

July, 2009

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Integrating Research

The Vice Chair for Research is charged to continually enrich the prestige of Emory Radiology Research. In June, Dr. John Votaw accepted this objective with a vision to incorporate research into every aspect of the department. Explaining his motivation, he said, "Though these times are tight, this is an opportunity for us to focus within and come together as a united department. Research has something to offer to all missions, with mutual benefits to all members of the department." The initiatives that will take top priority as Dr. Votaw begins his vice chairmanship include engaging more of the department in research, effectively incorporating research into education, enhancing opportunities for quality improvement, and increased communication of research activities.

To begin the process of integrating research throughout the department, Dr. Votaw seeks to build relationships between the clinical and research faculty. He stated that at this time of little growth in budgets, we must focus on strengthening our relationships to enhance collaborative projects. Through our relationships we can continue to build the momentum that is fueling our rise in NIH ranking and our reputation as an innovative institution. The current researchers have been instrumental in keeping Emory on the cutting-edge. This solid foundation is ready to reach out to those with investigative interests and help them to use resources that will enable all areas to grow.

Research has already begun to increase its presence within education by the addition of the Residency Research Track. Beginning in 2010, two resident slots within the current program will be reserved for those with a concentration in research. Over the next academic year, the projects will be plotted and educational goals will be set for the pioneers of this program. In addition to residency opportunities, Dr. Votaw will strive to efficiently incorporate



Dr. John Votaw steps up to take on the role of Vice Chair for Research in the Department of Radiology.

medical students into the research labs. This symbiotic relationship will relieve the scientists from daily tasks, while giving the students an opportunity to gain a sense of how a research lab functions. Such tasks may include maintaining the laboratory, updating databases or marking regions on a myriad of images.

In the area of Quality & Safety, Research will

endeavor to improve measurements of quality by seeking new ways to increase accuracy, perhaps with computer recognition or modified screening processes for the technologists. In close collaboration with Dr. Applegate, Dr. Votaw is looking forward to developing new processes to improve our service and image quality. Since many research projects originate from a need in the clinical areas, increasing collaborations and continued advancements in quality will deliver more accurate images and provide opportunities for growth in research.

Throughout all of these initiatives, the necessity to increase communication is critical. Tangible avenues to become involved in research will be distributed through e-mail and announced in the newsletter. The Emory Rad Report will also begin to feature a Message from the Office of Research. Dr. Votaw has expressed an openness and willingness to meet with any and all faculty. Feel free to contact him directly.

Dr. Votaw approaches these initiatives with determination, passion and a positive outlook, as he steps into the role of Vice Chair for Research. Please take a moment to congratulate him on this professional accomplishment and ask him how you can get involved in the continued success of our research endeavors.

- Monica Salama, Communications Manager

Top Doctors in Atlanta

Two members of Emory Radiology have been selected as a Top Doctor in the Atlanta area by Atlanta Magazine. In the July issue, the following doctors were recognized:

Neuroradiology

Jacques Dion, M.D.
Emory University Hospital

Vascular & Interventional Radiology

Curtis Lewis, M.D.
Grady Memorial Hospital

The Atlanta Magazine consulted the data gathered by the New York-based research firm Castle Connolly Medical, Ltd. As reported by Atlanta magazine, "Castle Connolly seeks nominations not only of those physicians who excel in academic medicine and research, but also, most importantly, those who exhibit excellence in patient care—those to whom nominating physicians would send members of their own families."

Letter from the Chair

Dear Colleagues,

A new academic year is upon us. I was delighted to greet our wonderful first-year residents to the department on July 1. Our residency continues to be among the largest and finest in the nation, and these young professionals are future leaders in our field. Our department's tradition of teaching is indeed a strong one that continues to thrive. This year's Teacher of the Year Award goes to a radiologist who has been a member of the faculty for only one year: Bobby Kalb, MD.

We also have many new fellows and several new faculty

and staff contributors added to our team. Please join me in welcoming all to our department.

I'd like to congratulate Drs. David Schuster and Baowei Fei on becoming Georgia Cancer Coalition (GCC) Distinguished Cancer Scholars. This honor both recognizes their novel work in cancer imaging and is a tribute to the growth of the shared translational research program between Radiology and the Winship Cancer Institute.

