Welcome to the fall HR&CSM Pulse. As I write, miners were recently rescued from being trapped for two months in the San Jose mine in Chile. One has since run a marathon. Medical reporters commented on the adrenalin in their systems during the rescue. What a wonderful model of team perseverance and resourcefulness under sustained, adverse conditions.

Similarly, the nursing profession is getting adrenalin infused by reports which offer messages to educators of the nation’s most trusted professionals – nurses. We indeed are on a much improved, but definitely not easy, pathway into a preferred future for our graduates. President Henrich in his “Conversation with the President” October 14, commented very positively on the productivity and forward thinking in the School of Nursing.

First, the report, Educating Nurses: A Call for Radical Transformation, gave three major findings.


(Cont’ on page 2)
Message from the Chair

(con’t from page 1)

1. U.S. nursing programs are very effective in forming professional identity and ethical comport-ment.
2. Clinical practice assignments provide powerful learning experiences, especially in those pro-grams where educators integrate clinical and classroom teaching.
3. U.S. nursing programs are not generally effective in teaching nursing science, natural sciences, social sciences, technology and humanities.

Educating Nurses is a call to action. The Oct 29 event here in the School of Nursing was a great op-portunity to hear directly from Patricia Benner’s co-authors, Drs. Mary Sutphen and Lisa Day, who spoke at our faculty development session, sponsored by Dean Breslin. The title of the event was “Beginning the Transformation: Bringing the Carnegie Recommendations for nursing education to life.” We were pleased our community partners participated and we thank Rose Tierney-Gumaer and staff for arrangements. Our opportunity is to discuss the recommendations and keep the dialogue open among all the faculty.

A second report was published after a series of meetings across the country in 2009 and 2010 on the future of nursing. The Future of Nursing: Leading Change, Advancing Health, gave an imperative for interdisciplinary education, as well as the other IOM imperatives including quality, safety, informatics, and evidence-based practice. Our faculty are on it! For example, in early Octo-ber, in the clinical skills lab, I observed 4th semester students in NURS 4614 prepare for an afternoon of simulation with surgery residents. The faculty member demonstrated preparing for defibrillation. It appeared to me that the students were in awe of faculty expertise! The next week, I saw faculty with students in simulation where anticipating and not merely responding was emphasized by the faculty.

Students are anxious to develop skills and confidence that will help them perform well in emergency situations.

Shortly after these examples of excellent teaching with simulation, the Institute of Medicine’s land-mark report on the Future of Nursing was published. I am so proud of all our faculty. Through your initiatives, our students are already being educated with physicians and other health professionals as students. Our undergraduate faculty in traditional, accelerated and generic programs and our graduate faculty are using innovative teaching methodologies and are to be congratulated for forward thinking. Students are becoming much better prepared along all the IOM imperatives, the AACN BSN Es-sentials, TeamSTEPPs, QSEN, and all of the national calls to action.

To be specific, chapter 4 of Future of Nursing discusses transforming nursing education, an excerpt from which follows:

(con’t on page 3)
Key Message #2: Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

Major changes in the U.S. health care system and practice environments will require equally profound changes in the education of nurses both before and after they receive their licenses. Nursing education at all levels needs to provide a better understanding of and experience in care management, quality improvement methods, systems-level change management, and the reconceptualized roles of nurses in a reformed health care system. Nursing education should serve as a platform for continued lifelong learning and include opportunities for seamless transition to higher degree programs…

…Finally, nurses should be educated with physicians and other health professionals as students and throughout their Careers.”

Finally, a third publication, The Registered Nurse Population (2010) reported findings from the 2008 national sample survey of Registered Nurses. One finding is that for the first time since 1984, there is growth in the share of RNs working in hospitals. In 2004, 56% of nurses practiced in hospitals, compared with more than 62% in 2008. It is also true that vacancy rates are lower now in hospitals, but vacancy rates are increasing in long term care and public health settings. Our school will respond to the need for nurses prepared for care of the elderly in both hospital and community settings, as we strive to increase geriatric nursing capacity.

