



## MUSCLING UP FOR THE WIN

On April 2, the College of Medicine held its second Health & Wellness Day. The COM Cypress Team competes in the tug of war during a fun day designed to promote wellness among medical students. Below: Medical students Marian Hohenwarter, from left, Annie Niehaus and Daniel Gehle keep score on the leaderboard.

*Photos by Jonathan Coultas*



## Campaign for MUSC SJCH receives \$5 million gift to name NICU

### Staff Report

A local man presented his wife with a Valentine's Day gift that will transform generations of lives throughout South Carolina by providing world-class care for critical-needs babies.

David Stone chose to honor his wife, Laura, by making a gift to name the neonatal intensive care floor (NICU) at the MUSC Shawn Jenkins Children's Hospital, scheduled to open in 2019. He presented the gift in a wrapped frame on Feb. 14.

"It's going to be the most state-of-the-art children's hospital in the country," Laura said after a recent tour of the construction site. "To be on the ground floor of that is huge."

"After an awesome tour, I feel honored that we're able to give and be a part of this," David added.

The MUSC Children's Hospital opened in 1987 and

offers resources unavailable anywhere else in the state, including South Carolina's only pediatric burn center, solid-organ and bone marrow transplant programs, Level I pediatric trauma center, pediatric rheumatology program, and it's also a provider of heart surgery and interventional heart catheterization for children. Despite its achievements, the existing facility faces constraints due to space limitations.

The new MUSC Shawn Jenkins Children's Hospital, located at the corner of Calhoun Street and Courtenay Drive, will provide the space needed for family-centered care, where children can heal in the most comfortable environment possible, with loved ones nearby. The NICU, which serves some of the most fragile babies in the Lowcountry and beyond, accounts for 82 of the new hospital's 250 beds.

The floor will consist of mostly private rooms, plus rooms designed to accommodate twins, triplets and other multiple births. The MUSC Shawn Jenkins

Children's Hospital also will number among only a few facilities in the country to offer couplet-care rooms, where newborns and mothers can recover together in an intensive-care setting. The Stones' gift will transform neonatal care at MUSC, according to MUSC President Dr. David Cole.

"This NICU will broaden the scope of intensive care to include not only the newborn, but also the entire family," Cole said. "Family-centered care is central to the design of this entire hospital, and the Stones' gift is helping us bring that dimension to the intensive-care setting."

The Stones' gift brings the total amount raised in the six-year campaign for the MUSC Shawn Jenkins Children's Hospital to \$129.4 million. The campaign launched in 2014 as a means to provide funding necessary for both the structure itself and the programs

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Health & Well-Being

## PEOPLE

### Paul T. Davis



Paul T. Davis, DMD, was elected as the medical professions' representative to the MUSC Board of Trustees for the 7th Congressional District. Davis attended Wofford

College and graduated in 1994 with a biology degree. He went on to earn his DMD at MUSC and also completed an advanced general dentistry residency. He moved back to his hometown of Florence, where he has maintained his private dental practice since 2006. He is a member of the Florence Dental Society and served on the board of governors for the South Carolina Dental Association. He is also a member of the S.C. delegation to the American Dental Association.

### Donald Ridgell

Donald Ridgell, DMD, a clinical instructor in the Division of Removable Prosthodontics, James B. Edwards College of Dental Medicine, was honored with the American College of Prosthodontists Private Practice Prosthodontist Award. He was recognized for his collegiality, outreach, community service and helping to advance the quality of life for his patients in their community.

## THE CATALYST

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# AROUND CAMPUS



photo by Tony Ciuffo

**MUSC President David Cole, from left, joins North Charleston Mayor Keith Summey, MUSC Health CEO Dr. Patrick Cawley and MUSC Children's Health CMO Dr. Mark Scheurer to sign the beam of the new MUSC Children's Health Ambulatory Campus in North Charleston.**

### Edward Smalls

Edward Smalls, director of university mail and postal services, Division of Finance and Administration, earned the coveted Certified Mail and Distribution Systems Manager designation by the College and University Mail Services Association. Smalls was presented with this award at CUMSA's 30th annual conference held in Asheville, North Carolina. There are more than 350 CMDSM accredited professionals in the profession, and Smalls is among two managers in the state with this distinction.

### Bruce H. Thiers



Bruce H. Thiers, M.D., distinguished university professor, Department of Dermatology and Dermatologic Surgery, has been elected to lead the American Academy of Dermatology. A

board-certified dermatologist, Thiers will be installed as president-elect in March 2019 and hold the office as president for one year beginning March 2020.

## EVENTS

### South Carolina Aquarium

The Weeki Wachee Mermaids will be performing four times each day at the S.C. Aquarium from April 5-8 and April 12-15. This year's dives are accompanied by pirate-themed dives, 10:45 a.m. and 2:15 p.m., in the Great Ocean Tank. In addition to the dives, the mermaids and pirates will be wandering around the aquarium to interact with guests. Mermaids and pirate shows are free with paid admission. The aquarium is located at 100 Aquarium Wharf, downtown Charleston or visit <http://scaquarium.org/springbreak>.