Grady Memorial Hospital

is undergoing substantial changes, with an investment in new equipment and infrastructure. A recent \$20 million donation will help establish a stroke and trauma care center. More details to come.

Healthcare reform is a hot topic these days and we are hearing bits and pieces from Washington, followed by conversations in our own hallways. Certainly our academic health center and others have been hit hard by the economic downturn and healthcare reform will have further ripple effects, which

are as yet not clear. On August 12 (7:30am in the EUH auditorium, with broadcasting to other

sites), I will hold a second department-wide assembly to discuss this important issue with a continued focus on Staying Strong in a Weak Economy. Our department is indeed strong and together we can continue to prosper.

Best to all,

Carolyn C. Meltzer, MD, FACR
Chair of Radiology



NEW GRANTS

Magnetic Resonance Spectroscopy Based Metabolomics for Alzheimer's Disease

Principal Investigator:
Hui Mao, PhD

Co-Investigators:
Carolyn Meltzer, MD
John Carew, PhD

Marla Gearing, PhD
James Lah, PhD, MD

Funding Organization: NIH - National Institute on Aging (R21)

Significance: This project proposes to apply high resolution magic angle spin (HRMAS) solid state NMR to analyze Alzheimer's disease (AD) brain tissue samples to identify AD-specific metabolic markers and metabolite profile, then to test those in AD patients using in vivo MRS with MR and PET image-assisted tissue sampling. Combining the abilities of high resolution and quantitative analysis of biological samples ex vivo and image-guided non-invasive examination of human in vivo, the goal of this study is to develop this metabolomics approach into a clinically feasible MRS method for improving the diagnosis of AD patients. Specific Aims of the project are: 1. To characterize and quantify differences in metabolite profiles from postmortem control and AD brains; using HRMAS NMR; 2. To analyze neurochemical changes in AD brains and to examine their correlation to results of immunohistochemical analysis, and to determine the AD-specific metabolic profile and potential NMR detectable AD metabolite markers using a statistical predictive model; 3. To test whether the AD-specific metabolite profile obtained from HRMAS NMR can be found in controls and AD patients using in vivo MRS and sample regions determined by abnormal regions found in PET and MRI.



David Schuster, MD
Director of Nuclear Medicine & Molecular Imaging



Baowei Fei, PhD
Assistant Professor of Radiology and Biomedical Engineering

Georgia Cancer Coalition (GCC) Distinguished Cancer Scholar

As a recipient, the awardee is authorized to use the title Georgia Cancer Coalition Distinguished Cancer Scholar. This competitive and prestigious award carries with it a grant of an annual sum of money for five years payable to Emory University and is to be used to further the cancer research program.

The Georgia Cancer Coalition established the Distinguished Cancer Clinicians and Scientists program as the cornerstone of its research agenda. The selection of the scholars is closely aligned with the National Cancer Institute's "Extraordinary Opportunities in Cancer Research," which has identified areas of discovery that hold promise for making significant progress against all cancers.

AWARDS & RECOGNITION



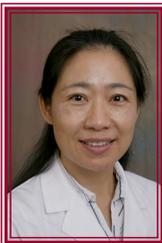
Raghuvveer Halkar, MD

Professor of Radiology

ICANL Board of Directors

Dr. Halkar has been selected to serve on the Board of Directors for the Intersocietal Commission for the Accreditation of Nuclear Medicine Laboratories (ICANL).

This organization sets the standards and reviews accreditation for all aspects of nuclear cardiology, nuclear medicine and PET imaging. The maintenance of these standards is then put into place through site visits.



Liya Wang, PhD, MD

Senior Research Associate

Outstanding Awards

Dr. Wang, of the MR Research Lab, was the recipient of three awards at this year's Emory University Post-doctoral Research Symposium/Banquet on June 4th. Her accomplishments over the last year were recognized by the

Outstanding Achievement in Fellowship Award, Outstanding Performance in Research Presentation, and Outstanding Achievement in Presentation at a Science Meeting. Dr. Wang works in Dr. Hui Mao's lab and is also first author of the paper: "Alterations in cortical thickness and white matter integrity in mild cognitive impairment measured by whole-brain cortical thickness mapping and diffusion tensor imaging" published in the American Journal of Neuroradiology. (2009;30:893-9).

