Annual Assessment

It may be a ritual, but often a worthwhile and productive one, as we individually or corporately reflect on the year just ended - what went well, what didn’t, and how our responses might have been more positive or constructive.

At OU Medicine, 2015 was another year of great achievement, something we’ve come to expect. And, because high expectations are part of our culture, we may overlook the significance of some accomplishments. It’s time well spent to pause and consider where we’ve been and where we’re going.

OU Physicians had an outstanding year recruiting physicians and other providers, adding greater depth of specialty expertise to the practice, as well as much-needed primary care and other services. At the close of the fiscal year, we had added 156 providers, bringing our credentialed-provider total to more than 900 M.D.s, D.O.s and advanced practice providers. OU Physicians, still the largest group practice in the state, is committed to making quality care more readily available to greater numbers of patients locally and throughout the region.

Our partnership with the Oklahoma City-County Health Department has matured and our Community Health Clinics see increasing numbers of patients who find quality care that meets their needs. Residents of communities once called “underserved” are now being well-served by outstanding providers and staff.

In addition to another re-accreditation term awarded to OU Physicians by AAAHC, many of our clinics and specialty centers continue to earn re-accreditations from organizations that set standards of care within specialties.

For example, the OU Breast Institute was recognized by the National Accreditation Program for Breast Centers, a quality program of the American College of Surgeons. Breast centers of this caliber have demonstrated unwavering commitment to see that patients are offered every available advantage in their battles against breast disease.

Our physicians and providers who specialize in caring for patients who have experienced the most severe types of strokes practice at OU Medical Center’s comprehensive stroke center, certified as such by the American Heart Association and the American Stroke Association.

While excellence and quality have long been OU Medicine cornerstones of patient care, the current health care environment and federal mandates demand measurable results and documentation. Directly related to a quality assessment program implemented a few years ago, OU Physicians ranks high on key national quality measures — above the national average and ahead of many of our peers. The assessment program is only one of many quality initiatives having direct impact on improved patient outcomes.

There’s already positive momentum carrying us into the new year. Confident of our ability to succeed, our fiscal year goals were increased to aim for the 80th percentile for CG-CAHPS scores; we have achieved that mark in a number of categories over several months. The CG-CAHPS survey is increasingly recognized as the measure of patient experience for medical practices.

continued, next page
We could cite here quite a long list of exciting research triumphs, some of which show great promise for future cures and healing. Others are providing renewed hope and restored health right now, improving quality of life for scores of people today.

OU Medicine providers are routinely tapped for leadership posts within national organizations. They are honored and recognized nationally and internationally. Many have authored books and textbooks; their techniques have revolutionized the teaching of medicine.

They are principal investigators, champions of quality and safety, and advocates for the voiceless.

Our worksite wellness initiatives have resulted in repeated designation by the American Heart Association as a Fit-Friendly Worksite at the gold level of achievement. And while the designation is an honor, the internal impact is more important. We have a workforce of employees who are engaged and more satisfied with their work and work environments. And every effort is being made to elevate our performance in this area as well.

Although there’s no local or national award that recognizes our community-building activities, the benefits are significant. OU Medicine employees have opportunities like never before to make their world a better place, and many routinely take advantage of our efforts to coordinate volunteer activities with a wide range of non-profit organizations and worthy causes. In fiscal year 2015, more than 3,500 hours of volunteer labor resulted in providing a new home, feeding hungry people and advocating for disadvantaged children and adults. Additionally, employees across campus respond generously to identified needs — book, toy, supply and food drives are all well-supported here.

From building out clinic spaces to add amenities that enhance the patient experience, to constructing world-class facilities in which to pursue groundbreaking research or deliver life-saving treatments, people are the critical focal point of our efforts and attention. One goal rises above all: Providing the highest quality patient care. As 2016 unfolds, achievement will continue, thanks to the character and dedication of people at every level throughout the enterprise.
Meet Our New Providers

**J. Matthew Reinersman, M.D., Thoracic Surgery**

J. Matthew Reinersman, M.D., has established his surgical practice with OU Physicians and the Stephenson Cancer Center. He has also been named director of the Lung Cancer Screening Clinic at the Cancer Center and has been named an assistant professor with the University of Oklahoma College of Medicine.

Reinersman is trained in minimally invasive approaches to thoracic surgery and thoracic oncology. His practice will focus on robotic thoracic surgery.

Reinersman is board certified in surgery and board eligible in thoracic surgery. He comes to OU Medicine from the Mayo Clinic, Rochester, Minnesota, where he completed his residency in thoracic surgery. He completed an internship and general surgery residency at Georgetown University Hospital, Washington, D.C., and additional thoracic surgery training at Memorial Sloan-Kettering Cancer Center, New York City. He earned his medical degree at Southern Illinois University School of Medicine, Springfield.

Reinersman is a member of the Society of Thoracic Surgeons and American College of Surgeons

**Erin Rubin, M.D., F.C.A.P., Pathology**

Board-Certified in anatomic and clinical pathology, Erin Rubin, M.D., F.C.A.P., has established her practice with OU Physicians. She was also named associate professor and the James Park Dewar, M.D., Professor of Pathology at the University of Oklahoma College of Medicine.

Rubin specializes in liver and gastrointestinal pathology. She comes to OU Physicians from Barnes Jewish Hospital of Washington University in St. Louis, where she served as director of the consultation service and as a member of the Liver and Gastrointestinal Pathology Section of Anatomic and Molecular Pathology.

Rubin completed a gastrointestinal and liver pathology fellowship at Massachusetts General Hospital of Harvard Medical School, Boston, where she also completed a residency in anatomic and clinical pathology. She earned her medical degrees from Emory University, Atlanta. During medical school she completed a post-sophomore year in pathology fellowship at Tulane University, New Orleans.

Rubin is a member of the College of American Pathologists, American Association for the Study of Liver Diseases, Transplantation Society, Renal Pathology Society and American Society of Transplantation.
**Jessica Holster, Ph.D., Pediatric Neuropsychology**

Neuropsychologist Jessica Holster, Ph.D., has established her practice with OU Children’s Physicians. She has also been named an assistant professor with the University of Oklahoma College of Medicine.