### MUSC Earth Day

Are you ready for MUSC Earth Day? MUSC will host Charleston's first local food festival as part of this 10th year celebration from 11 a.m. to 2 p.m., April 11 on the MUSC Portico/Horseshoe. Food trucks and restaurants will serve up Lowcountry flavors. Keeper of the Wild, a non-profit organization caring for sick, injured, orphaned or displaced wildlife will also be on hand as well as 70 environmentally-themed businesses, organizations, farmers and artists. Music provided by the V-Tones and the MUSC Student Band.

### Strawberry Festival

The Lowcountry Strawberry Festival will take place April 19-22 at Boone Hall Farm. Festival rides, thrill rides, petting zoo and lots more featured. Free admission from 6 to 9 p.m., Thursday, April 19 with three canned goods.

### Donate Life Month Blue, Green Block Party April 9

April is Donate Life Month and throughout the month there will be several events to celebrate Donate Life Month.

Everyone is invited to the Blue and Green Block Party from 10 a.m. to 3 p.m., April 9 at the MUSC Greenway. Grab your lunch or a treat and enjoy a chair massage, learn about organ donation and register to be an organ donor.

On Friday, April 13, the campus

celebrates National Donate Life Blue and Green Day. Everyone is encouraged to dress in blue and green to support organ, eye and tissue donation. There will be a crowning of a Blue and Green King and Queen (#BlueGreenDay).

Donate Life Awareness Night at the Charleston RiverDogs game is at 6:05 p.m., Saturday, May 5. Tickets are 50 percent off for MUSC employees, students and their families.

Letter from the  
Office of the

## PRESIDENT

Dear MUSC family,

MUSC continues to be committed to our shared goal to build healthy communities, and this includes a pledge to support the health and well-being of all members of the MUSC family. To this end, we are pleased to announce a new enterprise employee wellness initiative called Imagine U: Building Well-being Together. In the coming months, you will have opportunities to design your own personal healthy lifestyle program through free learning events and numerous incentivized activities.

To participate in Imagine U and jumpstart your journey to a healthier you, we are asking that you complete a free and confidential health risk assessment (HRA) by June 30, 2018. The assessment takes no more than 3 to 4 minutes to complete. Specific details regarding the assessment are being distributed by Dr. Susan Johnson, MUSC's director of health promotion.

I'm excited about taking part in this employee well-being initiative along with you. It is yet another indication of the significant progress we're making towards our commitment to build healthy communities. To truly lead in health innovation we must strive to live by example. Thank you for the dedication each of you has to improve health, and we hope you'll join us in Building Well-being Together.

Yours in service,



David J. Cole, M.D., FACS  
MUSC President

GIFT *Continued from Page One*

within its walls. This gift to name the NICU marks completion of the first of several program-related floors and units for which MUSC seeks naming opportunities, including the heart and cancer floors, the emergency department and more. The campaign ends on June 30, 2020.

"We are humbled and overwhelmed by the generosity of our community, and we hear our stakeholders loud and clear; they want the best care for the children of South Carolina," said MUSC Vice President for Development and Alumni Affairs Jim Fisher. "As we move into the final two years of our campaign, we have the capacity to focus on building the most advanced clinical areas for kids in need of specialized care for heart conditions, cancer, emergency medicine and more. Our work now moves into



*photo provided*  
**David Stone and his wife, Laura, and son, Beau. Stone recently honored his wife by making a gift to name the NICU floor at the new MUSC Shawn Jenkins Children's**

the phase where we really can imagine what's possible."



Cole

## IMAGINE NATION

## Spotlight on Recent Accomplishments

## PATIENTS AND FAMILIES FIRST

- ❑ **Shriners Hospitals for Children and MUSC Collaborating on Burn Unit** — A letter of intent was signed to facilitate collaboration on development of a pediatric burn unit to be located within the new MUSC Shawn Jenkins Children's Hospital.
- ❑ **MUSC Pain Rehabilitation Program** — MUSC has launched the state's first-ever pain rehabilitation program, an intensive, evidence-based program to serve all of S.C. and rehabilitate patients with chronic pain while tapering and eliminating opioid use.

## FOSTER INNOVATIVE EDUCATION AND LEARNING

- ❑ **Online Game Engages Students in Simulated Health Care Interprofessionalism** — MUSC created a team-based "escape room" computer game to engage students to work together to solve clinically relevant issues. The game was introduced to more than 700 students at MUSC's Interprofessional Day, where students from different academic programs learn with, from and about each other.
- ❑ **Science Communication Forum** — MUSC hosted an enterprisewide Science Communication Forum. The interactive event empowered researchers to advocate for their science with a variety of audiences including sponsors, policymakers, journalists, the public and other scientists.

## EMBRACE DIVERSITY AND INCLUSION

- ❑ **MUSC Named Among the Best Employers for Diversity in the U.S.** — MUSC ranked No. 53 out of 250 organizations on the Forbes 2018 first-ever roster of America's Best Employers for Diversity. In addition, MUSC ranked No. 6 out of 20 institutions in the education industry.
- ❑ **MUSC Recognized with Diversity Purchasing Award** — MUSC Health was named Best New Program of the Carolinas by Virginia Supplier Diversity Council for contracting small-, minority- and women-owned businesses for the construction of the MUSC Shawn Jenkins Children's Hospital and Pearl Tourville Women's Pavillion.