Resident Awards

Each year the residents vote to select a Teacher of the Year and Fellow of the Year. This year's recipients are being honored for their knowledge and willingness to take the extra time to work with the residents around the clock.



Teacher of the Year

Bobby Kalb, MD

Assistant Professor



Fellow of the Year

Michael Bosley, MD

Graduating IR Fellow

Patrick Mullen Memorial Award

The Patrick Mullen Award is selected by secret ballot of the third and fourth year residents. This is an award to honor the former resident, Patrick Mullen, who after a life-changing accident overcame several obstacles to return to medicine as a radiologist.



Stephen Sabourin, MD

4th Year Resident

Dr. Sabourin was selected by his peers to honor the dedication he has shown and ability to help those around him grow.

Hui Mao, PhD

Associate Professor of Radiology

Outstanding Postdoc Mentor

At this year's Emory University Postdoctoral Research Symposium, Dr. Hui Mao was awarded Outstanding Postdoctoral Mentors of 2009 by the School of Medicine. The "One in a Hundred" Award is given to post-doc mentors for his/her mentoring of postdocs and based on the quality of the research training; support for their professional networking and career advancement; availability for advice, both scientific and professional; and going beyond the call of duty for trainees.



Martha Howard, MBA

Coordinator for Medical Student Education

Masters in Business Administration

Martha recently received her Masters in Business Administration from Keller Graduate School of Management.

Additionally, she will receive a Graduate Certificate in Health Services Management. She is currently the Coordinator for the MEDI 725 Clerkship. Martha has been a loyal Emory employee for 17.5 years, with the last 12 years being in Radiology.

Michelle Harris, RDMS

Technologist - EUHM

Breast Ultrasound Certification

The American Registry for Diagnostic Medical Sonography (ARDMS) is an independent, nonprofit organization that administers examinations and awards credentials in the areas of diagnostic medical sonography, diagnostic cardiac sonography, vascular interpretation and vascular technology.



Shandrina Cooper-Lewis, RDMS

Ultrasonographer - EUH

Sonographers Certification

Shandrina has achieved certification through the American Registry of Diagnostic Medical Sonographers (ARDMS). ARDMS has certified more than 60,000 individuals and is the globally recognized standard of excellence in sonography.

NEW FACULTY

All Onboard



Kristin Lloyd Baugnon, MD

Instructor (Neuroradiology)

After completing her Radiology Residency and a Neuroradiology Fellowship at Emory University, Dr. Baugnon will be staying on as clinical instructor in Radiology, with a focus in Head and Neck Imaging. She is currently a manuscript reviewer for *RadioGraphics* and has contributed numerous collaborative articles and abstracts to various publications. One of her more recent publications includes the research article, "Imaging of skull base cerebrospinal fluid leaks in adults" accepted by *Radiology*. In 2008, Dr. Baugnon was honored with the first place educational exhibit award at The American Society of Head and Neck Radiology annual meeting for her piece entitled, "Failed endoscopic sinus surgery: spectrum of CT findings in the frontal recess".

Dr. Baugnon received her MD from the University of Texas Medical Branch at Galveston (UTMB).



Courtney Coursey, MD

Assistant Professor (Abdominal Imaging)

Dr. Coursey joined the faculty of Emory Radiology as an Assistant Professor after completing a Residency and Abdominal Imaging Fellowship at Duke University Medical Center. In 2006, she was honored with the Society of Pediatric Radiology (SPR) Young Investigator Award. The award is given to the author of the best paper presented by a resident or fellow at the annual Society for Pediatric Radiology meeting. Dr. Coursey has delivered many conference presentations such as her most recent at the 2008 Society of Gastrointestinal Radiologists annual meeting entitled, "CT and acute appendicitis: Has the negative appendectomy rate decreased with increased use of preoperative CT". Her collaborate work is apparent not only in her presentations but her publications such as "CT and radiation dose: What radiologists should know" published in *Applied Radiology*.

