New Beginnings

As one year comes to a close and the new school year is upon us, we have a chance for new beginnings or next steps. What are you going to do that is new this year? When was the last time you thought about your professional (or personal) goals? What can you do this year to get one step closer to achieving your goals?

If you need inspiration to set or achieve your goals, check out the opportunities in this newsletter. Watch your email for additional opportunities. Make an appointment with me (Rachelle) to talk about your career goals or to review your resume. There are many small things you can do to set you on your way.

In this edition of Staff Matters you will find many opportunities for learning, an opportunity to help the Office of Staff Development provide expanded services, a reflection on the Staff Award and Appreciation event, and more. In fact, there is so much to share, it wouldn’t all fit in the newsletter! Don’t forget to check the Staff Development website so you don’t miss out on upcoming events and classes!

Note the two BONUS pages of pictures from the Staff Awards and Appreciation Event following the last page of this newsletter. These pictures and others will also be added to the rotating pictures on the Staff Development website.

Have a wonderful Fall semester!

My Emory

To those who have participated in MyEmory this year: thank you! Your gift already is making a difference. Emory’s employee giving program, MyEmory is more than a means of providing financial support; it’s a way to acknowledge and celebrate the fact that we are all part of a valuable mission. Our work improves the lives of real people—colleagues that we count on as our closest friends and the countless lives that are touched who we will never know.

It’s important to remember that you can choose where your gift will be designated throughout Emory. Many of us support causes and charities that matter to us. Consider finding a way to strengthen programs here at Emory.

Among the many areas you can choose to support is the School of Medicine Staff Development Fund. The Staff Development fund will develop computer training courses, create a School of Medicine Staff Awards and Recognition Program, and create a leadership speaker series that will allow us to bring in expert speakers.

Participation is our primary goal, making gifts at every amount equally important. Currently in the School of...
New Staff Orientation -
Welcome to the School of Medicine

The next School of Medicine New Staff Orientation will be held in September 13, 2012. All new hires between July 18th and the date of the orientation should attend, as well as any temporary employees with intended assignment length of 3 months or longer. Been here awhile? All staff are welcome to attend to refresh their knowledge of resources.

Register in ELMS—Search > SOM. (It is not necessary for Post-Docs to attend this Orientation, as there is specific on-boarding/orientation for Post-Docs.)

Have Ideas for Staff Matters?
Send ideas and feedback to rlehner@emory.edu

Finance Matters

Greetings from the Emory WorkLife Resource Center! We are pleased to launch the Fall 2012 workshop courses for the personal financial education program, Finance Matters. Based on the feedback we received from workshop participants, we have revised and modified our course offerings for the next cycle.

Last year, we partnered with a new firm, SmartPath Financial to offer a new three-session financial education program that was designed to teach participants about the fundamental aspects of personal financial planning, including debt management, retirement planning, insurance, etc. This year, we are adding an additional session to the SmarthPath Financial series to give you even more valuable tips and resources to help you achieve financial security. All sessions are free to Emory University faculty, staff, graduate students, and their dependents. Registration is required. For session descriptions, follow the registration links (you will not be forced to register by following the link).

Managing Your Credit & Debt (click here to Register)
Date, Time, Location: FRIDAY, September 7, 2012, 12 – 1 PM, DUC Harland Cinema

Financial Strategy: Seeing the Forest from the Trees:
SmartPath Session I (click here to Register)
Date, Time, Location: FRIDAY, September 14, 2012, 12 – 1 PM, DUC Harland Cinema

Income/Budgeting/Insurance: Make More, Keep More:
SmartPath Session II (click here to Register)
Date, Time, Location: FRIDAY, September 21, 2012, 12 – 1 PM, DUC Harland Cinema

Home Ownership/Debt/Credit: Managing the Depth of your Hole:
SmartPath Session III (click here to Register)
Date, Time, Location: FRIDAY, September 28, 2012, 12 – 1 PM, DUC Harland Cinema

Retirement/Investing: You Can’t Work Forever:
SmartPath Session IV (click here to Register)
Date, Time, Location: FRIDAY, October 5, 2012, 12 – 1 PM, DUC Harland Cinema

English Language Support

The English Language Support Program in the Laney Graduate School is currently accepting applications from Emory research employees for academic and professional speaking and writing classes for fall 2012.

