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**CENTRAL BUILDING  
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A MAKEOVER**

## **PATTERSON DISCUSSES FINANCES, RAISES IN FIRST STATE OF THE UNIVERSITY ADDRESS**

Chancellor Cam Patterson, M.D., MBA, addressed a packed house March 5 as he delivered his first State of the University address in the Fred Smith Auditorium in the Jackson T.

Stephens Spine & Neurosciences Institute.

Patterson noted that 15 months ago, UAMS faced a potential \$72 million deficit and was trying to figure out how to avoid an “existential crisis.” Through the hard work of then-interim Chancellor Stephanie Gardner, Pharm.D., Ed.D., and UAMS employees, “UAMS averted what would have been a crisis for the entire state of Arkansas.”

After making some tough decisions, UAMS ended fiscal year 2018 with a deficit of less than \$15 million. In July, UAMS presented its first balanced budget in many years to the University of Arkansas Board of Trustees. As of January, UAMS is \$11.5 million ahead of budget — a significant turnaround.

“This is great news because it means we can be back in the business of innovating, of growing and of taking care of ourselves,” said Patterson.

Part of taking care of ourselves involves looking at employee compensation, he said. Patterson announced a plan to ensure that every UAMS employee makes a living wage. Raising salaries to above minimum wage won’t wait until July 1, when Fiscal Year 2020 begins, but will start as soon as possible, he vowed.

Patterson also announced plans to reward exemplary work by creating a merit pool for staff raises.

“With your hard work, we can turn fiscal responsibility into something that benefits everyone,” he said.

UAMS has partnered with MGT Consulting Group to conduct a classification and compensation study to update the current compensation system to be market competitive, he said. This study will include all non-nursing and non-faculty positions.



*Chancellor Cam Patterson, M.D., MBA, updated employees on the legislative efforts to support UAMS’ bid for National Cancer Institute designation during his first State of the University address on March 5.*

“The consulting group will be sending out online surveys that ask you to provide information about your job roles and responsibilities. I encourage everyone to participate in these surveys,” he said.

A major priority for UAMS is earning National Cancer Institute designation. Such designation would have an economic impact of more than \$72 million on the state and create more than 1,500 jobs. It would also mean greater access to clinical trials and treatments for all Arkansans.

“NCI designation is something we can’t do on our own — we need support from donors and from lawmakers,” he said.

The Arkansas House and Senate passed Senate Bill 151, which was signed by Gov. Asa Hutchinson. This legislation

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# CENTRAL BUILDING STAIRWELL GETS A MAKEOVER

One of the stairwells on campus has gotten an inspiring facelift.

The Get Healthy UAMS committee chose three artists to paint murals in the Central Building's Stairwell Five, located behind the C elevators. The murals are located between the ground floor and the first floor.

"We wanted to encourage those employees who are able to take the stairs more," said Natalie Cannady, director of the UAMS Wellness Program. "Even though it may not seem like much, walking one to two floors a day is beneficial to your overall health. Those steps add up."

Two UAMS employees and one student were the artists chosen to help with the project. Each had a unique vision that the Get Healthy UAMS committee thought would make an impact, said Cannady. The artists donated their time to create the murals.

The murals turned out beautifully, said Cannady.

*Shalese (Fitz) Fitzgerald, a biostatistician in the Department of Family and Preventive Medicine's Research Evaluation Division, painted "Discrete Space 1."*

Merideth Addicott, an assistant professor in the Psychiatric Research Institute, recreated a green art nouveau-style mural of two herons by A. Smit that was first published in 1907 in "The Art Decorator; designs in colours for art workers and amateurs."

The stairwell isn't the only place on campus where one can see Addicott's work. She also has painted a couple of murals for PRI.

Shalese (Fitz) Fitzgerald, a biostatistician in the Department of Family and Preventive Medicine's Research Evaluation Division, painted "Discrete Space 1."

"I've been drawing these types of designs for a long time," he said of the black and blue mural's attempt to convey three-dimensional space. "I think the original inspiration came from looking at lights as they came through window blinds."

