



UNIVERSITY OF OREGON
HEALTH SCIENCES CENTER

NEWS

Health Sciences Center News is published by the University of Oregon Health Sciences Center to inform students, employees, faculty and friends of the institution of programs, activities and events of interest to them.

Dr. Lindeman appointed School of Nursing dean

Carol A. Lindeman has been named dean of the Health Sciences Center School of Nursing, announced Dr. Lewis W. Bluemle, Center president, earlier this month.

Dr. Lindeman is director of the Regional Program for Nursing Research Development for the Western Interstate Commission for Higher Education (WICHE), Boulder, Colorado.

She is also principal investigator for WICHE's Nursing Research Instrument Compilation and coordinator of the Commission's Micro Models, Analysis and Planning for Improved Distribution of Nursing Personnel and Services.

Dr. Lindeman, who is sought out nationally as a speaker and consultant on clinical nursing research, has an adjunct appointment as associate professor in the University of Colorado School of Nursing.

"We are proud to have attracted to Oregon a new dean of Dr. Lindeman's caliber," said Dr. Bluemle. "She is a nationally recognized leader in nursing research and has a sound understanding of effective relationships between nursing service and nursing education at an academic health center."

The new nursing dean served as research consultant for the University of Minnesota from 1971 to 1972; director of nursing research for Luther Hospital (Eau Claire, Wisconsin) from 1968 to 1972; and associate professor and coordinator of psychiatric nursing at Wisconsin State University from 1967 to 1968.

Dr. Lindeman graduated from the Evangelical Deaconess Hospital School of Nursing in Milwaukee, Wisconsin, in 1955.

She earned a bachelor of science degree in nursing education, psychiatric nursing, and nursing administration in 1957 and a master's in nursing education and psychiatric nursing in 1958, both from the University of Minnesota.

In 1964, she earned a Ph.D. in educational psychology from the University of Wisconsin.

She has been active locally, regionally, and nationally in professional nursing organizations for the past 20 years. She is on the Research Advisory Committee for the American Nurses' Foundation.

Dr. Lindeman is vice-chairman of the Council of Nurse Researchers of the

American Nurses' Association. She is a member of the WICHE Committee on the Protection of Human Rights and the Research Advisory Committee of Sigma Theta Tau, national honor society of nursing.

She is a research columnist for the *Journal of Nursing Administration* and has been a consistent and outstanding contributor to *Nursing Research*.

Dr. Lindeman recently completed a 200-page *Delphi Survey of Nursing Research Priorities* published through WICHE. Those in the field hail it as a major national contribution to nursing.

Another major research study was her three-phase series on "Nursing Intervention with the Presurgical Patient."

Dr. Lindeman has written more than a dozen articles for professional journals, and since 1970 she has presented almost 50 papers at professional meetings, workshops, and seminars throughout the nation.

In 1969, she received an award for Outstanding Achievement in Nursing Research from Evangelical Deaconess Hospital in Milwaukee.

In June, she will be one of two persons receiving the special bicentennial



DR. CAROL A. LINDEMAN
New dean of the School of Nursing

Brookdale Award for nursing research at the annual meeting of the American Nurses' Association in Atlantic City. She is cited as "a major force" in moving research into practice settings.

Dr. Lindeman's arrival at the UOHSC campus is tentatively scheduled for September 1.

The new nursing dean is married and has four sons.

Annual cycle race nets \$7,000 for crippled children

Good weather and 1,350 riders combined to make Central Oregon's Millican Valley an exciting place earlier this month as Mount Scott Motorcycle Club of Portland held its sixth annual motorcycle Race for Crippled Children. "It keeps getting bigger and better each year," race director and originator Robert Mills said. "People appreciate good competition for a good cause."

Mr. Mills, a Multnomah County fireman and Mount Scott club member, estimates \$7,000 was raised in this year's race.

It was held Saturday and Sunday, May 1-2, in Millican Valley, the dried up bed of a prehistoric lake about 25 miles east of Bend.

The \$7,000 figure brings to a total about \$18,000 raised over the race's six-year period for the Crippled Children's Division of the Health Sciences Center.

"Ride so They Can Walk" is slogan of the race which featured a 100-mile cross-country course in dusty sagebrush-filled territory.

"It's a real challenge for everyone. It's a grueling experience. Women, men, and children as well as their motorcycles have to be in top condition to compete," Mr. Mills said.

Riders from Oregon, Washington, Idaho, and California competed in 125, 200, 250 cc, open, old timers', and

(continued on back page)

Race organizer Robert Mills announces winners at the conclusion of the two-day Race for Crippled Children.

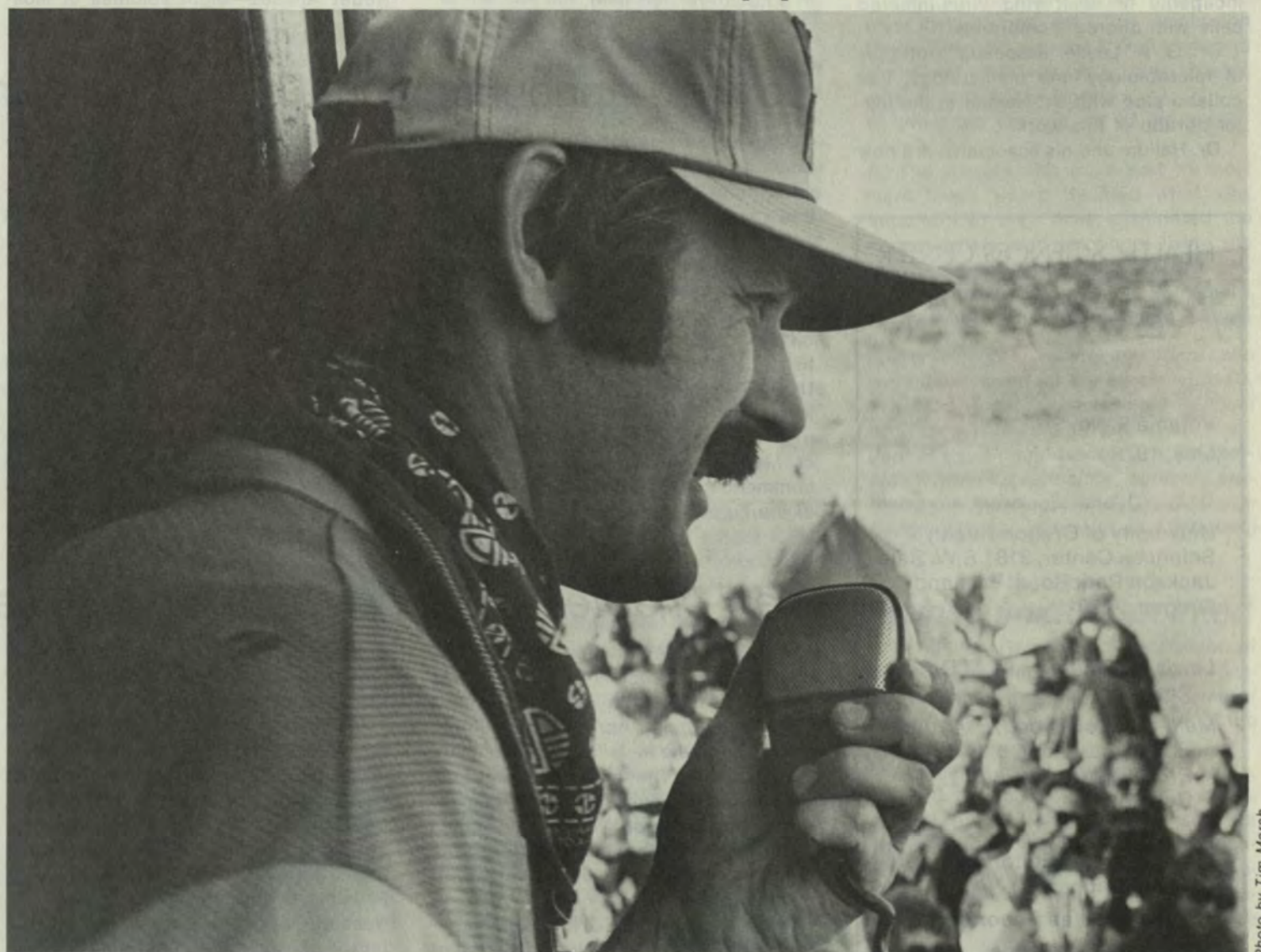


Photo by Tim Marsh

Childhood mumps, measles may mean trouble later

A Health Sciences Center microbiologist explains important new information about viruses and suggests a new approach to the study of a number of dangerous diseases which may be virus-induced.

Evidence is beginning to accumulate that a number of human degenerative diseases, including multiple sclerosis, rheumatoid arthritis, leukemia, and diabetes, are the result of slow, inapparent, persistent viral diseases.

A group of HSC scientists, under the direction of Dr. Jules Hallum, professor and chairman of the department of microbiology and immunology, is contributing to the newly developing body of research in this area.