Email Heather Boldt (heather.boldt@emory.edu) to request permission to enroll in an ELSP class (include your full name, department/program, address, phone number, and supervisor’s name). All completed forms must be delivered to Heather (101 N. Decatur Bldg). Space is limited – apply as soon as possible. Classes will begin in early September.

For information on the application process and to download and print the application forms, you can check the ELSP webpage under the Laney Graduate School.

http://www.gs.emory.edu/resources/esl.php?entity_id=37
Manager’s Quarterly Tip

Do you bring the productivity of your staff down by constantly interrupting them? (I have been guilty of this!) Can you determine what items you take to staff are urgent and which are perceived urgent? If you are like me, you may be guilty of taking both types of items to your staff and interrupting them more than necessary.

Urgent items are those that have an immediate or impending deadline with consequences for not acting within the next 30 minutes. Those perceived urgent can actually wait 30-60 minutes until the staff member has completed the work on which they are concentrating. Items perceived urgent can be compiled and shared at the next opportune time.

As you begin practicing treating items as urgent or perceived urgent, let your staff know. That way, when you truly have urgent items, they will know they need to give you their attention and reprioritize their work. This is a good time to share with them your expectations of them coming to you, as well. What items are urgent enough to interrupt you versus those that can wait until a scheduled meeting?


Cost Savers

In these challenging economic times, it is always nice to know of useful cost savers.

Do you have old textbooks, electronics, video games, and movies collecting dust on your shelves or taking up space in your closet? If so, you may want to take note of Amazon.com’s Trade-In Program. Simply trade in eligible books, electronics, and more and Amazon will give you a gift card in return.

Exchange your gently used electronics for a gift card at Best Buy using their trade in program. If they have carried that brand they will take it no matter where you bought it.

Join the Redbox Text Club and get a free rental code on the first Monday of every month plus other freebies. www.redbox.com

HR Learning Services

Web-based Classes
Self-directed learning just got a bit easier. You can take these classes at your pace; stop and start at your convenience. Each class is $60 for yearlong access. Call 404-727-7607 for details.

- Taking Charge of Your Development
- Making Meetings Work
- Developing Others

Classroom-based Classes
Register in ELMS for these classes. Call 404-727-7607 for any questions. Visit Learning Services website for additional classes.

Achieving Leadership Potential
Tues, September 11th, 8:30 am – 12:30 pm, $60
Tues, November 6th, 8:30 am – 12:30 pm, $60

Communicating with Impact
Wed, September 12th, 8:30 am – 12:30 pm, $60

Project Management
Tues, September 18th, 8:30 am – 12:30 pm, $60

Creating a Service Culture
Tues, September 25th, 8:30 am – 12:30 pm, $60

Increasing Personal Effectiveness (IPE)
Day 1 – Wed, October 10th, 8:30 am – 4:30 pm
Day 2 – Wed, October 17th, 8:30 am – 4:30 pm
$125 (for both days)

Take Action to Solve Problems
Wed, October 31st, 8:30 am – 12:30 pm, $60

Motivating Others
Thurs, November 1st, 8:30 am – 12:30 pm, $60

Leading High Performance Teams
Wed, November 7th, 8:30 am – 12:30 pm, $60

Time Management
Thurs, November 8th, 8:30 am – 12:30 pm, Free

Working Through Conflict
Thurs, November 15th, 8:30 am – 12:30 pm, $60
Staff Awards and Appreciation Event

August 3, 2012 nearly 200 School of Medicine staff came out to enjoy the Staff Awards and Appreciation Event held in the WHSCAB Plaza. There were games, prizes, ice cream sundaes, music and more!

Staff were recognized for being chosen to receive Rising Star Leadership “Scholarships” affording them the opportunity to attend leadership development classes offered by Human Resource Learning Services at no cost to their department. The following staff were awarded the ‘scholarships’ during the 2011-2012 academic year: Laura Fox-Goharrioon (Cell Biology), Dan Hoke (Psychiatry), Ella Pollard (Rehab Med), Joni Lewis (Pediatrics), Sonia Parra Zuna (Emergency Med), Stacy Heilman (Pediatrics), Tanya Blackwell (Medicine), and Vaneita Adams (Medicine). Information for applying for the 2012-2013 Scholarships will be available soon. Watch the SOM Staff Development website (www.med.emory.edu/staff).

