, who is professor and chairman of the Department of Physiology at the University of Pittsburgh School of Medicine, will begin devoting full time to the deanship "no later than Jan. 1, 1982," Bulger said.

The outgoing dean, Dr. Robert L. Tuttle, will retire from his duties July 1. He has accepted a new job at the Texas Tech University Health Sciences Center branch in El Paso. He will become associate dean and assistant to the president at the School of Medicine and will be in charge of the Texas Tech Regional Academic Health Center in El Paso.

President Bulger's letter contained these four points:

"1. In accordance with Dr. Tuttle's wishes, he will retire from the deanship on July 1, 1981.

"2. Dr. Knobil will, at that time, become dean-elect and effectively take charge of the Medical School although he will not be able to devote 100 percent of his time to UT until no later than Jan. 1, 1982.

"3. Dr. Knobil has taken an apartment in Houston and plans to be here on a regularly scheduled basis between July 1 and Jan. 1. He will be a part of all major decisions, which will be expressed through Dr. John Ribble who will continue to serve in the role he now plays, which is in effect as Deputy Dean. I am sure you will hear more from Dr. Knobil about Dr. Ribble's role.

"4. Dr. Knobil, Dr. Tuttle, Dr. Ribble all believe, and I agree, that this arrangement will provide for continuity while preventing the ambiguity which would otherwise arise from an extended transition period."



Sportathon '81 has now come and gone, but April 11 was a day to remember for all who participated in the fun.

The day began with running events: a 10 kilometer run, a fun run, and all sorts of track events.

Perhaps the most popular event was the obstacle course, if number of spectators is any indication.

Other events included volleyball, tennis, Ultimate Frisbee, a bike race and "New Games." Between events, everybody got a chance to

visit a health promotions tent where blood pressure and posture checks were being done.

Food was sold by a fraternity from the Medical School, Phi Delta Epsilon, and they made enough money from sales of food at Sportathon to send two representatives to their fraternity's national convention, said Bob Dowling, a third-year medical student.

If you're sorry you missed the fun of Sportathon this year, there's always next year! The Department

of Community Medicine at the Medical School is anxious for everyone's suggestions to help with the planning of Sportathon '82. Send them to Room 2.112 at the Medical School.

Here are the winners:

Three Mile Fun Run for Men — Ages 18-29: John Voyta (Time-16:26); Ages 30-39: James Darcy (Time-15:49); Ages 40-49: Arnold Lande (Time-21:08).

Three Mile Run for Women — Ages 18-29: Nancy Young (22:08); 30-39: June Eichner (23:00); 40-49: Mary Ann McCartan (36:05); 50-59: Fran Moncure (48:00).

Ten Km Run for Men — Ages 18-29: James O'Keefe (33:07); 30-39: James Darcy (34:20); 40-49: Peter Almond (44:37); 50+: Edmund Gehan (48:24).

Ten Km Run for Women — Ages 18-29: Susan Miller (42:27); 30-39: Sally Vernon (43:25); 40-49: Joan Bull (40:56).

Women's Track — 100 yd: Lydia Martin (:14); Women's Track-440 yd: Lorraine Gohr (1:04).

Women's Relays, 4 x 440: Cheryl Anderson, Mary Creager, Cheryl Chance and Lorraine Gohr (5:12.3).

Women's Relays, 4 x 110: Mary Jo Basara, Laura Kelly, Lorraine Gohr and Shirin Toafel (:59).

Men's Track — 100 yd: Steve Booton (:11.5); Men's Track-440 yd: Keith Kiser (:52.6).

Men's Relays, 4 x 440: James O'Keefe, Walmsley, Stark, and Paul Flint (3:46).

Men's Relays, 4 x 110: Miles Gravier, Brant Victor, Michael West and Mark McBath (:47.9).

Coed Relays, 4 x 440: Jamie Harris, Brett Harrison, Richard Rutter and Delma Cardona (5:12).

Coed Relays, 4 x 110: Lorraine Gohr, Louie Sabatini, Catherine Herrold and Brad Towle (:52.9).

Volleyball Teams — First Place: Baylor Pathology Dept: Ed Johnson (Captain), Becky Randolph, Kendra Stewart, Chris White, Nick Mace, Lisa Nedmen, Margot Durbin, Rick Strebel, Dan Hartmann. Volleyball Second Place: UTMSH "Sweet Stuff": Chris Skisak (Captain), Melana Flowers, Steve Holmes, Dave Rittenhouse, Carmela Picone, Joy Finney, Robert Taylor, Martha Taylor.

Tug-of-War Men's Team: UTMSH Students: Chuck Dow (Captain), John Liu, Randy Peters, John Livesay, Lindy Rachal, Mike Mouw, Joel Weddington, Danny Ramsey, Larry Flowers.

Tug-of-War Coed Team: Veterinary Medicine, M.D. Anderson's Camp Swift Bastrop: Bill Schmidt (Captain), Paul Vinklurek, Stephanie Euchl, Ann Barbarow, Lavonna Lerche, Debbie Wahrmond, Gene Whitworth, Dale Weiss, Rita Frerich.

Bike Race Men's Team: Baylor Students: Jeff Robertson (Captain), Niel Veggeberg, David Janowitz, Kel Vamada, Martin Huber, Jeff Segal, John French, Jeff Marks, Dennis Raleigh, Paul Martin (53:02).

Bike Race Women's Team: Amy Haynie, Lynn Boggs, Lou Hackenberry, Laura Young, Stephanie Goldpin, Leslie Cagle, Lynn Schwartzberger, Carol Johnson, Donna Kellip.

Obstacle Course — First Place Team: "Ecraseurs": Jean-Pierre Forage (Captain), Mike Lanser, Kim Hein, Sue Calvert, John Calvert, Elana Topperoff. Obstacle Course — Second Place Team: Joel Weddington (Captain), Michele Regard, Erica Williams, Sharon Steele, Ronnie Scott, Chuck Wilson.

Ultimate Frisbee First Place — UTMSH Students: Kyle Moore (Captain), Gregory Miller, Bill Privitera, Brian Richardson, Charles Sargent, Jonathan Kaiser, Brant Victor, Chuck Mascioli, Mark McBath.

Ultimate Frisbee Second Place: UTDB Students: Biff Furst (Captain), Fred Blazener, Michael Collins, James Dove, Peter Landesberg, Scott Perkins.

Softball Throw — Men: First: Robert Walmsey (251'6"); Second: Mike Oseczakiewicz (248); Third: Jeff Marks (241'6").

Softball Throw — Women: First: Sharon Hawkins (144'); Second: Cheryl Chance (139'6"); Third: Sami Rahman (137').

Tennis Winners — Women's Championship Bracket: First: Cheryl Chance and Delma Cardona; Second: Julie Jackson and Sissy Watkins. Women's Consolation Bracket: First: Carolyn Moore and Kathleer McBride; Second: Terri Foster and Kathleen Mixon.

Tennis Winners — Men's Championship Bracket: First: Jay Pfister and Don Teicher; Second: John Wolf and Ron Hutchins. Men's Consolation Bracket: First: David Sease and Steve Cole; Second: Mark Wenglar and John Harper.

To the Editor, *HoUTexan*:

Sportathon '81 is now history and, judging from its apparent success, will be the first of future Sportathons.

Although its intent and spirit was the combination of athletic efforts of all Texas Medical Center institutions, the guiding forces behind Sportathon '81 were those of our own Houston Health Science Center. Dr. Bulger should be commended for his support of this event.

But, perhaps the most interesting and rewarding aspect of the success of Sportathon '81 is how it reflected one of the missions of the Houston Health Science Center — that of melding the energies of faculty, staff and students toward reaching a goal for the benefit of all of those associated with The University of Texas Health Science Center at Houston. The primary organizers of Sportathon '81 embodied that goal.

A Dental Branch faculty member, Dr. John McMahon, as chairman of the Coordinating Committee, deserves accolades for this skill in coordinating the many disparate elements and activities Sportathon entailed, as well as for his ingenious problem-solving and, most importantly, for his applying these talents with grace, tact and good humor. His efforts, combined particularly with those of J. Hessel, a student, and Beverly Wright, a staff member, are largely responsible for Sportathon '81's success.

Obviously, many other faculty, and staff and students contributed greatly; they all deserve admiration and appreciation.

As one peripherally involved, I know how much "leisure" time and effort were required of all of them and would like to congratulate the various Sportathon organizers for a great success which was well worth all of our efforts.

Judith Booker
UTHSCH Employee Relations
Program

SPORTATHON



IT'S NOT POLITE TO POINT but some Sportathon participants couldn't help themselves. Representing various Texas Medical Center institutions are (left to right) Dr. Lorraine Cherry of M. D. Anderson, Ray Nofi of TWU, B. J. Kolenda of M. D. Anderson, Dr. John McMahon of the Dental Branch, and Dr. Peter Broberg of Baylor. (Photo by Gary Parker)



LUV YA BLUE Ridge Skippers! Forty youngsters from Fort Bend's Blue Ridge Elementary entertained the Sportathon crowds with amazing rope skipping tricks done to music. At right are the New Games participants in a relatively small "lap circle." (Photos by Gary Parker)



Supervision course covers 'things all of us need to know'

By Ina Fried

"It was the greatest course I've ever taken at this institution," Linda Soliz said about the Basic Supervision Class offered by the Personnel Department Training Program.

"The course covered the kinds of things all of us need to know," she added. An administrative assistant in gastroenterology at the Medical School for the past two years, Soliz was one of 18 first-line supervisors who recently completed the third session of the course.

"The intent of the course is to equip first-line supervisors with some 'armor' with which to protect themselves and to perform their jobs more efficiently, to aid them in mak-

"Management supervisory training is extremely important and beneficial for both the employee and the employer."

ing the transition into management, and to provide them with an opportunity to share concerns and perspectives with other in similar positions," explained Judi Booker, coordinator of employee relations and training and instructor for the course.