According to Dr. Hallum, it has become apparent in recent years that some slow, persistent diseases that do not superficially appear to be infectious can be caused by the so-called "slow viruses."

"In a slow-viral disease," he said, "the slowness is not a feature of the virus, but of the course of the disease."

"In the typical acute virus infection, the infected cell usually dies within 10 to 48 hours after it is infected. The body can recover from such an acute attack within a few weeks."

"However, in a slow viral infection, the virus can persist in the cells indefinitely and replicate without killing the host cell."

The HSC microbiologist explained that the slow virus alters the host cell membrane, producing disastrous consequences.

It has been hypothesized that the altered cell may remain alive and even multiply, creating offspring which are likely to be attacked as foreign objects by the body's immune system.

The result may then be disease, perhaps one of the severe neurological diseases, such as multiple sclerosis; cancer; or one of the auto-immune diseases, such as rheumatoid arthritis.

The HSC scientists will soon publish a paper outlining their research progress. Their major finding lends credence to the growing suspicion that some diseased persons suffer from a subtle immunological defect in which certain antibodies are formed which are incapable of destroying virus-infected cells with altered membranes.

Dr. G. A. Leslie, associate professor of microbiology and immunology, has collaborated with Dr. Hallum in the major portion of this work.

Dr. Hallum and his associates are now

studying the role of paramyxoviruses (including mumps and measles viruses) in persistent infections.

They believe there is a connection between mumps virus and Hodgkin's disease (cancer of the lymph system). They cite a study in which 12 out of 12 patients with Hodgkin's disease showed mumps virus in lymph node biopsy.

Mumps virus may also be responsible for certain cases of arthritis, diabetes, and a number of other diseases. A case of childhood mumps or measles—after which the virus persists within the body—could be a root of these later afflictions.

"It is absolutely essential that we learn the circumstances by which such viruses become so persistent and dangerous," said Dr. Hallum.

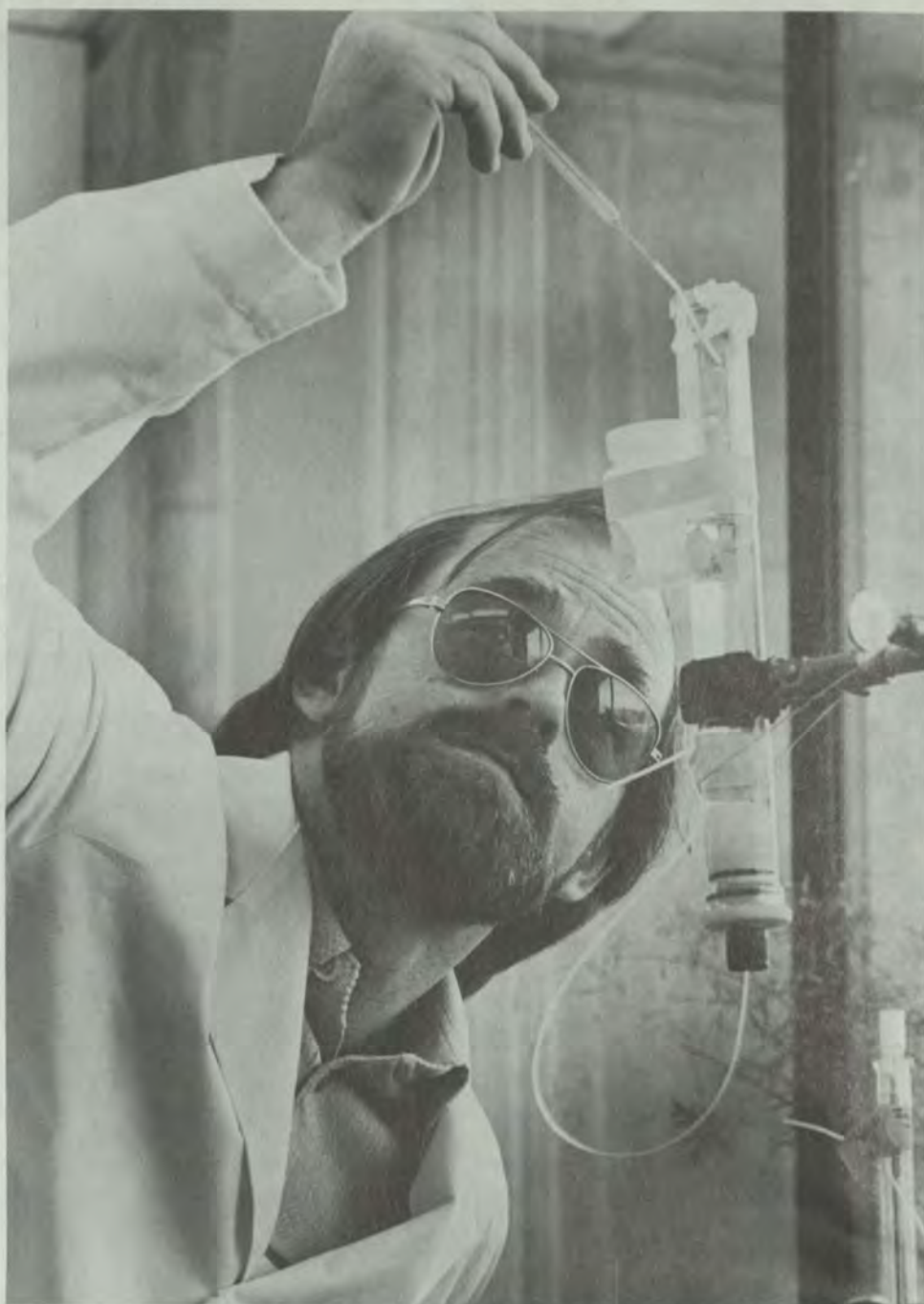
"We must also begin to rid ourselves of the old notion of 'one virus-one disease.' I think it is becoming clear that such is not the case."

"Maybe we'd better quit naming the virus after the most common acute infection it causes. That takes attention away from the chronic infections it may produce."

In addition to Drs. Hallum and Leslie, others working on the project include Dr. M. I. Luster, post doctoral fellow; Robert Armen, graduate student; Dr. Catherine Laughlin, post doctoral virologist; Dr. James Evermann, post doctoral virologist; and Allan Truant, graduate student.

Dr. Gerrie Leslie purifies antibodies from a rabbit that are used to detect measles virus specific antibodies in human patients. The purified antibodies are reacted with a dye and used in a fluorescent antibody assay.

These studies are supported by grants from The John A. Hartford Foundation of New York City.



CIBA lauds student's contributions to community

James Walker, School of Medicine sophomore, has been named recipient of the 1976 CIBA Award for Outstanding Community Service.

The award is given annually to a sophomore medical student in recognition of contributions to the community in a health-related field.

Walker was selected by a vote of his sophomore classmates. He is editor of the School's student newsletter and was active in organizing and leading the Family Practice Club.

The award, given by the CIBA Pharmaceutical Company, includes a set of Netter Atlases—eight volumes of illus-

trated medical texts of physiology and anatomy of the human body.

Presenting the award to Walker May 13 in Baird Hall were Robert Thomas, Seattle, CIBA hospital sales representative, and Dr. M. Roberts Grover, associate dean of the Health Sciences Center's School of Medicine.

Schools announce June 11 commencement plans

The University of Oregon Health Sciences Center's three schools will each hold separate commencements this year.

Ceremonies for 1976 will be held in Portland's Civic Auditorium Friday afternoon and evening, June 11. School of Medicine ceremonies will begin at 1 o'clock, followed by the School of Dentistry at 4 and School of Nursing at 7. UOHSC President Dr. Lewis Bluemle will preside at each ceremony.

Dr. Robert Stone, dean of the School of Medicine, will deliver the school's commencement address "Determination of the Future."

Doctor of medicine degrees will be awarded to 112. An estimated five master of science, 12 doctoral, and 35 bachelors' degrees to medical technologists will be presented in the ceremony.

Graduates-to-be of the School of Dentistry elected not to have a commencement speaker this year. Instead, the commencement will include the senior awards ceremony, held in the past a week prior to graduation.

Seventy-nine doctor of dental medicine degrees will be awarded in the ceremony along with an estimated 26 bachelor of science degrees in dental hygiene, two certificates in dental hy-

giene, and 15 graduate certificates in four different clinical specialty areas.

Dr. Evelyn R. Barritt, dean of the School of Nursing, University of Iowa, Iowa City, will give the School of Nursing commencement address. President of the American Association of College Nurses, she is an Ohio State University graduate. Dr. Barritt's interests include studying and writing about Florence Nightingale's relationship and correspondence with persons of her time.

In the nursing ceremony 197 students will be receiving bachelor of science degrees and an estimated 10 will be recipients of master of nursing degrees.

New chapter of Sigma Theta Tau installed

A new chapter of Sigma Theta Tau, national honor society of nursing, was installed at the Health Sciences Center's School of Nursing April 10.

