

Uniformed Services University
of the Health Sciences

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USU Newsletter

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All Hands Town Hall meeting

*By Tech. Sgt. Andre Nicholson
NCOIC, Office of External Affairs*

Although the first Uniformed Services University of the Health Sciences' (USU) Integration All Hands Town Hall meeting was held just two days before the Thanksgiving holiday, the team managed to keep the talk away from turkey, dressing and side dishes. The team addressed more important topics such as the university's role in the integration of the Walter Reed National Military Medical Center (WRNMMC).

The town hall meeting was held Nov. 21 to discuss what has been accomplished over the past 18 months; the role the university will play in the integration of WRNMMC; and how that integration will provide an opportunity for the university to become known as a world-class academic health center.

A panel, which consisted of Dr. Charles Rice, USU president, Col. Tom Fitzpatrick, director, Office of Integration, Dr. Louis Pangaro, vice chair, Educational Programs, Dept. of Medicine, and Dr. Vernon Schinski, special



Photo by HM2 Michael Oliver

Dr. Charles L. Rice, USU president (podium); Col. Tom Fitzpatrick, director, Office of Integration (uniform); Dr. Louis Panagaro, vice chair, Educational Programs, Dept. of Medicine; and Dr. Vernon Schinski, special assistant to the USU president, address questions from the audience during the first Integration All Hands Town Hall meeting Nov. 21.

assistant to the USU president, gave background information on the Base Realignment and Closure (BRAC)/Integration plan before taking questions from a crowded cafeteria of faculty and staff.

Concerns in the areas of graduate educa-

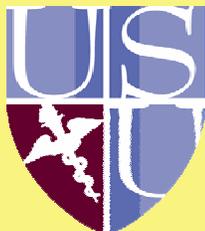
See TOWN HALL, page 6



Photo by Tom Balfour

Meet USU's new BOR Member

Colleen Conway-Welch, Ph.D., was sworn in as the new USU Board of Regents (BOR) member Nov. 13 by Everett Alvarez, Jr., J.D., chair of the BOR. Dr. Conway-Welch of Nashville, Tenn., was appointed to a six-year term on the board which consists of nine members appointed by President George W. Bush. The board members serve as advisors to the USU President Dr. Charles L. Rice, and the Assistant Secretary of Defense for Health Affairs Dr. William Winkenwerder, Jr.



**USU Newsletter
Editorial Staff**

Carol R. Scheman
*Vice President for
External Affairs and
Managing Editor*

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André Nicholson**
Editor

**Mass Communications
Specialist 2nd Class
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Jeffrey Hopkins**
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Sharon Willis
*Director
Alumni Affairs and
Contributing Writer*

Maria Wright
Webmaster

Publishing
USU Duplicating Office

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Dr. Rice's Open Door Program

As president of the Uniformed Services University of the Health Sciences, one of my most important duties is to promote the best possible workplace for everyone. Enjoying our jobs is an important aspect of our lives. In addition, we should also have the comfort of knowing that we work in a safe, secure and ethical environment.

Every person, regardless of position, shares in the responsibility of promoting a positive environment. To help keep me informed of matters that concern our staff, faculty, and students, we have the President's Open Door Program. This program enhances communication and empowers you to promote safety, security and ethical behavior. In a way, this program is much like the old suggestion box, except it allows us to do much more while protecting your anonymity at the same time.

Since the program's launch in January 2006, I have received 45 reports that have alerted me to areas of concern in the university. It also has allowed me to answer questions for those who are concerned with university operations. Your input is essential to ensure that we maintain a positive, productive workplace.

Perhaps you aren't sure why we do things a certain way, or you would like some clarification on an issue. Using the President's Open Door Program is one way to do that. I would like positive comments on things that we are doing well or that could be improved. You have my promise that all reports will be reviewed and responded to appropriately.

Charles L. Rice, M.D., President, USU

Contributing to our Nation's Freedom

*By MCSA Jeffrey Hopkins
Staff Writer, VPE*

The Uniformed Services University of the Health Sciences (USU) observed American Indian Heritage Month Nov. 21, with a presentation in the cafeteria.