"We cover very basic issues like personnel policies, interviewing, discipline handling, and performance evaluation as well as effective communication, leadership and motivational tools," Booker said. "We also spend a great deal of time analyzing our departmental and organizational goals, objectives and structures."

"I can't begin to say enough about the fund of knowledge Judi Booker has," Soliz said.

Garry O'Neal agreed, "The instructor was the ideal person."

Even though the course concentrates on Health Science Center pol-

icies and procedures, much of the material could be applied to a supervisory position anywhere, O'Neal said. He is a mail clerk leader in Mail Services.

He said the course provided guidelines for day-to-day activities and advice on ways of handling the situations that arise in supervising people.

Not only did the course give a good review of information needed in a supervisor's job, but it was also presented very candidly, Janet Tabor said. The class gave specific examples of problems and approaches to solving them. "This was real, down-to-earth practical applications," she said.

Tabor, who is an administrative assistant II in pharmacology in the Medical School, found the interaction with others from throughout the HSC a valuable part of the class.

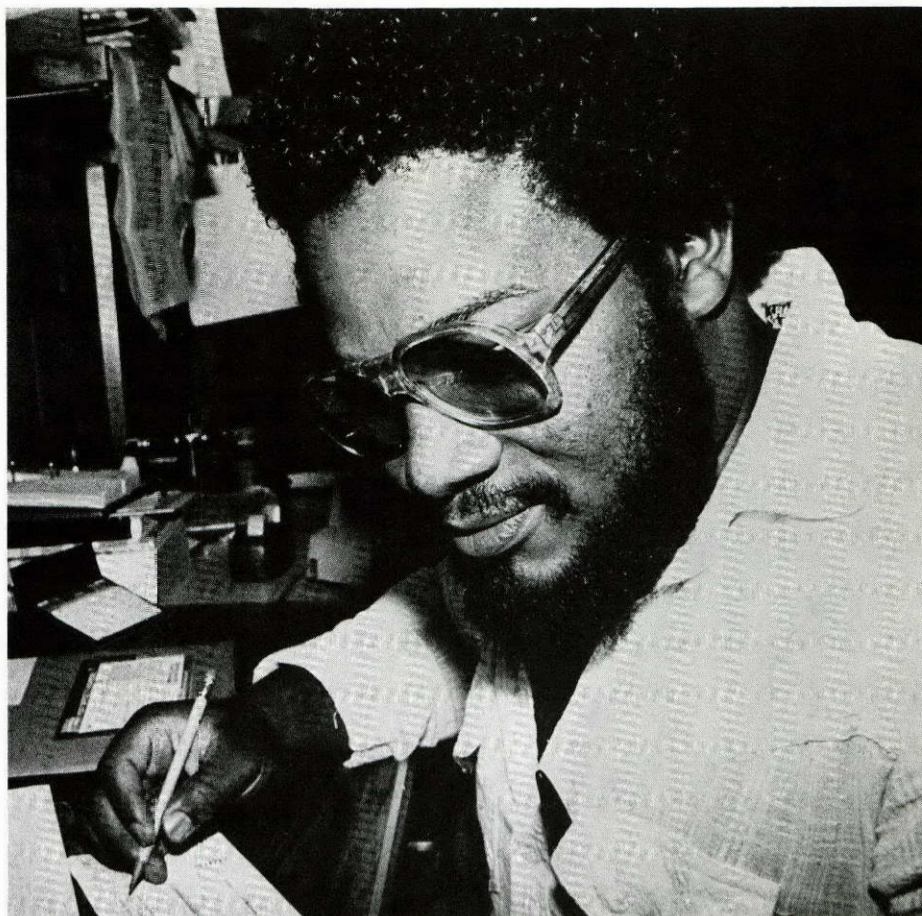
Because the class met once a week for 12 weeks, they were able to follow "continuing sagas," Tabor said. After people discussed problems in class and tried the suggested solutions, they could let the others know the results and ask for additional advice if necessary.

The schedule of two hours once a week also made it easier for those attending to take time away from their regular duties.

"It's not an easy thing to do," Betsy McEldowney said. "But in spite of having to shuffle work around to attend, both people in my department who attended were pleased and felt like they were learning from it."

McEldowney is administrative services officer in anesthesiology in the Medical School. "I think the department will see good things from it," she added.

"Management supervisory training is extremely important and beneficial for both the employee and the employer," said John P. Porretto,



GOOD GUIDELINES — Garry O'Neal says the information presented in the Basic Supervision Class could be applied to a supervisory position anywhere. He is a mail clerk leader in Mail Services. (Photos by Gary Parker)

the HSC's vice president for administration and finance.

"One of the Health Science Center's most valuable assets is its employees, and I feel that we must offer and require participation in management training for all supervisors so as to adhere to our policy of promotion from within whenever possible. It is unfair to both employee and employer to place individuals in management positions with little or no previous training," Porretto said.

"These programs should be repeated and updated as often as necessary if we are to stay abreast in a field that is extremely competitive and ever-changing as employee management is in the Houston marketplace," he said.

For more information about the next session of the Basic Supervision Class, call 792-4911.

UT



DOWN-TO-EARTH, practical applications of supervisory skills were presented in the Basic Supervision Class, Janet Tabor says. She is an administrative assistant II in pharmacology in the Medical School.

Reader expresses concern about recent article

GRADUATE SCHOOL OF BIOMEDICAL SCIENCES AT HOUSTON
CENTER FOR DEMOGRAPHIC AND POPULATION GENETICS
9 April 1981

Ms. Ina Fried
Assistant Director of Public Affairs

Dear Ms. Fried:

I am writing to express my dismay at a recent article which appeared in the *HoUTexan*, Vol. 2, No. 6, Page 9, on tarot card reading and astrology.

The University of Texas Health Science Center is supposed to be dedicated to science and the application of science to the understanding of human health and disease. At the present time there is a general decline in public support and understanding of science and increasing popularity of unscientific or anti-scientific views of reality (for example, astrology and predicting the future with tarot cards). While these things may be harmless pastimes for the individual and I would not want to deny anyone the right to practice or believe in them, I do not feel that the UTHSC, through its publications, should lend support, explicit or implicit, to such nonscientific pursuits as tarot card reading.

I am sure that there are numerous opportunities within the Health Science Center to present interesting and exciting examples of the application of science to the understanding and cure of disease, as shown by other articles in the same issue of *HoUTexan*.

Thank you for your consideration.

Sincerely yours,
Robert E. Ferrell, Ph.D.
Head, Genetic Marker Laboratory
Associate Professor of Population Genetics

Editor's Reply: The article in question was a report on an Employee Relations Brown Bag Seminar as stated in the first sentence and the outline to the accompanying photograph. The third sentence of the article identified the speaker as an administrative assistant at the Medical School.

While the *HoUTexan* does try to "present interesting and exciting examples of the application of science to the understanding and cure of disease," it also tries to cover the non-academic, non-scientific aspects of the Health Science Center and the people who work here. The *HoUTexan* staff attempts to cover as many Employee Relations events as time permits. We believe these are of interest to many Health Science Center employees who may not always be able to attend.

Reply from Judith Booker, Employee Relations: While I agree with Dr. Ferrell that there are many and varied examples of the application of science to the understanding and cure of disease, I must reiterate the purpose of our luncheon Brown Bag programs.

The purpose is not to supplant the presentations made at various departmental grand rounds or lectures by eminent scientists but to offer to our general employee population talks presented informally on topics of very general interest. We've presented talks on bicycling, coping with aged parents and approximately 100 other topics during the last two years, and none was intended as a promotion of the views of the speaker or as an endorsement of the philosophies he or she espoused; that has been our conscious intent. We simply offer our public the opportunity to spend their lunch hour listening to a speaker they may or may not agree with on a topic they may or may not credit.

Summer enrichment program

(Continued from page 2)

to their goals of medical careers.

George Carrion, Sonja Randle and David Villasana participated in the SEP in 1979. They were the first SEP alumni to become UT medical students here.

"No one in my family had ever been in medicine," Randle said. "I wanted to attend the SEP because I wasn't sure about medicine. It was a good opportunity to gain hospital experience and course credit."

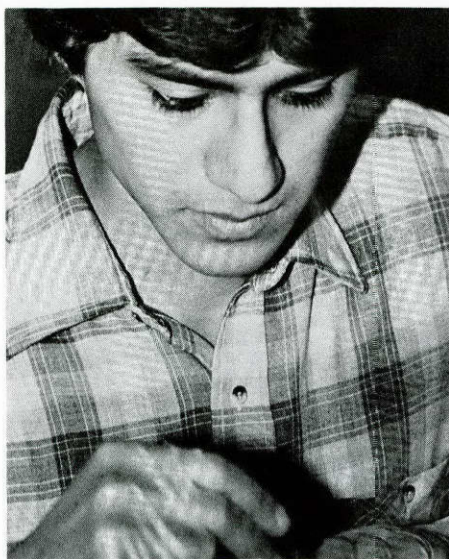
Carrion, Randle and Villasana all agree the SEP portrayed medical school realistically.

"We learned time budgeting. The program showed how academic pressures and extracurricular activities weigh," Villasana said. "Because of this, I learned to pace myself before entering medical school."

Randle believes the most valuable part of the SEP was the biochemistry course. "It was quite different from the college biochemistry course. We had an advantage over other first-year students because we were familiar with the instructor's style, presentation and emphasis," she said.

Villasana feels the contacts he made during rotations were particularly valuable. "One of the doctors I met on ob/gyn rotation wound up as my faculty interviewer, and she remembered me. It was a most relaxed and positive interview," he said.

Carrion had some hospital experience as a volunteer before attend-



George Carrion, first-year medical student

ing the SEP, but he wanted to experience the academic aspect of medical school. "Not only did the program meet my expectations, but I became familiar with the school and was very relaxed when I came back for my first year," he said.

The students are unanimous about the familial atmosphere that encompasses the SEP participants and sponsors.