## BUILDING HEALTHY COMMUNITIES

- ❑ **MUSC Earns Working Well's Strategy for Wellbeing Platinum Award** — MUSC was recognized by the South Carolina Hospital Association's Working Well Initiative for being one of the first organizations to achieve the Strategy for Wellbeing Platinum Award for excellence in workplace well-being.
- ❑ **Charleston Medical District Greenway Phase 1 Launch** — MUSC celebrated Phase 1 of the Greenway in collaboration with the City of Charleston, Roper Hospital and the Ralph H. Johnson VA Medical Center. With the thoughtful design of this space, it will create a live-learn community.

## ADVANCE NEW KNOWLEDGE AND SCIENTIFIC DISCOVERIES

- ❑ **MUSC and Clemson Partner to Design the Operating Room of the Future** — A joint research team, including faculty from Clemson University and MUSC, has unveiled a high-fidelity mock operating room at the Clemson Design Center in Charleston. The goal of the project is to analyze every aspect of current ORs and redesign the standard with efficiency and improved patient care in mind.
- ❑ **MUSC Experts Play Role in Data-Stroke Study with Striking Results** — MUSC statisticians played a role in a study that found advances in brain imaging can identify more stroke patients who can receive therapy later than previously thought. Researchers call the results striking and say they will have immediate impact and save lives.

Imagine  
MUSC 2020

OUR STRATEGY *for the future*

# MUSC helps lead international weight loss trial with promising results

By HELEN ADAMS

[adamshel@musc.edu](mailto:adamshel@musc.edu)

Back in his office at MUSC after speaking at the Endocrine Society's annual meeting in Chicago, Patrick O'Neil, Ph.D., chooses his words carefully. "This is just one study," he says of the weight loss trial now being featured in news reports across the country. "I don't want to oversell it."

But there's no doubt, he says, that the results of the study testing the drug semaglutide as a possible weight loss medication look promising. "In the high dose group, a little over a quarter of the participants lost at least 20 percent of their start weight. That's nothing to sneeze at."

O'Neil, who is director of MUSC's Weight Management Center, along with obesity specialist John Wilding of the University of Liverpool in the United Kingdom, are leading the scientific reporting of the trial. It included eight countries, 957 participants and 71 sites. It was sponsored by Novo Nordisk, the company that makes semaglutide.

Semaglutide, already approved at a different dosage for treating type 2 diabetes, is sold under the brand name Ozempic. O'Neil says he received no compensation for his role in the research. Funding for MUSC's part of the trial went to the university.

The study testing semaglutide for weight loss was a phase 2 trial, meaning it was designed to be an initial test of whether the drug was safe and effective. It also compared different doses to see which, if any, worked best.

"We saw weight loss that was better than placebo in all doses," O'Neil says. "In general, the higher the dose, the greater the weight loss."

The participants in the year-long study, including 23 at MUSC, gave themselves daily subcutaneous injections without knowing if they were getting the drug being tested or an inactive placebo. The

doses ranged from .05 milligrams of semaglutide a day to .4 milligrams. The participants were relatively healthy to begin with. They didn't have diabetes and their blood pressure was under control. They just needed to lose weight.

The MUSC participants included 13 men and 10 women. Eleven were African-American and 12 white.

As some of them learned, the drug treatment can have side effects. "With this medication, the most common adverse events are gastrointestinal," O'Neil says. "What it's doing is mimicking the effect of a peptide produced by the gut, so it's not surprising you have GI effects. Of the GI effects, nausea is the most common. You can have some diarrhea or some constipation."

O'Neil says the people who designed the trial knew that was possible and acted accordingly.

"From earlier trials, with these kinds of drugs, the decision was made by the sponsor based on experience to do a very slow dose escalation for people at anything other than the lowest dose."

He says they found that the higher the dose, the higher the odds of GI trouble — to a point. "It tended to fall off after a time — the nausea. Moderate to severe nausea occurred very infrequently."

All participants got lifestyle counseling at every visit, O'Neil says. "There was dietary and activity counseling and some behavior modification counseling for weight loss."

He says the success of weight loss treatments tends to be measured by percentage of starting body weight lost. In this study, at the three highest dosages of semaglutide, between 75 and 80 percent of participants lost five percent or more of their starting weight. "That's higher than you typically see. So we did some secondary analyses."

In those analyses, the researchers found that between 11 and 27 percent of the people at the three highest doses lost at least 20 percent of their body weight. So




*photo by Helen Adams*

**Dr. Patrick O'Neil says it's rewarding and a privilege to be involved in the development of new treatments for obesity.**

a man who weighed 200 pounds would have dropped 40 pounds in a year, O'Neil says.


Phase 3 studies are in the works, and MUSC will be recruiting participants, possibly in the late spring or summer, depending on Institutional Review Board approval. O'Neil says the researchers are writing up the results of the phase 2 study now for possible publication.

"It's really rewarding and a privilege to be involved in the development of new treatments," O'Neil says. "We didn't invent this medicine, but by playing an active role in the evaluation of it, we are helping to determine its value for patients. This is another way the Weight Management Center has been recognized as contributing to more effective obesity treatments."