Ten staff were nominated for the first Above and Beyond Award. The nominees were: Lynne Bentley (Surgery), Rivka Elbein (Surgery), Monica George-Komi (Rehab Med), Sue Mead (Surgery), Ella Pollard (Rehab Med), Betsy Roberts (Neurology), Danielle Terrell (Radiology, Medicine), Marcus Urquiaga (Medicine), Reddy Valadri (Medicine), Selma Yarney (Animal Resources).

The winner was Lynne Bentley. Lynne was nominated by a group of her colleagues. Here are what just a few had to say:

Hillary Harding, MBA, CPA, Surgery, Administrator, Finance and Operations:
Lynne has demonstrated outstanding acts of character in her role in Surgery Administration and frequently goes “above and beyond” to fulfill requests of a large department that are outside of the scope of her job duties. Furthermore, she performs it thoroughly and with a smile. The examples below provided by a few faculty and staff in the department represent just a glimpse of Lynne’s exemplary contributions.

Keith A. Delman, MD, Associate Professor, Surgery, Division of Surgical Oncology, General Surgery Residency Program Director:
She took over the entire task of scheduling both the Chief Residents’ banquet and the Chief Residents’ dinner (not her responsibility) - scheduled, coordinated it, provided a checklist for me and took her own personal time to attend the banquet to ensure it went off without a hitch.

She personally brought all of my paperwork for an application and offered to hand-deliver it to my office (a little thing, but an example of how she goes above and beyond.)

Thomas F. Dodson, MD, Associate Chairman, Surgery, Professor, Division of Vascular Surgery:
Lynne consistently goes above and beyond expectations in her job: she stays late most evenings; she is compulsive about accomplishing all of her tasks; she follows up with all of us to make sure that our expectations have been met. She is always in a good mood and is a delight to work with. I can't think of anyone more deserving of this recognition.”

Joanna Kobylivker, Project Manager, EUH Operating Room:
Lynne is so wonderful….where to begin?! Here are some examples, though:
- Even if she isn’t technically the right person to do some thing that I am asking about, she’ll do it .
- She seems to ALWAYS know the right person to direct me to for anything I ask
- She is nothing but a positive presence, always asking how she can help in any way
- She is so respectful, never speaks negatively or ill of any one or anything (even after prying!)
- She helped me determine the max number of people that you can send an outlook invite, printing out labels, switching room locations for meetings, arranging for AV in rooms, ... Can't think of more but she is not my admin support so anything she does for me is extra!

And there was more!!
Staff Member Spotlight

Shakiyla Smith works in the Department of Emergency Medicine dividing her time between the roles of Deputy Director for Research in the Department and Deputy Director for the Emory Center for Injury Control (ECIC) – a CDC-funded Injury Control Research Center. In her role as Deputy Director for Research in the Department of Emergency Medicine she is tasked with maintaining the department’s research support infrastructure, which includes supporting faculty with research development and implementation and scholarly output. As Deputy Director for the Emory Center for Injury Control, she is charged with helping to develop, implement, and manage the organizational and programmatic activities and evaluation of the Center. In both roles, she manages a small, but amazing team of Research Project Coordinators. She has served in these roles for the past four and six years, respectively. Based at the Grady campus, she has been in the Department of Emergency Medicine since 2006 – the full length of her time at Emory. Before becoming Deputy Director for Research, she was a Senior Research Project Coordinator in the Department working on studies at Grady Memorial Hospital. Most of the studies she worked on involved screening women for Intimate Partner Violence in the Emergency Department. She continues to pursue her passion for violence prevention in her work with the ECIC, which focuses on injury (including violence) prevention research, training, and technical assistance in Georgia. She also teaches an injury prevention course each Fall in the School of Public Health. Her role as Deputy Director for Research enables her to apply her love of inquiry in a new way by helping to facilitate faculty research development and research training.

Shakiyla received a Masters in Public Health from Emory in 2004 before working here and so has a long and varied connection with the university. She believes that Emory is a great place to go to school and to work. She particularly enjoys the many benefits and resources available to Emory employees, such as training and workshops through HR and support services through FSAP. However, her favorite thing about working at Emory are her co-workers and the deep relationships she has formed with them. She feels privileged to work with a group of “hard working and committed women who are professionally and personally supportive”.