"We get a lot of personal attention from Jackie (Ross)," Villasana said. Randle concurs, adding that she still feels comfortable about seeing her professors informally.

During the past year Carrion and Ross traveled to UT in Austin to recruit for the SEP, while Randle talked to Prairie View A&M students about the SEP and UT

generally.

Four other SEP alumni were accepted here for the fall of 1981: Terry Stewman, Jose Prieto, Danny Salinas and John Sanchez.

Randle, who received a bachelor's degree in biology from Prairie View, is looking forward to this summer when she may work in the oncology research summer program at M.D. Anderson Hospital and Tumor Institute.

Carrion and Villasana both obtained bachelor's degrees from UT-Austin. While Carrion graduated magna cum laude in biology, Villasana double-majored in biology and radio/television/film. Concurrent with his medical education, Villasana is pursuing a master's degree in

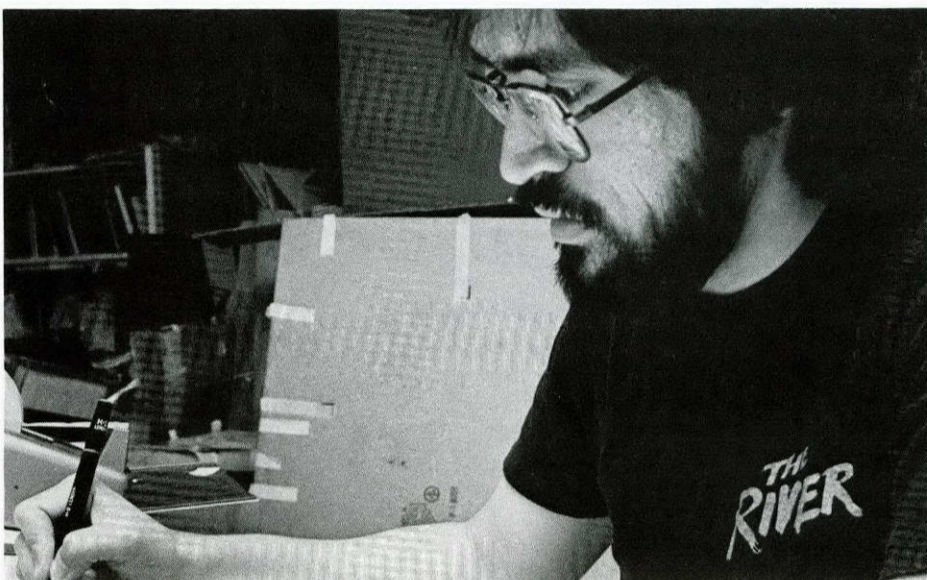
biomedical communications at the Graduate School of Biomedical Sciences.

Villasana hopes to spend the summer tutoring in biochemistry for the SEP and also plans to continue work on his master's degree.

Carrion will spend his last free summer (for a few years) working in a hospital.

The first year in medical school seemed to him like one long, tedious lecture and a little diversionary lab work.

With it quickly ending, Carrion, Randle and Villasana look eagerly toward the second, third and fourth years when the SEP rotation experiences will again provide familiarity which breeds self-assurance. **UT**



David Villasana, first-year medical student

Singles: Stay out of discos, therapist says

By Diane Broberg

First, decide what your greatest personal needs are; then plan how you'll go about getting them fulfilled. Your relationships with others should not make you withdraw from activities that fulfill important emotional needs because that's when trouble, and often divorce, occurs.

That advice is from Rod Barger, a Houston psychotherapist who should know what he's talking about. After all, with Houston's rapid growth and the stresses associated with the crowds, divorce and separation have become commonplace. Many single people seek his help.

For singles looking for a mate, Barger does not recommend bars

and discos. "Did you ever see a Walt Disney wildlife film on animals' eating habits?" he asked. "The bright colors, the strutting, the males' hairy chests showing . . . all that is just like a disco."

Instead, he recommends finding happiness in the activities that interest you. "If you enjoy sailing, buy a boat," he said. "Mental health is expensive in Houston, but happiness is contagious, and if you're happy with yourself, you will bring other people to you."

In a three-session evening lecture series sponsored by Brown Bag Productions, Barger advised a group of Health Science Center employees to treat themselves to a variety of experiences. He suggested they look

at noncredit universities (in Houston, "Class Factory" and "Leisure Learning Unlimited" are two of the largest) as well as at lectures and seminars advertised in the weekend newspapers.

Barger recommends a six-month waiting period after a breakup before getting involved in an intimate relationship again. "It is important to become confident and comfortable with yourself before becoming involved with someone else," he said.

He noted that often singles talk themselves into being in love for sexual reasons. He believes that more men marry quickly after a breakup than women, and often people marry five or six times, "bouncing from

one rock to another, never sitting down to talk about what they really want."

People often marry the wrong person just because they have invested a great deal of time in the relationship, and it seems a shame to lose the emotional investment, Barger added. He emphasized the importance of finding someone with common interests who is not just a companion.

"Make sure your emotional needs don't conflict," he said. A person who has a great need to be alone might have trouble with a person who has a great need to be sociable all the time.

All of our emotional needs have to be kept at a balanced level, he advised, because if we get too much of any one need, we get tired of it. For example, after getting an overdose of affection, a couple will fight to create the needed distance between them.

If we go without satisfying any of our needs for too long, however, we will go out searching for that need, he said. An example of such a search is the singles' need for affection driving them to bars and "one night stands."

Throughout the sessions, Barger's theme was clear: to live as a happier person, determine your greatest needs in life and keep them in mind when you become emotionally involved with others.

News notes

Recreation Center

The HSC Recreation Center is sponsoring a summer softball league beginning June 3. Games probably will be scheduled each Wednesday and Thursday evening through the middle of July.

Starting on July 1 the center will offer a yoga class one evening a week (which evening to be determined later). The class will last for six weeks.

A new teacher is needed for the

women's exercise class. It meets at noon three days a week.

During June and July the gym will be reserved one evening a week, probably Tuesday, for volleyball. For more information about any of these programs, call Doug Franklin at 792-5885.

Patient Awareness

Patient's rights, ownership of X-rays, the assertive patient, organ donorship and second opinions will be some of the topics Edward Rich-

ard and Dr. Katharine Rathbun will discuss on Patient Awareness Day June 6, 9 a.m. - 1 p.m. in the School of Public Health auditorium.

Richard is a medical lawyer with Landis and Gregory, and Rathbun is a general practitioner here in Houston.

Registration begins at 9 a.m. and costs \$15. The tuition covers coffee and snacks. For more information contact the Houston Area Women's Center at 792-4403.



Style Show

Photos by G

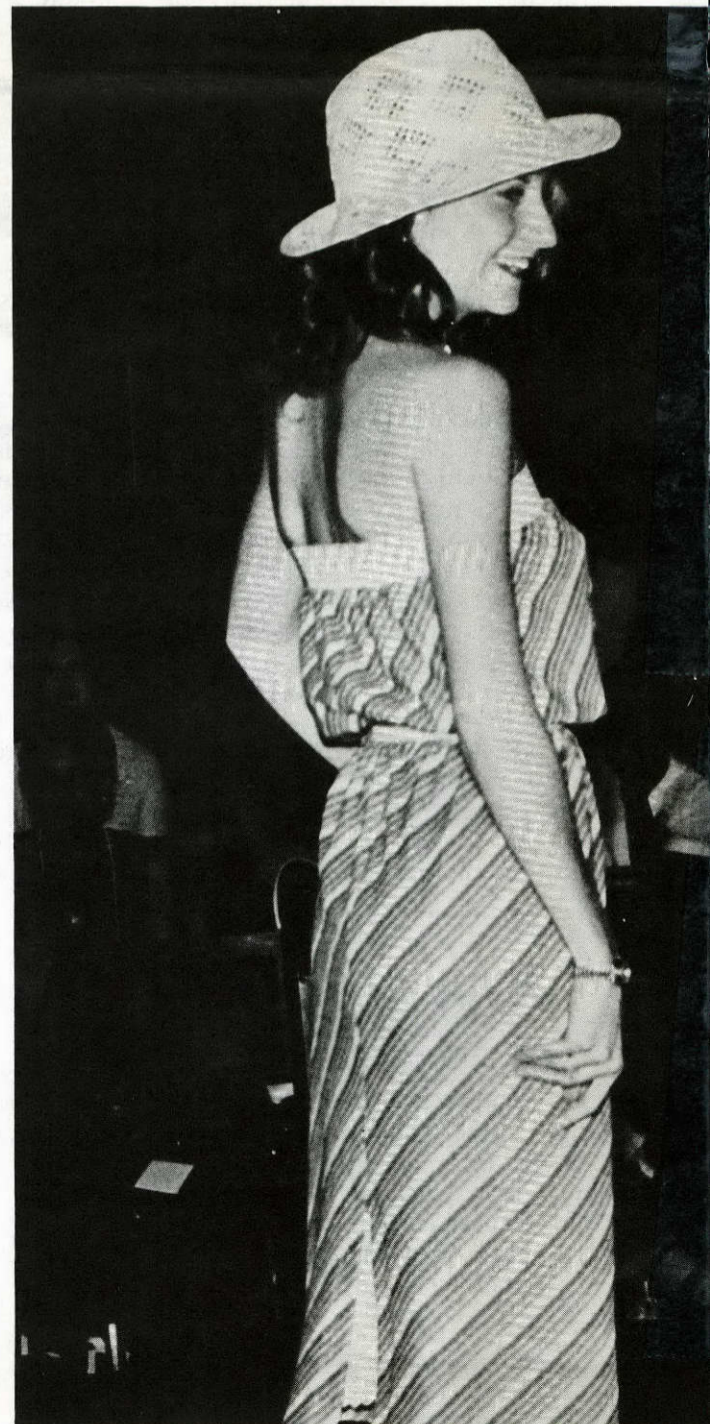
MODELS for the Secretaries Week Style Show, sponsored by the HSC Employee Relations Program, include Mary Nolte (photo at left), Urology, Medical School; Eugenie Holman (below), Dental Branch; Margaret Mathies (top right), School of Public Health; and Monica Vargas (bottom right), School of Nursing. Other models were Julia Bowman,

Speech and Hearing Branch; Sylvia Dunne, Medical School; School of Nursing; Vickie Haral; Mary Kay Jones; Maybelle Rogers; Robin York, Speech



DOOR PRIZES are announced by (from left to right) Bertina Jones, Speech and Hearing and style show commentator; Judi

Booker, Employee Relations; and Belinda Parker, Public Affairs and style show coordinator.



y Parker
W



Clothes for all occasions were featured in a style show sponsored by the Health Science Center Employee Relations Program during Secretaries Week.