After graduating magna cum laude from Harvard College with a major in biology, Dr. Coursey continued her education and received her MD from the College of Physicians and Surgeons, Columbia University in New York, NY.



William Crymes, MD

Assistant Professor (General Radiology)

Dr. Crymes joined Emory Radiology as an Assistant Professor after completing his Transitional Internship, Residency and Neuroradiology Fellowship at Emory University School of Medicine. Dr. Crymes has an extensive career in research derived from his Masters of Science in Molecular Genetics from the University of South Carolina. The focus of his graduate and post-graduate research was molecular genetics of the aquatic bacterium, *Caulobacter crescentus*. The dimorphic cycle of this gram-negative organism allowed detailed studies of the temporal regulation and expression of cell cycle regulated genes. He continued on as a phlebotomist and a high school educator in physical science and biology. Dr. Crymes later joined the University of South Carolina as a teaching assistant in biology and genetics, which transitioned to the position of a Research Associate.

Dr. Crymes received his MD from the Medical University of South Carolina after he received his Associate of the Arts from Oxford College of Emory University.



Phuong-Anh Duong, MD

Assistant Professor (Cardiothoracic Imaging)

Dr. Duong joined Emory after serving as Co-director of Chest Imaging at the University of Virginia's Department of Radiology. Before being promoted to Assistant Professor, she was a Clinical Instructor at the University of Virginia. With several collaborative publications, Dr. Duong plans to continue her research and joint efforts here at Emory to produce more publications in the future. Involved in education, Dr. Duong has provided several lectures, case conferences and board reviews, in addition to being the director for the Thoracic Imaging Seminars at the University of Virginia and an invited lecturer in the area. In 2003, she was honored with the Society of Thoracic Radiology President's Award for Educational Exhibit "3D Multi-Detector CT Angiography in the Evaluation of Potential Donors for Living Donor Lung Transplant".

Dr. Duong received her MD from the University of Pennsylvania School of Medicine. Continuing her education, Dr. Duong completed a Residency and Fellowship from the University of Pittsburgh Medical Center.



Kevin Smith, MD

Assistant Professor (Interventional Radiology)

After completing his Interventional Radiology Fellowship at The Johns Hopkins Hospital, Dr. Smith joined Emory Radiology as an Assistant Professor. He is a member of several professional organizations and has authored several publications and book chapters. Dr. Smith's most recent article is entitled "MRI-guided Interventions of the Musculoskeletal System" in the *Journal of Magnetic Resonance Imaging*.

Dr. Smith received his MD from Medical University of South Carolina (MUSC) and then continued his education with a Transitional Internship at Carilion Health System in Roanoke, VA. He completed a Radiology Residency and Interventional Radiology Fellowship at The Johns Hopkins Hospital in Baltimore, MD.



Leonel Vasquez, MD

Assistant Professor (Breast Imaging)

Prior to joining the Radiology Department at Emory University, Dr. Vasquez was the Clinical Director of Breast Imaging at the Lexington Clinic in Kentucky. He has several years' experience at Piedmont Radiology Associates in Salisbury, North Carolina as a Full Associate and Clinical Director of Mammography, Ultrasound, Body and MSK MRI. While at Radiological Physicians of America in Fairmont, West Virginia, Dr. Vasquez was a Junior Associate and Clinical Director of Radiology at United Hospital Center in Clarksburg, West Virginia. He started his career at Radiology Fond du Lac, Ltd, in Fond du Lac, Wisconsin where he was a Full Associate and Section Chief of Mammography, Interventional Radiology, and Nuclear Medicine. He currently serves as a clinical reviewer for the ACR in Mammography and stereotactic accreditation.

Dr. Vasquez received his MD from West Virginia University School of Medicine. He continued his education with an internship at the Medical College of Wisconsin, a Residency at Allegheny General Hospital, Pittsburgh, PA, and concluded with a Fellowship in breast imaging and breast intervention at Northwestern University Hospital, Chicago.