This year's theme is, "A Warrior's Tradition: Contributing to our Nation's Freedom."

The presentation began with a traditional American Indian prayer recited by Chaplain Lt. Cmdr. Timothy J. Janning, followed by a speech from the keynote speaker, Rear Adm. Charles W. Grim, D.D.S., a Presidentially appointed assistant surgeon general and director of the Indian Health Service (IHS).

Admiral Grim spoke about the Indian people's devotion to duty, tradition, heritage, and their loyalty to this country, remarking that a large portion of Native Americans serve in America's armed forces. Admiral Grim noted that "they've protected our homeland in every war this country has ever been in."

"The census bureau reports that there are currently more than 170,000 Native American veterans, from a population of about 2.5 million, which illustrates the fact that Native Americans serve in the military at higher per capita rates than any other group," Admiral Grim said.

The admiral went on to identify several famous Native American service members throughout history, such as the "Navajo Code-Talkers" of World War II, Ira Hayes, a Pima Indian and one of the Marines who raised the flag on Iwo Jima, and more recently, Sgt. Lucas T. White, an Umatilla Indian who was killed in Iraq and buried in Arlington National Cemetery.

Admiral Grim said that 70 percent of the IHS workforce is made up of American Indians and Alaskan Natives who wish to serve their country and communities, as well as aid in the health and wellbeing of their people.

"In American Indian and Alaskan Native communities, a warrior is defined as someone who cares deeply for the best interests of their family, their home, and their tribe. We have a lot of warriors who serve with us in IHS," Admiral Grim said.

"The goal of our organization is to raise the physical, mental, social and spiritual health of the Indian people to the highest level possible," he said.

Sometimes Native Americans are asked by non-Indian people

why Native Americans serve in such great numbers with the great number of injustices dealt to them from other people in this country.

"You ask a modern day warrior that question, and usually very brief, very respectful, and very telling, they will reply, 'Because it's our country too,'" Admiral Grim said.

Admiral Grim is a member of the Cherokee Nation of Oklahoma. He was appointed by President George W. Bush as the Interim Director in August 2002, and is also the vice-chair of the Secretary's Intra-departmental Council on Native Americans Affairs.



Photo by MCSN Raul Zamora

Rear Adm. Charles Grim, a member of the Cherokee Nation of Oklahoma, speaks to USU about the importance of Native Americans in the military.

Website re-designed

By MC2 Kory Kepner
Assistant Editor, VPE

The Uniformed Services University of the Health Sciences' (USU) Website is undergoing a re-design in order to keep up with the university's branding initiative. Content will be updated and the site will be easier for visitors to navigate.

"In the summer of 2005, Dr. Charles L. Rice requested a revision of the (USU Website) site, and a team was quickly put together," said Marla Wright, USU Webmaster. "This team included myself, Nancy Morell, Raoul Pop, Sofia del Castillo and Tech. Sgt. Andre Nicholson. The group worked to revise the design and some major navigational issues, but that work was not intended to address all content issues."

Ms. Wright said that the result is the current USU Website. The current site, which started the USU branding initiative, follows a "3-column layout" added a dynamic menu to the home page, and so far the feedback has been great.

The USU community and visitors come to the university's Website for information, and the Website needs to address serious content issues, Ms. Wright said. This has led the Website re-design team to embark on a long-term project to revise the USU Website, including all content. Those involved in the current Website re-design are Ms. Wright, Donna Solyan, Erica Pirrung, Frank Duffy and Patrice Bolte. Input and ideas gathered from people within the USU community will also be incorporated into the Website.

"This team began planning in the spring of 2006, and made its first presentation of content layout to Dr. Rice in October," Ms. Wright said. "This is by far the most comprehensive effort yet. No other revision has addressed all aspects of the USU site. It is expected that this effort will take somewhere between six-to-nine months as the editors will need to work closely with each department, school and center."