The transformation we’re undergoing in our programs is not without stress. It’s the faculty, staff, and students who make a School of Nursing great. In the Matters of Importance segment of our department meeting September 24, these stress points were voiced by HRCSM faculty:

- Teaching, evaluation, refinement, and course development at the same time
- Blackboard technology and support issues that are being addressed
- Setting boundaries of availability online
- Self-imposed stress related to high quest for quality
- Long work days of meetings and development sessions
- Potentially negative effects on physical well-being and work/life balance
- Interpersonal strain

Staff have voiced similar stress. Their stress may be due to changing administrative procedures and patterns, uncertainty, shifting areas of responsibility, and new needs for support as we teach old and new courses at the same time, allowing the former curricula to fade out over time. The question is -- what do we do with the stress? Dr. Parsons did an elegant job to facilitate this aspect of the Sept 24 department meeting, leading faculty in a healthy discussion to identify solutions over things we as faculty can control.

(con’t on page 4)
Solutions voiced included:

- Carefully gauge the best mix of classroom and online teaching not only for student learning but also for teacher workload
- Collaborate to insure integration of essentials and concepts
- Request Bb technology support beyond Feb 2011. (Update: Thanks to Dean’s Funding, the SoN will still have 1.5 FTE dedicated Bb support after February).
- Provide course coordinator mentoring
- Request transparent communication
- Embrace that we are one faculty, not divided by programs
- Request clarity about roles in curriculum development, e.g. the role of the educational specialist and role of faculty; e.g. role of faculty in one program assisting faculty with course development in another
- Increase informal time for socialization (HRCSM Potluck was held Oct 28)
- Recognize and celebrate faculty productivity
- Greater faculty voice in shaping curriculum

Transformation moves us through a gray zone into a preferred future. We are coming out of the gray zone in these respects:

- The new traditional first semester is well underway. Faculty feedback is that the ability to work with the same students in clinical, lab, and classroom settings is indeed an ideal and very satisfying approach. Scheduling is being smoothed out for future semesters in response to feedback at the student liaison meetings.
- The accelerated program has completed its inaugural (summer 2010) semester with positive feedback. The third and fourth semesters are being planned to incorporate feedback and provide an excellent experience for students as we go forward with this very popular program.
- Graduate courses are undergoing evaluation to see how they align with one another, revealing opportunities for making course content and sequencing even better.
- The DNP program proposal is being refined to meet exacting requirements of the Texas Higher Education Coordinating Board. The good news is that our program proposal was recognized as highly rigorous.

Coming out of the gray zone - the neutral zone - where there is uncertainty and stress, is a welcome sight. May each of you know how much we all appreciate your efforts and expertise – on the part of both faculty and staff - on behalf of students who have chosen the most trusted profession -- nursing.

Carol
## PRESENTATIONS AND PUBLICATIONS

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<tr>
<td>Lark Ford, Theresa Villarreal, Herlinda Zamora and Lyda Arevalo-Flechas: HRCSM Faculty on-site providing support and supervision for undergraduate students at Latina Health Conference sponsored by Univision. August 14th, 2010. Freeman Coliseum. San Antonio, TX.</td>
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Congratulations to all of you on your acceptance to the Grant Writing with New Investigators program.

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**Dr. Mickey Parsons** presented a podium presentation at the national Magnet Research Conference in Phoenix, AZ on October 12, 2010. The title of her research presentation was “Sustaining the Pivotal Organizational Outcome: Magnet Recognition.” Additionally, Dr. Parsons and Dr. Pat Cornett, presented a poster presentation at the 16th Qualitative Health Services Research Conference for the International Institute for Qualitative Methodology in Vancouver, British Columbia, Canada titled “The New Cutting Edge: Sustaining Quality Care.” Dr. Parsons’ work informs leadership practice for today executives, in that, being a change agent alone is no longer sufficient. The role of the nurse executive in the era of transparency is leading change for sustainability and spread of quality processes and outcomes.

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**RECENT PUBLICATIONS BY NEW FACULTY**

**Dr. Carole White’s** manuscript has been accepted for publication in the International Journal of Stroke. Her manuscript is entitled, “The Secondary Prevention of Small Subcortical Strokes (SPS3) Study.”
RECOGNITION

Dr. Cheryl Lehman has been appointed as the vice-chair of the research grant review committee for Rehabilitation Nurses Foundation for this year. The overall plan that has been shared with her is for Cheryl to be vice-chair this year, chair next year, and chair of whole RNF the year after that. Dr. Don Kautz of UNC Greensboro is the Chair of the grant review committee this year, and Dr. Barb Lutz of University of Florida-Gainesville is the chair of RNF this year.