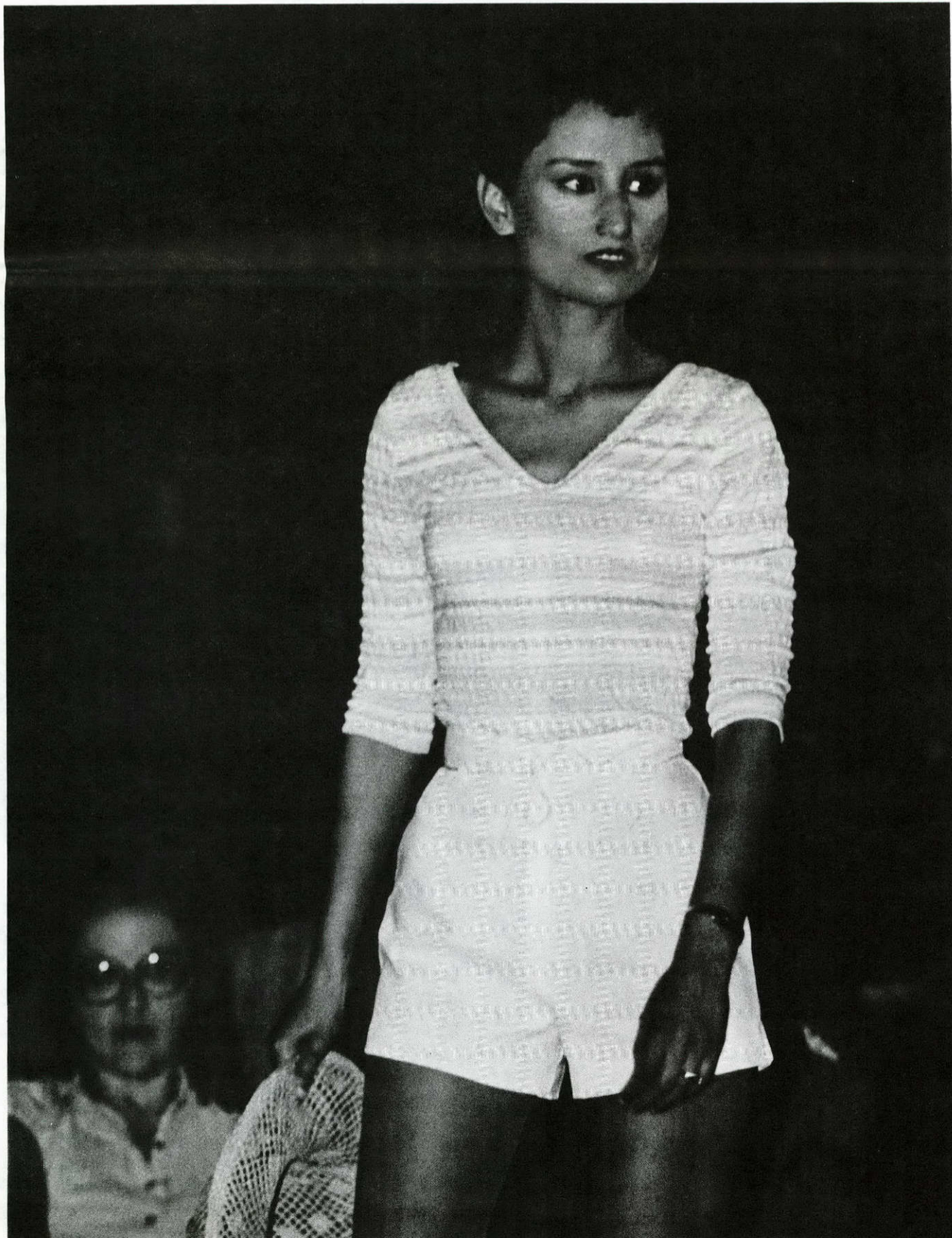
Belinda Parker, public affairs, coordinated the models with Craig's, the store that provided the clothes. Susan Feltner, accounting, coordinated the champagne and hors d'oeuvres.

Other members of the ad hoc planning committee, appointed by Judi Booker, Employee Relations; were Jo Alobaldi, dean's office, GSBS; Sandy Fisbeck, Public Health; Bertina Jones, Speech and Hearing; Dolores Lamb, GSBS; Carla Maywald, physiology, Medical School; Joyce Nemeth, Nursing; Ruby Robinson, Public Health; Angie Scoggins, Dental Branch; Joan

Slater, Dental Science Institute; and Bobbe True, obstetrics/gynecology, Medical School.

Door prizes awarded at the style show included a box of stationery donated by John Junker Printing and Office Supplies; two potted plants donated by the HSC; a gift certificate for one pair of support hose donated by Professional Uniforms Center; lunch for two at Ruby Red's donated by B. W. Graham, manager of Ruby Red's; a sterling silver necklace donated by Scott Scoggin custom Jewelry; lunch or dinner for two at Dos Gringos donated by C. Rogers, manager of Dos Gringos; lunch for two at the Doctors' Club, donated by President Bulger; and four \$25 gift certificates from Craig's donated by the HSC.

Pam Curry, Dental
n, Comparative Medi-
Dalvenia Gaylor,
blinda Hay, School of
es, Payroll, HSC Gener-
ccounting, HSC-Gener-
Dental Branch; and
nd Hearing.



Assert yourself and improve relationships

By Barbara Short

Initiator. Organized. Efficient. Dependable.

Does a person fitting this description sound too good to be real?

Perhaps not too good to be real, but too good for there to be enough to meet the demand.

The demand for secretaries, that is.

"According to the U.S. Department of Labor, in 1978 20 percent of the available secretarial positions could not be filled," said Dr. Carol Cossum, a psychologist and management consultant.

Secretarial positions increase at twice the rate of any other job category, Cossum continued.

Cossum discussed "The Assertive Secretary" at a Brown Bag Production during National Secretary Week in late April.

Stressing that "now is the time to be assertive," Cossum encouraged the audience to start finding ways for getting their needs met.

She warned, though, that there is a difference between assertiveness and aggressiveness.

"There are three types of people, and this applies to secretaries:

the passive, non-assertive; the aggressive; and the assertive," Cossum said.

The passive person tends to say, "I lose, you win." He or she lets things happen instead of taking responsible action. Because a passive person may not be in touch with his needs, he doesn't want to have them met, she said.

The aggressive person says, "I win, you lose." His needs are met at the expense of others. He is not concerned about stepping on or hurting others while he pursues satisfaction, Cossum said.

"I win, you win," says the assertive person. He is always sending and receiving signals, meeting others' needs and having his own needs fulfilled.

Secretaries interact with many people, professionally and personally, Cossum said. The assertiveness of the individuals involved affects the quality of these relationships, which in turn, affects effectiveness.

Cossum offered an effectiveness training model to help secretaries become more satisfied with and effective in their jobs.

"People experience others'

behavior in one of two ways: as acceptable or unacceptable," Cossum said. "The acceptability line fluctuates depending on three factors."

The variables are: how one person is feeling at that moment; how the other person feels, his personality and how the two people interact; and the environment, who is doing what where.

Cossum presented five types of situations and how an assertive person would react in each.

"When a person you interact with regularly has a problem or an unmet need, you should employ active listening. This means show empathy and understanding. You might say, 'You seem down, would you like to talk?'" Cossum said.

The second type of situation is when there are no problems and all needs are met. Cossum suggests using appreciative "I-messages" (letting him know you like what he's doing) and declarative "I-messages" (voicing thoughts, beliefs, ideas and showing openness).

Two other "I-messages" to use here are responsive (saying why or because) and preventive (letting him

know what you need to prevent a conflict between you), Cossum said.

"There also are times when you have a problem or an unmet need," Cossum said. "Here, I use confrontive 'I-messages'. This involves describing another's behavior, how you feel about it and how it affects you."

Conflict resolution is a method to use when two people have a problem or a mutual unmet need, Cossum said. This method involves finding alternatives, making a choice and compromising.