Originally from Philadelphia, Shakiyla currently lives in Decatur with her four-year old dog, Lovie, who she describes as a “mutt”. In her spare time, she teaches yoga to women in Dekalb county jail – she’s a certified yoga instructor. She also likes to enjoy the outdoors through hiking, camping, and gardening when she can. She is part of the vibrant Atlanta roller-skating community and usually roller skates (on four wheels) a couple days a week at one of the many roller skating rinks around the city. She has less time these days for her favorite activities as she just started a doctoral program at the University of Georgia in Adult Education with a focus on Organizational Development in May, which keeps her quite busy in addition to work. Her hope is that her studies will enable her to further contribute to the overall effectiveness and healthy functioning of her work team and department.

Staff Development T-Shirts

We have a limited supply of SOM Staff Development T-shirts for sale. Mostly larger sizes (xl, xxl, xxxl). School of Medicine/Staff Development pocket logo. $7—Checks made out to Emory University or cash. Contact Rachelle Lehner, Assistant Dean, Staff Development.
Staff Awards and Appreciation Event (cont’)

In response to winning, Lynne wrote to her nominators:

**Team:**
*This nomination helped me reflect on how fortunate I am to support a first class team. I was truly astonished this afternoon as I was presented the 2012 Above and Beyond Staff Award. Today was an Olympic Gold victory for our department. I could never be the co-worker I strive to be without the support of this great department and the people who contribute to our Emory Family. Thank you for sharing your time with me this afternoon.*

*With heartfelt thanks,*
*Lynne*

Lynne began her career at Emory as a temporary employee with the Department of Surgery in December 2009 and accepted her current position with the same department in April 2009. Prior to Emory, Lynne worked as an accountant in the Georgia Public School Systems for 21.5 years. We are so glad Lynne decided to come to Emory!

For consistently going *Above and Beyond*, Lynne received $250, a certificate, and the first entry on a perpetual plaque housed on the 4th floor of the SOM Building.

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**FSAP Health Promotion & Wellness Using Social Media**

To ‘like’ our Facebook page for updates on wellness activities and information, click the link below, sign into Facebook, then hit the “Like” button on our page:

[Emory FSAP Health Promotion & Wellness Facebook Page](https://www.facebook.com/EmoryFSAP)

Or follow us on Twitter to get all of our updates. Our Twitter handle: [@EmoryFSAP](https://twitter.com/EmoryFSAP)

[www.twitter.com/EmoryFSAP](https://twitter.com/EmoryFSAP)

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**NOTE:** If you are concerned about personal confidentiality, keep in mind that “liking” a page does not automatically grant access to your FB profile. In most cases (unless your privacy settings are not very strict), page managers and other people who “like” a page would only be able to view your basic profile information that’s already available to the public.
Ergonomics is employed to fulfill the two goals of **health and productivity**. The subject of ergonomics is extremely broad and in this section we will look at your wellness at work along with ergonomics. Did you know we have 800+ research staff? Many research staff use pipettes or similar instruments that require repetitive motion. Here are some ergonomic tips to reduce strain on the body:

- Keep head, shoulders and spine aligned in a balanced position.
- Post protocols straight ahead at eye level to prevent bending or twisting.
- Select pipettes that are lightweight and fit comfortably in your hand.
- Work with arms close to the body to reduce shoulder strain. To help reduce reach:
  * Use shorter pipettes.
  * Place low waste receptacles for used tips no higher than the top of the tubes being filled.
- Use short solution containers.
- Position frequently used items close to you.
- Remove false fronts under the work surface and any supplies underneath to get closer to the work at laboratory hoods.
- Open or remove cabinet doors and pencil drawers at lab benches.

- Use arm supports if you are performing a task that requires reaching or elevating your arm without support. Adjustable arm supports help prevent fatigue in the neck, shoulders and arms.
- Work with wrists in a straight, neutral position.
- Keep your work at waist level. Adjust your workstation or chair to help prevent working with your arms in an elevated position.
- Take breaks every 20-30 minutes and change your posture and activity frequently.

*source: http://uhs.berkeley.edu/facstaff/ergonomics/lab/pipetting.shtml*

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**Summer Safe Space Training**

Do you know what this symbol is? Wherever you see this, you will know the person has chosen to take specific training to help be supportive of colleagues or students who are struggling with issues related to sexuality. You can feel confident that this person is an ally, someone you can talk to about your concerns.