Kathleen Reeves, MSN, RN, CMSRN, received notification she passed the NLN Certified Nurse Educator Exam. Congratulations, Kathy!

Dr. Denise Miner-Williams’ grant “Military Stress-Busting Program for Family Caregivers” was funded for two years at $450,000 by the Department of Defense’ Tri-Service Nursing Research Program (TSNRP). Dr. Miner-Williams is a retired U.S. Army Nurse Corps Officer and, with all active, reserve, and retired military nurse corps officers of the U.S. Army, Navy, and Air Force, was eligible to compete for this multi-million dollar grant program. Dr. Sharon Lewis and John Cornell are Co-PIs. The TSNRP program started in 1992 and is administered by the Uniformed Services University of the Health Sciences, Bethesda, MD. Congratulations, Dr. Miner-Williams!

Theresa Villarreal, MSN, RN, ACNS-BC, has been selected as Vice-president of the San Antonio Chapter of the National Association of Hispanic Nurses. As such she will submit an abstract to the next conference in July 2011 and her presence at the conference has been requested.

Mr. Paul Summers received word he is certified as a Career Empowered Motivational Coach (CEMC). Congratulations on this distinction, Paul!

TeamSTEPPS training:

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(Con’t on pg. 7)

2.5 day Master Training September 2009

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2.5 day Master Training November 2009

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1-day Training July 2010

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Kathleen Reeves, MSN, RN, CMSRN, received the Academy of Medical-Surgical Nurses (AMSN) Presidents Award.

This award is given to an individual who consistently volunteers their time and has made significant outstanding contributions in the Academy of Medical-Surgical Nurses achieving its strategic goals. The recipient:

- Consistently volunteers their time in a creative efficient manner
- Has served in a leadership role in the organization (chair of a committee/Vice chair, Task Force, committee member)
- Has made outstanding contributions to AMSN
- Exemplifies the mission and values of AMSN

Kathleen received a very nice crystal bowl with plaque.

Dr. Joe Schmelz was appointed to the Strategic Steering Committee of CTNeT. CTNet is a the statewide Clinical Trials Network of Texas, a CPRIT Program. Texas voters approved a constitutional amendment in 2007 establishing the Cancer Prevention and Research Institute of Texas (CPRIT) and authorizing the state to issue $3 billion in bonds to fund groundbreaking cancer research and prevention programs and services in Texas. CPRIT’s goal is to expedite innovation and commercialization in the area of cancer research and to enhance access to evidence-based prevention programs and services throughout the state.

Two Grants Funded

Administration on Aging

Drs. Sharon Lewis and Denise Miner-Williams recently received a two-year grant from the U.S. Administration on Aging as part of a number of federal awards titled Alzheimer’s Disease Supportive Services Program: Innovation Cooperative Agreements To Better Serve People with Alzheimer’s Disease and Related Disorders. The purpose of the funded grant for $710,400 is to disseminate the Stress-Busting Program for Family Caregivers through the Central and South Texas areas to family caregivers of persons with Alzheimer’s disease and related disorders. The newly funded program will be adapted from the groundbreaking model developed by Dr. Lewis and Dr. Denise Miner-Williams.

The WellMed Charitable Foundation and its partners will receive part of the grant money to assist in the successful adaptation of the Stress-busting Program for Family Caregivers to a lay leader model. Partners in the program, along with WellMed, are the Lower Rio Grande Valley Development Council—Area Agency on Aging, Area Agency on Aging-Capital Area, the AAOCOG Bexar Area Agency on Aging, and the South Texas Veterans Health Care system.

Department of Defense Triservice Nursing Research Program

The Military Stress-Busting Program, which is also an adaptation of the Stress-busting Program for Family Caregivers is begin offered in the military community. This two-year feasibility study began in May 2010 with $450,000 in funding from the DoD Triservice Nursing Research Program. It aims at addressing the needs of family caregivers of wounded warriors. It is expected that 135 caregivers will go through the program held on the Brook Army Medical Center campus over the next two years.