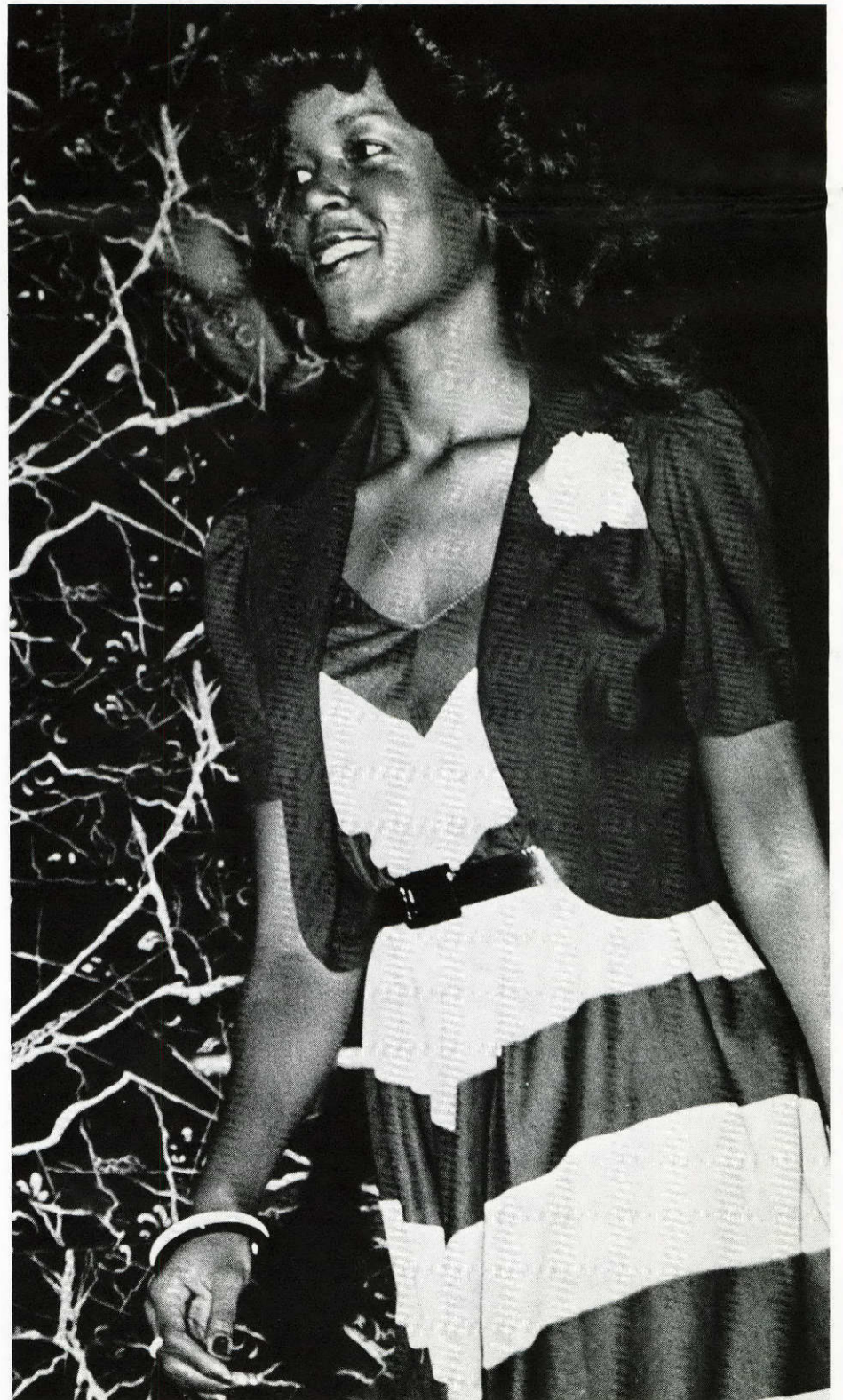
"Often we find that our values do not agree with those of a person with whom we interact," Cossum said. "I call this values collision. Two people may have different friends, styles and habits."

To correct this situation, Cossum advises values consulting. A person may model or act out their values for the benefit of another. A variation of this method is for a person to prepare a sound case for a values choice and present it once to the other person. Then it is up to the other to choose.

"Nagging and hassling will get you nowhere," Cossum warned.



READY TO WORK OR PARTY are models Delores Lamb (above), Graduate School of Biomedical Sciences; and Janet Harrison (at right), President's Office.



Style Show

Lairson speaks on cost-effective HMOs

By Diane Broberg

Since health care has become a major cost in the federal budget, successful alternative health care programs are being studied everywhere. One idea is the Health Maintenance Organization (HMO), explained in a recent lecture at the Medical School by Dr. Paul D. Lairson, president and medical director of an HMO in Dallas.

The HMO is a prepaid medical service which entitles its subscribers to pay a fixed premium and use the HMO's medical personnel and facilities as often or as little as necessary.

Proponents of HMOs say they give doctors more incentive to keep patients healthy and the expenses of hospital visits down because their own salary increases are dependent on the organization's meeting its annual budget.

Besides the obvious cost savings

of ordering supplies in quantity, the principle cost-effective factor in an HMO is how the hospital is used, Lairson said. "Patients only have to be hospitalized if they're ill, not for testing."

Patients in non-HMO situations often have to be hospitalized for tests because insurance won't cover them otherwise.

"The 10-40 percent savings is generally passed on to the consumer, and HMOs are slightly less costly than Blue Cross," Lairson said.

Although they are often criticized as "socialized medicine," Lairson feels HMOs are the epitome of capitalism, joining the business community, medicine and insurance together within the private sector.

The government became involved when it passed legislation to promote HMOs in 1973. Today, even those HMOs that don't receive federal funding must meet the federal

guidelines for HMOs.

"At the time of its passage, the bill offered so much in the way of mental health and rehabilitation services that it wasn't financially workable. It has since been amend-

HMOs are the epitome of capitalism, joining the business community, medicine and insurance together within the private sector.

ed to keep HMOs from being priced out of the market." Lairson said.

Most HMOs offer "riders" to subscribers who want more mental health services than are now included in the basic packages, he

continued.

Responding to questions about the failure rate of new HMOs, Lairson replied, "Running an HMO is difficult. You have to be all things to all people." He thinks a medical doctor in a key administrative position is the crucial factor in making an HMO work.

Lairson, himself an M.D., has been with various HMOs around the country since 1966. He has been with the Permanente Medical Association of Texas since 1979.

Another criticism of HMOs is that patients don't get to choose their own doctor.

"What difference does it make?" Lairson said. "Doctors are usually chosen irrationally anyway."

Lairson's talk was the second in an ongoing series of "Strategies for Cost-Effective Health Care" sponsored by the Health Science Center's Task Force on Cost-Effectiveness.



State Rep. Milton Fox

State rep warns of trimmed budget

The easy days of financing state government in Texas have come to a close, according to a Republican member of the Texas House of Representatives.

Rep. Milton Fox of Houston's 93rd District said in reference to future state budgets he "would rather paint a less optimistic picture than what it will unfold to be." Fox recently spoke at a UT System Personnel Officers meeting here.

Fox said the 1982 budget currently being figured is based on federal funds of at least \$2.6 billion, the 1980 budgetary allocation.

But, Fox said, due to federal cutbacks Texas' allocation of federal funds may be cut by half. Instead of the normal two-year budget, the legislature is considering a single-

year budget.

Texas' budget categories using significant amounts of federal funds in 1980 were welfare (\$1 billion federal funds or 63 percent of welfare's budget), highways and transportation (\$507 million or 32, percent) and education (\$555 million or 12 percent).

"Budget-trimming is a definite possibility," Fox said. He explained that the state budget is based on the amount of money certified available by the comptroller.

"We always spend it all. But, this budget (1982) may be too high. There may not be that much available," Fox said.

Fox said in future years there may be legislation to enhance the rights of state and political subdivision employees, while limiting the authority of supervisory and management personnel.

Such a bill has been proposed by Rep. Al Edwards, but Fox said,

"It probably will not pass because the State Affairs Committee is conservative." Fox is a member of the State Affairs Committee.

Fox said he doubts there will be a reduction in the number of state employee holidays.

Commenting on the results of a survey of the 93rd District, Fox said his constituents feel public education teachers (kindergarten through 12th grade) are not paid enough. In fact, his constituents would gladly pay more for better teachers.

Fox noted there is significant support for higher education, though he and his constituents oppose tenure for public school and university faculty.

Fox has been a member of the Texas House of Representatives since 1973. Besides the State Affairs Committee, he also is a member of the Public Education Committee. He was a member of the Appropriations Committee for two legislative terms.

Newsmakers

School of Public Health

Dr. Nikki Van Hightower, adjunct assistant professor of behavioral sciences, is one of five winners of the 1981 Savvy Awards. Hightower is executive director of the Houston Area Women's Center, which is housed in the School of Public Health. She was chosen because of her community involvement and contributions toward the improvement of the quality of life.

The Savvy Awards, established in 1980, are co-sponsored by Foley's and Germaine Monteil, a cosmetics firm.

Medical School

Dr. Joanne McConnell, neurobiology and anatomy, spoke on "Movement, Thought and Metabolism," an overview of the central and peripheral nervous systems, to high school groups in March and April. Under the auspices of a program sponsored by Sigma Xi, she spoke to junior and senior classes at Aldine, Waltrip, Elsick and Reagan high schools.

Dr. William S. Fields, professor and chairman of neurology, was named a Life Member of the Board of Governors for the Center for the Retarded in Houston. Fields has served on the board of the agency since its beginnings and most

recently chaired the Professional Advisory Committee. Fields was honored at a recent board meeting where he was presented with a desk set manufactured in the sheltered workshop.

Dr. Taylor K. Smith, chief of orthopedic surgery, was recently elected to the American Orthopedic Association.

Dr. Jack E. Jensen, chief resident of orthopedic surgery, presented a paper titled "Nutrition in Orthopedic Surgery" during the Orthopedic Residents' Conference in Oklahoma City, Okla., March 31-April 3.

Dr. Paul Stevens, adjunct associate professor of medicine, became president of the Texas Thoracic Society at the annual meeting in Houston, March 27. Stevens is also professor of medicine and chief of the pulmonary section at Baylor College of Medicine.

School of Allied Health Sciences

Dr. Dennis R. Schaffer, assistant professor of biomedical communications, made a presentation titled "Relational Management for Administrators" during the Association for Educational Communications and Technology convention in Philadelphia, April 7.