Want to know more or go through the training yourself? Contact the Office of Lesbian, Gay, Bisexual, and Transgender (LGBT) Life (404-727-0272) or visit their website: [http://www.emory.edu/CAMPUS_LIFE/LGBTOFFICE/](http://www.emory.edu/CAMPUS_LIFE/LGBTOFFICE/)

Upcoming trainings are scheduled for:

- September 13th, 1:00pm-4:30pm
- October 23rd, 9:00am-12:30pm
- November 14th, 1:00pm-4:30pm

Register here: [http://www.emory.edu/CAMPUS_LIFE/LGBTOFFICE/safe_space.php](http://www.emory.edu/CAMPUS_LIFE/LGBTOFFICE/safe_space.php)

**Safe Space Facilitator Recruitment**

Are you interested in working with a team to create safe spaces on campus? Would you like to facilitate questions about sexuality and gender? Would you like to build personal and professional development? The Office of LGBT Life is seeking 2-3
Computer Tip of the Quarter

Using the keyboard to navigate Ribbon commands in Microsoft Office applications

Many people prefer to use keyboard shortcuts, instead of just the mouse, to apply certain functions and features to documents. When you are using a Microsoft Office Application there is an easy way to be able to control the Ribbons and functions from your keyboard.

Simply hit the ‘Alt’ key on your keyboard and you will see little bubble shaped buttons appear over the commands and Ribbon tabs at the top of the screen. These bubbles hold the hot key commands for that Ribbon and its functions. For instance, if you are in Microsoft Word and you want to quickly change the font size for some selected text, simply hit ‘Alt’, and then hit ‘H’ for the Home Ribbon and the hot keys for the functions on that ribbon should appear. To change the font size for the selected text, hit the hot keys F and then S.

The ‘Alt’ toggle for ribbons and functions works on some of the most popular Microsoft programs such as Microsoft Word, Excel, Access, PowerPoint and Outlook.

Source: https://training.tamu.edu/tips/index.php?tipId=321

CPR Classes Offered

AHA Basic Life Support for Healthcare Providers

Basic Life Support courses are offered on dates throughout the year, including: **August 15, September 12, and October 10;** 8:30 AM – 12:00 Noon, School of Medicine, Simulation Lab B27.

To register: sign into the Emory Learning Management System then select Search Catalog > Enter CPR > choose the class date that works best for you.

For complete schedule and information go to www.ocei.emory.edu/Education_&_Outreach/Courses/

Computer Training

Donna Martin will again be offering computer classes for School of Medicine staff. Donna is the Director of IT Resources & Development in the Department of Pathology. The following classes will be offered:

- **Word—From the Beginning**
  - Wednesday, September 12
- **Word—Fundamentals**
  - Wednesday, October 10
- **Word—Intermediate**
  - Monday, November 5
- **Word—Advanced**
  - Wednesday, November 28
- **Excel—Fundamentals**
  - Monday, September 24
- **Excel—Formulas**
  - Wednesday, October 24
- **Excel—Charts, Graphs and More**
  - Wednesday, November 14
- **Excel—Advanced**
  - Wednesday, December 12

Please visit the Staff Development website (med.emory.edu/staff) to see descriptions of the classes. All classes are scheduled from 1:00-4:00pm (1:00-3:30pm is instruction; 3:30-4:00pm is open for additional questions). Classes are $40 and registration in ELMS is required. Classes fill quickly, so be sure to check the dates and register as soon you know your availability.

My Emory (cont’)

Medicine, our staff participation rate is 16%. Our goal is to increase participation by 6%.

If you have not made a gift already this year, please consider doing so today. The most convenient way to ensure you are giving every year is through payroll deduction, or you can make a one-time gift. Employee philanthropic support is a vital vote of confidence in Emory’s mission. Thank you for your consideration and for the hard work you do every day.

Contributed by Jessi Grizzard Arnidis, Assistant Director of Development
Are you a SOM ‘middle’ manager looking for development opportunities to help you prepare for a higher level position?

Here is an opportunity designed specifically for you!

**SOM Leadership Book Club**

*Conquering Adversity*

by Christopher Novak

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**Thursday, September 27** – discuss the book  
**Tuesday, October 16** – how does it apply to us  
**Tuesday, November 13** – action planning

All sessions are in SOM 153A from 11:45am-12:45pm

Video Conferencing from Grady Provided  
Bring your lunch! Drinks will be provided.

Hopefully you will be able to attend all three sessions. Attend at least two sessions and you get to keep the book. If you are only able to attend one session, that’s ok, however you will be expected to return the book and the OSD will add it to the leadership development library so that others can benefit from the resource.