Present at the installation of the chapter was Sigma Theta Tau national treasurer Maureen Niland, a faculty member of the University of Washington School of Nursing, Seattle. She represented the national organization and acted as installing officer.

Representing the UOHSC administration at the installation were Dr. Robert

Stone, Health Sciences Center vice president and dean of its School of Medicine, and Mrs. Stone.

Installed as officers of the new chapter were Bernice Jones, associate professor of pediatric nursing, as president; Chris Boatright and Gorjean Armen, both nurses at the University Hospital, as respective vice president and treasurer; Geraldine Kildow, a nurse at Physicians and Surgeons Hospital, as treasurer; Marcella Cate, associate professor of medical and surgical nursing,

as counselor; and Marsha Heims, instructor of pediatric nursing, as historian.

A total of 130 were chapter charter members. They include transfers from other chapters from around the nation, School of Nursing faculty and students, and community nursing leaders.

The installation ceremonies cap over two years of work by the Health Sciences Center's Honor Society of the School of Nursing and the Sigma Theta Tau Steering Committee.

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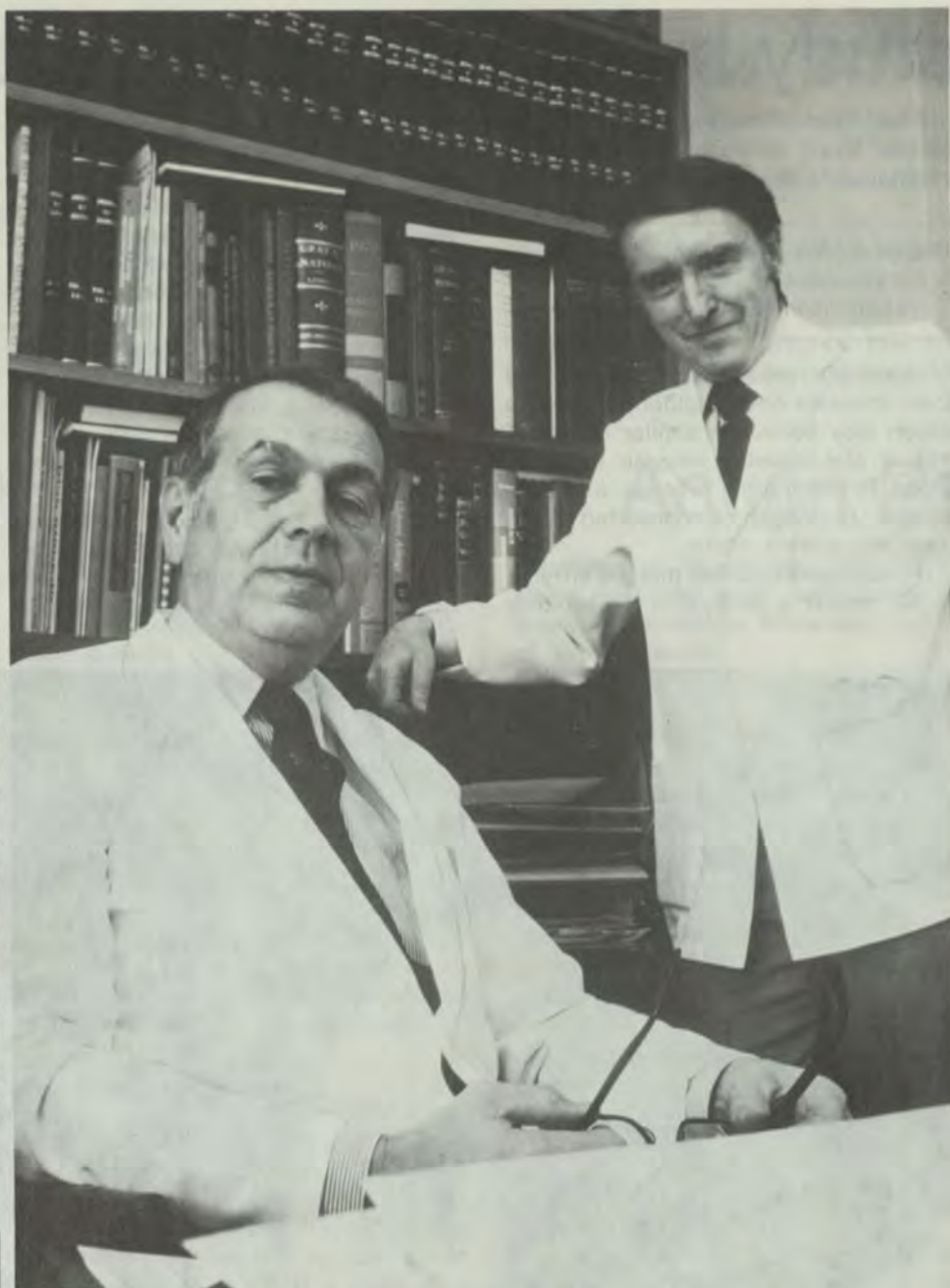
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Photos by Dave Falconer

Photos: (beginning with top, far left column):
Top: Dr. Steffanoff at his workbench.
Middle: Dr. J. Richard Raines gives "Old Glory" its due at a Rotary Club meeting. But even this ardent patriot has doubts about the way Washington is running things.
Bottom: Dr. Chuinard in his study. A surgeon and amateur historian, he's long been fascinated by the medical aspects of the Lewis and Clark expedition. Now, after 20 years of research, his book on the subject, "Only One Man Died," is about to be published.
Large photo: For 16 years, partners Dr. Perlman (left) and Dr. O'Hollaren have been together. Medicine is their life. "I've never had the slightest ambition to do anything else," says Dr. O'Hollaren.

years researching a book on the medical aspects of the Lewis and Clark expedition. This year he completed it and is now negotiating with publishers.

Gardening, skiing, wood carving, tennis—just about every one of the doctors I talk to has an outlet from the pressures of practice. "Call it a hobby or a release," says a cardiologist who skydives and shoots river rapids by raft, "but doctors need something else in their lives, another activity besides medicine."

It's a safety valve. My wife thinks I'm a fool to go off jumping out of airplanes, but without skydiving, I'd be jumping off a building.

"It's a safety valve. My wife thinks I'm a fool to go off jumping out of airplanes, but without skydiving, I'd be jumping off a building."

Epilogue

The following is a highly subjective dialogue conducted with myself on the train from Portland to New York . . .

Q. All right, you've interviewed maybe three dozen doctors, some for as little as half an hour, others for a day or two. What's your general impression? Are the physicians you met a happy lot?

A. Not in the conventional Norman Rockwell Saturday Evening Post cover sense. There are darker shadings in today's picture. Confusion, fear, frustration.

Yet . . . for every doctor I met who was disillusioned with his profession there were half a dozen O'Hollarens and Perlmanes who wouldn't trade places with anyone in the world.

Q. What did you get out of the experience?

A. The doctors who impressed me most were those who'd decided what was important in their lives, eliminated the nonessentials, and set about living the kind of existence they wanted for themselves. I learned something from them. Maybe physicians who read this will too.

(Other volunteer faculty members who were interviewed for the article were Dr. Ernest Livingstone, associate clinical professor of medicine and past president of the Alumni Association; Dr. Gerald Warnock, associate clinical professor of radiology; and Dr. Cameron Bangs, clinical instructor in medicine.)

Reinschmidt appointed

Dr. Julian Reinschmidt, professor of preventive medicine at the Health Sciences Center, has been named director of continuing medical education of the School of Medicine.

According to Dr. Robert S. Stone, UOHSC vice president and dean of the School of Medicine, Dr. Reinschmidt will be the first full-time person responsible for planning, designing, and implementing all continuing medical education programs for physicians at the School.

Nation takes a look at Portland MDs

In light of Portland's recent designation as the "most livable" major city in the U.S., the editors of *Medical Economics* magazine chose this city for a series of interviews with physicians published in their March 22, 1976, issue.

Laton C. McCartney, senior associate editor of the magazine, interviewed more than thirty Portland physicians for his 24-page article entitled "In Pursuit of the Good Life." Many of those interviewed are on the volunteer faculty of the School of Medicine.

McCartney explained that his goal in writing the article was to have those interviewed "assess the quality of their own personal and professional lives—what is missing, what is meaningful. In short, are they happy?"

Reprinted with the permission of *Medical Economics*, the following excerpts from the article reflect the views of five HSC volunteer faculty members interviewed by McCartney:

Drs. John O'Hollaren and Frank Perlman (Dr. O'Hollaren is associate clinical professor of medicine and former president of the School of Medicine Alumni Association; Dr. Perlman is clinical professor of medicine.)

Despite all the problems inherent in practicing medicine today, most of the doctors I talk to here express a strong sense of professional satisfaction. Witness John O'Hollaren and Frank Perlman, allergists who have been partners for 16 years.