STRIVING FOR EXCELLENCE

Avoiding Autopilot

Captain Chesley B. "Sully" Sullenberger III, pilot of US Airways Flight 1549, successfully landed a plane on January 15 in the Hudson River after both of the planes engines were destroyed as the plane flew through a flock of geese. This set of extreme circumstances have brought to light some very valuable lessons, which were revealed during Captain Sullenberger's testimony at the National Transportation Safety Board (NTSB) hearing on June 9, 2009.

The article written by Jim Tankersley and Kristina Sherry, which appeared in the LA Times online edition, June 10, 2009 reported the enlightening honesty felt by Captain Sullenberger. When asked by Robert L. Sumwalt, Chairman, Board of Inquiry, NTSB, "What goes through his mind when he works as a pilot, Sullenberger said one of the problems with his profession is that flying has become so safe and fatalities so rare that, 'It's easy to forget what's at stake.'"

When I think about this in context for healthcare, in particular what we do in Radiology, I am struck by the similarities. Daily, we provide skills and services that are highly specialized to restore or save lives. What we do is a highly orchestrated process that when performed correctly leads to the best possible outcome for the patient. As trained professionals, the steps of routine processes have become the norm. For the patient, this experience is anything but the norm. Often patients come for our services with literally everything at stake and they may not even know it. A "routine" radiology study for one issue may lead to an incidental finding that changes the course of that patient's life. Instead of vacationing at the beach this summer, they may find themselves undergoing some form of medical therapy - a dramatic change.

As healthcare professionals, we must not become dulled by the routine, or we may "forget what's at stake." The

patient and their loved ones know all too well what they have at stake. They know they have placed a life in our hands, in YOUR hands. No matter where you interact in the patient/family experience in radiology, they are in your hands. Remember, a significant part of delivering healthcare is not only to care for, but to care about the patient and their family. When a patient feels that we genuinely care about their situation, this is what the patient will remember the most.

We all want the patient and their family to feel and know that they are not just another number in the system. So, as we strive to deliver excellent patient care, remember to care about, as much as we care for, the patient. Talk with the patient. Talk with the family. Answer their questions, particularly those questions which would have gone unasked if you had not stopped to talk. Help put their fears to rest. For us and the patient this should be the norm.



- Dale Walker, Director of Strategic Initiatives

GETTING TO KNOW YOU

Director of Decision Support and Practice Management

As Habib Tannir, Administrative Director, once stated, "Without having the appropriate data available to reference, we might as well be driving blind." The Director of Decision Support for Radiology is tasked with "clearing the fog" so Administration and Management can see more clearly while navigating the future. In his position as Director of Decision Support, Dan MacFarlane directly supervises the financial analyst staff in all aspects of The Emory Clinic (TEC) financial business and utilizes multiple information systems and data sources to ensure complete and accurate synthesis of data. Using this information, he plans, executes and manages detailed operational and financial review of TEC business. Additionally, Dan communicates detailed and complex data to physicians and management for strategic decision making, which is critical to properly plan for the functionality and future of the Radiology Department.

The diverse data, to which Dan has access, is gathered from a variety of sources, including CODA, RadNet, IDX, FAS, Peoplesoft and Press Ganey, to create numerous reports that comprise the dashboards.

The data is distilled into a report depending on the need and purpose of particular information. The Director of Decision Support frequently uses Excel or Access software to organize information and present the data in a clear, concise manner that includes charts or graphs for visual enhancement to explain the facts. This strategic method is effective in providing the highest level of accuracy, which proves to be crucial in reviewing the annual budget and forecasting future trends.

The Director of Decision Support is a valuable resource to the department, specifically administration, as he assists the leadership in analyzing "the big picture". He provides unbiased facts in dashboards for others to reference in order to ensure they make the most informed executive decision that benefits the Radiology Department in all aspects of service. This includes turn-around rates on all modalities, radiologists' reads of scans, patient care perspectives, and budget trends to name a few. As our department experiences continued success, the focus is on

turnaround rates, quality patient care, and responding quickly to unplanned changes or advances in technology.