The Website re-design affects the entire USU community as well as visitors to the site. Feedback about the re-design has been both good and bad and the redesign team hopes that the constructive criticism and sugges-

tions will continue.

"The USU Website should reflect the university as a community, and should address the needs of that community as well as our visitors," Ms. Wright said.

As is true for all good Websites, the USU Website will be continuously updated in order to stay current.

"The first re-design that I was involved in was in 2001, Ms. Wright said. "That team addressed all 'core' pages and spent a great deal of time working on the home page. The next re-design was in 2003, and was the first time I was able to fully participate. With each new design, more thought was put into presenting the university with one look, however at that time it was felt that doing so may be too restrictive for the various content developers at the university. Dr. James Zimble (President Emeritus) was very interested in the "branding" of the university and a simple template and some standard web images were introduced at that time. A search feature was also added to the Website for the first time. As the re-design of the Website moves forward we will be looking to all schools and departments for ideas.

Building E Update

By Mary Dix
Special Assistant to the USU President

Excavation has begun for Building E. As of Nov. 8, 18 percent of approximately 9,000 cubic yards of soil has been excavated (140 dump truck loads out of approximately 800). Sheeting and shoring will start shortly to be followed by more excavation and drilling for caissons. While all of these activities are exciting for those who have been waiting a long time for new construction on the USU campus, at the same time, inconveniences from noise, traffic and dirt will result.

The contractors have promised a good faith effort to coordinate with the university so that the impact of construction on students and staff alike will be kept to a minimum. However, because of both monetary and time constraints, construction must move forward and we ask

for your patience and support between now and the Spring of 2008.

The USU divisions and activities responsible for coordinating teaching and testing schedules will be closely monitoring the situation in order to minimize disruptions; safety and parking notices will be provided to avoid injury and loss of time. Coordination with NNMC and Navy Facilities Washington will focus on adhering to all schedules, budget, and planning requirements; however, the weather and other events beyond our control will be constantly in play. Again, your patience and understanding are essential.

We expect that once Building E is complete, we will look back on all of the disruptions and frustration with mixed feelings. However, there is no doubt that the university requires the classroom, office, and program space that Building E will provide. We will get through this together. Thank you for your support and patience, we will ensure that the USU community is kept informed on the work progress.



Photo by Tech. Sgt. Andre Nicholson

USU Issues 2006 Report

This report provides an overview of the university, and highlights our many contributions to military medicine and public health. Military health care continues to make great advances and USU plays a critical role by educating the next generation of military medical and public health leaders, researchers and clinicians. From protecting against deadly diseases to improve disaster response, our uniformed service personnel are advancing health care for service members and civilians worldwide.

USU's Subject Matter Experts List

The Office of External Affairs (OEA) serves as a liaison to assist members of the media in contacting academic experts at the Uniformed Services University of the Health Sciences. The list below will help the media identify the subject matter expert (SME) in a specific area. In order for the list to remain current, it will require constant review and updating. We ask anyone who wishes to be listed as a SME to contact OEA. All media calls will be routed to OEA, and we ask that as the SME, you be willing to speak to media if inquiries arise. For more information on any subject at USU, please contact the Office of External Affairs by e-mail at ype@usuhs.mil or by phone at (301) 295-9475.

Academic Health Centers/Military Medicine/Nursing/ Biochemical Science

Dr. Larry Laughlin

School of Medicine

Dr. Patricia Hinton Walker and Dr. Christine Kasper

Graduate School of Nursing

Advanced Practice Nursing Practice and Research Issues in the Military/Federal Health System