Perlman, 65, looks like Hollywood's version of a successful M.D. The dark hair is flecked with gray, the suit looks tailor-made. His speaking voice is distinctly leading man.

O'Hollaren? Put vestments on him and he could celebrate high mass at St. Patrick's. Red hair. A seemingly shy, reserved nature. Age 53.

O'Hollaren has wanted to be a doctor since he was 7 . . . "I never had the slightest ambition to do anything else."

Perlman is equally dedicated, usually putting in seven days a week at the

office. Even when he's home, he writes articles pertaining to his practice. Other than his family and an occasional stab at gardening, medicine is Perlman's whole life.

"Practicing here keeps you on your toes," says Perlman. "This town demands quality. Because of that and the low fees here, Portland enjoys a reputation of having one of the most geographically diverse patient loads in the country."

Perlman, 65, looks like Hollywood's version of a successful M.D. The dark hair is flecked with gray, the suit looks tailor-made. His voice is distinctly leading man.

"A lot of doctors, ourselves included, have patients who fly in from the East Coast and even the Orient once a year. And they come back again and again."

A third of the partners' time is devoted to nonremunerative work; letters to out-of-town patients, teaching, and lately a research project O'Hollaren has been pursuing. It's a busy practice, allowing little time for family, friends, or the area's recreational activities.

"Don't you ever think of chucking it all in or going off and doing something else?" I asked. Both of them look at me with a slightly puzzled expression. It's a question that's obviously so remote to them, they don't know how to respond to it. They don't need to. The answer is self-evident.

Dr. J. Richard Raines

(Dr. Raines is clinical professor of radiology.)

. . . Raines, who's a civic leader with a good handle on the political views of his medical colleagues, offers to give me a quick tour of the city before going back to his office.

He came out here from Oklahoma in the late 40s, married a music teacher, and has two sons in their 20s. Both have settled here.

"That surprises me," he admits with a twinkle. "I kept such a tight rein on them as kids that I thought they'd want to put as much distance as possible between themselves and their old man when they grew up."

Raines displays an obvious pride in his adopted hometown. And yet he talks openly about its problems.

"We've been lucky here," he says. "There's been relatively little racial strife. And even during the student riots in the late 60s, the unrest was minimal. The state and local governments still seem responsive to the people."

"They cleaned up the Willamette River long before everybody started going on and on about ecology. And we got all the soft drink and beer manufacturers to initiate a deposit-return policy. They screamed bloody murder too, but they either had to accept it or not do business in Oregon. And now you don't see any bottle littering the roads."

What about Washington? "Layer after layer of bureaucracy. Programs that cost an arm and a leg and don't function worth a damn."

Suppose he was able to draw up a list of national priorities. What would they be? "Inflation, No. 1. It's killing us . . . Day after day. Prices go up. Savings evaporate."

. . . That sounds like a disillusioned man talking. "To a large extent it is," Raines says, "at least when it comes to national politics."

Drs. Dan Steffanoff and Eldon Chuinard

(Dr. Steffanoff is associate clinical professor of surgery, and Dr. Chuinard is clinical professor of orthopedics and rehabilitation.)

Dan Steffanoff, a Bulgarian-born plastic surgeon, makes violins that have been used by the Portland Symphony. He also paints and is such a good photographer that Life Magazine once offered him a job.

And Eldon Chuinard, chief surgeon at Shriners Hospital for Crippled Children until he retired recently, has spent 20

Researchers study human skin's resistant properties

A research project at the UOHSC is helping scientists come closer to understanding why human skin is resistant to infiltration by most foreign chemicals, bacteria, and poisons.

Although the HSC researchers are presently studying normal skin, they believe their work could eventually help explain skin changes seen in persons with such diseases as psoriasis or skin cancer.

Heading the dermatology research team is Dr. Melodie Buxman, third-year resident, who has been working on the project for four years.

Earlier this month at a meeting of the American Federation for Clinical Research, Dr. Buxman presented the team's latest findings.

"We are studying keratinization, the process whereby surface skin, or epidermis, is formed," Dr. Buxman told HSC News.

"We know that keratin is a complex of proteins in the cells at the surface of

the skin. No one really understands what makes it so insoluble. Its degree of resistance is remarkable."

The dermatology project may eventually provide scientists with clues about psoriasis and skin cancer.

The HSC researchers have focused their attention on an epidermal enzyme which they believe is similar to Factor XIII, a clot-inducing enzyme found in blood. In the clotting process, a soluble protein, fibrinogen, is converted to an insoluble protein, fibrin.

Dr. Buxman explained that the enzyme in the skin is a catalyst in the process

of keratin formation, causing proteins to link together and form a lattice-like structure.

To learn more about the specific protein involved, researchers introduce fluorescent compounds which the enzyme then causes to become incorporated within the protein lattice.

With this unique method of fluorescent labeling, the scientists have been able to label a specific protein in the skin and trace it before and after it becomes insoluble during keratinization.

"The fact that we have been able to isolate one particular protein is hopeful," said Dr. Buxman. "No one has ever been able to study keratin before it

has become insoluble. We hope to identify a soluble precursor of insoluble keratin."

Dr. Buxman and her associates are presently trying to find why this protein is so resistant. Later studies will deal with failures in the keratinization process which lead to diseases in man.

Working on the project with Dr. Buxman are Dr. Kirk Wuepper, associate professor of dermatology, and Gretchen Buehner, research assistant.

The study is supported by a grant from the National Institutes of Health.

Researcher Gretchen Buehner prepares samples for determination of protein concentration in the spectrophotometer.



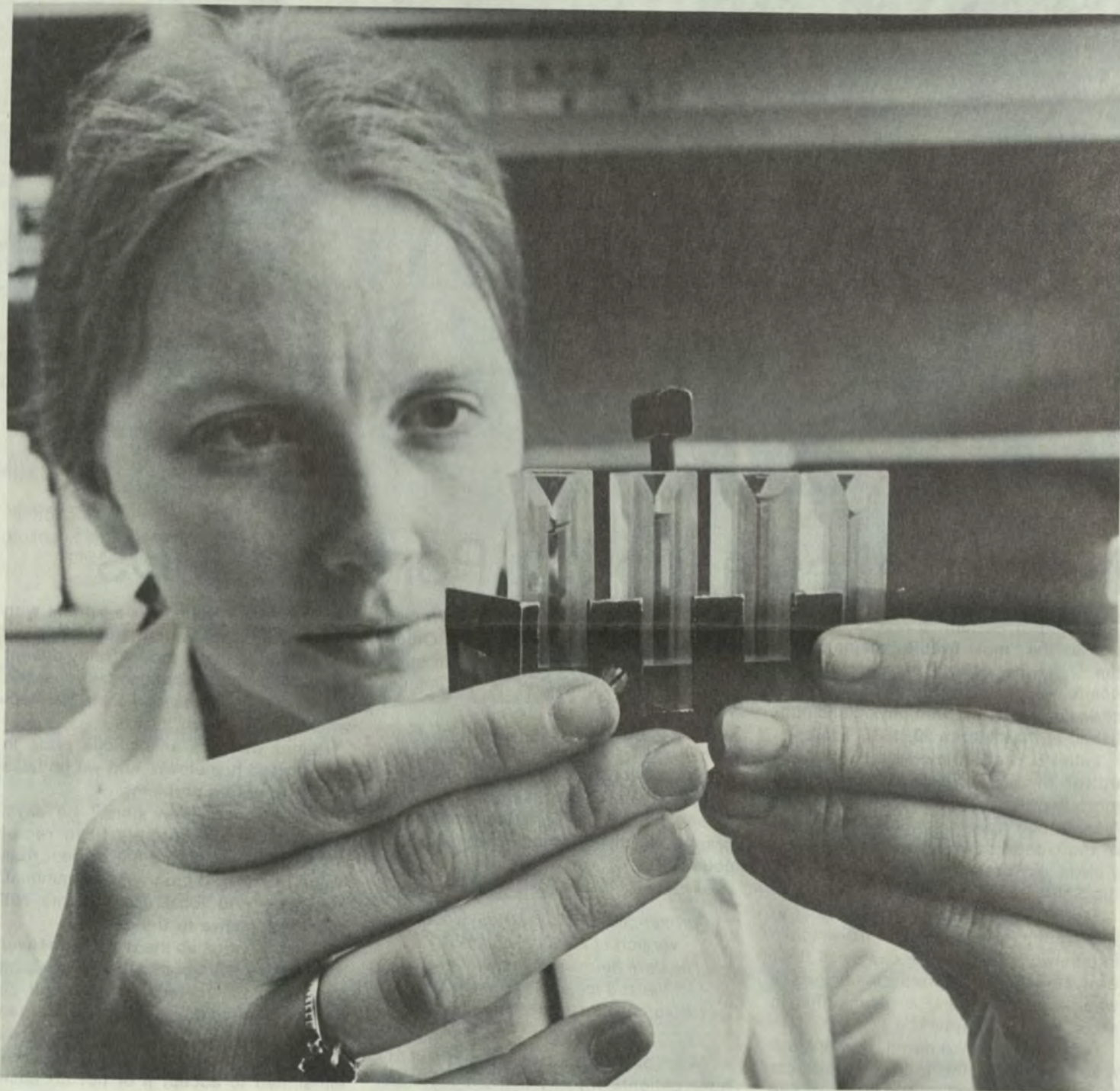
DR. VICTOR D. MENASHE
Director, Crippled Children's Division

Director honored

Dr. Victor D. Menashe, director of the Crippled Children's Division at the Health Sciences Center, has been elected to a two-year term as president of the Association of State and Territorial Maternal and Child Health and Crippled Children's Directors.