Neuropsychologists look at how the brain and the rest of the nervous system influence a person’s cognition and behaviors. Holster provides neuropsychological assessments on children ages six and older.

Holster comes to OU Children’s Physicians from the University of Texas Southwestern Medical Center, Dallas, where she was an assistant professor of psychiatry and a clinical neuropsychologist. She earned a doctorate in philosophy/clinical psychology and a master of science degree in clinical psychology from Nova Southeastern University, Fort Lauderdale, Florida.

Holster is a member of the International Neuropsychological Society, National Academy of Neuropsychology and American Psychological Association.

**Lindsay Hickerson, M.D., Orthopedic Surgery**

Lindsay E. Hickerson, M.D., a fellowship-trained orthopedic surgeon, has established her practice with OU Physicians. She has also been named an assistant professor in the department of Orthopedics at the University of Oklahoma College of Medicine.

Hickerson is board eligible in orthopedic surgery. She specializes in direct anterior approach total hip arthroplasty, a muscle-sparing technique allowing the surgeon to reach the hip joint from the front of the hip as opposed to the side or back approach.

Hickerson completed an orthopedic trauma fellowship at the Hospital for Special Surgery, New York City. She completed her orthopedic surgery residency and earned her medical degree at Virginia Commonwealth University, Richmond.

Hickerson is a member of the Orthopedic Trauma Association, AO Trauma Foundation and American Academy Orthopaedic Surgeons.
new providers, continued

Esther S. Lee, M.D.,
Pediatric Genetics

Esther S. Lee, M.D., a pediatric geneticist, has established her practice with OU Children’s Physicians. She has also been named a clinical assistant professor with the University of Oklahoma College of Medicine. Medical geneticists are physicians who diagnose and treat people with suspected or proven hereditary conditions.

Lee is board certified in clinical genetics. She completed a residency in medical genetics at the OU College of Medicine, and earned her medical degree at Jefferson Medical College, Philadelphia.

She completed a genetics residency at the National Institutes of Health/National Human Genome Research Institute and Children’s National Medical Center, Washington, D.C. She also completed a pathology residency at the University of Oklahoma College of Medicine and a pediatric residency at the American University of Beirut Medical Center. She earned her medical degree in Lebanon.

Charles A. McWilliams, M.D.,
Urology

Longtime Oklahoma City urologist Charles A. McWilliams, M.D., has established his practice with OU Physicians. He has also been named an assistant professor with the University of Oklahoma College of Medicine.

McWilliams, who treats all urologic conditions in adults, now sees patients at OU Physicians Edmond at Fountain Lake, 14101 N. Eastern.

A lifelong Oklahoman, McWilliams comes to OU Physicians from more than 30 years in private practice in Oklahoma City. He is a member of the American Urological Association and the American Association of Clinical Urologists, and holds leadership positions in both organizations.

McWilliams completed his residency and earned his medical degree from the OU College of Medicine. He earned his undergraduate degree from OU in Norman.

Carey Hill, M.D.,
Surgery

Bard certified in surgery and surgical critical care, Carey Hill, M.D., has established her surgical practice with OU Physicians. She will provide general and trauma surgical services at the OU Medicine Trauma One Center.

Hill completed her general surgery residency and a critical care fellowship at Oregon Health Sciences University, Portland. She earned her medical degree at Albany Medical College, Albany, New York.

Hill is a member of the American College of Surgeons, Society of Critical Care Medicine and Reserve Officers Association, having served as a surgeon in the military.

Sobia Nabeel, M.D.,
Hematology-Oncology

Sobia Nabeel, M.D., a hematologist-oncologist, has established her medical practice with Stephenson Cancer Center. She has also been named an assistant professor of hematology-oncology for the University of Oklahoma College of Medicine.

Nabeel has a special interest in diagnosing and treating patients with breast cancer. She completed a fellowship in hematology-oncology at the OU College of Medicine. She completed an internal medicine residency at Monmouth Medical Center, Long Branch, New Jersey. She earned her medical degree in Pakistan. She is a member of the American College of Physicians, American Society of Clinical Oncology and American Society of Hematology.
Alisa M. Cross, M.D., Surgery

Alisa M. Cross, M.D., has established her surgical practice with OU Physicians. Cross is board certified in surgery and surgical critical care. She will provide general and trauma surgical services at the OU Medicine Trauma One Center.

Cross comes to OU Physicians from Allegheny General Hospital, Pittsburgh, where she was a trauma/acute care/surgery critical care surgeon. She completed fellowships in surgical critical care and trauma surgery at Emory University, Atlanta, where she also completed a general surgery residency.

She earned her medical degree from the University of Oklahoma College of Medicine and her undergraduate degree from OU in Norman.

new providers, continued

Sarah B. Mercer, M.D., Anesthesiology

Sarah B. Mercer, M.D., a board-certified anesthesiologist, has established her medical practice with OU Physicians. She has also been named an assistant professor of anesthesiology for the OU College of Medicine.

Also board certified in critical care anesthesia, Mercer comes to OU Physicians from an anesthesia practice in Dallas. She completed a surgical critical care fellowship at The Ohio State University Medical Center, Columbus. She completed her residency at the Cleveland Clinic Foundation, Ohio, and earned her medical degree at the OU College of Medicine, Tulsa.

Mercer is a member of the Society of Critical Care Anesthesiologists, Society of Critical Care Medicine and American Society of Anesthesiologists.

James Fogarty, Jr., M.D. Anesthesiology

Anesthesiologist James P. Fogarty, Jr., M.D., has established his medical practice with OU Physicians. He has also been named an instructor of anesthesiology for the University of Oklahoma College of Medicine.

Fogarty completed his residency and earned his medical degree at the University of Texas Medical Branch, Galveston. He is a member of the American Society of Anesthesiologists.
Regents Approve Sanders

An announcement last month disclosed that the appointment of Jason Sanders, M.D., M.B.A., as Senior Vice President and Provost was approved by the Oklahoma Board of Regents, effective December 1, 2015. Sanders had served in an interim capacity since June 2015.

Sanders, who has served in leadership positions at the OU Health Sciences Center since 2013, is an OU alumnus and Rhodes Scholar, and has played a critical role in maintaining excellence in OU HSC academic and research programs and advancing OU’s mission in health care.