Dr. Patricia Hinton Walker

Graduate School of Nursing

Advanced Prosthesis

Dr. Geoffrey Ling

Neurology

Amputation Research and Rehabilitation

Dr. Patricia Deuster

Military & Emergency Medicine

Avian Flu and Respiratory Disease

CAPT Gerry Quinnan

Preventive Medicine and Biometrics

Biostatistics

Dr. David Cruess, Dr. DeChang Chen, Dr. Tzu-Cheng Kao, Ms. Cara

Olsen, Dr. Douglas Tang

Preventive Medicine and Biometrics

Brigade

CAPT John Rumbaugh

USU Brigade

Cancer Incidence in Military Populations

Dr. Galen Barbour

Preventive Medicine and Biometrics

Dr. John Potter

U.S. Military Cancer Institute

Chemical, Biological, Nuclear Incidents: Education

CMDR Margaret Calloway

School of Medicine

Combat Medicine/Casualty Care

Dr. David Burris

Department of Surgery

Competency-Based Education

Dr. Patricia Hinton Walker

Graduate School of Nursing

Cost and Quality Outcomes

Dr. Patricia Hinton Walker

Graduate School of Nursing

Dengue Fever

Dr. Larry Laughlin

School of Medicine

Depleted Uranium

Dr. Terry Pellmar

Armed Forces Radiobiology Research Institute

Deployment Issues

COL Charles Beadling

Military & Emergency Medicine

Deployment: Families, Women

CMDR Rene Hernandez

Military & Emergency Medicine

Deployment Psychology

David Riggs

Center for Deployment Psychology

Disaster, Terrorism, Natural Catastrophes

CAPT Trueman Sharp and Col. Charles Beadling

Military & Emergency Medicine

Distance Learning

Dr. Patricia Hinton Walker and Dr. Diane Seibert

Graduate School of Nursing

Education Opportunities in the Military

CAPT Cynthia Macri

Recruitment and Diversity

Educating Military and Public Health Physicians, Nurses and Scientists

Dr. Diane Seibert and Dr. Patricia Hinton Walker

Graduate School of Nursing

Col. Dana Bradshaw

Preventive Medicine and Biometrics

Educating Military and Public Health Physicians, Nurses and Scientists: Mechanics

Dr. Diane Seibert

Graduate School of Nursing

Educating Military and Public Health Physicians, Nurses and Scientists: Curriculum

Dr. Patricia Hinton Walker and Dr. Diane Seibert

Graduate School of Nursing

Electrodiagnostic Medicine and Neuromuscular Disease

COL William Campbell

Neurology

Emerging Infectious Disease

Dr. Chris Broder

Microbiology

CAPT Gerry Quinnan

Preventive Medicine and Biometrics

Humanitarian Efforts/Response

CAPT Trueman Sharp and Col. Charles Beadling

Military & Emergency Medicine

Integrating Genetics into NP Curriculum

Dr. Diane Seibert

Graduate School of Nursing

Laser Therapy

Dr. Juanita Anders

Anatomy, Physiology and Genetics

Learning Engagements

Dr. Diane Seibert

Graduate School of Nursing

Malaria and Other Tropical Diseases

COL Lisa Keep

Preventive Medicine and Biometrics

COL Naomi Aronson
Medicine, Directory Div. Info. Dis.

Medical Effects of WMD (For Rad/Nuc)

COL William Dickerson
Armed Forces Radiobiology Research Institute

Medical Effects of WMD: Education

CMDR Margaret Calloway
School of Medicine

Medical Ethics

J.E. Baker and Jason Karr
Office of General Counsel

Migraine/Headache

Dr. Ann I. Scher
Preventive Medicine and Biometrics

Military and Emergency Medicine

CAPT Trueman Sharp
Military & Emergency Medicine

Military Medical Exercises

CAPT Trueman Sharp
Military & Emergency Medicine

Military Medical History

Dr. Dale C. Smith
Medical History

Military Medical Illness and Patient Visits

Dr. Galen Barbour
Preventive Medicine and Biometrics

Military Medical Students

Dr. Richard MacDonald and COL John McManigle
Office of Student Affairs

Military Nursing Students

COL Linda Wanzer, Dr. Diane Seibert and Dr. Patricia Hinton Walker
Graduate School of Nursing

Military Training Network

Lt. Col. Albert Moran
Continuing Health Education

Neuroepidemiology

Dr. Ann I. Scher
Preventive Medicine and Biometrics

Neuroscience and Neuromuscular Research/Disease

Col. William Campbell
Neurology
Dr. Regina Armstrong
Anatomy, Physiology and Genetics
Dr. Christine Kasper
Graduate School of Nursing