Marissa Miller, who is in her first year in the College of Health Professions' Physician Assistant Studies program, was the lone student artist to participate. She painted a blue sky, complete with fluffy white clouds, and an arrow, which has been filled in with her classmates' handprints, that pointed up. A motivational saying, "There is no elevator to success," completed the mural.

"I designed this mural so that as you climb the stairs, you look up toward the sky," she said.

Cannady said the committee was pleased with the artwork and hopes to do this again.

"The response from Team UAMS has been very positive," she said. "Many people have said how the artwork makes the space seem happy, upbeat and more welcoming."

*Merideth Addicott, an assistant professor in the Psychiatric Research Institute, recreated a green art nouveau-style mural of two herons by A. Smit.*



*Marissa Miller, a student in the Physician Assistant Studies program, designed her mural so that someone climbing the stairs looks up toward the sky.*

## NOBEL LAUREATE SAYS TEAMWORK, RELATIONSHIPS, SOCIAL INVOLVEMENT VITAL FOR SCIENTISTS



*Nobel laureate Harold Varmus, M.D., addresses the standing-room-only crowd at Student Research Day. Varmus gave the 2019 Robert E. McGehee Jr., Ph.D., Distinguished Lectureship in Biomedical Sciences.*

Science is about relationships, Nobel laureate Harold Varmus, M.D., told the standing-room-only crowd at Student Research Day on March 12. The work is collegial, the results are meant to be shared, and its discoveries are inseparably linked to a wider social and political context.

“Science is not a solitary activity, it’s a team sport,” Varmus said, noting that his groundbreaking research in retroviruses and cancer involved a group of scientists and staff, including J. Michael Bishop, M.D., with whom he shared the Nobel prize in 1989.

Varmus gave the Robert E. McGehee Jr., Ph.D., Distinguished Lectureship in Biomedical Research to kick off the UAMS Graduate School’s annual Student Research Day. Throughout the day, more than 150 students gave poster and oral presentations.

In addition to his research career, Varmus served as director of the National Institutes of Health (NIH) from 1993-1999 and as director of the National Cancer Institute (NCI) from 2010-2015. He told the young researchers that, although they may not be thinking about it now, someday they will realize how much science depends on community support. Every scientist should find a way to be of service and facilitate that relationship, he said.

Varmus encouraged the students in the audience to share their future scientific discoveries widely and freely, both in the name of advancing collective knowledge and to repay a debt to society, which has invested in their careers through donations and taxes. He said he was proud of his work at the NIH to create PubMed Central, a free source for full-text scholarly articles, and has continued to promote the open and free sharing of scientific research on the Web.

Varmus continues to do research to this day. He is the Lewis Thomas University Professor and Senior Adviser to the Dean and Provost at Weill Cornell Medical Center in New York, and left Arkansas shortly after his presentation to fly back in time to lecture to his students.

“If it looks like I’m about to explode with excitement, I am,” said McGehee, who is dean of the UAMS Graduate School and namesake for the distinguished lecture. “This is an incredible turnout.”

McGehee highlighted the anonymous family who donated the funds to establish the distinguished lectureship.

“Without the benefactors who give very generously to UAMS, a lot of things around here wouldn’t happen,” McGehee said.

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establishes a fund that would allow the General Assembly to contribute to the Winthrop P. Rockefeller Cancer Institute.

As part of UAMS’ efforts to achieve NCI designation, the Myeloma Institute was moved last year under the Cancer Institute and renamed the Myeloma Center.

“We were advised by many people at NCI that we would never achieve our goal if we had two separate institutes for cancer on campus,” Patterson said.

As part of the merge, Patterson ordered an audit that uncovered some discrepancies in accounting practices at the Myeloma Center. Funds that were in a 279 (restricted) account were incorrectly used for operations. Those funds should have come from an unrestricted account and should have been recorded against the net unrestricted position on the balance sheet.

Over the past nine years, \$29 million was incorrectly accounted for, he said. This error has been corrected, and the Finance Department has been reorganized to ensure this doesn’t happen again, he said.

The Academic Senate and House of Delegates co-sponsored the event.