Communication plays a vital role in the Director's position. The data that are gathered are very time sensitive, which means that any data retrieved tends to lose value if not analyzed in a timely manner. Clear communication of data is essential, both for those receiving the data and those that may have information to explain why the data may show a variance. If there are inconsistencies in the numbers, it can take the Director and his team hours to find the discrepancy and reason behind the variation in data. If faculty and staff are aware of an irregularity during routine procedures or reads, it is important to notify the director in advance so when the data are pulled, any deviations can quickly be explained.

Dan MacFarlane began his career at Emory University in 1998 as a Financial Analyst, working his way to Senior Financial Analyst, then Senior



Dan MacFarlane joined Emory in 1998 as a Financial Analyst

Business Manager and is currently Director of Decision Support for the Department of Radiology.

As a Georgia Certified Public Accountant, Dan has extensive experience that contributes to his expertise in accounting and finances. Prior to joining Emory, he

gained valuable knowledge working in Accounting System Design and Automation, as a Revenue Coordinator and also a Medicaid Auditor. He received his Bachelor of Science in Forestry from the University of Montana before continuing his education and receiving a Bachelor of Business Administration in Accounting from Georgia State University.

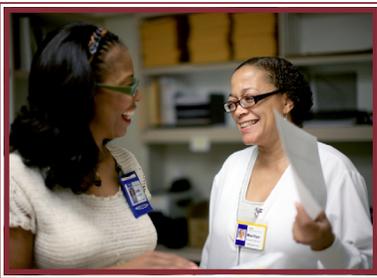
For more information or to speak with the Director of Decision Support for Radiology, contact Dan MacFarlane at 404-778-2357 or dmacfar@emory.edu. You can also feel free to stop by his new office location in the Emory Hospital, EG45, on the same floor as the cafeteria.

-Alaina Shapiro, Communications Coordinator

IN THE KNOW

The Service Excellence Committee I just noticed you doing something special!

Can you think of a time when someone gave you a compliment or made a point of acknowledging your hard work? The simple act of verbally acknowledging the work of another person can change that person's disposition; making them feel good about the work they do and fostering a more positive work environment between co-workers and leadership.



Take a moment to recognize a co-worker with a "I just noticed you doing something special" card.

In addition to the patients we serve, we have other forms of customers in our workplace - our co-workers. Having positive relationships with each other is key to both great accomplishments and having a fulfilling work environment. I am reminded of a statement by author Chris Widener in his book, *The Power of Praising People*, "We are not islands and we don't get to the top by ourselves; one of the key ways to grow successful in our relationships is to be life-giving people to each other." Life-giving people lift up and encourage others and are the true definition of success. One way to lift people up is to praise them. When you praise someone, remarkable things begin to happen to you and the person being praised. You begin to form stronger bonds and find yourself focusing on your co-workers strengths, not their weaknesses. Think of the impact of praise within our department if everyone acknowledged and encouraged each other.

Acknowledgement may be as simple as a friendly greeting, commenting on how someone identified and met the needs of a patient or co-worker; recognizing the ease which a concern or complaint has been resolved or letting a co-worker know you that you noticed how they improved the overall experience for an individual.

The Service Excellence Committee challenges each of you to be life-giving people by encouraging your co-workers when they are doing something special. To make this process simple, get a couple of *I just noticed you doing something special* cards from your manager, keep them handy and when you notice something that should be recognized, fill out the card and give it to the individual you want to acknowledge.

If you receive a *I just noticed you doing something special* card, make a copy of it and give it to your supervisor or manager for your personnel file. This will enter you in a drawing to be held quarterly by the Radiology Department.

Improving our work relationships will have a direct impact on providing excellent customer service. Henry Ford is quoted, "Coming together is a beginning. Keeping together is progress. Working together is success." Building positive relationships with your co-workers enables us to work together as a team to provide the care we have promised to our patients. That promise says we will provide a quality experience defined by impeccable clinical outcomes, patient safety and service. Each of us has the power to make a difference and a choice about how we will go about being life-giving to others.

- Susan Reeder
Ultrasound Clinician Technologist-IV

Did you know that EUHM Ultrasound Department has the only three RDMS Sonographers in Georgia who are registered in all five specialties? Nealy Moyer, Susan Reeder, and Chris Graf are all certified in abdomen, ob/gyn, breast, neurosonology and fetal echocardiography.