Nuclear Incidents/Nuclear Weapons Effects

COL John Mercier
Armed Forces Radiobiology Research Institute

Nurse Anesthetists

Lt Col Adrienne Hartgerink
Graduate School of Nursing

Nurse Practitioner Curriculum Development

Dr. Diane Seibert
Graduate School of Nursing

Occupational Medicine

CMDR Francesca Litow
Preventive Medicine and Biometrics

Outcomes Research

Dr. Patricia Hinton Walker
Graduate School of Nursing

Patient Safety Issues

Dr. Eric Marks

Department of Medicine

Dr. Patricia Hinton Walker
Graduate School of Nursing

Col. Dana Bradshaw
Preventive Medicine and Biometrics

Patient Safety Issues - related to the Perioperative Environment

COL Linda Wanzer
Graduate School of Nursing

Perioperative Nursing - Clinical Nurse Specialist

COL Linda Wanzer
Graduate School of Nursing

Primary Care Genetics

Dr. Diane Seibert
Graduate School of Nursing

Population Health

Dr. Patricia Hinton Walker
Graduate School of Nursing

Col. Dana Bradshaw
Preventive Medicine and Biometrics

Post Graduate Nursing

Dr. Diane Seibert
Graduate School of Nursing

**Practice-based Research for Advanced Practice Nurses in Military/
Federal Health System**

Dr. Patricia Hinton Walker
Graduate School of Nursing

Post Traumatic Stress Disorder/Stress

Dr. Robert Ursano
Psychiatry

Public Health (Responses to Disasters, Terrorism, Natural Catastrophes)

CAPT Trueman Sharp
Military & Emergency Medicine
CAPT Gerry Quinnan and Col. Dana Bradshaw
Preventive Medicine and Biometrics
Dr. Patricia Hinton Walker
Graduate School of Nursing

Radiation Countermeasures

Dr. Terry Pellmar
*Armed Forces Radiobiology
Research Institute*

Radiological Issues

Dr. James Smirniotopoulos
Radiology
COL William Dickerson
*Armed Forces Radiobiology
Research Institute*

Rehabilitation Research

Dr. Patricia Deuster
Military & Emergency Medicine

Simulation

CAPT Joseph Loprieto
Pediatrics
Dr. Diane Seibert, Dr. Patricia Hinton Walker, Lt Col Adrienne Hartgerink and Lt Col Kevin Bohan
Graduate School of Nursing

Spinal Cord/Column Injury

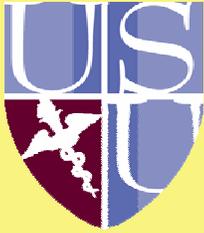
COL Geoffrey Ling and Dr. Jack Tsao
Neurology

Technology Transfer

J.E. Baker and Brad Beall
Office of General Counsel

Traumatic Brain Injury

COL Geoffrey Ling



Subject Matter Experts List Continued

Neurology
Dr. Deb Warden
Walter Reed Army Medical Center

Trauma
Dr. David Burris
Department of Surgery

Tuition Free Health Professional Education
CAPT Cynthia Marci
Recruitment and Diversity

USU Alumni
Sharon Willis
Office of External Affairs

Viral Disease

Dr. Chris Broder
Microbiology
CAPT Gerry Quinnan
Preventive Medicine and Biometrics

Women's Health
Dr. Diane Seibert
Graduate School of Nursing

Women's Health in Deployed Environments
Dr. Diane Seibert
Graduate School of Nursing