In addition to seeing OU Physicians patients as part of his general internal medicine practice, Sanders teaches numerous courses on campuses at OUHSC, Norman and in Tulsa. He also works with medical students and residents at OU Medical Center, and serves on the Governing Committee for OU Medical System, the University Hospitals Authority and Trust Board, and the Stephenson Cancer Center Leadership Council.

In the December announcement, OU President David L Boren said, “This is a critical period for the Health Sciences Center as it addresses a rapidly changing health care market and health care delivery system consolidation. Consistent leadership is important at this time.”

Boren described a month of personal interviews conducted with the Health Sciences Center deans and vice presidents, the Executive Committee of the Faculty Senate, members of the University Hospital Authority and Trust, the Oklahoma Health Center Foundation and various Oklahoma City community leaders in considering Sanders’ appointment. “The response was one of resounding support for Dr. Sanders to serve as Senior Vice President and Provost,” he said.

Sanders graduated with honors from the University of Oklahoma with a B.S. in biochemistry in 2000. As a Rhodes Scholar, he attended the prestigious Trinity College, Oxford University, and received a master’s degree of Art in English Language and Literature in 2003. He graduated from Harvard Medical School and Harvard Business School with honors in 2008. His background in academics, clinical practice and business is extensive, making him uniquely qualified for this new leadership role.

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Expanding Diversity Awareness

As the community we serve grows and becomes more diverse, it is important to continue our educational processes to be more aware of changing demographics and how they impact our daily interactions with patients and colleagues.

OU Physicians created a diversity program several years ago in recognition of the trend; cultural competency training for providers and staff was developed and became mandatory.

As an organization, many benefits were realized, but there are always opportunities for continued improvement.

With that in mind, OU Physicians has enhanced its training program to include a module specific to transgender, lesbian, bisexual and gay issues. In an effort to improve understanding and communication at every level, all staff will be required to complete this LGBT training. The completion deadline is Friday, January 15, 2016.

Incorporating this important issue into our staff and provider training is another way OU Physicians demonstrates its leadership in caring for and embracing our community as a whole.
With an array of programs and agencies, both public and private, in place to better serve the needs of children with disabilities, it may be easy to overlook related conditions of growing urgency.

According to Lisa Simmons, Sooner Success Region I coordinator, there is one such need that’s really quite obvious. “Children with disabilities, whether mental, physical or developmental, grow up and become adults with unmet needs for functional support. Many will face ongoing challenges and a variety of obstacles as they seek appropriate resources.”

While some states have had programs in place for decades, the needs in our state are significant and awareness is lacking. In an effort to bridge the gap between needs and available services, the Oklahoma Developmental Disabilities Council in October approved $95,000 to fund an initial phase of a Sooner Success program, hoped to be the first of multiple phases in an ongoing initiative. The new program is specifically focused on the needs of adults with disabilities who become parents.

In the first year currently funded, the mission is two-fold:
- Determine the size of the affected population in Oklahoma, while seeking a better understanding of the barriers and problems faced.
- Bring to Oklahoma professionals with depth of experience in programs of this kind to demonstrate the potential and possibilities that exist.

Sooner Success personnel have turned to Through the Looking Glass, not only as a working model of success, but also as a resource for creating solutions. Based in Berkeley, California, Through the Looking Glass is an organization with a 30-year history working with similar initiatives. Last year, Sooner Success visited the organization to observe and learn. According to Aietah Stephens, state director of Sooner Success, under the Section of Developmental and Behavioral Pediatrics, OU College of Medicine, a portion of ODDC funding will be used to bring a TLG team to Oklahoma for an entire week. “Sooner Success will sponsor planned conferences in different regions of the state, inviting TLG to lead trainings for leaders of key agencies providing family services and other partners.”

Over the course of a year, Sooner Success leaders will strategically utilize ODDC funding for the development of a collaborative, interagency program aimed at better equipping parents with disabilities to become more effective in caring for their children. Sooner Success’ identified goals are particularly ambitious, given the 12-month time frame. Staff members are hopeful that progress will be substantial enough to secure additional funding for a next phase of program development.

“The interagency, collaborative model represents a paradigm shift in how we identify and address the needs of this underserved population,” said Simmons. “Often, a basic assumption is made about the ability of some
individuals to function acceptably as parents. In truth, parents with disabilities have the same right as any parent to be imperfect, to make mistakes and experience failure at some point in their parenting ‘careers.’”

Simmons cited the common practice of immediate and automatic removal of a child or children from a home, often based on uninformed assumptions or an arbitrary judgement.

“Unless the child is at risk due to negligence or an unsafe environment, removal can result in trauma with adverse consequences for the child as well as the family,” said Simmons.

She acknowledged that an alternative process - to recognize and assess a need and connect parents with resources appropriate to their disabilities - is more difficult to implement. But despite the complexities, the results are more effective and positive in the longer term.

“Under our current system, each state agency takes a different approach, not only to the assessment process, but also to remediation. For example, any given case may include human services, foster care, health care - all of which, at some point will probably have overlapping legal issues to navigate.”

Simmons described parents who experience a range of disabilities including developmental, intellectual, physical and behavioral health conditions. Behavioral health conditions might include depression or bipolar disorder, while intellectual disabilities are categorized as impaired or limited cognitive function and/or lower IQ level. In addition to these, the obstacles faced by the parent with significant physical disabilities are daunting.

“Assistive technologies, including equipment and adaptive devices are more advanced than ever before and home environments can be modified to help compensate for physical limitations,” said Simmons. “The parent will need to find an occupational therapist to help fit certain devices and to suggest appropriate home modifications. The collaborative will seek to open the doors to make these types of resources more accessible.”

Stephens and Simmons, along with Sooner Success personnel across the state, see potential for the initiative to grow into a more comprehensive effort. Stephens said, “Though the full scope of impact can’t be fully known, it is certainly possible that it will cross multiple layers of community and culture,” noting in addition that future phases may incorporate qualified home educators, parent-to-parent mentors and coaches and perhaps some form of volunteer support.

