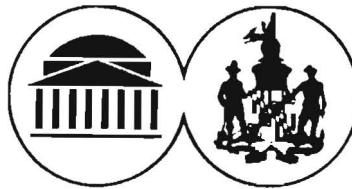


CAD

Cumberland
Area Health
Education
Center

1988-1989



Maryland Statewide
Medical Education
and Training
System



From the Chairman



Scott Burleson
Chairman of the Board

The past year was one of excitement and growth for the Cumberland Area Health Education Center. After a few years of struggling to maintain program continuity and integrity while searching for a new facility to house staff and students, CAHEC is settled into very comfortable facilities at 11 Columbia Street, Cumberland. Along with the benefits of the Center's new location came the funding approval of several grant proposals in the area of geriatrics, toxicology and health career recruitment. With implementation of these programs and the talents of the existing and new program staff, CAHEC is reaching its full potential in serving the Western Maryland health care community.

Throughout all the growth and changes, CAHEC has not lost sight of its goals. The Center is attaining its goals of providing health professional educational experiences and continuing education experiences for existing health professionals; of serving as an information clearing house and educational center for the rapidly changing health care field, and of acting as an example for health promotion through education.

My special thanks to the staff of CAHEC for their hard work. In particular I would like to thank Don Spencer for his tireless dedication, past chairman Tom Cumiskey for his encouraging words and sense of humor, and the rest of the board of directors and members of the IHEC for their work in guiding the program direction of the organization.

I am especially encouraged by CAHEC's programming in the fields of geriatrics, toxicology, health career recruitment, by the growth of the resident and student placement programs and by the expansion of learning resource center services. My personal interest as a hospital administrator is in supporting the recruitment of - and the education of - new health care professionals to meet the growing demands in health care employment into the 1990's. Creative approaches to meet this growing need often begin at the grass root level among our staff, the IHEC, the caucuses, and the board. The Health Career Opportunities Program being conducted by the Center is a creative approach to solving this local need.

Change and growth will continue at CAHEC in the health professional community and in the health care delivery system. As board chairman, I know that CAHEC is putting its best foot forward to greet the future and will meet its challenges.

Director's Message

By: Donald L. Spencer

By most standards, most observers would agree that fiscal year 1989 was a big year for CAHEC. Never before has the Center served as many students in its clinical program, worked with as large a geographic area, or related to as many programs and issues. Through the support of the State of Maryland and the University of Maryland at Baltimore as well as the Federal AHEC program and the Office of Disadvantaged Assistance, the CAHEC organization is addressing, and will continue to address, a range of professional health education needs in a manner that was not possible in previous years.

Maximizing these additional resources is possible only because of the dedicated and continuing support of regional health professionals and community leaders. I say thank you to members of CAHEC's board of directors, the Interdisciplinary Health Education Council (IHEC), and the six caucuses. The list would not be complete without a thank you and acknowledgment of the dedication and hard work of our 120 active preceptors, 24 student seminar leaders, 25 tour hosts, and the mentors working with the Health Careers Opportunities (HCOP) students.

We are a regional, community based organization. It is Western Maryland's health professionals, institutions, and



Donald L. Spencer
Executive Director

interested supporters that give the organization its ability to respond not only to many present education, training and recruiting needs but its ability to begin addressing future health issues and concerns of the region.

If the relative bigness of the year was reflected in the organization's external services, it also was represented in internal changes. Under the leadership of Mary Schipper, MD, chair of IHEC, several caucuses reviewed and restated their statements of purpose, revamped their membership requirements, and expanded their scope of services. The social work and nursing caucuses progressed most extensively in their work, but other caucuses are not far behind.

Another internal change was the almost doubling in size of the

CAHEC staff and the concomitant need for integration of new personnel, programs, and systems within the organization. The HCOP program, along with the preventive geriatrics and the toxic education programs, brought many new staff resources. My hat is off to the CAHEC staff and to their pride in their work, their mutual support, and their care for the overall work of the organization.

In the year ahead there will be several additional changes and challenges. CAHEC is looking forward to an opportunity to work with area health and higher education institutions on joint planning of geriatric education with the UMAB Geriatrics and Gerontological Education and Research (GGEAR) Program. It also will be working with some of the same groups toward development of a consortium for expanded library and National Library of Medicine information services in the locality. In addition, CAHEC will be working to expand the number of students in HCOP, supporting the development of new AHEC services on the Eastern Shore and in West Virginia, and contributing to the inauguration of a multi-state regional conference on Appalachian Health.

The year ahead promises to be another year full of opportunities and challenges. The organization is deeply appreciative for the dedication and support which makes its work possible.

A time of growth..... It is the best description of the last fiscal year. And with this growth comes a need to reassess the goals and objectives of the programs and to evaluate our successes and shortcomings. This reassessment is our goal for the coming year.

Many people wonder "What does the IHEC do?" The IHEC is charged with program oversight. A small but dedicated group of caucus and concerned health care consumers form the working core of IHEC. They dedicate time and effort into overseeing CAHEC programming in its formulation, implementation and assessment stages. The membership is filled with creative and enthusiastic individuals who will help oversee CAHEC programming in the coming year.

Recapping this year is not an easy task. I will mention some of the major events and allow the staff to cover the programs in detail in their report sections.

Two new grant programs were begun in the Fall of 1988. The agency received a three year grant to implement the Eastern Alleghenies Health Careers Opportunity Program in a nine county region and a one year federal AHEC grant to fund "Toxic Exposure Training Initiatives in Rural Health Care."