Wound Management
Dr. David Burris
Department of Surgery

Student, Faculty News

Student News

CNS students collaborate on groundbreaking reporting errors

A collaborative project between USU's Graduate School of Nursing Perioperative Clinical Nurse Specialist (CNS) program and US Pharmacopeia (USP) was the first of its kind using data from MEDMARX (the world's largest medication error reporting program) to look at medication errors across an entire clinical continuum of care. The Perioperative CNS scholars and practitioners were asked by USP to participate in this project as a means to utilize their clinical expertise and critical thinking skills to analyze a seven year data set from MEDMARX as it relates to errors

across the perioperative arena and within varied populations groups (overall population, pediatrics and geriatrics). In doing so they provided the analysis, interpretation and recommendations with the potential to impact practice, education, and research that could ultimately improve the quality and safety of perioperative patient care. USP chose to collaborate with USU and their Perioperative CNS students because of their unique standing as the only truly Perioperative CNS program in the country (a program that integrates advanced perioperative knowledge within all courses taught within the program).

This report reflects the culmination of work from three Perioperative CNS classes (Class of 2005, 2006 and 2007) and will be published as a national white paper report (supported by leading professional organizations) to focus national attention on medication

errors as well as to provide recommendations and patient safety solutions aimed at improving medication safety in the perioperative setting. Release date for the report is not known at this time.

Faculty News

Department of Radiology appointment

On Dec. 15, 2006, Army Lt. Col. Angela Levy will formally join the Department of Radiology and Radiological Sciences, here at USU. She will be filling the currently vacant Army Radiologist position. Dr. Levy comes to us from the Armed Forces Institute of Pathology, where she has been both chair and registrar of Radiologic-Pathology. Dr. Levy is already a non-billeted associate professor of Radiology at USU, and she has had a stellar academic career in Gastrointestinal Radiology.

TOWN HALL, Continued from page 1

tion and research just to name a few, were addressed by Dr. Rice as issues being considered in the whole integration process. Along with interjections from other panel members, Dr. Rice answered questions about the academic faculty's integration with the clinician appointments at the new WRNMMC; who will be ultimately responsible for graduate medical education in the national capital area (NCA); and the potential traffic increase on Wisconsin Avenue and the beltway due to an increase in patient care at the new treatment facility.

As an example of positive progress toward integration, it was reported that the BRAC business plan for construction was doubled to \$ 1.5 billion. The plan

includes about 800,000 square feet of new or totally renovated space on the grounds currently occupied National Naval Medical Center in Bethesda. USU remains at the center of the vision and goal to become a world-class academic health center. As such, the WRNMMC will serve as military medicine's major referral center.

Colonel Fitzpatrick shared the Integration Team's Vision which highlighted WRNMMC and USU as the core of an integrated health system.

"This is a very exciting time for USU and military medicine," Dr. Rice said. "We have a good blue print for the future."

Future bi-monthly meetings are currently in the planning stage. For more information about Integration visit: <http://www.usuhs.mil/usuhs/brac/SABI.htm>.

Look Who's Talking... *What advice would you give some one new to USU?*



"Take advantage of all of the resources around USU, for example the bookstore's reference books, and the knowledge of the previous students. That information comes in pretty handy."

Leeann Ori and Tarrah Belli
USU Book Store



"As a new student spouse, hang in there, it gets better every year."

Kristen Brown
VPE

News Briefs

CFC 5K Fun Run/Chili Cook-Off:

There will be a CFC 5K Fun Run/Chili Cook-off beginning in the Bldg C Lobby Dec. 1, at 11:30 a.m. for the 5K Fun Run, followed by the Chili Cook-off at noon in front of the USU flagpole outside of Sanford Auditorium. Suggested donations for the run are \$25 for officers, \$20 for civilians, and \$15 for enlisted. There is also a \$3 suggested donation for the chili-tasting. Prizes will be awarded to 1st, 2nd, and 3rd place for all events. For more info, contact Staff Sgt. Witter, U.S. Air Force (AVC); HM2 Charles, U.S. Navy (EHS); Tech. Sgt Beach, U.S. Air Force (AFRR1); or 2nd LT. Legault, U.S. Army (SOM).

USU Holiday Party

The annual USU Holiday Party will be held Dec. 6, from 11:30 a.m. – 4 p.m. in the USU Dining Facility. Tickets will be on sale

until Dec. 1, for \$2/person and may be purchased from Melissa Martin in room A1040B or April Broussard in room C1020. Supervisors are encouraged to allow personnel time to attend the festivities, provided it does not detract from mission accomplishment. There will be great food, door prizes, and games for the kids. All are encouraged to attend this annual event.