(con’t. on pg. 8)
At its 28th Annual Convention in New Orleans, Ms. Phyllis Gordon, MSN, RN, ACNS-BC became the 26th President of the Society for Vascular Nursing. Mrs. Gordon is a Clinical Nurse Specialist with the Department of Surgery, Vascular Surgery Division at the University of Texas Health Science Center at San Antonio. She is also a Clinical Assistant Professor at the School of Nursing, Health Restoration and Care Systems Management Department teaching in the graduate program.

The Society for Vascular Nursing, founded in 1982, is an international association dedicated to excellence in the compassionate and comprehensive management of persons with vascular disease. The Society’s focus is on providing quality education, fostering clinical expertise, and supporting nursing research. The Society has chapters throughout the United States, Canada, and Australia. Vascular nurses attending the Annual Convention traveled not only from these areas, but also from Japan, India, and England.

Congratulations once again to our newly designated Distinguished Teaching Professors in HRCSM Department. The University of Texas System bestowed this honor effective Sept 1, 2010.

Department of HRCSM Distinguished Teaching Professors:

**Dr. Mary Heye**, PhD, RN, ACNS-BC, *Clinical Associate Professor and Distinguished Teaching Professor*

**Judy Maltas**, MSN, RN, CCRN, *Assistant Professor/Clinical and Distinguished Teaching Professor*

**Dr. Linda Porter-Wenzlaff**, PhD, RN, NEA-BC, *Associate Professor/Clinical and Distinguished Teaching Professor*

**Ms. Janis Rice**, MSN, RN, CS, *Associate Professor/Clinical and Distinguished Teaching Professor*

**Dr. Kathleen Stevens**, EdD, RN, FAAN, *Professor and Distinguished Teaching Professor*

Distinguished Teaching Professors are Charter Members of the UTHSCSA Academy of Master Teachers. These faculty are outstanding resources for questions about teaching strategies and teaching technology.
FEATURES

By Cheryl Lehman, PhD, RN, CNS-BC, CRRN

As a member of the Board of Directors for the Association of Rehabilitation Nurses (ARN), I was lucky enough to attend a “Capitol Hill Day” in Washington DC in May of this year. Sort of a mini-NIWI (Nurses in Washington Internship), the Board met with our ARN lobbyist to learn more about how Washington works. ARN employs Jeremy Scott, of Drinker, Biddle and Heath as our health policy associate and lobbyist on the Hill. The night before, Jeremy and staff from his office gave us a refresher on how U.S. government works. The next day we were split into pairs, each pair with a lobbyist-escort from the firm, to meet with our State Senators’ and Representatives’ staffers.

I was paired with a board member from Connecticut, so on our agenda were visits to meet with staffers from the offices of Kay Bailey Hutchison, John Cornyn, Lamar Smith, Christopher Dodd, Joe Lieberman, and Rosa De Lauro. We had several points to discuss with each staffer: gaining support for a new Prosthetics and Orthotics bill; funding for TBI research; and continued funding for nursing education and nursing research. And in Lamar Smith’s office (Representative from Texas), we had the opportunity to recommend that he consider joining the nursing caucus.

Each office met us with open arms. We had a photo op with Senator Hutchison, and met Rosa DeLauro, the Representative from Connecticut, in her office. Staffers were interested in what we had to say, and some even took notes: notes are a good thing, according to our lobbyist! Our lobbyist-escort was born and grew up in DC, and, since her father worked on Capitol Hill, she knew all of the off-beaten paths. So we got to see and hear a great deal of history from her.

This opportunity was a great learning experience. I would recommend that all nurses attend a NIWI if possible. Many professional nursing organizations offer internships each year, and it would be well worth attending if you get the chance. I do not consider myself a political person, but this experience has me changing my mind about the actual power of the constituent. I truly felt that we were not only listened to, but actually heard.