“Awareness is growing,” Simmons said. “People across many agencies and organizations in all areas recognize the critical need and truly desire to work together for change in our systems. The futures of our children and families depend on it.”
Counseling Contributes To Cessation Success

The Stephenson Cancer Center is a destination for many people who have never had cancer. Why do they come? In addition to providing world-class cancer care, the Stephenson Cancer Center is home to the Tobacco Cessation Clinic, which welcomes patients, OUHSC employees and other guests as well.

As a tobacco cessation counselor at Stephenson, Leslie Chandler, M.S., C.T.T.S., N.P.-C., works with those who desire to quit smoking and/or using other tobacco products. The tools and approach may vary with the individual but often include a combination of behavioral interventions and medications. These may include nicotine patches, gum and lozenges, which are provided free of charge. Prescription medications may also be part of the treatment if necessary.

“Together, we work through an individual’s smoking habits, some of which may have become nearly ritualistic,” says Chandler. “Understanding where, when, and why we smoke are all parts of the puzzle.”

Chandler said often it is the positive accountability that helps people overcome the tobacco habit. An outside perspective is often a key to identifying triggers that aren’t obvious to the smoker.

“For example, some people have created a daily routine: they come home after work, sit in the same chair or spot on the sofa, and smoke a cigarette,” Chandler said. She encourages these individuals to change something, almost anything, in the routine. “Changing routines and replacing the old behavior that was associated with smoking can help one quit,” said Chandler.

Patients who use tobacco and are ready to quit, or those who are seriously considering quitting, are usually referred to the Tobacco Cessation Clinic, but they may also self-refer.

Chandler finds the process extremely rewarding. “People are surprised they can actually do it,” says Chandler. “It’s a great feeling for us both when they succeed.”

Chandler earned her master’s degree in public health and attended an intensive training program at the Mayo Clinic, Rochester, Minnesota, on tobacco cessation. After passing two exams and documenting 240 contact hours with patients, she became a certified tobacco cessation counselor. Chandler works with another counselor in the Tobacco Cessation Clinic, Tanya Kay Gattis, M.P.H., C.T.T.S., who completed the same certification process. The clinic operates under the leadership of Stephen Gillaspy, Ph.D., associate director for Clinical Programs at the Oklahoma Tobacco Research Center.

Currently, there is no cost to patients for tobacco cessation counseling.
OU Physicians statewide Professional Liability, Patient Safety and Risk Management departments (PLRM) recently facilitated Colleague Support Training for 18 OU Physicians from Oklahoma City and Tulsa, representing various specialties. On-site trainers from Stanford University provided instruction on appropriate ways to reach out to colleagues via a confidential peer support system. Panel members demonstrated skills learned using role-play scenarios.

The idea was born out of a desire expressed by physicians to provide their peers with needed support as the result of an unexpected medical event or following the filing of a claim.

The program PLRM instituted was modeled after research conducted by Brigham and Women’s Hospital, Boston, and Stanford University Medical Center, which showed that physicians whose patients experience an adverse outcome desire support from colleagues, but health care entities often lack the structure to come alongside them.

Three Colleague Support directors were chosen to oversee the program, which is funded through a grant by Academic Physicians Insurance Company, the captive insurance company established by OU Physicians. Jason Lees, M.D., general surgery, and Robert Letton, M.D., pediatric surgery, both practicing in Oklahoma City, and Karen Gold, M.D., obstetrics and gynecology, Tulsa, administer the program, which includes matching colleague supporters to providers who need support.

Psychiatrists from both campuses are involved in administering the program in the event additional referrals are needed.

For questions about this program, call Heather McClure, J.D., executive director of operations, OU Physicians PLRM, at 405-271-1800.
No matter what your age or stage of life, you owe it to yourself and your family members to become knowledgeable in matters related to end-of-life care.

That opportunity has been made available by the Senior Law Resource Center and Stephenson Cancer Center’s social work team.

**Advance Directive Workshop**

**Thursday, January 28**

11:30 a.m. – 1:30 p.m.

**RSVP:**
Stephenson Cancer Center Social Work team
405-271-5099

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Town hall meetings represent a unique forum for employees to hear the most recent updates on developments in and around OU Physicians and the Health Sciences Center. OU Physicians senior leaders, Brian Maddy, chief executive officer, and Lynn Mitchell, M.D., chief medical officer, will answer questions raised at each meeting.

**Tuesday, January 19, 7 a.m.**
OU Physicians Building
4th floor waiting area

11:30 a.m.
Samis Education Center, Rainbolt Family Auditorium

**Wednesday, January 20, 12:15 p.m.**
Stephenson Cancer Center
5th floor conference room

**Thursday, January 21, 7 a.m.**
O’Donoghue Building
2nd floor break room

For off-site staff or others who are unable to attend a meeting in person, a live, interactive webinar is available during the 11:30 a.m. meeting on the 19th. Staff can watch and participate in the Q&A session in real time. See link below.

[http://mediasite.ouhsc.edu/Mediasite/Play/59fd4ad9d057476ea8bdf41c12915b51d](http://mediasite.ouhsc.edu/Mediasite/Play/59fd4ad9d057476ea8bdf41c12915b51d)

**Direct any questions to the Executive Office, 271-3932.**

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**First Thursday Monthly**

11 a.m. until 2 p.m.
The Children’s Atrium
First Floor

Featured vendors may vary from month to month. Look for these local merchants and others:

- Twisted Oak foods
- Lovera’s Market
- Organic Squeeze
- Lasley Family Farm
- High Tides & Green Fields
- Sweet Spirit Foods
- Popcorn Gals
- Mittie’s Kitchen
- Kize Concepts

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The Benefits Of Purposeful Play

It’s understandable that children often dislike having to make a clinic visit or see a doctor. Children may be confused, experiencing a mix of negative emotions including anxiety, stress, anger, frustration and fear. As a result, our health care providers may face resistance from their young patients, creating a less than optimal visit and additional stress for all involved.

Diversionary Play, a program of the Cavett Kids Foundation, provides waiting-room activities for children, their siblings and often even the parents. Program volunteers strive to welcome children and their families to a positive and entertaining environment where the children are encouraged to just be children.