HR Tip

2010 Annual Enrollment is "Going Green"!

You will no longer have to wait by the mailbox to receive your annual Benefits enrollment package, however, you will need to watch your e-mail. The traditional benefit guide previously mailed to your home, which detailed the upcoming plan changes, is a thing of the past. A new online interactive guide has been devised to deliver this information to Emory's faculty and staff. This change of delivery will support Emory's goal of being environmentally conscious, reduce costs and contribute to Emory's sustainability initiative.

The University Benefits department has created a new e-mail account, MyBenefits@emory.edu, to inform you of vital enrollment information. Emory Healthcare employees are currently receiving their enrollment information via mass e-mail. Please do not delete any e-mails sent from this account since the majority of communications will be provided electronically. Take a few minutes to review the information in the e-mails to make sure you meet all required deadlines.

To ensure you receive this information, make sure you know your Emory Healthcare or University Login IDs and Passwords to access your e-mail account. If you need assistance with ID or password recollection, please call IT at 8-HELP or 7-7777.

Don't forget to check your inbox for this benefit information. Please feel free to call HR Benefits directly with any specific questions or concerns at 404-727-7613.

Quality Corner

The Quality Corner is an initiative of the Vice Chair of Quality & Safety, Dr. Kimberly Applegate. This portion of the newsletter is reserved for inspiring thoughts and reminders of ways that we can all take a few moments to increase the quality and safety of our care with the Radiology Department. This month we begin to prepare mentally with this thought from Kevin Kelly,

"Nobody is as smart as everybody."

GET INVOLVED

Special Summer Lecture: Radiology Grand Rounds

Wednesday, July 29, 2009

7:30 - 8:15 a.m.

Emory University Hospital Auditorium - 2nd Floor

Guest Speaker

Claudia R. Adkison, JD, PhD

Topic

Conflict of Interest



Claudia R. Adkison, JD, PhD, has been Executive Associate Dean, Administration and Faculty Affairs, and Professor of Cell Biology at Emory University School of Medicine since 1995. She functions as "Chief Operating Officer," Academic Affairs Facilitator, and Faculty Dean in the Medical School. Reporting to the Dean, Dr. Adkison has day-to-day oversight responsibility for administration, faculty affairs (appointments, promotions, development, and problems), legal and many regulatory matters for the medical school, conflict of interest and academic misconduct, arrangements and problem-solving for academic programs, special projects and problems with the medical school chairs, university administrators, and various school and university administrative units, and a wide variety of "special projects" for the dean involving both academic and clinical areas. She also developed and conducts a "chair school" for all new medical school department chairs at Emory.

Engaging in the 4th

Each year the Radiology Managers at Emory University Hospital organize a Fourth of July Luncheon for staff in their areas. This was a time for everyone to share their favorite dish, take a breath in the middle of the day and enjoy the company of their co-workers. The pot-luck style provides a variety of food to please all, and is an opportunity for administration, faculty and staff to mingle. Employee engagement activities, like this one, continue to strengthen the communication and relationships across our divisions, modalities and areas of radiology.



Over 100 Radiology Faculty and Staff participated in the July 4th celebration held on Thursday, July 2.

In March of 2007, HR Magazine ran an article entitled "Leveraging Employee Engagement for Competitive Advantage: HR's Strategic Role," by Nancy Lockwood reporting on several studies covering different aspects and outcomes of employee engagement. Through their article they revealed that workers with high-involvement "showed more positive attitudes, including trust, organizational commitment and intrinsic enjoyment of the work." These studies have also found links to increased productivity, fewer safety incidents and, at the highest level of commitment, performance increases of 20%. With these results in mind, it is easy to see the benefits of taking time for employee engagement. If you have an idea for an activity in your area or division, send an e-mail, pass a note or simply mention your idea to your manager.

- Monica Salama, Communications Manager

EMORY HEALTHCARE

Department-wide Assembly

Wednesday, August 12, 2009
7:30 - 9:00 a.m.