## 2018 Cooper River Bridge Run

Volunteer for MUSC's Center for Drug & Alcohol Programs  
Addiction Sciences Division



*As a Charity Connection, we need 85 volunteers for the day of the race near the start line and will be collaborating with the City of Mt. Pleasant to promote recycling!*

**Contact:** Sylvia Rivers - [riverssy@musc.edu](mailto:riverssy@musc.edu)

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**Saturday, April 7 Volunteers needed from 5:30 AM – 10:00 AM**

**Who?** 85 volunteers needed

**What?** Pulling recycling bins out of clean port-o-lets and placing along start line/fence openings and directing people to use the recycle boxes. Pulling out and replacing liners as needed. We will have gloves available if anyone wants them, but this is really not a dirty job as the majority of waste at the start line is empty water bottles.

Assisting with tossing bags into the recycling trucks after the runners clear the course.

**Where?** Meeting at Sea Island Shopping Center at Coleman Blvd. and Chuck Dawley Blvd. near the Bank in front of Harris Teeter.

## MEET TORI



Tori Swain

**Department;** How long at MUSC  
Patient Access Center—Referral  
Management; 10 months

### How are you changing what's possible at MUSC

*I recognize the enormous platform I have in making a new patient feel confident in his or her choice of referring to MUSC to establish care. I'm often a patient's first point of contact and know that a cancer diagnosis is the last thing anyone wants to be making calls about.*

### Family

*Father and mother, Larry and Dina Swain; brother, Brennon Swain; and two dogs, Shorkie and Peyton*

### Last book read

*"If: Trading Your If Only Regrets for God's What If Possibilities" by Mark Batterson*

### Words of advice

*"The best is yet to come." — Anonymous Newspring Church has shown me that there is nothing more true.*

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The lecture received additional support from the MUSC Office of Humanities.

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# Call to Action: Theme for Presidential Scholars

By HEATHER N. HOLMES

holmesh@musc.edu

As you may know, interprofessional education (IP) is the topic of MUSC's quality enhancement plan (QEP) titled "Team-Up for Better Health," and it is something our university excels at. This is evidenced by our recent SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) accreditation reaffirmation. Our QEP seeks to expand the quality and reach of IP educational offerings at MUSC over the next 10 years and is focused specifically on enhancing IP teamwork skills among our students.

There are countless opportunities for MUSC students and faculty to participate in these experiences, but the Raymond S. Greenberg Presidential Scholars Program (PSP) may top the list.

The PSP is a two-semester program that has students from each of MUSC's colleges, as well as from Charleston School of Law. Students must apply to the program and the PSP advisory committee carefully examines each application and makes recommendations on which students to accept.

Traditionally, only about 50 students have been admitted to each cohort, but the number of applicants greatly exceeds that. Additionally, faculty scholars from each of MUSC's colleges, the MUSC Library and Charleston School of Law work with the students as advisors and mentors. Hazel Breland, Ph.D., MUSC College of Health Professions, serves as the program director. Under her leadership, the program has flourished and continues to be a highly sought-after experience for students to participate in.



photo provided

**Some student members of the 2018 MUSC Presidential Scholars Equity Group gathered in February to kick off their Medication Take-Back Tour project. The group collaborated with Charleston County Sheriff's Department and MUSC Public Safety to help the public dispose of unused and expired medications.**

This year's cohort chose the topic "A Call to Action: Collaboration, Equality, Inclusion, Advocacy, and Policy" as its theme. Students were divided into

groups based on self-identified interests and then worked to define what the

See **SCHOLARS** on page 11

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## PLANTING SPRING FLOWERS AT THE GREENWAY



Photos by Anne Thompson

MUSC employees came out midday March 29 to the Charleston Medical District Greenway to plant flowers and shrubs with MUSC First Lady Kathy Cole, far right. Assisting volunteers in the planting are MUSC Urban Farm gardener Carmen Ketron, kneeling center, and MUSC Grounds crew. Right photo: Kathy Cole gets help from the event's youngest gardener, Evelyn O'Bryan, age 2, the daughter of Dr. Edward O'Bryan.

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# MUSC helps train school nurses to 'Stop the Bleed'

*Nurses see it as way to be ready for emergencies*

BY HELEN ADAMS

adamshel@musc.edu

A trauma surgeon and other experts from MUSC worked with fellow members of the Lowcountry Regional Trauma Advisory Council to lead a "Stop the Bleed" training March 30 for nurses who work in Charleston County Schools. The nurses learned how to pack dressing into deep wounds and use combat-type tourniquets to stop severe bleeding.

"Why do you need this?" asked MUSC trauma-surgical critical care fellow William DeVoe, M.D., as he addressed the group of about 80 nurses at the Roper Bon Secours St. Francis Hospital, which offered a classroom for the event. "In the media, we've seen during the last couple of years a lot of mass casualties."

But that's not the only thing the training will help with, he said. "This is probably more applicable in things that happen in a real-life situation — things that happen at work, at home. This can be used in a lot of settings."

The program is part of a national effort called "Stop the Bleed," created after the 2012 Sandy Hook Elementary School shooting. Doctors from the American College of Surgeons got together with other leaders and concluded that more lives could be saved in mass casualty events if more people were trained in how to stop potentially catastrophic bleeding.