Current research shows that patients who are engaged with enjoyable activities have better outcomes. Another result is increased cooperation between patient and staff, and reduced time spent calming the child to prepare him or her for an exam. Finally, these activities produce a more relaxing atmosphere in the overall clinic environment, allowing medical professionals a better setting in which to provide the highest level of quality care for their patients. Volunteers and a variety of basic supplies are always welcome.

Learn more at www.cavettkids.org/programs/diversionary_play

Support the Thunder and have a little extra fun when you drop by the OU Children’s Physicians Thunder Kids Zone at Chesapeake Arena. Located near section 113, it’s a great space for kids and parents to have fun before and during the game.

The zone has been a big hit with fans the last few years and has helped raised awareness of the unique services our physicians provide. The Thunder Kids Zone is a place kids and parents go for some pre-game fun. Clever give-aways keep OU Children’s Physicians in view even after the game, enhancing our opportunities to become the chosen provider of health care services for more families with children.

OU Children’s Physicians logo items featured at upcoming games include:

January 17 — “Tattoo” sleeves
February 21 — Face stencil
March 26 — Lunchbox
HIPAA Hot Spot

January HIPAA Hipster: A Wise OU Physicians Provider

Recently, one of our own OU Physicians providers experienced a moment we all dread – the moment of stark realization that the provider’s portable electronic device had been left on the plane. Two things were certain: the device did contain important and confidential information, including protected health information; and, recovery of the device was, at best, highly unlikely.

Fortunately, another known factor was in play: as required by University policy, the device had been encrypted. When the appropriate Tier One was notified of the loss, he was able to gain confirmation of encryption, and all breathed a sigh of relief.

This physician, all of whose devices had been encrypted in compliance with University policy, is quick to thank the IT staff. Their efforts made this an incident of lost property, rather than a major HIPAA breach. Our provider understands that encryption is the best insurance any OU Physicians employee can have to protect against a HIPAA breach due to a lost or stolen portable device, as proven by this recent incident.

Thanks to this physician and all providers and staff members who have taken the few extra minutes required to ensure encryption of all devices.

The HIPAA Hot Spot is featured periodically in the Focus newsletter.

Each Hot Spot will include a useful HIPAA Tip, and will highlight employees and work areas making a big difference in our HIPAA compliance program.

HIPAA Tip of the Month:
Lost Your Device? Don’t Lose Your Head!
Here’s what to do:

- Contact your Tier One/IT representatives as soon as possible. He or she will walk you through steps to locate your device and/or wipe or disable your device.
- Complete the Loss or Theft of Electronic Device form provided by your Tier One/IT Rep. It’s a single page that will allow IT to help you more effectively.
- Notify Sally Duckett, HIPAA Coordinator, or Jill Raines, Privacy Official as soon as possible. Deadlines running from the date of the loss or theft.
- File a police report with local law enforcement. There’s always a chance that your device will be recovered at some point.

The best scenario is that the lost or stolen device has been encrypted by your Tier One, but even if not, there may be other steps you can take to protect sensitive information on the device. Your quick action can make a big difference!

Jill Raines, Assistant General Counsel and University Privacy Official,
jill-raines@ouhsc.edu or 271-2033

Sally Duckett, OU Physicians HIM and HIPAA Administrator,
sally-duckett@ouhsc.edu or 271-8001, ext. 46947

Mary Milano, HIPAA Compliance Auditor, Office of Compliance,
mary-milano@ouhsc.edu or 271-2511
Each year, patients undergoing treatment at the Jimmy Everest Center are the focus of a “pep rally,” coordinated by JEC volunteer Kay Tangner. The guest cheerleaders include Bob Stoops, OU head football coach, and many of his players. Their goal at this event is simply to bring cheer and a little holiday fun to children who are fighting cancer.

Several skits were performed, some of which included the youngsters. This year, contestants vied for the Miss Orange Bowl title and a new winner was crowned. In addition, some players received awards in recognition of their above-and-beyond efforts to make these special patients a little happier throughout the year by offering welcome distractions from the serious concerns they face each day.

Photos:
Miss Orange Bowl contestants.
The winner wears a crown of oranges.
Orange “bowling.”
Danny Cavett presents award to Trevor Knight for his involvement with the kids of JEC.
Coach Stoops receives a fist-bump after helping Zayden with his superhero cape.
Patients put “game face” on players.
Dr. Meyer expresses appreciation to guests.
Santa Comes Calling…

This year’s holiday party in the Children’s Atrium took place in conjunction with the annual KOCO 5 News Toy Drive. Children visited with Santa, met several on-air broadcast personalities and received gifts donated over the past several weeks. Mathis Brothers Furniture partnered with Children’s Hospital Foundation and KOCO to collect toys to brighten the holidays for patients in the hospital. Fun crafts and snacks were also part of the day’s fun.
Health Questions Answered

Join us online each week for an OU Medicine Live Chat tackling a wide array of health topics. View the weekly chat at www.oumedicine.com/chat. Recordings of past chats may also be viewed online from our online archive.

Web chats continue on the usual Friday morning schedule through January. In February and beyond, the chat schedule will vary, so watch for schedule updates on the OUMedicine.com web chat page.

Topics and speakers for the following weeks include:

January 8
Sedentary Exercise: Indoor and Cold Weather Exercise
Kalle McKee, M.P.T., Physical Therapist
Rehab Services Supervisor, OU Medical Center

January 15
New Year, New Baby:
Information to help new parents make baby’s first year a healthy one
Casey Hester, M.D., OU Children’s Physicians

January 22
Debunking Prevalent Diet Myths
Andrea Jones, M.D., Family Medicine

January 29
Understanding Autism: Autism Spectrum Disorders
Bonnie McBride, Ph.D., Child Study Center

New time:
Wednesday, February 3, 2 p.m.
Thyroid Check:
Medical and surgical treatments for various thyroid conditions.
Overactive/low thyroid; growths - cancerous and non cancerous.
Nilesh Vasan, M.D.,
Otolaryngology, surgical oncology
Could there be a more fitting welcome during the holidays than festive music paired with a steaming cup of cocoa? It has become a holiday tradition at OU Physicians to bring the sounds of the season performed live, along with the favorite seasonal beverage for the enjoyment of our valued patients. Music venues included the OU Physicians Building as well as the Stephenson Cancer Center.
Winter Wonderland

The Chevy Bricktown Events Center was truly transformed into a winter wonderland for the annual OU Physicians Holiday Retreat. The December event was attended and enjoyed by scores of OU Physicians employees.