**Registration is required:**

Register in Emory Learning Management System (https://elmprod.emory.edu/psp/elmprod/?cmd=login&languageCd=ENG) (go to ‘Search Catalog’, enter SOM to see all available School of Medicine specific training sessions) *Be sure to register for each session you plan to attend!*

24 hours after you register in the Learning Management System, you can come to the SOM 4th floor Reception Desk and pick up your book. Remember you must attend at least 2 of the three sessions to keep the book! Seats are limited so think carefully as to whether you can make time to read the book and attend the sessions.

If you have questions, contact Rachelle Lehner, PhD (rlehner@emory.edu)

*Emory University encourages the full participation of individuals with disabilities in all aspects of campus living and learning. To support access and inclusion, please contact us immediately if you require accommodations.*

This leadership development opportunity is brought to you by the SOM Office of Staff Development
Public Health Students Available To Your Department

The Rollins Practical Experience Program is a one-of-a-kind program, unique to the Emory University Rollins School of Public Health. This program offers eligible students a distinct advantage in competing for paid applied public health opportunities on campus and in the metro Atlanta area because the Rollins School of Public Health pays for 50% of the student’s hourly rate of $12.00/hour and the employers pay the other 50%. Eligibility for this financial aid work program is based on financial need.

Program positions focus on core public health competencies:
- analytical/assessment skills
- policy development/program planning
- communication
- cultural competency
- community dimensions of practice
- public health sciences skills
- financial planning and management
- leadership and systems thinking

Approved program work sites include, Emory University, Emory Healthcare, CARE International; The Task Force for Global Health; Planned Parenthood Southeast, GA CORE; DeKalb County; the Centers for Disease Control and Prevention; Kaiser Foundation Health Plan of Georgia, Inc.; Prevent Blindness Georgia, and many more.

Students have been hired to conduct focus groups or interviews; complete extensive literature and policy reviews; develop or implement health education curricula; recruit study participants; conduct program evaluations; assist social media and program communications; conduct laboratory experiments; manage and analyze data; communicate with target populations and public health partners; assess community assets; and assist with budget management.

Positions may be one or two semesters in length. Students in Rollins Practical Experience positions typically work 10 hours per week. The earliest students may begin working this year is September 4th in the fall semester and January 2nd in the spring semester.

During the 2011-2012 academic year approximately 400 students participated in the program. If your organization is interested in being a site supervisor for eligible students, please indicate your interest via e-mail to Carolynn Miller at cmmille@emory.edu.

Congratulations!

The following staff members have served the School of Medicine for 45, 30, 25, 20, 15 or 10 years respectively!

**45 Years of Service**
Mary McDonald, Medicine

**30 Years of Service**
Gwendolyn Dent, EMCF

**25 Years of Service**
Mary Lou Mojonnier, Pathology
Gail A Schwartz, Psychiatry
Marvis Starks Zanders, Radiology

**20 Years of Service**
Michael Kraetz, Cell Biology

Donna Fabian, Hum Genetics
Richard Jefferson, Ophthalmology
Eunice Walker, Pediatrics
Renee Shaw, Physiology
Gail Foster, Radiology
Charles David Cooke, Radiology
Russell Folks, Radiology
Cynthia Painter, Surgery

**15 Years of Service**
Tracy Hoggatt, Anesthesiology
Orman Allen Simpson Jr, Core Labs
Sharmyn Gipson, Animal Resources
Diana Effatt, EMCF
Rosemary McCier, Medicine
Felicia Flagler, Neurology
Shannon Bonds, Pathology
Jane Skvarich, Pathology
Linda Mathis, Pharmacology

**10 Years of Service**
Hong Ju, Biochemistry
Cynthia Lewis-Webb, Biomedical Engineering
Susan Brooks, Cell Biology
Yuanyuan Cui, Cell Biology
Bridget Bradley, Dermatology
Heather Kirsten Kalm, Emergency Medicine
Tiffernie Scott, EMCF
Canaan Ozymandias Jerome, Hum Genetics
Carmen West, Hum Genetics
Linda Clarke, Medicine

Michael Shane Waldrep, Radiology

**Note:** Individuals listed were 3rd quarter 2012 service award recipients per Human Resources
Photos from Staff Awards and Appreciation Event
Photos from Staff Awards and Appreciation Event