So the Lowcountry Regional Trauma Advisory Council, which includes MUSC, launched a growing effort to train people in combat-style care. The idea is to help a seriously wounded person stay alive long enough for rescuers to get to the patient and rush the person to a hospital.

For the school nurses who got their training, "stop the bleed" is part of the new reality. Ellen Nitz, nurse liaison for districts 1 and 2 in the East Cooper region, said it just makes sense to be as prepared as possible.

"Through our National Association of School Nurses, they've been having more and more information about 'Stop the

Bleed' on the website. And through all the media, where we've seen all the tragic things that have happened, we decided it would be a great thing," she said.

"Our big thing with school nursing is, you always have to be proactive. We're always thinking about what could happen. You have to remember, most of the time you are one medical professional in an entire school building. So you could be in charge of anywhere from 500 to 1,000 lives by yourself. You really have to think about what you're going to do in that emergency situation."

Shernette Tolley, nurse for Burke High School and Simmons-Pinckney Middle School, used to work in an emergency department, so trauma care isn't new to her, but she's glad to brush up on it and see her fellow school nurses get the training as well. "It's very important that we all learn to intervene in these situations, so we can save lives."

The training included hands-on time for the nurses, with wound dressing and combat-type tourniquets. Marjorie Bailey, who works at Moultrie Middle School, worked with fellow nurse Julia McElroy of Chicora Elementary to get comfortable with the equipment.

"I think we always kind of thought of using a blood pressure cuff or making something to tie off a wounded area," Bailey said. But as they learned today from DeVoe, a real tourniquet is much more effective.

Michelle Calandra, school nurse at Hunley Park Elementary School in North Charleston, said you don't need a mass shooting to see a serious injury in a school that requires immediate attention. "Kids do crazy things out on the recess yard. Accidents happen at schools, so this is appropriate for us to do this."

DeVoe, the trauma and critical care doctor leading the training, said his mother used to be a school nurse. "She's retired now. Things have definitely changed."

He said it's important for MUSC and other health care institutions to go beyond their own walls to help in the community. "We really need to reach



School nurse Julie McElroy, who works at Chicora Elementary, learns how to use a tourniquet on fellow nurse Marjorie Bailey, who works at Moultrie Middle School. MUSC clinical instructor Sarah Gay, middle, shows them how it works.



Left photo: More than 80 nurses brush up on how to pack dressing into a severe wound.

Photos by Helen Adams

out. Our role goes beyond just treating patients. Our job is not just in the emergency room or operating room. A big part of trauma is what happens

outside, before the patient comes in, and the only way to make that better is to reach out like this."

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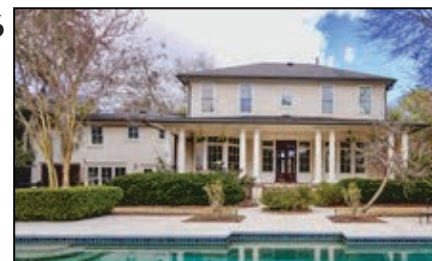
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IP04-1676830-1

# MUSC focused on gender pay equality for 10 years and counting

*Editor's note: The following letter originally appeared in the opinion section of the Charleston Post and Courier on March 27. The letter was written by Dr. Carol Feghali-Bostwick, director of MUSC's Center for ARROWS (Advancement, Recruitment, Retention of Women Scientists) and chair of MUSC's Women Scholars Initiative, in response to previous stories that appeared in The Post and Courier concerning gender gap pay and leave.*

Recent coverage of a Doximity report highlighted inequities in pay for Charleston Physicians based on gender. Such inequities, which are recognized worldwide in nearly every profession, were discussed at MUSC by a keynote speaker, Dr. Hilary Lips, in celebration of Women's History Month. Dr. Lips presented extensive data documenting that the gender pay gap has plagued organizations around the globe for decades. Women with similar levels of education and experience are paid less than men in almost every profession.

More than a decade ago, with funding from the Office of the Provost, MUSC established the Women Scholars Initiative (WSI), formed in recognition of the national and international data on gender bias, and as a mechanism to combat that bias in our institution. Since its inception, WSI has served to support the careers of women in medicine and science. Four years ago, WSI was further bolstered by the establishment of the National Science Foundation-funded Center for the Advancement, Recruitment, and Retention of Women in Science (ARROWS) in the College of Medicine. WSI and the Center for ARROWS implemented multiple programs that have increased the number of women in science, and improved the retention and advancement of women at MUSC.

Programs to support the careers of women faculty at MUSC are multi-faceted and include increasing national visibility for and awareness of the accomplishments of MUSC women, who are educators, researchers and clinicians. WSI and the Center for ARROWS hold workshops on such career development

topics as grant writing, negotiation skills, self-promotion, conflict management, the importance of saying no, work-life balance, and navigating the pathway to leadership. They also organize an annual career development program to prepare women faculty for promotion and career advancement, offer a mini-mentoring program, and provide external grant review, which has increased the success rate of women receiving funding for grants. National recognition for our organization's efforts include WSI being awarded the 2015 Group on Women in Medicine and Science Leadership Award, which acknowledges outstanding organizational contributions to advancing women leaders in academic medicine and science. In addition, the Center for ARROWS received a competitive national award from the National Science Foundation.