Thanks to all whose efforts made the event such a memorable holiday experience.
Important Notes From Human Resources

New Insurance Cards
BlueCross BlueShield will issue updated insurance ID cards this month to all members.

When your new card arrives at your home address, please destroy the old one. Take your new card to your next visit with your health care provider.

New FSA Vendor & Cards
ConnectYourCare replaced PayFlex as OU’s Flexible Spending Account (FSA) provider as of January 1, 2016. Healthcare FSA participants will receive a new debit card from ConnectYourCare, a BlueCross preferred partner working closely with BlueCross to provide efficient FSA claims processing. ConnectYourCare offers convenient phone apps and online planning tools. The rules of FSA programs remain the same. Learn about the transition to ConnectYourCare on the Human Resources FSA webpage: http://hr.ou.edu/employees/insurance/Insurance-Programs/Flexible-Spending-Accounts-FSAs.

Lunch and Language
An initiative of the OU Medicine Diversity program, this educational and fun event is held each month on a selected Friday. A meal is provided.

Participants gain better insights into the distinctive characteristics and customs observed in the various cultures represented in our patient population.

Lunch and Language is usually held in the Samis Education Center. Watch for announcements of any changes that may become necessary due to scheduling conflicts.

Group size is limited, so sign up quickly to hold your place.

For more information or to make your reservation, contact Krystin Corrujedo
Sylvia-Corrujedo@ouhsc.

For assistance with housekeeping or maintenance needs in the OU Physicians Building or OU Children’s Physicians Building, contact

271-CALL (271-2255)
or
submit your service request online at
http://271call.com/
Suited For Success

Remember, through Wednesday, January 27, the Live to Give suit drive to benefit Suited for Success, continues. Suited for Success is a local organization, offering career development services and professional apparel to help women achieve self-sufficiency. And now, beginning in 2016, Suited for Success has broadened its outreach to help men in the same endeavor.

Gently worn suits appropriate for employment interviews for women and men, must be on hangers.

Other items needed include:
- Men’s sport coats, dress shirts
- Ladies’ blouses, skirts, slacks
- Men’s/Women’s shoes
- Jewelry
- Make-up

Watch for additional information about drop-off locations. Direct any questions you may have to Kelli Hayward Walsh, kelli-HaywardWalsh@ouhsc.edu

The Next Chapter For Live to Give

Created in the summer of 2008, the original Live to Give program was a component of OU Fit, which had previously existed as a stand-alone program since its launch earlier that year. Knowing that wellness goes beyond healthy eating, physical exercise and overall good self-care, organizational and program leaders saw the need to implement a community outreach model. Live to Give and OU Fit became a perfect pairing, offering a more comprehensive range of activities to appeal to many interests among employees. The programs gave the organization meaningful ways to invest in employees and create greater engagement as well as a more satisfying workplace.

Since inception, Live to Give has grown and undergone a number of “facelifts,” first as an independent incentive-based program in which employees earned points for participation. The program transitioned to a recognition-based program that now celebrates and honors volunteers for their involvement in the program’s activities and projects.

While Live to Give events initially included only OU Physicians employees, the College of Medicine embraced the program in which its employees in substantial number now volunteer regularly.

Live to Give moved from sporadic coordination of community events to become a highly organized effort with at least one scheduled activity or event per month. There is strength in numbers; with OU Medical System employees now participating in the program, OU Medicine Live to Give volunteers have donated in excess of 8,000 community outreach volunteer hours. That’s a lot of labor and love.

After eight years of positive growth and change, Live to Give is considered a mature program. In acknowledgement of the milestone, a new logo was developed as a visible expression of the contributions Live to Give continues to make to the organizational culture of OU Medicine.

This month, the new logo is launched, as illustrated at left. You’ll see this refreshed image on all Live to Give communications and promotions, including print materials and t-shirts.

Kelli Hayward Walsh, Live to Give program coordinator, credits the work of the Live to Give committee in offering insight and direction as development of a new logo was proposed. Walsh was very hands-on in defining the concept and overseeing the design process. She said her goal was to keep the basic idea the same - the hands of our volunteers holding close the hearts of those in need. “The new logo brings a new and fresh look that will become easily recognized, not only by employees, but also by our partner organizations,” she said. “It also is representative of the more inclusive character of the program, with broad-based campus-wide participation. I think the new logo speaks to all these elements much better than the previous logo and I’m excited to implement it.”
From Wiggle Out Loud to Habitat for Humanity, Chelsie Roland’s volunteer experience has run the gamut of variety available to employees through the Live to Give program.

Roland’s involvement dates back to the OU Physicians partnership with Dunbar Elementary School, where volunteers gave their time in a number of positions, from tutoring students one-on-one or in small groups, to providing administrative support to the school’s staff. Other organizations and events where Roland has made a difference include Komen Race for the Cure, Cavett Kids Got Talent, Sibshops, and most recently, the Live to Give event that supported the local YWCA.

In addition to her help staffing the Memorial Marathon water stops and participating in work days at the Regional Food Bank, Roland branched out and tried Sibshops, the groups that meet specifically to provide support to siblings of children with disabilities. “It was amazing to see how the children interacted with one other and truly raised my already high level of respect for families with children who have disabilities.”

Roland said she loves the Live to Give program because it gives her a chance to do something beyond herself. “I do not believe that we were created only to serve ourselves, or given talents and abilities to use only for our own benefit.” Roland’s personal experience reflects the name of the program. “I grew up with an understanding that giving is essential to really living.”

Because OU Medicine is a large and prominent employer in the metro area, Roland sees community activity as a way to reflect who we are, what we do and who we see. “I have had the pleasure of working with Kelli Hayward for maybe seven years, and I understand the intention of the program,” she said. “Knowing the passion that’s behind the program and for the events that are planned makes me all the more willing to participate. I think it is all truly amazing!”