BLACK TIE NIGHT, BLUE RIBBON CROWD — Leon Jaworski (left), president of the Texas Medical Center, Inc., talks with Dr. John P. McGovern at a Doctors' Club dinner May 5 honoring the prominent Houston allergist for his quarter-century of contributions to education and research at TMC institutions. McGovern, founder and director of the McGovern Allergy Clinic, holds faculty appointments in four of the Health Science Center's schools as well as at Baylor and M. D. Anderson Hospital and Tumor Institute. The presidents representing each of those institutions and a large number of McGovern's friends and associates from Houston and elsewhere in the country attended. A number of telegrams and messages were read from persons unable to attend, and regrets also were received from President and Mrs. Reagan and from McGovern's cousin, actress Helen Hayes. (Photo by Don Kelley, M. D. Anderson Hospital)



SCHOLARSHIP WINNERS Pat Pillow (left) and Mary Frances Witte (center) talk with Dr. Doris Ross, associate dean at the School of Allied Health Sciences. Ross is a member of the Soroptomist Club, which helps with tuition costs for older women returning to school. Pat, recipient of the highest scholarship, graduates this summer from the School of Allied Health Sciences with a bachelor of science degree in nutrition and dietetics. Witte, recipient of the second scholarship, is a student in the Nursing School. (Photo by Gary Parker)

Allied health offers women many career opportunities

By Susan Fox

(From a report by Andrea Doughtie, School of Allied Health Sciences)

When Pat Pillow's husband was diagnosed with multiple sclerosis — a disease that results in partial or total paralysis — she was saddled with new responsibilities.

That meant, for one, she would soon become the sole breadwinner of the family. Pat began planning for the future.

Although she had a job, it was one that could be easily eliminated by the government. And then what would she do? Her children wouldn't receive Social Security payments forever.

To obtain a secure job, and one she liked, Pat decided to return to college.

This summer, Pat graduates with a bachelor of science degree in nutrition and dietetics from the UT School of Allied Health Sciences. Recently, she received the highest scholarship award by the Soroptomist Club, which helps with tuition costs for older women returning to school.

Pat is among many older women who are returning to college. Nearly 42 percent of the female students at the Health Science Center are over age 30, according to university officials.

"At first my family was shocked and surprised. But they have been very supportive," said Pat.

"I wanted some options. I wanted to choose my career rather than have the choice made for me," said the mother of two teen-agers.

Now, her options are numerous. She will be able to work in a hospital, in private practice, or in food management, providing people with nutritional advice.

Robin Linnick also came back.

Robin, now in her 30s, entered college in 1964. But she dropped out later and trained as a cytotechnologist (one who prepares and studies human cells.)

She worked several years, then married and became a mother to two children. Now, she wants to resume her career as a cytotechnologist.

She hasn't been a cytotechnologist for almost 11 years. So, she recently entered several refresher courses offered at the School of Allied Health Sciences.

The cytotechnology program usually runs one year. Students who wish to enter the program must have two years of college and a minimum of 60 hours or 90 quarter credits, which include 14 semester hours of biology.

For more information on the nutrition and dietetics program, the cytotechnology program, and other one-year programs, call the dean's office at the School of Allied Health Sciences at 792-4466. Applications for admission into the June classes are now being accepted.

UT

Women over 30 returning to college in large numbers

Colleges and universities are experiencing an enrollment boom among older Americans. And according to an article in the May issue of *The Chronicle of Higher Education*, the boom will peak by 1990.

The majority of the students are women, the article says. The number of women entering college between 1974 and 1979 increased by 66.8 percent.

During that same time period, the number of women 25 through 34 enrolling in colleges also increased by 58.7 percent.

The reporter noted most women attend college on a part-time basis.

Overall, 72 percent of the students 25 and over attend college part time, compared to 17 percent of those under 25, said the article.

According to the U.S. Census Bureau, the number of students between 25 and 64 will increase by 939,000 by 1990.

Personnel explains employee questionnaires

(From a report by Bob Reinauer, group supervisor Personnel Department)

A base compensation program for all nonacademic employees at the Health Science Center is being undertaken as a result of last summer's employee attitude survey.

The results of the survey were announced to all faculty and staff last February by John Porretto, vice president for administration and finance. One of the major causes of employee dissatisfaction was the lack of perceived internal equity. (In other words, many employees felt that similar jobs did not bring similar salaries.)

As a result of these concerns, the HSC applied for and was awarded a federal grant to develop the base compensation program, Porretto said. Hay Associates, a leading consulting firm, has been retained to help carry out this project.

The main objectives of this program are: 1) to provide job evaluations based on relevant job content that fairly reflect the value of each position to all others; 2) to provide base salary ranges that are competitive and at a level required to attract and retain effective employees; 3) to motivate employees toward achievement of essential results and to recognize different degrees of individual performance; 4) to provide meaningful compensation guidelines for management to use in forecasting and controlling salary costs; and 5) to permit the evaluation of new positions and reevaluation of existing positions when job content and reporting relationships change to fulfill future organizational requirements.

To begin this program, all nonacademic employees were asked to complete a position questionnaire describing their jobs. These are in the process of being reviewed and analyzed by personnel staff members, who have been trained by Hay Associates.

A representative sample of employees are being interviewed by this staff. From the information they gain, a formal job description for each job will be written. Then, a committee composed of Health Science Center employees, again trained by the Hay consultants, will evaluate these jobs, using charts specially designed by Hay Associates for this purpose.

Once this is done, Hay Associates can then compare our pay scales with others in Houston and throughout the United States. An updated report will be prepared every year.

What may have seemed like a painful task will have positive benefits in the long run. Although the classified pay plan is already set for the 1981-82 year, this program will have an impact on the pay plan for the following

year.

Brown Bag Seminars were held in early April in various locations around the Health Science Center to help employees better understand the program. The most often asked questions at the Brown Bag were:

Q. Will there be a description written for each job?

A. Yes. Utilizing the position questionnaire forms and supplemented by personal interviews, a job analysis will be performed. All data collected that clearly represent the same position, such as Senior Secretary, will be combined, and one composite job description containing all major functions will be written. All individual position questionnaires will be maintained, however, and will provide a meaningful management tool for departmental purposes, such as individual training and development, communications between supervisor and employee, and individual performance appraisals.

Q. Will my title and salary level be able to change over time?

A. Yes. One of the benefits of this program is that it will permit changes in job duties and responsibilities to be dealt with easily. There is a built-in process for analyzing and evaluating these changes.

Q. What criteria are being used to ensure that the evaluation committee has a representative cross-section of employees?

A. The members of the evaluation committee were carefully selected by the administration. These committee members have the experience to provide a "global perspective" across all organizational units and possess the ability to reason logically and objectively, and will be thoroughly trained by Hay Associates.

Watch for updated reports on this program in the *HoUTexan* and through personnel memos and other correspondence to employees.

Family practice award

(Continued from page 1)

wife, Barbara, is completing her first year in the Medical School.

According to Dr. C. Frank Webber, chairman of the Department of Family Practice, the three-year residency program in family practice has grown from an initial size of 12 residents in 1974 to its current 38 residents. Forty are

expected in July.

A second residency program will become active in July at the San Jacinto Methodist Hospital in Baytown. This program will have a maximum of 12 residents, four in each year. A third residency program is in the developmental phase, and it will be located in Montgomery County.



CHILDREN GALORE — Women in the Neurobiology and Anatomy Department at the Medical School share baby clothes and babysitters. Together they have eight children, who are between the ages of 6 weeks and 4½ years. Last year, four of the women were pregnant at the same time. The group recently got together and had a party. Women and children attending were (left to right in front) Dr. Dianna Redburn and Spencer, 4½, Linda Hankins and Alison, 2; and Ingrid Gol-

die. In middle row from left to right are Dr. Louise Moorehead and Sarah, 15 months; Diane Broome, Matthew, 10 months and Jeff, 3; Cindy Hampton and Darci, 1; Dr. Lynn Churchill and Rosanel Lenued (babysitter) and Anna Moorehead, 6 weeks. Back row, left to right are Cheryl Mitchell and LeJae, 1; Yvonne Blocker and Jewel Spretz (housekeeper.) (Photo by Gary Parker)

Researchers share advice, babysitters

By Susan Fox

Visitors to the neurobiology and anatomy department at the Medical School still cast a wary eye on Dr. Dianna Redburn's experimental animals, the rabbits.

Maybe the decision to use the fast-multiplying rabbit rather than another animal in experimental studies was an omen.

Six of the eight women in the department are now mothers. Last year, four of the women were pregnant at the same time.

Needless to say they were the butt of many jokes, according to Redburn, associate professor and vice chairman of the neurobiology and anatomy department. She also is mother to 4½-year-old Spencer.

There are some advantages to so many close pregnancies.

Clothes and babysitters are shared, along with advice on what to do with children when various problems and situations occur, according to Redburn.

"We've formed sort of a support group for one another," she said, adding that the women have worked or studied with her an average of five years. All the children are between 1 month and 4½ years of age.

The group of women, along with a babysitter and a former colleague, brought the children and had a party in the home of Cindy Hampton, a doctoral candidate who will enter medical school in the fall.

"We've always talked about getting the kids together," said Redburn. So, they did.

Cheryl Mitchell, a research associate who has her master's degree from the University of Houston, brought blue paper plates, appropriately designed with rabbits.

Most of the women either have or are working on their Ph.D. or M.D. degrees, according to Redburn, who adds the group "has so much in common."

UT

Kiddie korner

If you are an HSC student, faculty member or employee; or the spouse of one; or the teenage child of one; and you would like to earn some spending money by babysitting, send your name, phone number and general location of your home to Public Affairs, Room 1117, Houston Main Building. If you prefer certain times, please indicate that.

Julie-Anne Rose, Medical Center area, 665-7781.

Trading post

You may send ads to "Trading post," Room 1117, Houston Main Building. Ads cannot be accepted for commercial businesses.

Wanted — House or apartment to rent by UT School of Public Health faculty as of Sept. 1, 1981. Two or three bedrooms (family of four), preferably within the Loop area, faculty home preferred. Please contact Debra McNeil or Dr. Ernesto Pollitt, 792-4660.

Group focuses on pituitary tumors

"It's frightening to think of something so tiny that can do so much damage," says Lois Davidson about the pituitary tumor that changed her life.

Now the president of the Pituitary Foundation of America (PFA), Davidson has had two operations to remove her tumor, and a third operation was successful in reversing almost total blindness caused when scar tissue blocked the optic nerve.