Our institution has also been proactive, working to identify and eliminate pay inequities of any kind, whether they are based on ethnicity, gender or other factors. Since 1997, the MUSC Office of Gender Equity has supported women faculty members by investigating and properly resolving any concerns raised about gender pay gaps. The office has handled 10 inquiries over its more than two decades. Additionally, since the year 2000, selected departments in the College of Medicine, the largest MUSC college, have initiated and conducted three gender equity studies to confirm appropriate salary levels for their faculty. No systemic issues related to salary and gender arose from those studies. Other MUSC units, such as its College of Health Professions, regularly perform analyses of salary equity as well. Those findings have consistently reflected no systemic issues in pay based on gender.



**Feghali-Bostwick**

In early January, about two months before the Doximity report was released, the MUSC Provost, Dr. Lisa Saladin, launched an analysis of faculty salaries across the entire university, starting with the College of Medicine. This comprehensive effort, which will take about a year to complete, is designed to uncover salary bias of any kind and permit prompt resolution.

Gender-based pay inequality continues to plague organizations around the world. Still, it is worth noting that MUSC, WSI and the Center for ARROWS have been actively addressing this exasperating issue for many years. Our institutional programs and initiatives have proven to be effective in supporting the careers of women faculty.

Plus, ongoing programs are open to all and are intended to promote the success of both women and men at MUSC. Change takes time, but I am proud to state that for more than a decade, MUSC has been one of the leaders in devising and implementing practical, results-oriented initiatives to monitor and correct the mulish problem of gender-based inequities in pay.

*Carol Feghali-Bostwick, Ph.D.  
SmartState and Kitty Trask Holt Endowed  
Chair and Professor,  
Division of Rheumatology & Immunology,  
Department of Medicine, MUSC  
Director, Center for ARROWS  
Chair, Women Scholars Initiative*

## WORK LIFE INTEGRATION

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**Lynn Schnapp, MD**  
Professor



**Dee Crawford**  
HR Manager

**ARROWS**  
Advancement, Recruitment  
and Retention of Women in Science

**Women Scholars Initiative**  
Advancement, Recruitment, Retention

# Imagine U launches “know your numbers” campaign

MUSC is committed to our goal to build healthy communities, and this includes our pledge to your health and well-being as a valued member of our MUSC family. As announced in an enterprisewide message from President Cole, we’re excited to officially roll out the Imagine U: Building Well-being Together employee program. In the coming months, you will have opportunities to design your own healthy lifestyle plan through free learning events and numerous incentivized activities. The goal of Imagine U is to improve the health and well-being of our entire MUSC family.

To kick off the Imagine U program, we are asking you to participate in a free and confidential health risk assessment (HRA). The HRA is an American Heart Association (AHA) survey called My Life Check that asks a few simple questions, takes no more than 3 or 4 minutes to complete and works on desktops and mobile devices. Completion of the survey will provide you with a heart health score and a personal action plan for improvement. The AHA combines everyone’s answers to provide a collective profile of health and well-being for the MUSC organization. Please know that all information is protected and neither the AHA

nor MUSC can access or view your personal health information or score.

To obtain the most accurate HRA result, it is recommended that you “know your numbers,” including your height, weight, blood pressure, blood cholesterol and fasting blood sugar, before completing the assessment. This information is available on MyChart, if you were tested by your MUSC provider, or you can contact your care provider directly for the information if you do not use MyChart. Alternately, screenings are available on campus and are free for employees, retirees, COBRA subscribers and their covered spouses, if their primary coverage is the Blue Cross Savings Plan or MUSC Health Plan.

To find a list of screenings and to register for a screening, visit [www.musc.edu/ohp/employee-wellness/worksitescreening.html](http://www.musc.edu/ohp/employee-wellness/worksitescreening.html) or email [musc-empwell@musc.edu](mailto:musc-empwell@musc.edu). Also, be on the lookout for free screenings at select upcoming MUSC events.

Your participation in the HRA will help establish a well-being baseline for MUSC and help guide our future efforts to improve the health and well-being of our MUSC family. Therefore, all MUSC members have been assigned the HRA in MyQuest. All MUSC

## MUSC Health & Well-Being

By Susan L. Johnson, Ph.D.  
MUSC Office of Health Promotion



members are encouraged to launch the lesson and complete the survey by June 30, 2018. While we encourage you to know your numbers for the most accurate HRA results, you will still be able to complete the assessment if you do not know your numbers by this date. Finally, although we hope all employees will take advantage of the program and participate, you will not be penalized if you choose not to complete the HRA.

If you have any questions, please reach out to [musc-empwell@musc.edu](mailto:musc-empwell@musc.edu).

Thank you in advance for your commitment to build healthy communities and to improve the health and well-being of our MUSC Family, starting with yourself.

# Patient Access: Soaring to new heights

By GWENDOLYN Y. BROWN

[browning@musc.edu](mailto:browning@musc.edu)

In the face of our quickly changing health care environment, the Patient Access Department is a constant. The first interaction patients have often begins with this dedicated group of people. In many ways, the Patient Access Department is the “face of the enterprise,” which makes it necessary that team members always present a friendly face and welcoming disposition.