Roland believes everyone should be willing to do something to improve this world they inhabit. “You can make difference in the world you live in,” she said. “It’s also a great opportunity to work with people that you don’t know well, and to build relationships within the organization outside of your own work area.”
The OU Physicians Human Resources team took advantage of a special provision of the Live to Give policy that allows employees to volunteer during normal business hours. The team spent a few hours at Positive Tomorrows, helping to make its annual holiday carnival a success. Positive Tomorrows is the only elementary school in Oklahoma specifically for homeless children. The organization provides stability and quality education, while parents get the support they need to create a better life. Angela Russell, HR recruiter, said, “The four of us had a blast at the Positive Tomorrow’s carnival. We’re hoping to make this effort an annual event for our team.”

The Policy
Do you know OU Physicians has a specific policy that makes it possible for employees to support certain volunteer events that may occur during the workday? Under the policy, each employee is allowed six hours of paid time off each quarter — or a total of 21 hours during a fiscal year — which may be used for volunteer activities at any of the more than 25 organizations included on the Live to Give Seal of Approval list. Unlike other Live to Give events, however, it is the employee’s responsibility to gain approval from his or her manager or supervisor, coordinate the time and activity with the selected non-profit, and to complete the scheduled volunteer activity. Finally, notify Kelli Hayward Walsh about the activity and hours donated.

Pictured above, left to right: Debra Martin, Rebecca Halley, Krystal Floyd and Angela Russell. Below, reindeer craft supplies are ready for the busy hands and spirited efforts of carnival attendees.
Every day, scores of women with their children find refuge from domestic violence at the YWCA. During the holidays, the YWCA Santa Store makes the season a little brighter for those who seem to have little to celebrate.

OU Medicine volunteers helped make it happen by assisting YWCA clients and kids with their shopping. They also provided gift wrapping services for all the new toys, clothes and an array of other gift items, to make them ready for Christmas giving. This single effort served 140 people and gave more than 700 presents.
Welcome New Employees

Attending last month’s **New Employee Orientation** conducted by OU Physicians Training and Development, these new team members were introduced to the environment, culture and special initiatives that make OU Physicians the only multispecialty group practice of its kind in the state. Be sure to extend a warm welcome when you have an opportunity.

*Standing, from left:* Regina Gale, Psychiatry and Behavioral Sciences; Paula Sutton, Pediatric Surgery; Latasha Jackson, Family Medicine; Mandelynn McLaughlin, Neurology; Haley Whitaker, OU Cardiovascular Institute; Ebony Hamilton, Health and Wellness; Standing, from left: Pauline Nguyen, OU Cardiovascular Institute; Laura Patillo, Dermatology; Lauren Pressley, Dermatology; Charisse Brown, Dermatology; Jennifer Samples, Credentialing.

*Standing, from left:* Justin Hopkins, Psychiatry and Behavioral Sciences; Angela Steward, Surgery; Kristen Mitchell, Pediatric Orthopedics; Candy Hamilton, Sooner Pediatrics; Kriscinda Ketchum, Orthopedic Surgery; Latrice Hill, Surgery; Monica Gul, Patient Accounts. *Seated, from left:* Monica Ramirez, Pediatric Orthopedics; Mikea Marzett, Stephenson Cancer Center; Leilani Mooreland, Stephenson Cancer Center; Amanda Gellenbeck, Orthopedic Surgery.
New employees, continued

Standing, from left: Dianne Hutcheson, OU Cardiovascular Institute; Nicole Rogers, Otolaryngology; Francine Barsaloux, Stephenson Cancer Center; Robyn Harrell, Anesthesiology; Jamie O’Connor, Sooner Pediatrics; Trudy Browning, Stephenson Cancer Center. Seated, from left: Pierina Melendez, Reproductive Endocrinology & Infertility; Tracy Schettler, Family Medicine; Rachel Neuhold, Stephenson Cancer Center; Christina Wright, Stephenson Cancer Center; Sara Jasper, Pediatric Cardiology.

Standing, from left: Jennifer Crawley, Stephenson Cancer Center; Clare Ibach, Corporate Health and Wellness; Heather Wade, Adolescent Medicine; Martha Fuentes, OU Breast Institute; Nettie Lam, Patient Accounts; Bonnie Roberts, OU Physicians Edmond. Seated, from left: Shamika Henderson, General Internal Medicine; Mckenzie Phillips, Stephenson Cancer Center; Joy Siroky, Stephenson Cancer Center; Molly Hubbard, Stephenson Cancer Center.
She was a runner in high school, but it was only a year ago that Ashley Schmitz decided to pick it up again for the exercise benefit. For one thing, the return to running required no special equipment or other financial investment. “I was tired all the time, so I thought I’d give running another try.”

Thanks to Oklahoma’s sometimes-wonderfully quirky weather, Schmitz took to the streets on a perfect day in December 2014. “I’d forgotten how great it feels just to be outside by myself. And somehow, I’ve kept it up.”

She found that exercise was an entirely new proposition with a two-year-old in the house and adapted accordingly. “Sometimes that means I run after Arlo goes to bed, other days it’s the dreaded treadmill, and there are times when I put him in the stroller to get a run in for the day,” she explained.

Her little one already knows the drill. “When Arlo sees me in my workout clothes, he knows we’re running. “I’m super slow, but he thinks I’m The Flash. Oh well, any runner would be jealous of that comparison.”

Schmitz said participating in OU Fit is a fun way to keep track of her exercise and eating habits. “It’s what I’m already doing, but with the fun twist of including my coworkers. OU Fit gives us an additional platform to encourage one another. We often sign up for events together, like the Santa Run and the Sooner Fun Run.”

Family is what keeps Schmitz motivated. She believes it’s important to set a good example for her son, demonstrating that daily physical activity doesn’t have to feel like hard work. It is also important to Schmitz to be a role model for her patients. “Kids are very honest. When I ask them to do an hour of physical activity each day, they often ask me if I exercise and what I do when I exercise. It’s nice to be able to say I do.” Schmitz then has opportunities to describe ways kids can do exercise daily, and share her own strategies for staying active in spite of rain or scorching heat.

“Playing with my son has become a great form of exercise and motivator to get up and move. When we can’t walk around the neighborhood, or go hiking at local parks, we load up the car and walk at the mall. I often get my steps by playing baseball in the front yard,” Schmitz said.