Pictured are some of the 2009-2010 Board of Directors, Association of Rehabilitation Nurses

Back row left to right: Jill Rye, Lisa Pervin, Sharon Murphy-Potts

Front row left to right: Dr. Cheryl Lehman, Marjorie Palladino, Linda Pierce

(Con’t on pg. 10)
The most common error involving medications is related to administration of an improper dose of medicine, accounting for 41% of fatal medication errors (US FDA 1992-1998). Greenfield, et. al. (2006) completed a pilot study that revealed that students taught dimensional analysis scored with greater accuracy (84.6% of students at a 90% pass rate) and made fewer calculation errors than did students taught traditional math calculations (61.5% of students at 90% pass rate). During 2009-2010 the UTHSCSA SON COUS approved dimensional analysis as the singular approach to teaching students in the undergraduate program. An online 4.5 credit hour CEU program was developed and released to faculty in May 2010 with a phase in plan requiring all faculty teaching students in the new accelerated and traditional programs to demonstrate competency by CEU or by testing out prior to the beginning of the semester their new courses began. The 4 module CEU series is provided in a convenient, continually accessible format for faculty through Rose Tierney-Gumaer in the SON CE Department so you may do it at your convenience between now and the first week back in the spring. Since we need to assure faculty have completed the program or tested out we will also be establishing 2, two hour, face to face programs that will follow the January 2011 and February 2011 Department meetings that together will cover the content and provide the CEUs. Everyone teaching in the UG accelerated and traditional courses is expected to be in compliance either individually or through the two meetings so that we may honor the agreement we made to move forward with this best practice.

MESSAGE FROM THE DEPARTMENT SENIOR BUSINESS ADMINISTRATOR

Remember to change your outgoing message on your voicemail from Acute Nursing Care Department to Health Restoration & Care Systems Management Department.

DID YOU KNOW?

Mr. Paul Summers is serving as a department user for testing the PTAC online submission system. Paul and Ms. Laura Zischke are two of four Health Science Center department administrators selected to test the system.
OFFICIAL TRAVEL

JULY

7-9 Dr. Mickey Parsons
Mt. Wesley Conference Center, Kerrville, TX
7-12 Ms. Theresa Villarreal
ACE Summer Institute 2010 Conference, San Antonio, TX
10-21 Ms. Janis Rice
International Elective N3090 on Special Topics, Guatemala
11-13 Dr. Kathleen Stevens
International Research Congress of Sigma ThetaTau International, Orlando, FL
14-15 Dr. Carol Reineck
DEU Visit Observation, Portland, OR
20th Dr. Kathleen Stevens
RWJF Star Study presentation @ Seton Medical Center, Austin, TX
20-25 Ms. Herlinda Zamora
2010 National Association of Hispanic Nurses Conference, Washington, DC
22-25 Dr. Carol Reineck
Army Nurse Corp Convention, Washington, DC
25-28 Dr. Carol Reineck
AACN 2010 Summer Seminar, Newport, RI
26-28 Dr. Lyda Arevalo
Hartford 8th Annual Interdisciplinary Scholars Comm. Conference, Chicago, IL
27-28 Dr. Lyda Arevalo
UT PanAM Graduate Student Recruitment, Harlingen, TX

AUGUST

8-11 Dr. Carol Reineck & Ms. Jennie Shaw
Transforming Clinical Education, Portland, OR
24-27 Ms. Theresa Villarreal
Graduate School Orientation Texas Women’s University, Denton, TX

SEPTEMBER

9th Dr. Mickey Parsons
Graduate Students Site Visit: Seton Family of Hospitals, Austin, TX
10-12 Dr. Mickey Parsons
Welcome Home Ministries Annual Planning Conference, San Diego, CA
12-16 Dr. Kathleen Stevens
Joanna Briggs Institute Conference & RWJF Project, Chicago, IL
14-16 Dr. Deborah Kendall-Gallagher
Interdisciplinary Nursing Quality Research Initiative Annual Meeting, Princeton, NJ
16-17 Dr. Lyda Arevalo
2010 International Aging in the Americas Conference/Seminar, Austin, TX
20-22 Dr. Mickey Parsons
Mt. Wesley Conference Center UHS Women’s Health Healthy Workplace, Kerrville, TX
25-27 Ms. Kathleen Reeves
ANA Congress on Nursing Practice & Economics Meeting, Silver Springs, MD
26-29 Dr. Lorrie Powell
2010 State of the Science Congress on Nursing Research, Washington, DC
26-29 Dr. Kathleen Stevens
AHRQ Annual Conference, Bethesda, MD
27-Oct. 3 Dr. Cheryl Lehman
American Rehabilitation Nursing Conference, Orlando, FL
28-30 Dr. Lyda Arevalo
CANS 2010 State of the Science Congress Conference, Washington, DC
NEWS FROM HRCSM