She was in Houston recently to help establish a Houston Chapter of the PFA, a non-profit group of patients and physicians seeking to promote a wider understanding of pituitary tumors and to encourage research into pituitary, endocrine and metabolic disorders.

One aim of the organization is to help patients deal with the often-puzzling physical and emotional difficulties that pituitary tumors create.

The pituitary gland, which is located at the base of the skull, is the size of a small grape yet controls the functions of all other major glands in the body, according to Dr. Floyd Haar, chief of the Medical School's Pituitary Service, which hosted the chapter's first meeting.

Pituitary tumors may produce a hormone called prolactin, which can cause irregularity or cessation of menstrual periods and galactorrhea, a milky discharge from the nipples, Haar said. Other problems that may result from such tumors include gigantism and Cushing's Disease, which is marked by obesity,



WIDER UNDERSTANDING of pituitary tumors is the goal of the Pituitary Foundation of America, says Lois Davidson, president. She spoke at the organizational meeting of the Houston chapter of the group. (Photo by Gary Parker)

diabetes and excessive hair growth. Larger pituitary tumors can result in blindness or deafness.

In the past few years there has been a sharp increase in the incidence of pituitary tumors, particularly among women of childbearing age, Davidson said. For that reason, research is looking into whether childbirth or birth control pills may play a part in triggering such tumors.

The PFA has received a grant from the American Medical Association Education Foundation to establish a national registry of such patients. The registry will allow doctors to find out if there is a common denominator among pituitary

tumor sufferers and will provide data for a study of the social costs of the disorder.

A symposium on pituitary tumors' diagnosis and management attracted physicians from 23 states and three countries in March. Local PFA chapters may sponsor similar programs as well as providing opportunities for patients to ask questions and give each other emotional support.

For more information on the Houston Chapter of the Pituitary Foundation of America, call 792-5763, 741-3543 or 946-1678.

Etc.

School of Allied Health Sciences — Dean's Office

Congratulations to Kenna and Joey Waters on the birth of their son, Douglas Wade, on April 4, weighing 10 pounds, 9 ounces. Kenna is an administrative assistant.

Medical School — Orthopedic Surgery

Dr. and Mrs. Jerry Street are the proud parents of a baby girl, Jennifer Jill, born on April 19. Street is a first year resident.

Reporter: Bea Stuhmer HSC General — UT Police

Congratulations to Lt. and Mrs. John McFerrin on the arrival of Stacey Lynn, born on April 20 weighing 7 pounds, 4½ ounces.

Reporter: Officer Donna Haddad

Instructor wins nursing fellowship

Learning new ways to help people stay healthy will be one of the goals of a faculty member at the School of Nursing during a year on a Robert Wood Johnson Nursing Faculty Fellowship in Primary Care.

Elissa Emerson-Stotts, instructor in the nursing school, is one of 20 nursing faculty members from throughout the country chosen as fellows. She and four other fellows will spend 12 months at the University of Colorado Medical Center beginning in mid-August.

The Robert Wood Johnson Fellowship program is designed to help nursing faculty members develop clinical teaching skills and the ability to plan, construct and evaluate courses in primary care for nurses. In addition, it provides an experience collaborating with other pro-

fessionals to institute primary health care delivery to a community.

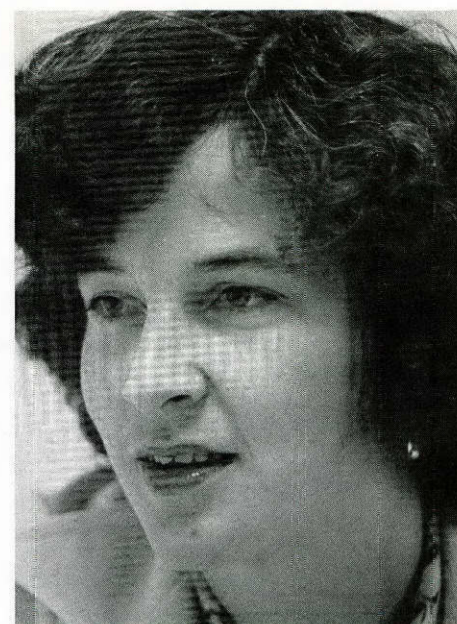
"Primary care focuses on health promotion and health maintenance," Emerson-Stotts said. "We view the patient as a whole person and as part of the family and the community instead of focusing on the person's illness. We encourage patients to maintain a healthy lifestyle so they can prevent some illnesses, and we teach them the skills necessary for them to participate in formulating their own health care plans. The health professionals do not so much do for the clients as fill in where they are unable to do for themselves.

"Primary care involves an interdisciplinary team approach to health care," Emerson-Stotts said, adding that the fellowship program

is also interdisciplinary. Fellows must have a master's or doctor's degree in nursing or a related discipline and must be committed to joint practice with physicians and other health professionals.

The fellows design their own programs for the year, including clinical practice, research and classes. Emerson-Stotts expects to do research related to primary care of the childbearing family and to do clinical practice with children or adolescents in the Denver area.

Emerson-Stotts received her bachelor's degree from Stetson University and a master's degree with a focus in primary care from the New York Medical College Graduate School of Nursing. She is a family nurse practitioner, and she teaches courses in health assessment here.



HEALTH PROMOTION is a goal of primary care, Elissa Emerson-Stotts says. She will spend a year at the University of Colorado Medical Center on a Robert Wood Johnson Nursing Faculty Fellowship in Primary Care. (Photo by Gary Parker)

Research may benefit Parkinson victims

By Ina Fried

An exaggeration of aging — that might be one way to describe the symptoms of Parkinson's Disease. The disease, which is a leading cause of chronic disability in people over the age of 50, causes shaking, muscle stiffness, slowness when moving the arms and legs, and a stooping posture. Although these are all symptoms that may be found normally in the elderly, the symptoms are more pronounced and appear earlier in Parkinsonism patients.

Professors at the Medical School are conducting research to understand and develop better treatments for Parkinsonism.

The symptoms of Parkinsonism are believed to be caused by a loss of dopamine, explained Dr. Ian Butler, professor of neurology and pediatrics. Dopamine is one of several neurotransmitters, chemicals in the brain which are used by nerves to communicate with other nerves.

When dopamine is released by a nerve cell, the chemical attaches to a specific site on another nerve cell (a receptor). The dopamine-receptor interaction leads to a regulation of muscle movement and behavior.

Investigating the normal development of the neurotransmitter system, Butler's research group has found that normal levels of a dopamine metabolite in the spinal fluid decrease as a person ages.

"We feel that the evidence from studies in children and adults suggests there is a normal dying off process in dopamine neurons (nerve cells)," Butler said. "But the rate of degeneration or fall off is much quicker in Parkinsonism patients."

He is studying the basic biochemistry and metabolism of neurotransmitters, including dopamine, to help understand why dopamine levels decrease prematurely in Parkinsonism patients.

In related studies Dr. Joe Wood, chairman of the Department of Neu-

robiology and Anatomy, is using chemical techniques and electron microscopy to identify precisely how dopamine is formed, stored and released inside nerve cells in the brain.

Wood's research group has developed a specific chemical label for dopamine so that scientists can identify it in nerve cells. Using a magnification of 80,000 times, they have been able to characterize the dopamine storage sites in nerve cells.

"If we can analyze the critical parts of the nerve cells, it will give an overall better understanding of what's happening in the disease."

"If we can analyze the critical parts of the nerve cells, it will give an overall better understanding of what's happening in the disease," Wood said. "Then someone in pharmacology or elsewhere might be able to pick up on better modes of treatment."

Similar neurochemical and neuroanatomical studies of receptors for dopamine and other neurotransmitters are being directed by Dr. S. J. Enna, professor of pharmacology and of neurobiology and anatomy.

"We've found a significant decrease in dopamine receptors in

some Parkinsonism patients," Enna said. "This is the cause for some of the symptoms seen in this disorder. It may also help to explain why drugs which act directly on the receptors lose their effectiveness after long-term treatment.

"Studying neuronal degeneration is an exciting area of research because of the implications for Parkinsonism and other diseases, such as epilepsy and Huntington's chorea, and for aging in general," Enna said.

The research may also have implications for the treatment of psychological problems, since drugs currently used for treating schizophrenia cause Parkinsonism-like symptoms, said Dr. Yvonne Clement-Cormier, assistant professor of pharmacology and of neurobiology and anatomy.

"I consider myself a drug architect," Clement-Cormier said. "The more we know about receptors, the better we can design drugs."

Understanding the side effects of current treatments in order to design better treatments is one of the aims of research in which she and Butler are collaborating.

"We're examining what happens to the dopamine receptors and to other neurotransmitter receptors in patients following long-term treatment with anti-Parkinsonian drugs," Clement-Cormier said.

UT



A NATURALIZATION AND A SEND-OFF — That's not a religious healing Sondra Ives is performing on Dr. James E. Bertz. It's a naturalization. Bertz, former associate dean for clinical affairs in the Medical School, has resigned to enter the private practice of oral and maxillo-facial surgery in Scottsdale, Ariz. Before he left, on April 30, friends in the Medical School wanted to make sure he could return safely to Texas to visit and presented him with a Texas Passport. But Sondra Ives, executive assistant to the dean, pointed out that to receive a Texas Passport, the Ohio native would have to become a naturalized Texan through anointment with Brazos River water. Standing by in the background is Carol Brown of the Administrative Staff Services Office, who notarized Bertz' passport. At left are Carolyn Craig, director of that office, and Medical School Dean Robert L. Tuttle. Coincidentally it all took place on Bertz' 46th birthday. (Photo by Gary Parker)

Answers Solutions Knowledge

Compiled by Belinda Parker

Q: Why are we now being charged 25¢ every time we cash a check? I always admired UTHSC for providing this service to us free of charge.