Schmitz will run the 12K leg for her relay team in the Memorial Marathon this year. With that goal in sight, her training mostly consists of running three or four days every week. She also enjoys cycling. But on those days when neither is possible, she still tries to hit her 10,000 steps goal.

As a family, we’re always exercising together, whether it’s playing baseball in the front yard, walking the neighborhood or hiking. But she said if anyone’s looking for a torturous workout, “Try walking any great distance with a curious two year old!”
All information discussed in the Recipe Refresh seminars — including great recipes — will be available on the OU Fit Portal.

What is FitStart?
FitStart is an eight-week team wellness program sponsored by OU Fit, offered from January 18 – March 11.

Who is eligible to participate?
All OU Medicine employees who are OU Fit participants.
For more information on joining OU Fit, email OUFit@ouhsc.edu

Team details:
• Teams register through the Wellness Manager, Krystal Floyd.
• Teams are self-chosen/registered.
• Teams have a minimum of five people and a maximum of seven people.
• Each team selects a captain who will oversee recruitment, registration, pre- and post-challenge check-ins and track the team’s weekly biomarkers.

Weekly (Monday - Friday) Team Biomarkers:
64 oz. of water daily
7 hours of sleep nightly
6,000 steps taken daily
Numbers are recorded as a daily average.

Check-Ins:
Each individual is required to complete a pre- and post-challenge check-in, which will measure height, weight, BMI and waist circumference.

Find assessment times and locations listed in the weekly OU Fit newsletter, as well as the FitStart Challenge point structure.

Direct any questions to oufit@ouhsc.edu
It was December 12, 2015, and OU Medicine employees could be seen in droves, prancing in the streets of downtown Oklahoma City as participants in the 2015 SandRidge Santa Run.

The annual event is part of Downtown in December, a city-wide festival celebrating all things winter. The SandRidge Santa Run includes a 5K race, a one-mile Fun Run, and a free Kids’ Dash. Participants as well as spectators enjoyed a warm-up with Rumble the Bison and the Thunder Girls.

**OU Fit Featured Recipe**

**Three Easy Greens**

**Sautéed Kale and White Beans**

Brown Canadian bacon in a pan. Set aside. Sauté an onion in olive oil. Add chopped kale, a can of white beans, chicken broth and stir until greens are tender. Canadian bacon adds meaty flavor with less fat than regular bacon.

**Bok Choy Salad**

Combine bok choy (a mild Chinese cabbage) with green onions, toasted sliced almonds and drained mandarin oranges. For dressing, whisk together olive oil, rice vinegar, sugar and low-sodium soy sauce.

**Classic Italian Sautéed Spinach**

Sauté garlic with red pepper strips. Add chopped spinach or kale and finish with a squeeze of lemon juice. Try bits of kale stems or broccoli rabe in pasta sauce. The greens add punch and flavorful depth to the sauce.
Support Groups

Blood & Marrow Transplant (BMT) Gathering
When: Wednesdays, noon until 1 p.m.
Where: Stephenson Cancer Center, 1st floor Family Lounge
Who’s Invited: Patients, family members and caregivers
Light lunch provided. Please RSVP.
Contact: Crystal Gazaway, 405-271-3402

SOS Breast Cancer Support Group
When: Thursday, January 7 (first Thursday monthly at noon)
Where: Stephenson Cancer Center, Seminar Room 5058
Who’s Invited: Patients, survivors, families and friends of breast cancer patients
Contact: Kristen Squires, 405-271-8001, ext. 48527
Lunch is provided. RSVPs requested.

Parents of Children With Cancer
When: Tuesday, January 12, 26 (second and fourth Tuesdays monthly at noon)
Where: The Jimmy Everest Center, OU Children’s Physicians Building, 10A
1200 Children’s Avenue
Who’s Invited: Parents of children with cancer
Contact: Danny Cavett, 405-271-5758

Tobacco Cessation Support Group
When: Thursday, January 14 (second Thursday monthly, 6 p.m.)
Where: Stephenson Cancer Center, 1st floor, Family Lounge
What: Hear different strategies for quitting, from successful tobacco-free quitters
Contact: Leslie Chandler, 405-271-1640 or leslie-chandler@ouhsc.edu
Light refreshments served

Support & Education for People with Head & Neck Cancers
Online support Group
Contact: Jessica Linke, 405-271-6809 or www.okhnc.org

Support Group for Adults with Diabetes
When: Tuesday, January 26 (Last Tuesday monthly, 5:30 p.m.)
Where: Harold Hamm Diabetes Center
1000 N Lincoln Blvd., Suite 2900
Who’s Invited: Diabetes patients, their friends and family members
Contact: 405-271-5642 or email groups@haroldhamm.org
RSVPs requested

Caregiver Support Group
When: Wednesday, January 27 (fourth Wednesday monthly, noon)
Where: Easter Seals Oklahoma, 701 NE 13th Street
Who’s Invited: Those caring for patients with long-term or chronic illnesses
Contact: Vicki Wood, 405-239-2525, or vwood@eastersealsoklahoma.org
Lunch provided, RSVPs requested
www.eastersealsok.org/caregiver-support-group/

Pancreatic Cancer Support Group
When: Thursday, January 28 (fourth Thursday monthly, 6 p.m.)
Where: David L. Boren Student Union
1106 N Stonewall, Room 214
Who’s Invited: Patients, their friends and families
Contact: Dan Brackett, 405-380-8236
Refreshments provided

Spanish-Speaking Cancer Support Group
When: Friday, January 29, 5:30 p.m.
Where: Stephenson Cancer Center, Room 5058
420 SW 10th Street, Oklahoma City
Contact: Carmen Soriano, RN, 405-417-2438 or Celia Hollis, 405-236-0589

Women’s Incontinence and Sexual Health (WISH)
(last Friday monthly, 6 p.m.)
When: Friday, January 29, 6 p.m.
Contact: Jessica Moates, 405-271-9493, ext. 37007 or jessica-moates@ouhsc.edu

HOPE in Oklahoma Gynecologic Cancer Support Group
When: Saturday, February 6 (first Saturday monthly, 10 a.m.)
Where: Stephenson Cancer Center, 1st floor lobby
Who’s Invited: Patients, caregivers and survivors
Contact: Odra Pratt, 405-694-9517