Alumni Reunion Weekend

The university will celebrate Alumni Reunion Weekend Dec. 1-3. While the primary focus is on the classes of 1981, 1986, 1991, 1996, and 2001, we welcome all alumni as well as faculty, staff and students at the weekend's events.

For specific information, or to register for any of the events, please visit: <http://www.usuhs.mil/alumni/reunionregistration.html> or contact Kristen Brown, Office of Alumni Affairs, at (301) 295-9577 or by email at kbrown@usuhs.mil.

Gifts in the workplace

Courtesy of the Office of General Counsel

As the holidays draw closer, it is important to remember the restrictions placed on federal employees on giving and receiving gifts in the workplace.

18 U.S.C. 201, a criminal statute, prohibits government employees from seeking, accepting, or agreeing to receive or accept anything of value from a source other than the government, in return for an official act, even if the offer is made after the act was done. **This prohibition does not include:**

(1) Modest items of food and refreshments, such as soft drinks, coffee and donuts, offered other than as part of a meal;

(2) Greeting cards and items with little intrinsic value, such as plaques, certificates,

and trophies, which are intended solely for presentation;

(3) Opportunities and benefits, including favorable rates and commercial discounts, available to the public or to a class consisting of all Government employees or all uniformed military personnel, whether or not restricted on the basis of geographic considerations;

(4) Rewards and prizes given to competitors in contests or events, including random drawings, open to the public unless the employee's entry into the contest or event is required as part of his official duties.

An employee may accept unsolicited gifts (even from contractors or people seeking goods/services from the government) having an aggregate market value of \$20 or less per occasion, provided that the aggregate market value of individual gifts received from any one person under the authority of this paragraph shall not exceed \$50 in a calendar year.

This exception does not apply to gifts of cash or "cash equivalents" such as gift cer-

tificates, gift cards or other items with a specific cash value. Naturally, there are no restrictions on gifts from friends and family.

When dealing with gifts from patients or their families, USU health care providers should follow the guidelines of the facility in which they see the patient, but in no case should a gift exceed a value of \$20 (nor should it include cash equivalents). Health care providers must be sensitive to the possible appearance of favoritism that accepting a gift may create.

Gifts between employees

On an occasional basis, including any occasion on which gifts are traditionally given or exchanged, **a superior may accept from a subordinate** (or other employee receiving less pay) items, other than cash, with an aggregate market value of \$10 or less per occasion and items such as food and refreshments to be shared in the office among several employees.

Should you have any questions please contact Mr. Jason Kaar, associate general counsel, at (301) 295-3028.



USU Calendar of Events



	27 <i>November</i>	28	29 Neuroscience Seminar 3:30p.m. Lecture Room A LRC Training Class End Note Advanced Noon – 1p.m.	30	1 USU annual Alumni Reunion Weekend Class of 2006, honoring the classes of 1981, 1986, 1991, 1996, and 2001. Washington, D.C., metro area and USU Campus	2 USU annual Alumni Reunion Weekend Class of 2006, honoring the classes of 1981, 1986, 1991, 1996, and 2001. Washington, D.C., metro area and USU Campus
3 USU annual Alumni Reunion Weekend Class of 2006, honoring the classes of 1981, 1986, 1991, 1996, and 2001. Washington, D.C., metro area and USU Campus	4	5	6 USU Holiday Gathering 11:30a.m. - 4p.m. Cafeteria	7	8	9
10	11	12	13 USU Toastmasters Meeting Noon -1p.m. AFRRI Small Conference Room	14 Eighteenth Annual Academic Collegium 11:45a.m. Sanford Auditorium	15	16
17	18	19	20 USU Toastmasters Meeting Noon -1p.m. USU Room A 2011	21	22 LRC Early Closure 7 a.m.—3:30 p.m.	23 LRC Closed