“Our registration care team serves as the patient’s introduction to MUSC. We are the first person they see and the last to speak to them before they leave, and we are great at our jobs,” said Nathan Reid, patient access manager.

The patient access team handles a variety of requests daily from physicians, nurses and patients. The team is responsible for scheduling and arriving

visits and admissions and point of services collections. In addition, team members must be familiar with the policies and procedures for multiple clinical departments and insurance companies. The functions of the patient access team have a direct effect on the enterprise’s revenue cycle.

Kristin Thompson, patient access specialist, recognizes the importance of their interactions. “We set the tone of the patient encounter. The impression we give the patient is the impression they have of the overall organization. We go above and beyond to make sure that the patient sees the encounter as more than a doctor’s visit, but a purposeful experience where they want to continue to receive their care.”

We look for positive representatives with a friendly demeanor when hiring and use behavioral interviewing to ensure that we hire team members



Photo provided

**Registration administrative assistant Courtney Duncan, left, confers with dental hygienist Tiffany Menzel in Rutledge Tower’s Maxillofacial Prosthodontic Clinic.**

with the best professional presence and behavioral attributes to be that ‘face,’ while still taking care of the business of the enterprise. Our patient access team has goals centered on the exceptional patient experience and revenue cycle operation. It has been proven that skills can be trained, but kindness and warmth must be innate and present from the beginning.

“Our front desk team has the opportunity to set a positive tone for our patient’s visit. Additionally, we are in a position to provide service recovery at the point of service or checkout should it be necessary,” said Daniel O’Donnell, director of patient access.

This week is National Patient Access Week, and we celebrate our patient access team, the face and goodwill ambassadors of the institution for consistently exemplifying MUSC’s core values and setting the standard in customer services and business operations.

**SCHOLARS** *Continued from Page Six*

Charleston community to make a difference.

**ADVOCACY**

*Contributed by Millie Thomas, doctor of pharmacy candidate, Class of 2019*

Our Presidential Scholars (PS) group has paired with the MUSC Transplant Center and We Are Sharing Hope SC to advocate for the registration of individuals in our community as organ donors. In collaborating with previous PS groups that worked to register donors, we saw a barrier to organ donation with individuals in our community having incorrect information about the process. To remove this barrier, our group has created a survey to determine what the most common misconceptions regarding organ transplantation are in our area. In administering the survey throughout the Charleston area, we hope to determine the leading misconceptions regarding organ donation so that educational tools debunking these misconceptions can be developed.

**POLICY**

*Contributed by Katy Wray, doctor of pharmacy candidate, Class of 2019*

This year, the policy group decided to pursue a project to help alleviate the opioid epidemic that is occurring throughout the country and in the Charleston community specifically. In June 2016, an amendment to the South Carolina Overdose Prevention Act authorized pharmacists to dispense naloxone, the life-saving opioid reversal agent, without a prescription to anyone at risk of overdose or a caregiver of such a person. Despite this change in law, however, very few pharmacies in the Charleston area are currently dispensing naloxone via a standing order. The goal of our project ultimately is to increase naloxone access in the community. First, we held an educational seminar to educate students on the policy changes, as well as how to administer naloxone in the case of an opioid overdose. Now, we are in the process of visiting local pharmacies and encouraging them to carry and distribute naloxone to high-risk patients. Ultimately we hope our interventions will help to improve

community awareness of the state policy changes that have occurred in an effort to combat the opioid crisis.

**INCLUSION**

*Contributed by Danielle Pett, doctor of pharmacy candidate, Class of 2020*

Our group worked together to advance inclusion within the immigrant community. We teamed up with Lutheran Services Carolinas (LSC) for our Presidential Scholars project. LSC is a non-profit organization that welcomes and supports refugees and migrants entering the United States. Assimilating into the United States as an immigrant or refugee is a difficult and confusing process for both the clients and their volunteers. There were no substantial resources for volunteers to consult information on how to navigate the complicated immigrant process. While LSC has the resources and instructions for volunteers to prepare for refugees, they were lacking in many areas. The current model was information heavy, and the delivery of the information was long and dry. Our task was to revamp its website and instructions to make them more appealing, user-friendly and streamlined. We divided the content into modules allowing users to access the information they wanted. Videos were created to deliver information in an entertaining and innovative way. With these changes, volunteers and clients can navigate the website easier while accessing relevant information.

**COLLABORATION**

*Contributed by Sydney Hammond, College of Health Professions, doctor of physical therapy candidate, Class of 2019*

The Clemente Course in the Humanities is a program that focuses on breaking educational barriers nationwide by offering free tuition and education. Recently, the Charleston Clemente program has partnered with MUSC to provide access to information regarding health care, but these courses are not available at other Clemente locations. Our group has partnered with Clemente with the goal of making information regarding health care available to students in other Clemente programs nationwide. We developed three presentations focused on

smoking cessation, physical activity and interpersonal violence to promote health literacy and encourage healthy lifestyles.

**EQUITY**

*Contributed by Albany Cromer, College of Health Professions, doctor of health professions candidate, Class of 2019*

The equity team led the recent MUSC Medication Take-Back Tour in collaboration with the Charleston County Sheriff's Department and MUSC Department of Public Safety, Feb. 3 through 24. The medication take-back tour kicked off on the MUSC campus in the Portico on Feb 3. A take-back event was held every Saturday in February at the New First Missionary Baptist Church in Edisto, Awendaw Town Hall and Hollywood Town Hall.