His election came during the association's annual meeting in Washington, D.C., in April. The association includes over 90 members from U.S. states and territories.

A professor of the Crippled Children's Division and pediatrics, Dr. Menashe is a 1953 graduate of the HSC School of Medicine. He has been CCD director since 1972 and was associate director 1958-72.



Unsuspecting physician becomes celebrity April 27

A surprise honor was bestowed on Dr. J. David Bristow, professor of medicine and former chairman of the department of medicine, April 27.

At the medical staff conference on that date, Dr. Lewis Bluemle, HSC president, read a special proclamation making April 27, 1976, "Dave Bristow Day" in honor of Dr. Bristow's distinguished tenure as department chairman.

The proclamation read:

"On behalf of his friends and colleagues in the School of Medicine and in grateful recognition of his many achievements within the department of medicine, which include the following:

1. Enhancement of training programs to a point of high national regard
2. Significant growth of the department's faculty and housestaff
3. Provision of wise counsel to important search committees
4. Exemplary leadership in setting high standards for responsible and humane patient care

5. Continued excellence in academic cardiology, and

6. Constructive stewardship of the department of medicine as its chairman from 1971 to 1975

I do hereby proclaim this Tuesday, April 27, 1976, DAVE BRISTOW DAY."

Dr. Bluemle presented Dr. Bristow with an elaborate scroll bearing the proclamation. He announced that the main conference room on 8C, University Hospital, will be called the Dr. J. David Bristow Room. An appropriate brass plaque will be installed.

Dr. Bristow, who is currently on a six-month sabbatical, was present at the conference to introduce the speaker at the meeting, Dr. Eugene Braunwald, chairman of medicine, Harvard University School of Medicine.

Dr. Bristow and Dr. Braunwald, who are old friends, were honored later in the day at a buffet luncheon and special late afternoon tea.



Caught by surprise, Dr. Bristow listens to announcement of "Dave Bristow Day."

Bluemle announces HSC goals for affirmative action

An Affirmative Action policy for the entire Health Sciences Center has been given final approval by Dr. Lewis W. Bluemle, HSC president.

The new policy is the result of nine months' work by an Affirmative Action Committee chaired by Dr. David Rosenstein, associate professor in the division of extramural programs, School of Dentistry.

Dr. Bluemle commented, "The Health Sciences Center is firmly committed to the spirit and the letter of our new Affirmative Action policy. I wish to emphasize our legal and moral obligation to avoid discrimination in all of our education programs, services and activities.

"By 'discrimination,'" he continued, "I mean any act which either in form or in operation, whether intended or un-

intended, unreasonably differentiates among persons on the basis of age, handicap, national origin, race, marital status, religion or sex.

"Our objective is to create a campus environment where no such unreasonable differentiation exists."

The president explained that the policy statement will be supplemented

in the near future by a revised document on Affirmative Action goals and timetables. Material from all three documents will be used to prepare a revised Affirmative Action Guide.

Health Sciences Center News herewith publishes the new Affirmative Action Policy for the information of the Center's employees, faculty, students, and all other interested persons.

UOHSC Affirmative Action Policy

The University of Oregon Health Sciences Center is firmly committed to a policy of Equal Opportunity Employment and Affirmative Action. Equal Opportunity Employment at the University refers to all University recruitment, hiring, training, promoting, and transferring being done without regard to age, marital status, national origin, race, religion, sex or handicaps not constituting bona fide occupational qualifications. The Affirmative Action Policy refers to actions intended to create larger pools of talent, identify potential discriminatory conditions, and make specific goal-oriented actions.

To carry out this statement it is necessary that we make every effort to continually evaluate and educate ourselves and our departments, having as our goal the elimination of all inequities in education and employment. The affirmative action we take will include, but not be limited to: employment, promotion, transfer, recruitment advertising, termination, rates of pay or other forms of compensation, working conditions, selection for training of employees, appointments to committees, student and trainee admissions and all other operations and areas that are a part of the Health Sciences Center. This policy embodies and is intended to implement explicit requirements of State and Federal laws and Executive Orders of the President of the United States with regard to discrimination. It applies to all operations, areas, organizations, and personnel that are part of the Health Sciences Center community.

This policy must be followed both in spirit and in its particulars throughout the Center, as the specific responsibility of all administrative officers and other Center personnel.

This policy will be implemented within the limits of the statutes of the State of Oregon and the rules and regulations of the State Board of Higher Education.

Intent

The University of Oregon Health Sciences Center Affirmative Action Program is a positive plan intended to:

a. Remove any barriers which may have prevented an appropriate representation of men, women, and minority group members in faculty, classified, and student positions equivalent to their availability in the appropriate population.

b. Assure salary equity for all equally qualified employees at every job classification and academic discipline within the Health Sciences Center. Where inequities are found, salaries will be adjusted.

c. Assure equal opportunity for women and minorities for promotion or transfer to higher level positions.

d. Eliminate the concept of male or female job classifications through affirmative efforts in the recruitment, placement, promotion, and transfer of male, female, and minority applicants and employees into occupations from which they have traditionally been excluded.

e. Increase the representation of women and minorities on Center committees at least equivalent to their availability within the group from which each committee is chosen.

f. Eliminate the use of questions in employment or student admission inter-

views that indicate a sex or racial bias or other forms of subtle discrimination such as intended marital status or child-bearing plans.

g. Provide women and minority employees equal access to work opportunities and facilities and to institutional resources in order to promote their professional and career development.

h. Assure that age, handicap, marital status, national origin, race, religion, sex, or other factors not related to the job or student position in question shall not be used to discriminate against any student or employee.

i. Encompass all members of the Health Sciences Center community.

Responsibility

a. The overall responsibility for implementation of the Affirmative Action Policy remains with the president of the Health Sciences Center. While the president may delegate duties connected with Affirmative Action, he shall retain responsibility.

b. The president will assure that all employees in supervisory positions are aware of the Affirmative Action Policy. Further, all employees in positions where they are involved in hiring, promoting, or transferring personnel will be advised of the Affirmative Action Policy and will work to recruit, appoint, retain, and upgrade qualified women and minorities.

c. The deans will assure that an effort is made to increase the ratios of women and minorities to educational programs consisting predominantly of men. They will also assure that search committees, department heads, and supervisors are

counseled to insure that they understand that their work performance is expected to include Affirmative Action efforts and results.

d. All employees and students will be made aware of the Affirmative Action Policy. Further, all members of the Health Sciences Center must abide by the principles in the Affirmative Action Policy, and will be responsible for their own conduct toward fellow employees and students.

Affirmative Action Officer

The president appoints an Affirmative Action Officer, who is responsible for the following:

1. Preparing the required statistical information, to formulate an Affirmative Action Plan.

2. Establishing an internal reporting system and auditing reports to determine progress towards Affirmative Action objectives.

3. Conducting informal programs for all members of the Health Sciences Center.

4. Developing goals and timetables for the Affirmative Action Plan.

5. Investigating complaints as they occur and preparing reports and recommendations for the President.

6. Serving as the Health Sciences Center Compliance Officer.

Affirmative Action Committee

An Affirmative Action Committee will be appointed by the president to work with the Affirmative Action Officer. This Committee will include representatives of women and minority groups. It will include representatives from classified

and unclassified employee groups, student and training groups. To the extent possible, each of the three major schools (Nursing, Medicine, and Dentistry) and the Allied Health Programs shall have representation on this Committee. The Committee will have three basic responsibilities:

a. To meet as required to make recommendations on Affirmative Action Policy additions and changes to the president where necessary.

b. To hear grievances (not resolved by the Affirmative Action Officer) of any employee, who feels discriminated against on the basis of age, handicap, marital status, national origin, race, religion, or sex, and to make recommendations to the president where there is probable cause to believe that such discrimination has occurred.

c. To review reports of the Affirmative Action Officer and make recommendations to the president on institutional progress regarding employment practices and student admissions.

Grievance Procedure

1. This procedure may be followed by students, trainees, employees, or applicants for educational programs or employment. If any of such persons believes that he or she has been discriminated against on the basis of age, handicap, marital status, national origin, race, religion, or sex, he or she may present the grievance either orally or in writing to the Affirmative Action Officer. At the request of the complainant the grievance will be kept confidential. The Affirmative Action Officer will investigate and report any findings and a proposed solution, if one is needed, to the complainant within ten working days.