Emory University Hospital Auditorium - 2nd Floor

Presented by
Carolyn C. Meltzer, MD, FACR
Chair of the Department of Radiology

Topic
Standing Strong in a Weak Economy
- UPDATE -

Please make time in your schedule to attend this department-wide assembly for all members of radiology. This is an opportunity for everyone to understand the direction of the Radiology Department in the current economic climate.



EMORY UNIVERSITY SCHOOL OF MEDICINE

GET INVOLVED

Gallop BBQ

On Friday, June 12, Radiology Reimbursement Services held the 3rd Annual Gallop Barbecue, reinforcing their year-long program of employee engagement. After surveying several people, this is clearly the favorite engagement activity of the group.



Marcus Foster mans the grill for the third year in a row, making sure everyone has an option they would enjoy from traditional burgers and hotdogs to veggie burgers and chicken hotdogs.

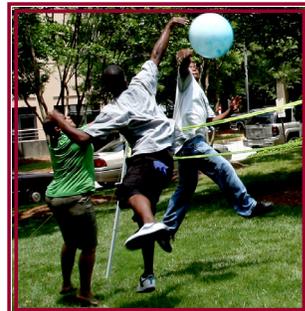
Other activities throughout the year include Father's and Mother's Day

breakfasts, pass the hat, and "wear your jeans to work" weeks. The wear "your jeans to work" week not only serves as a fun conversation piece for the 40 members of the billing and coding team, the \$10 each person pays to participate helps support the annual barbecue. The group also coordinates a raffle and contributes homemade food to defray the costs associated with the event.

When asked why the barbecue stands out as a favorite, Tony Brevard, Sr. Coder for denials, explained "I have a chance to cook and socialize with co-workers about topics less serious than work." Sr. Coder, Jeff Fulkerson shared, "This is an opportunity for everyone to come together for a good time and good food." Regina Dunkley, Reimbursement Manager, and Marcus Foster, Manager of Billing and Coding, work together each year to coordinate the many details that make the barbecue a success. This event has grown to include other areas of

radiology and other departments helping to reinforce relationships.

Each year while standing over the grill, Marcus takes time to reflect upon the past year's accomplishments. This year, his focus was on the dedication of his staff to successfully transition to the RadNet system. The group can track billing statuses more easily and interface with IDX smoothly. The group is looking forward to even more billing benefits of RadNet as it is integrated with other radiology systems.



The barbecue concluded with the traditional game of volleyball.

- Monica Salama, Communications Manager

NEW FACES & APPOINTMENTS



Frizell Benton, RT (R) (M)
Mammography Technologist - TEC (WCI)
Frizell started her career in Breast Imaging at Grady Health System. In 2005, she received her Masters in Administration with a Concentration in Healthcare from Central Michigan University. With 13 years experience, Frizell is passionate about her profession and hopes to continue to make a difference in the lives of her patients.



Earl Lively
Lead Transport Attendant - EUH
Prior to joining the Emory Radiology Department, Earl was a patient transport attendant at Children's Healthcare of Atlanta for two years. Before entering the healthcare arena, he was an Assistant Manager for FedEx. Earl is currently in the process of completing his BA in Computer Science.



Marilyn Dickerson, RDMS, RVT
Ultrasound Supervisor - EUH
Marilyn has 19 years of Emory experience in various departments, in different positions – all related to ultrasound. She received her Masters in Public Health – Behavioral Sciences and Health Education from Emory, her BS in Unified Science – Chemistry concentration from Wayne State University and her Certificate in Medical Sonics from Wake Forest.



Howard Shaw
Radiology Applications System Team Member
Howard joins the Emory Radiology PACS division as the RAS Team's newest member. His previous experience includes being a Technology Services Manager at Compressus Inc. and two years at HP Healthcare. Additionally, Howard worked as the Advanced Solutions Manager at FUJIFILM Medical for five years.



Mija Lim, RT (R) (CT)
CT Technologist - TEC (WCI)
In May 2009, Mija graduated with honors from the Emory University SOM where she received her Bachelor of Science degree. She graduated cum laude in May 2007 from Chattanooga State (Tennessee) with an Associate of Science degree in Radiologic Technology and was presented the "Professionalism Award" by her peers.

Look for a new issue of the Rad Report the first full week of August.