The HSC Committee on Committees’ nomination and election process takes place in November and December. Full-time faculty are eligible and encouraged to participate. **Drs. Paula Clutter and Lisa Cleveland** represent the School of Nursing this year on the HSC Committee on Committees. They are available for you to inquire about committee vacancies and purpose. This is an excellent way to strengthen service to the HSC community.

**Congratulations to Dr. Joe Schmelz**, now full Professor/Research, effective Sept 1, 2010. Dr. Schmelz is Director of the UTHSCSA Institutional Review Board.

**Beverly Wheeler, MSN, RN, ACNS-BC**, 4614 Clinical Instructor asker her clinical students of Fall 2010 semester to write about a patient they had in nursing that made them realize they had chosen the right profession. Although all of her students stories were inspiring, we selected one to feature in the HR&CSM Pulse.

The Moments That Make Life Meaningful
Sharon Kluger

When entering nursing school I wasn’t quite sure what type of experiences I would encounter or what I would be able to get out of the profession. After experiencing this situation with a patient I realized that what I do as a nurse impacts others and they can impact my life as well.

One day on my nursing unit there was a man that had Guillain-Barre Syndrome and due to this disease he was unable to feed himself. Due to the fact that I was a nursing student, I had the chance and the time to help feed this man. He wasn’t able to vocalize his wishes because he had a trach, but slowly and patiently I tried reading his lips and I were able to feed him exactly what he wanted and to his liking. It was amazing to see the simple joy of this man to be able to finally eat food, after several weeks of being NPO and not able to swallow. This man was so kind to me and thankful for spending the time to help feed him. I told him that it was my pleasure and that it was not a problem because I could tell he felt that he was bothering me or taking away my time. I reassured him that I enjoyed helping him and he smiled. Later, I found out that it was his birthday that day and it really affected me that this man was spending his birthday in a hospital bed. I will always remember this man and the image of him smiling at me as I help him do what all of us take for granted: to eat. It made me realize that what I do as a nurse, to help others in their most vulnerable state, is the most rewarding thing that I could ever do with my life.

I allow Mrs. Wheeler to share this story with others.
Michelle Denyer, MSN, RN, GNP-BC will retire at the end of this calendar year. She taught in the undergraduate program and Michelle has been a member of Acute Nursing Department, Family Nursing Department, and now HRCSM Department, as she achieved her GNP and then began teaching in the graduate program in Health Assessment and GNP. We wish Michelle all the best. Thank you sincerely for your fifteen years of service to the UTHSCSA.

Retirement Reception—August 19, 2010

Our retiring faculty members, Dr. Margaret Bell (left) 40 years of service and Dr. Mary Heye (right) 30 years of service, received their university chairs along with appreciation for their many years of service to the UTHSCSA. We wish them well!

Appreciation to Cecelia Dornfield & Margie Guevara for refreshments
RIBBON CUTTING CEREMONY & RECEPTION FOR NEW DEPARTMENT
“HEALTH RESTORATION AND CARE SYSTEMS MANAGEMENT”

September 1, 2010

Pictured left to right: Senior Business Administrator, Paul Summers and Department Chair, Dr. Carol Reineck

Rear row- Pictured left to right: Paul Summers, Willie Davis, Cecelia Dornfield, and Dr. Carol Reineck
Front row: Margie Guevara and Cindy Ybarra
Left to right: Mr. Paul Summers, Nancy McGowan, PhD, RN, and Ms. Lark Ford, MSN, RN, completed the San Antonio RocknRoll Half Marathon, 13.1 miles, on Sunday, November 14, 2010.

HSC SERVICE RECOGNITION

Ms. Nicole Jaime, MPH, received her five-year HSC service pin! Jaime works for Dr. Kathleen Stevens, HRCSM—ACE Department.