2. If the complainant is dissatisfied with the findings or the proposed solution, the grievance may be presented to the Affirmative Action Committee, at which time the grievance no longer remains confidential. The Committee will meet within ten working days to hear the grievance. Both the complainant and the respondent may bring counsel and/or witnesses. In the event that an Affirmative Action Committee member is the respondent, he or she will be removed as a Committee member during the hearings. The Committee will meet within ten working days after the conclusion of the hearings to present findings of fact and recommend final action to the president. The president will take final action.

3. Students may carry their grievance further, in accordance with State Board of Higher Education Administrative Rules 33.035.

All employees and students are guaranteed the right to register a complaint or grievance without fear of reprisal.

Amendment

This policy may be amended at any time by a majority vote of the Affirmative Action Committee and adoption by the president.

Information

Further information and/or assistance and a copy of the goals and timetables may be obtained from the Affirmative Action Officer, located in the Personnel Office. A copy of the Affirmative Action Plan will be available on request.

Center begins its self-evaluation

During the next two months, the Health Sciences Center will be required to evaluate itself in all areas of the institution in terms of illegal discrimination.

Dr. Lewis W. Bluemle, HSC president, explained that the self-evaluation is mandatory for compliance with the provisions of Chapter 204, Oregon Laws 1975, and also to meet the requirements of Title IX of the Federal Education Amendments Act of 1972, which relates specifically to sex discrimination.

The State Board of Higher Education has requested that each institution in the System of Higher Education provide by July 21 a complete report on the self-evaluation process.

The objective of the self-evaluation is to ensure that current policies and practices at the Center are in accord with both state and federal laws.

The scope is all-encompassing and will apply to applicants for admission to education programs, to students, to patients receiving care at the Center, and to all aspects of employment, full- or part-time, including recruitment and

consideration of applicants for employment.

Dr. Bluemle has appointed W. A. Zimmerman, special assistant to the president, to act as self-evaluation process coordinator.

Mary Ann Lockwood, assistant to the president for university relations, will serve as Title IX coordinator.

The president commented, "Discrimination can be an unconscious thing. By taking stock of our own practices we should become more aware of any weaknesses in the application of our institutional policy to provide equal educational opportunity and high quality public service to all citizens of this state without regard to age, handicap, national origin, race, marital status, religion or sex.

"The Health Sciences Center, by the very nature of its historical purposes, should serve as a model of excellence in this regard. I have a strong sense of personal responsibility to ascertain that no improper discrimination occurs on campus.

"I believe our entire Center family shares this responsibility with me."

President outlines goals

Dr. Phyllis Church got a late start in her career as a physician, but she is quickly making up for lost time.

A 1943 graduate of Reed College, Dr. Church did not earn her M.D. from the HSC School of Medicine until 24 years later in 1967.

With internship and residency well behind her, she is now in the midst of a busy private practice in internal medicine and diabetes.

Last month, she was elected president of the School of Medicine Alumni Association. She is the first woman to hold this post in the School's history.

Dr. Church explained that under her tenure as president, the Alumni Association will continue to support the institution in its educational and research endeavors.

"This year we are enlarging the amount of money for scholarships and making a greater contribution to the Library. We hope to provide funds for research and for various unfunded projects that will aid in the institution's growth," she said.

Dr. Church believes that alumni support for the School is great and cites growing alumni contributions to the campus.

"Alumni can help the institution by sponsoring meetings like the annual scientific session and Sommer Lectures," she commented. "Meetings like



DR. PHYLLIS CHURCH
Alumni Association president

these draw physicians from all over the state and let them find out more about what happens on this campus."

Just after the war, the School of Medicine adjourned for several months, and, as Dr. Church explains, "I adjourned unexpectedly for a number of years . . ."

After her graduation from Reed College in 1943, Dr. Church attended the HSC School of Medicine for three years, with time out to be married in 1944.

Just after the war, the School of Medicine adjourned for seven months, and, as Dr. Church explains, "I adjourned unexpectedly for a number of years because of the advent of our first son and geographical problems after my husband's discharge from the service." Their second son was born in 1950.

Dr. Church's interest in medicine was rekindled in 1962 when she began working part-time for Dr. William Fletcher, professor of surgery, as a research assistant in cancer chemotherapy.

Her husband and Dr. Fletcher encouraged her to continue her medical education. And the School of Medicine admissions committee cooperated by devising a plan for her re-entrance into school.

She graduated in 1967, interned at Portland's Good Samaritan Hospital, and served a residency in internal medicine at the Health Sciences Center.



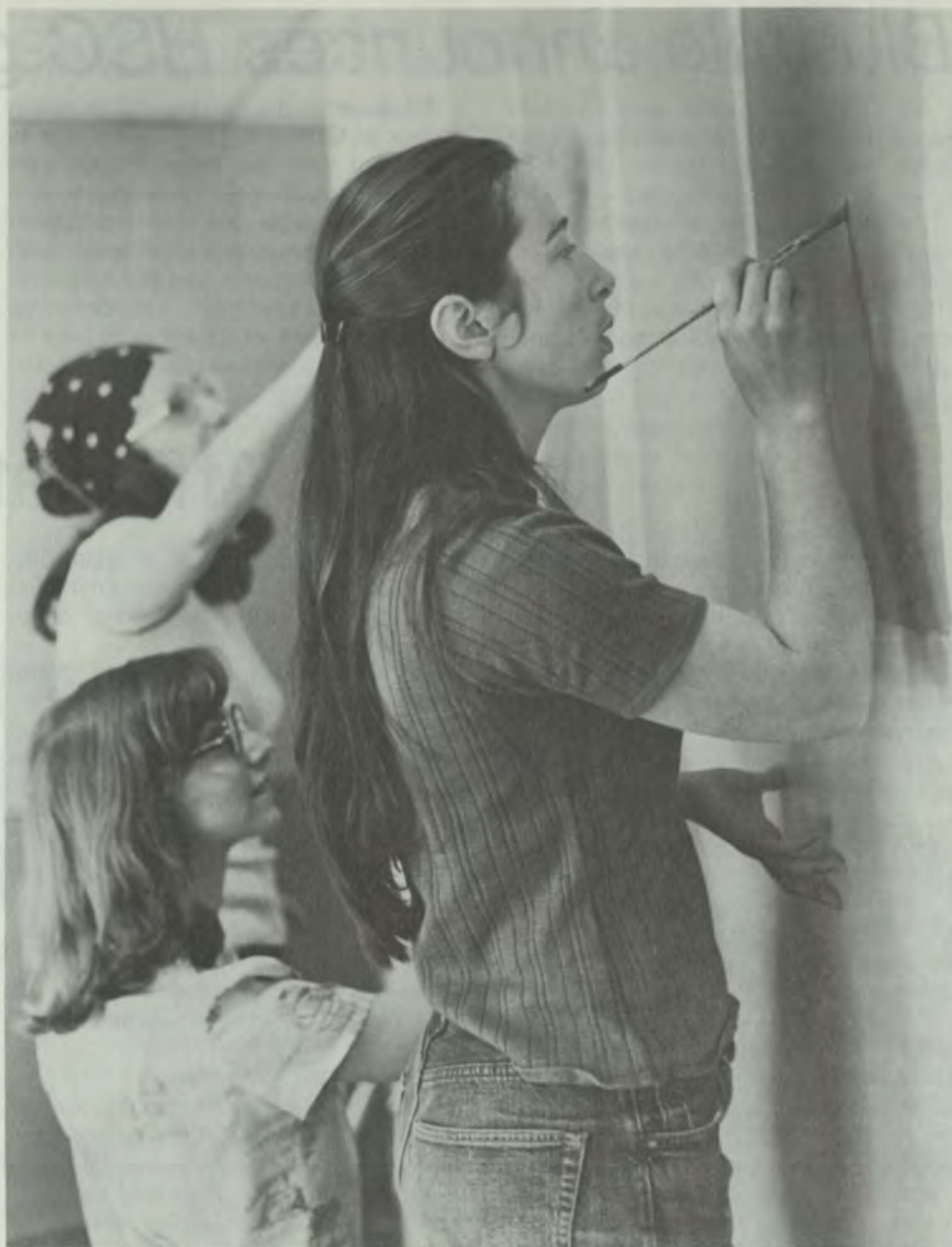
Otterson honored

"Friendly, reliable and always a word of encouragement for those who need it" describe April's Nice Person of the Month.

He is Milton Otterson, dietary janitor of University Hospital's kitchen and cafeteria (north unit), who was chosen from nominations by the hospital Courtesy Committee.

The committee said Mr. Otterson's attributes include having the patience of Job. "Although he is handicapped (cerebral palsy), much of his time is spent assisting others," they said.