A: The amount of check cashing has increased considerably since the Health Science Center began the service. According to Jerry Ellis, director of accounting, the 25¢ charge is being instituted to cover the cost of man hours required in check cashing services provided by the various cashier's offices in the Health Science Center.

Q: When using the new telephone system recently implemented here, can you still use phones other than your own office to place calls?

A: Yes, you can use any phone located in the Health Science Center to place calls as long as you have your authorization number. The calls will automatically be charged to your office. If you have other questions, you may call Tim Parker or Cheryl Spitzberger in Administrative Services at 792-4982.

Have a question that needs an answer? Send it to ASK Column, Room 1117 Houston Main Building, or call ext 4266.

A National Health Service, should we?

By Barbara Short

A National Health Service. Many people, experts and laymen alike, feel this is the solution to the inadequacies of the United States' present medical/health care system.

The present system is fraught with maldistribution of services, escalating costs and inadequate insurance coverage, said an expert on medical/health care systems.

Dr. Victor W. Sidel, professor and chairman of social medicine at Montefiore Hospital and Medical Center in the Bronx, was one of many speakers during the 31st annual American Medical Student Association (AMSA) convention held at the Astro Village.

Sidel's talk was a reiteration of the thesis of his book, *A Healthy State: An International Perspective on the Crisis in United States Medical Care*, co-authored by his wife, Dr. Ruth Sidel. The Sidels have studied medical/health care systems throughout the world.

During Sidel's presentation, a medical student noted that AMSA is on record favoring a National Health Service (NHS).

Sidel cited the relative successes of the medical/health care systems in Great Britain, Sweden and China. These three systems are based on decentralized, community organization, encompassing social, human and medical services.

"Sweden's system evolved from a National Health Insurance program and is constantly moving toward greater public control," Sidel said.

Because of its decentralized nature, Great Britain can offer less expensive, better primary care than can the United States, Sidel said.

China has not allowed technology to change its locally-controlled structure, but has adapted the technology to best fit the structure, Sidel emphasized.

In their book, the Sidels cite many statistics and facts which suggest the inferiority of the United States' medical/health care system.

Among them are:

- Death rates for people in the United States are higher (up to age 65) than the rates for people of the same age groups in Sweden, England and Wales.



- The infant mortality rate (the number of live-born babies dying within the first year of life per 1,000 births) in the United States is almost twice Sweden's, and 50 percent higher than in the Netherlands, Japan and Switzerland.

- Measles outbreaks in the mid 1970s in Los Angeles, Dallas, Houston and Little Rock were three to 50 times higher for black children than for white children, suggesting, the Sidels say, that services are distributed poorly and that minority groups suffer more illness.

- People aged 17-44 with family incomes of less than \$5,000 per year suffered a 30 percent greater incidence of chronic illnesses (arthritis and heart conditions) and a 50 per-

cent greater incidence of diabetes, hypertension, and hearing and vision impairment than did those with a family income of \$15,000 per year, the Sidels said.

The first essential step toward substantial change in any aspect of American society, the Sidels feel, is a fundamental redistribution of wealth. They call for a NHS funded by the proceeds of a progressive tax structure.

A NHS would be characterized by direct public control, nationally-set policies and standards, with local priority decision-making, implementation and evaluation.

Neighborhood centers serving health, social, welfare and medical needs would be the primary organi-

zational structure. The staff would be responsible for all the residents of a particular community, the Sidels said.

Other characteristics they envision include:

- Regionalized and publically-controlled hospitals, eliminating profit-making hospitals.
- Obligatory service in a specific area for a defined time period would replace monetary payment for medical education. A more determined effort would be made to choose more physicians from the poor and medically-underserved groups.
- Salaries or capitation payments would replace the present fee-for-service arrangement. Freezing physicians' incomes or raising incomes of the lower-paid health care providers would bridge the large gap between compensation rates of the two groups.

The Sidels feel their vision is not too illusory, since "it is estimated that one-fourth or more of all doctors in the United States already work on a salaried basis, and the percentage grows annually."

Also, much medical/health care funding is already governmental or community supported: 40 percent from taxes and 30 percent from pooled insurance funds.

Many citizens are already served by governmental medical/health care programs: the Veterans Administration, the armed forces and municipal/county hospital systems. The 1974 National Health Planning and Resources Development Act called for regional Health Systems Agencies to allocate federal funds.

Many medical students are receiving their medical education in return for the promise of serving the armed forces, the National Health Service Corps or state agencies (for example, the Texas State Rural Medical Education Board).

The United States also supports national health insurance in the forms of Medicare and Medicaid, the Sidels said.

Sidel says a National Health Service, which is in the best interest of all the people, will one day be a reality because he believes "the U.S. society really cares about people."

UT

Med School's first Alumni Day held

Dr. V. Hugh Gilmore was chosen the new president-elect of the Medical School Alumni Association at the school's first "Alumni Day" Friday, May 1. The current president-elect, Dr. Marie Kuffner, will become president Sept. 1 when Dr. Harold E. Dayton Jr. steps down.

Dr. Marylee Kott was re-elected as secretary-treasurer, and the Board of Trustees remain the same: Dr. Thomas Mueller, Dr. Hugh Poin-dexter, Dr. Bertram Garrett and Dr. Josephine Sessions.

The all-day event, which will be held annually, included a six-hour continuing education program, where speakers in various departments of the Medical School up-

dated the progress and activities of their departments. Alpha Omega Alpha honorary medical fraternity hosted a visiting lecturer, Dr. Paul C. McDonald. He is a professor of obstetrics and gynecology and biochemistry and director of the Cecil H. and Ida Green Center for Reproductive Biology Sciences at UT-Southwestern Medical School in Dallas.

This year's meeting tried to emphasize the teaching alliance with Hermann Hospital, said Sondra Ives of the Dean's office. "That way, they'll remember it when referring patients from smaller Texas towns," she said.

Senior students, faculty and

residents in their final year were invited for the day's festivities, as well as to a luncheon and a business meeting of the one-year-old alumni group. At the meeting, it was announced that 49 people had paid for charter lifetime memberships (\$150) as of Alumni Day, and that those memberships would be available until Aug. 31. The group also announced the availability of directorships and class rings.

To complete the day, a Mexican fiesta was held in the fifth floor lounge of the Medical School building, a building which early graduates (1973-75) may never have seen before.



COMMUNITY PROPERTY — Attorney Norma Levine Trusch discusses "Texas Community Property Law" as it applies to the rights of married individuals at a meeting of the Women Dental Students. All faculty and students of the Dental Branch were invited to attend. Trusch emphasized the importance of obtaining accurate information and reviewed the legal aspects of contracts in a relationship. From a report by Seita Feighny, Dental Branch.

Calendar

This calendar lists events open to Health Science Center faculty, staff and students. Notices of events for the July issue can be accepted at Public Affairs, Room 1117, Houston Main Building, or 792-4266, no later than June 2.

Monday, June 1

The Catholic Student Center, 1703 Bolsover, offers the Liturgy of The Eucharist each weekday at 5 p.m. The Liturgy of The Eucharist also is offered at The Institute of Religion (TMC) each weekday at 12:10 p.m. For more information call 526-3809.

Wednesday, June 3

HSC Recreation Center softball play begins. For information call Doug Franklin, 792-5885.

Friday, June 5

2 p.m. School of Public Health Colloquium: "The Relationship Between the Behavioral Sciences and Public Health Education," SPH Aud. Speakers: Dr. Richard M. Rozelle, Department of Psychology, University of Houston; Katherine E. Crosson, director of the patient education program, M.D. Anderson Hospital and Tumor Institute; and Dr. Ruby N. Isom, acting chairperson of community medicine, UT Medical School.

Deadline for submitting research proposals to be reviewed by the Committee for the Protection of Human Subjects. For information call 792-5048.

Saturday, June 6

The Catholic Student Center, 1703 Bolsover, offers the Liturgy of The Eucharist every Saturday at 5 p.m. and every Sunday at 9 and 11 a.m. The Sacrament of Reconciliation also is offered each Saturday, from 3:30 to 4:30 p.m. or by appointment. For more information call 526-3809.

9 a.m. Patient Awareness Day, SPH Aud. For information call Houston Area Women's Center, 792-4403.

Friday, June 12

2 p.m. Medical School Awards Ceremony, Room 3001 MSMB. For information call 792-4732.

3 p.m. School of Public Health Graduation, SPH Aud.

Saturday, June 13

9:30 a.m. Medical School Graduation, Jones Hall.

10 a.m. School of Nursing Graduation, Cullen Aud., University of Houston Central Campus.

11 a.m. Graduate School of Biomedical Sciences Graduation, Houston Garden Center, Hermann Park.

2:30 p.m. Dental Branch Graduation, Jones Hall.

7 p.m. School of Allied Health Sciences Graduation, Cullen Aud., University of Houston Central Campus.

Thursday, June 18

Meeting of the Committee for the Protection of Human Subjects. For information call 792-5048.

Friday, June 19

HSC Holiday.

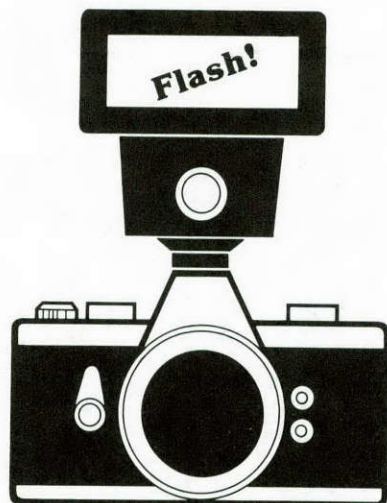
Wednesday, July 1

HSC Recreation Center yoga class begins. For information call Doug Franklin, 792-5885.

Friday, July 3

HSC Holiday.

Deadline for submitting research proposals to be reviewed by the Committee for the Protection of Human Subjects. For information call 792-5048.



Don't forget to enter the Second Annual HoUTexan Shutterbug Sweepstakes. For information call 792-4259.

The University of Texas Health Science Center at Houston

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