## TWELVE PROGRAMS RECEIVE GRANTS FROM UAMS CHANCELLOR'S CIRCLE

UAMS Chancellor Cam Patterson, M.D., MBA, awarded 12 program grants totaling a record-tying \$425,000 at the annual Chancellor's Circle Grant Awards ceremony and reception held March 5.

The funds awarded match the record set last year by the Chancellor's Circle, which provides funds to support key mission areas in health care education, research and patient care.

Since the inception of the awards in 2014, the Chancellor's Circle has awarded more than \$1.9

million from discretionary funds to nearly 70 programs. The Chancellor's Circle was created in 1984 by the UAMS Foundation Fund Board and has raised more than \$9 million to support UAMS' mission.

Patterson thanked Chancellor's Circle members for their contributions and presented oversized novelty checks to each recipient, thanking them for their programs' contributions to UAMS.

"These awards allow us to do things that don't necessarily fit into other buckets and that are often overlooked," Patterson said.

The following 12 programs were chosen to receive grants:

- **UAMS Medical Center and Integrated Clinical Enterprise**, \$50,000, to secure two lactation pods for nursing mothers.
- **Wellness Program**, \$20,000, to promote wellness for UAMS employees and students through various programs to improve health and well-being.
- **Mindfulness Program**, \$25,000, to continue free, drop-in, guided mindfulness sessions twice a week for UAMS residents.
- **UAMS Child Development Center**, \$40,000, to facilitate creation of a child care facility for UAMS staff and faculty.
- **Institute for Digital Health & Innovation**, \$20,000, to provide digital monitoring software and technology to patients for live video consultations with physicians, and to collect health care data from patients continuously to reduce the need for office visits.
- **Center for Diversity Affairs**, \$15,000, to continue its Academy for Pre-Health Scholars summer program for high school students with strong interests in health care.
- **UAMS Day of Giving**, \$30,000, a 24-hour event celebrating the institution's commitment to better health, to use as a challenge gift in anticipation of this year's event.
- **Regional Campuses**, \$20,000, to replace and install new screening cameras in all eight Regional Campuses across the state for early detection of vision problems in diabetic patients.
- **12<sup>th</sup> Street Health & Wellness Center**, \$40,000, to support the free clinic, run by students under supervision of faculty and other licensed volunteers.
- **Culinary Medicine Curriculum and Food Pantry**, \$100,000, to adapt a culinary medicine curriculum for UAMS students and to develop an in-house food pantry for employees and students who struggle with food insecurity.
- **Sexual Assault Nurse Examiner Program**, \$25,000, to create a sexual assault nurse examiner program to provide specialized care, compassion and forensic support for victims of sexual violence.
- **North Street Clinic**, \$40,000, to support the free clinic, led by students that offers health screenings and diabetes assessment and treatment to Marshallese patients in Northwest Arkansas.

## ACCOLADES

**Travis Ivy**, patient services associate in the float pool, has been named the **April BEE of the Month**, an award by the Center for Nursing Excellence that honors non-nurse staff who provide exceptional care for patients and families.

**Hayley Liston**, R.N., who works on H9 Solid Organ Transplant/General Surgery, has been selected as the **April DAISY of the Month**, an award to recognize extraordinary nurses.

**Issam Makhoul**, M.D., director of the Division of Medical Oncology and Hematology, received the **Golden Mug for March** as the staff member at the Cancer Institute whose work deserves special recognition

**Shimika Vurger**, a supply technician, has been named the **Outstanding Employee** for Central Supply for the first quarter of 2019.

**E7 Medical Oncology/Transplant** was selected as the **Outstanding Area of the Month for April**.

## IN MEMORIAM

**DIANE HOPPER, 65,**  
OF BENTON, DIED MARCH 10, 2019.  
SHE WAS A MANAGER IN CLINICAL LAB.

VISIT THE IN MEMORIAM INTRANET SITE,  
[HTTP://INSIDE.UAMS.EDU/INMEMORIAM/](http://inside.uams.edu/inmemoriam/),  
FOR FULL OBITUARIES ON UAMS EMPLOYEES AND STUDENTS  
WHO HAVE PASSED AWAY.