Employees who received honorable mention as April's nice person were: Beverly Ward, head nurse, 3NW; Carol Johnson, evening charge nurse, Clinical Research Center; Elnoea Cinnamon, kitchen aide, 3NW; and the evening shift of Surgical Intensive Care Unit, north unit.



Painting supergraphics were, l to r, Kathy Ramberg, Mae Kelly, and Patricia Dresler.

Student wives brighten up clinic

The obstetrics and gynecology clinic got a much needed sprucing up Saturday, May 1, when wives of medical students organized a day of painting, wallpapering, and cleaning.

Supergraphics saying "Ob-Gyn" were designed by Mae Kelly who also helped with the painting. Others helping were Patricia Dresler, Kathy Ramberg, Kristie Knodel, Ellen DeSelms, Steven Dresler, Dan Knodel, and Mike Kelly, family practice resident.

The group worked eight hours Sat-

urday and returned Sunday to trim the wallpaper. In addition, they washed all chairs and woodwork.

"This was sort of an experiment," explained Patricia Dresler, "and we found out how much work was involved. The project was a lot of fun, and we developed a great camaraderie."

"We've gotten excellent feedback from administrators and from staff and physicians in the clinic. I think the wives' group will continue to do more things like this and will try to interest other groups in helping."

Merger okayed

The hospitals of the Health Sciences Center have been granted a license by the Oregon State Health Division to consolidate as one University Hospital.

Henceforth, the new name, University Hospital, also will include all patient services, outpatient clinics, emergency services, and ancillary services.

Over the last year, the unit previously known as the Medical School Hospital bore the name University Hospital South. The former Multnomah Hospital, once owned and supported by Multnomah County, was called University Hospital North.

"Functionally, they are one hospital, although two separate buildings separated by a street," according to Dr. Donald Kassebaum, vice president for hospital affairs.

There is now one rather than two inpatient nursing services and unified administration of the pharmacy, occupational and respiratory therapy departments, central supply, housekeeping, laundry, storeroom, patient accounts, and operating rooms.

News wins 1st

Health Sciences Center News has won a first place award in the International Association of Business Communicators' (IABC) 1976 Gold Quill Awards Program.

HSC News competed in a category comprised of non-profit and government agency newspapers, winning the top Award of Excellence.

The award was presented May 24 at the IABC's annual conference in Denver.

This honor marks the second consecutive year that HSC News has won a division in IABC competition. Last year, the News won the Bill Irby Memorial category for newspapers produced with a staff consisting of one person.

Other honors which HSC News has received in the last year include first place in the newspaper division of the Academy of Hospital Public Relations; an award of merit in design from the Oregon Communicators Association (OCA); an honorable mention in photography from the OCA; and three Pace-setter Citations from the OCA.



Artist/employee featured in exhibit

Darleen Cahall, part-time employee in the Library, has a unique blend of talents that is leading her toward an unusual career.

A senior at Portland State University majoring in biology, Darleen has combined her scientific interest in nature with an ability to draw. She hopes one day to work as a biological illustrator or biologist.

An exhibit of her work has been on display in the Library since April 21, and

a portion of these will remain on view until mid-June. The exhibit includes drawings of plants and animals in pastels and in pen and ink.

Darleen did many of the drawings for a class in biological illustration at Malheur National Wildlife Refuge. She used binoculars to observe some of her animal subjects, and trapped a few (such as the bushy-tailed wood rat shown with Darleen in the accompanying photo), releasing them as soon as class members had completed their drawings.

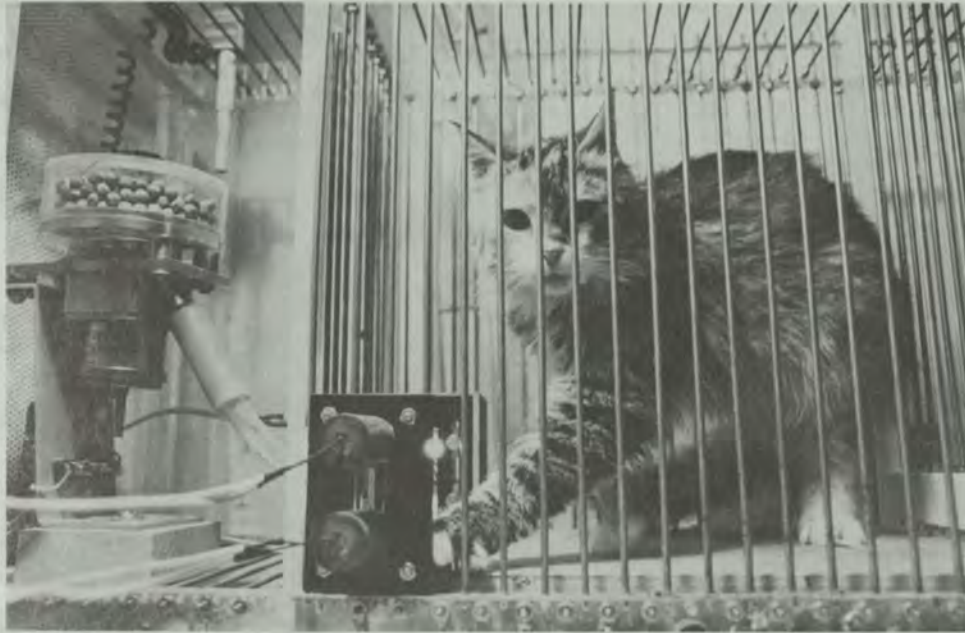
Inner ear stimulators may aid deaf persons

A Health Sciences Center research project that may one day help deaf persons understand language has received two grants totalling \$114,236 over a three-year period.

Project director Dr. Richard A. Walloch, assistant professor of otolaryngology, said the funding will help expand the development and testing of inner ear stimulators that would permit under-

standing of language by the deaf.

The researchers said that as early as 1870 electric shock was used to try to stimulate hearing in the inner ear of deaf persons. However, serious research didn't begin until 1965. In the past ten years, at three different health centers in the U.S., researchers have experimented with electrodes in the ears of about 12 patients.



"With the present prototype, which is only one-channel, the patient can hear sound, but he can't understand speech," Dr. Walloch said. "For example, he can probably distinguish between a dial tone, a telephone ringing and when a person answers on the other end, but he can't understand what the person is saying."

"We're going to test a four-channel model developed at the University of California, San Francisco, School of Medicine," he explained. "We hope the additional channels, which carry different frequencies, will be effective eventually in helping deaf persons discriminate speech."

Current testing at the Kresge Hearing Research Laboratory at the UOHS and in San Francisco is being done in the ears of deaf cats. It will be several more years, Dr. Walloch said, before the new model will be tested in deaf humans.

The National Institute of Neurological and Communicative Disorders and Stroke of the National Institutes of Health has awarded Dr. Walloch a three-

Dr. Walloch is in the process of training cats to use their paws to trip a light source, for which they receive food. He is studying how the animals perceive electrical stimuli.

year grant of \$104,236 with \$33,257 provided for the first year of the project.

The Deafness Research Foundation has awarded Dr. Walloch a one-year \$10,000 grant.

Students recruited

The following students from the HSC School of Medicine were recently elected to student affiliate membership in the Multnomah County Medical Society.

Each year, the local chapter of the American Medical Student Association recruits student members for the county and state medical associations to provide them with opportunities to learn about the activities of organized medicine in the community.

There are currently 129 student affiliate members of the Multnomah County Medical Society. New affiliates are:

George Marion Bailey	Yvonne Marie Lyles
Roger Edward Bowles	Robert Thomas Martin
Thomas Edward Culhane	Ruth Jean McDonald
Stephen Jeffrey Darling	Bruce Roger McMullen
Norman Toshiaki Eki	Daniel Richard Muhm
Thomas Ross Farnham	David Alan Nyberg
Mark Ross Gearhart	Rebecca Lynn Orwoll
Suzanne Mae Hall	Thomas Lee Pinckert
Thomas Edward Hansen	Thomas John Purtzer
Richard Cutler Hill	Connie May Quraishi
Robert Wesley House	James Geddes Randall
William Lee Howard	Bonnie Mary Rathjen
Alan Neil Hunt	Samuel W. Richard
Elizabeth Anne Jack	Deborah Kay Schnell
John Philip Jambura	Paul William Schroeder
Elizabeth Csilla Jensen	Craig William Senders
Margaret Ann Kaiser	Patrick Edward Shipsey
John Kingman	Mark Alan Sinkey
Carol Ann Kraemer	Robert James Vincent
Michael Lee Kubitz	Craig Garrett Wells
Judy Marie Langdon	Wendy Michele White
John Timothy Leavell	Harry J. Wiens
James Edward Leedy	

Africa needs volunteer American dentists

Dentists or dental students with a sense of adventure and a few months of spare time are desperately needed in Africa and developing nations around the world.

According to Dr. Kathryn Poleson, School of Dentistry Class of 1975, well-qualified dental students and dentists who wish to serve abroad in poor nations may now do so through Dental Health International (DHI).