The events were advertised, reported on by local news stations and broadcasted on local radio stations. At each stop, there was representation from the MUSC Presidential Scholar equity team and Charleston County Sheriff's Department. The take-back participants were provided flyers and education about drug donation boxes in Charleston

and rural areas. In addition to education, thanks to the South Carolina Foundation Pharmacy Association, the teams were able to give away medication deactivation bags for safe medication disposal at home. MUSC Public Safety also provided the group with marketing giveaways for the public. At the conclusion of the take-back tour, the equity team and their service partners collected four pounds of unused and expired medications.

This year's Presidential Scholars worked hard to uphold the program's mission of "exploring complex social, political, and human issues of broad interest." While the academic year may be winding down, the work of the 2017-2018 cohort of Presidential Scholars is moving into full swing. The annual Raymond S. Greenberg Presidential Scholars Day event will be held on April 10 at 3:30 p.m. in the Institute of Psychiatry Auditorium. All are welcome to come hear the groups present on the projects they've been working on this year and to see the posters they've prepared showcasing their work.





Food Fest Vendors (A-Z)

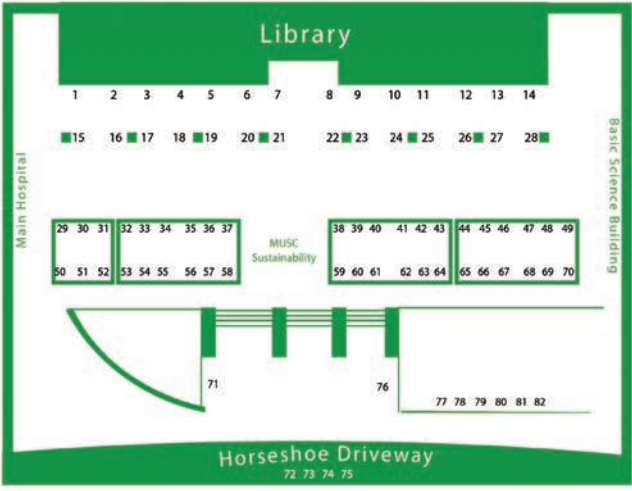
- Area 51 foods LLC (75)  
BEES-R-US (58)  
BKeD (80)  
Brava Bowls (74)  
Dashi (73)  
Earth Heart Growers (68)  
Good Cook-E (82)  
Granna's Gourmet (81)
- Kindlewood Farms (31)  
King of Pops (71)  
Pure Fluff Co. (79)  
Roti Rolls (72)  
Songbird Nursery (29)  
The Stone Soup Collective, Inc (77)  
Wich Cream (78)

Green Businesses (A-Z)

- Alder Energy Systems (15)  
AXIS Chiropractic (2)  
Bath & Candles by Mia (57)  
Born Again Heartwoods (38)  
Charleston Collegiate School (20)  
Charleston Green Taxi (69)  
Deane V Bowers Art (48)  
Greenvine Glassworks (18)  
GypsyCastaway (33)  
Holy Spokes, Chs. Bike Share (71)  
Hygia Health Services (46)
- Jess Ann Jewelry (49)  
Johnson Controls (6)  
Just Watch Me (21)  
L and J Woodcrafts (30)  
Motion Dynamics Chiropractic (7)  
Naturally Geechee, LLC (17)  
Pet Helpers (51)  
Possum's Landscape & Pest Control (60)  
Sodexo Food Service (22)  
SMART Recycling (34)  
The Clean Soap Company (43)

Non Profit/ Advocacy Groups (A-Z)

- Audubon South Carolina (54)  
BCD COG: LowCountry Go (44)  
BCD COG: Planning-Park and Ride (45)  
Berkeley County Recycling (35)  
CARTA (67)  
Charleston Co. Env't. Management (37)  
Charleston County Parks (39)  
Charleston County Public Library (19)  
Charleston Co. Stormwater (4)  
Charleston Habitat for Humanity (40)  
Charleston Veggies and Veggies (64)  
Coastal Conservation League (52)  
Compost Rangers (56)  
GrowFood Carolina (59)  
Healing Farms (50)  
International Center for Sustainability (1)  
Keep Dorchester County Beautiful (36)
- Keeper Of the Wild (66)  
Lowcountry Land Trust (70)  
Lowcountry Local First (55)  
Lowcountry Marine Mammal Network (42)  
MUSC Arboretum (61)  
MUSC Dept of Public Safety (5)  
MUSC Sustainability (Center)  
MUSC Urban Farm (62)  
SC DHEC (47)  
Sierra Club Robert Lunz Group (53)  
Slow Food Charleston (63)  
Surfrider Foundation (32)  
Sustainable Midlands (3)  
The Bee Cause Project (16)  
Tri County Master Gardeners (41)  
Water Mission (65)



Wednesday, April 11th  
11am- 2pm - MUSC Portico

- Food Trucks, Door Prizes, 70+ Green Businesses, Environmental Advocates, Farmers, Artists, and More!
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