Dr. Poleson has worked with DHI since it was founded by Dr. Barry Simmons, of Athens, Georgia, in 1973. The agency pays travel expenses for those who volunteer to work abroad for periods of three to four months.

Once on location at mission hospitals, volunteers are provided with food and lodging by local missionaries. Portable dental equipment and supplies are also provided.

Dr. Poleson, who is now a dentist in the U.S. Army at Fort Gordon, Georgia, spent the summers of 1974 and 1975 in Africa as a volunteer dentist.

For her service, she received a Community Service Award from the American Association of Public Health Dentistry and a certificate of meritorious service from the Oregon Dental Association.

Dr. Poleson hopes that the work she and Dr. Simmons have done in Africa

will be continued by others.

"It is my hope that, as people either change their location for dental practice or change the type of work they're doing, depending on whether they're employed by someone else or self-employed in their own dental clinics, they'll take a break between these times for three or four months and go to one of these developing nations and work in the dental clinics we've set up," she said.

Those interested in more information about Dental Health International may write to Dr. Barry Simmons, Dental Health International, 825 S. Milledge Avenue, Athens, Georgia 30601.

Citizens work for Marquam Nature Park



Of roughly 1,000 acres in the original Marquam forest area, located southwest and north of the Health Sciences Center, about 230 acres remain in an entirely natural state.

A non-profit citizens' organization has been formed to seek contributions of both money and land to purchase the 230 acres as Marquam Nature Park.

The one-year-old organization, Friends of Marquam Nature Park, Inc., states that their purpose is to "set aside forever a natural forest in the center of Portland with easy public access for recreation and the study and enjoyment of wildlife. . . ."

"Friends" president Elizabeth Crookham said she believes HSC employees appreciate the beauty of the area in which the Center is located. "It adds a great deal to the quality of the facility," she said. "The forest acts as buffer to noise and vibration. And I think the aesthetic outlook has a great deal to do with patient care."

Establishing the park would provide the possibility of establishing a 20-mile trail connecting 14 public parks for the benefit of the tri-county area.

Mrs. Crookham commented, "For years I've driven up Broadway Drive on hot summer days and breathed a sigh of relief when looking at the cool, green forest. You think it's going to be there forever. But it isn't. We have to try to save it before it's lost."

Park area drawn by Elizabeth Rocchia.

Council ratified

A constitution governing all the students at the Health Sciences Center has been ratified by students and the separate student councils from the Schools of Medicine, Dentistry and Nursing.

The All-Hill constitution establishes a Health Sciences Center Student Council composed of two representatives each from the three Schools and one representative from Allied Health Programs.

Prior to the formation of the council, each school's student government acted independently. Now with the formation of the HSC Council, issues can be acted upon at once by one council, according to third-year medical student Steve Bailey, chairman of the constitution drafting committee.

This HSC Student Council will deal only with issues of concern to all students at UOHS. Each school will retain its own existing student government, and the Council will not interfere with individual school governments.

Current issues that the newly-formed council is working on are getting more student influence in setting policies for the Student Activities Building and assessing the incidental student fees, according to Steve Dresler, fourth-year medical student and chairman of the new HSC Student Council.

Other actions of the Council will be to nominate student representatives for the UOHS's Student Activities Building, the UOHS Advisory Board and the State Board of Higher Education.

Dresler stressed that, in the future, he is interested in bridging the communications gap between the three schools by promoting joint social activities involving the Schools of Medicine, Dentistry and Nursing.

The new HSC Student Council members are: Chairman Steve Dresler and Secretary Don Orwick (School of Medicine); Harold Tu and Mel Pearson (School of Dentistry); Rick Andrieson and Christy Wittliff (School of Nursing); and Dan Runkel (Allied Health Programs).

Division honors Dr. Long

The George B. Long Fellowship in gastroenterology has been established at the School of Medicine in honor of one of the School's most dedicated clinical faculty members.

Dr. George B. Long, clinical professor of medicine, has been a mainstay of the division of gastroenterology for 30 years.

Yet if it hadn't been for the temporary misfortune of another well-known physician at the School of Medicine, Dr. Long might never have gone into the field of gastroenterology.

In 1941, Dr. Edwin Osgood, pillar of the University of Oregon medical center for several decades, planned a career in hematology for his new, young resident from Northwestern University (Chicago).

Dr. Long recalls, "I didn't know Dr. Osgood's plans, and when I got to Portland, I learned that he had been hurt in an accident.

"Dr. Osgood was a little absent-minded and had forgotten to set the brakes on his car after parking at the top of his driveway. He'd walked down to his mailbox and was hit by his car as it rolled down the hill. By the time he was back on campus, I was in gastroenterology."

Dr. Long's contributions to gastroenterology at the School of Medicine have been varied and invaluable.

He helped set up the division of gastroenterology, served as volunteer head of the service for many years, started the division's outpatient clinic, and began the weekly gastroenterology conference when he was a resident.

Despite a busy and demanding pri-



DR. GEORGE B. LONG
Clinical professor of medicine

vate practice, Dr. Long has maintained an active interest and concern for excellence in teaching in gastroenterology.

In honor of his leadership, direction, and continued interest, the George B. Long Fellowship in Gastroenterology was established in February, 1976.

According to Dr. Clifford Melnyk, professor and head of the division of gastroenterology, the fellowship will allow the division to add a fourth trainee physician who will rotate between the Health Sciences Center and Providence Hospital.

Contributions to the George B. Long Fellowship (funded in part through the Providence Medical Center and by donated private funds) are welcome and may be made to the University of Oregon Health Sciences Center Foundation or to the Providence Medical Fund.

Fifteen Years

DeCovan Jackson, laundry
F. E. Miller, social service
Marlys Raynes, School of Nursing

Twenty Years

Dorothy Chambers, clin pathology

Twenty-five Years

John Koontz, clin pathology

Newsmakers

Guy Mount, assistant administrator of University Hospital, is serving for the second year as Portland Rose Festival Grand Floral Parade committee chairman. The parade will be June 12.

Dr. Robert S. Stone, dean of the School of Medicine, has been elected chairman of the HSC medical board.

He succeeds Dr. Donald Kassebaum, vice president for hospital affairs, who served as the first chairman of the medical board when it was formed a year ago.

The 34-member board meets monthly to help govern medical staff practices



Center hosts students on Government Day

An opportunity to speak with HSC Vice President Robert Peterson, above right, about how a state agency operates, and a tour of campus animal care facilities were part of Student Day in Govern-

ment, April 21, for Jackson High School junior Karen Mickel. Purpose of the event was to help 400 Portland students understand the workings of government agencies and expose them to careers.

and policies, ensuring the highest quality of patient care and professional performance.

Dr. Harold Paxton, professor and head of neurosurgery, is vice chairman, and Dr. John Branford, associate professor of anesthesiology, is secretary.

Dr. Edward Press, state health officer and clinical professor of pediatrics and public health and preventive medicine at the HSC, was among a number of Oregon medical leaders who recently supported President Ford's proposal for a national flu shot plan.

Race for Crippled Children (continued)

women's powder puff divisions, with the choice of riding the course one or two days. A kids' race was also held.

Mills' fellow firemen and club members lay out the course by marking trails. Their work also includes setting up the camp area and cleaning up the course and camps afterwards.

Over 500 trophies were awarded to top finishers in each class of competition. Donated merchandise was given to

many riders, not all necessarily winners.

Mr. Mills, the father of two healthy children, began the race in 1971 in an effort to aid children less fortunate than his own.

"When my son Tom was born in 1970, he was healthy and kicking and yelling, but my wife Corrine and I saw some children that day who were not as healthy. We figured there had to be something we could do," Mr. Mills said.

VIPS

Service Anniversaries— From Personnel

APRIL

Five Years

Sharon Lee, clin pathology
Lythana Krieske, nursing
Betty Penner, nursing
Ruth Ann Stephens, computer center

Ten Years

Robert Boozer, personnel
Virginia Brookwell, CCD
Dorothy Epperson, endocrinology
Elgia Miller, dietary
Opal Mitchell, CCD
Betty Robertson, admitting

Fifteen Years

Fern Ojala, nursing

Twenty Years

Patricia Dunn, pathology
Mary French, hskpg
Doris Hensley, nursing
Morgan Sampler, laundry
Harry Walls, physical plant

MAY

Five Years

Raymond Tsui, child study clinic,
School of Dentistry
Katherine Rybloom, CCD
Dorothy Jolly, dean's office
Mary Bird, personnel
James Busching, physical plant
Jeanne DeBernardi, medicine
Lora Jackson, dermatology
Susan Greer, endocrinology
Mary Mielk, otolaryngology
John Kim, public health
Barbara Burnett, surgery

Ten Years

Karen Danton, communications center
Theodis Vaughn, physical plant
Albert Hanson, biochemistry
Marjori Bahr, nursing
Dorothy Funk, nursing

HEALTH SCIENCES CENTER

NEWS

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