The IHEC debated seriously over the acceptance of the HCOP grant because the funding level received was significantly lower than requested. The staff's support for this program and willingness of the granting agency to modify the program to fit budgetary constraints led to approval of the program. The HCOP program is being well received throughout the region with pleas to provide more...

In October, the Federal AHEC office granted funding for the special initiatives project entitled "Toxic Exposure Training Initiatives in Rural Health Care." The capstone program of this training initiative will be the statewide medical seminar to be held on June 16. The program, *Meeting the Challenges of the 1990's... New Resources and Skills for Primary Care Physicians* will be held at the Wisp Ski Resort at Deep Creek Lake. Additional continuing education programs sponsored by this program are detailed in the toxic report.

In addition to these two grants, the staff is implementing the second year of the "Rural Initiatives in Preventive Care for Older Adults." The second year of this program is devoted to implementing a series of continuing education programs, conducting five educational in-service projects, and implementing the *Healthy You* program in the service region.

IHEC

By: Mary Schipper, MD
Chairwoman



Mary Schipper, MD

CAHEC also is working with the Geriatric and Gerontology Education and Research (GGEAR) Program at the University of Maryland at Baltimore. Under the direction of Dexter Burley, PhD, GGEAR'S mission is to prepare and implement a statewide plan for the preparation of health and social service professionals in geriatrics and gerontology education and research. CAHEC is working with GGEAR to accomplish this mission in Western Maryland.

Always seeking ways to improve and expand upon health professional education opportunities in Western Maryland, CAHEC prepared a grant proposal seeking new monies for a program targeted for adolescent health care providers. As chair of the IHEC, I worked closely with the staff in developing support for this rural training adolescent program proposal. Despite the merits of this program and the tremendous community effort and support that went into preparing this proposal, the Federal AHEC is experiencing a severe funding shortage and will not fund any new grants for the coming fiscal year. Our program was approved. We will consider resubmitting it in a future funding cycle.

Growth also was evident in the student placement program which increased by more than 50%. Learning resource services also are expanding with new cooperative plans on the horizon and the establishment of a Dental Resource Collection, the addition of new databases, sponsoring of continuing education events, and the provision of more service to regional health professionals and students.

Throughout the year, IHEC worked with the staff on developing ideas to promote the planned programs to the area health professionals. Linking with area health professionals is vital to the success of CAHEC's programs and to the fostering of quality health education programs in the region. To this end CAHEC's staff, as well as its board, IHEC and caucus members, are active on a variety of boards and community

"CAHEC strives to be an inter-agency and works at developing networks of health care providers, institutions, health care agencies and educational providers"

agencies. Among CAHEC's newest commitments are a leadership role on the Allegany County Task Force on AIDS and membership on several hospital continuing medical education committees. As stated in its original mission, CAHEC strives to be an inter-agency and works at developing networks of health care providers, institutions, health care agencies and educational providers.

CAHEC supports career development opportunities for its staff, board and IHEC members. The National AHEC meeting,

which is held every two years, is a tremendous opportunity for CAHEC representatives to interact with the staff, governing and advisory boards of AHEC's from across the nation, and to gain valuable insights into their operations. Five CAHEC representatives will be able to attend the National AHEC conference in Louisville, Kentucky in mid June. The IHEC representative will be Patrick Healy, MPH, RD.

IHEC members are actively working within their respective caucuses to foster a restatement or re-definition of purpose. They also are working to increase caucus input into future program planning issues.

In late winter the IHEC developed a questionnaire that was distributed to caucus members. The results of this survey are very diverse, as are the members of each caucus and the caucuses themselves. The responses are being analyzed, and will be distributed in the coming months.

I am hopeful that the organization can use these responses as stepping stones for analyzing the viability of its planning procedures and that the generation of new programs will correspond with the stated needs of the region's health professionals, who are represented on the caucuses.

It is with great enthusiasm and excitement about the current programs and for the future that I close this section of the annual report. I invite you to learn more about CAHEC and its work in Western Maryland.



Medical student Robert Pitts with preceptor Gary Wagoner, MD, and a patient.

Student Programs

Students with the CAHEC placement program have unique opportunities usually not available in campus based professional curricula. There are opportunities to: work individually with highly qualified preceptors; to learn about health care policies, systems, and procedures first hand; to participate in interdisciplinary activities; and it all happens in the beautiful Western Maryland mountains.

The placement program curriculum for students and residents has two basic components. The first component is one-to-one participation with a preceptor which is designed to provide practical experience in small city and rural health care practice and procedures.

The second component is an interdisciplinary curriculum. It is designed to help students and residents grow in their understanding of the patients and professionals by approaching the individual as a total person. The curriculum also fosters greater professional satisfaction by encouraging the students to become professionals who work together in a team relationship. This

component includes an introductory orientation and tour, elective site visitations, interviews with other health professionals, seminars utilizing local professionals, and case presentations ... all done with an interdisciplinary focus in mind.

Fiscal year 1989 was a time of expansion for CAHEC's student placement program. Sixty-four (64) area health professionals served as preceptors for sixty (60) student rotations. Ten different disciplines were represented from five different universities. The statistics show a significant numerical increase over last year's participation. There was a 100% increase in placements for UMAB students, and a 50% increase in overall placements for the fiscal year. This past year also included students for the first time in a medical technology rotation, a recreational therapy affiliation, a counseling psychology rotation, and a Master's in Nursing Education placement. It also reflects a return of physical therapy and dental students.

Students also were placed with Washington and Garrett county preceptors on a more

regular basis in an effort to accommodate student requests for rural settings and to utilize more preceptors to accommodate the increased numbers of students.

The increase in enrollment can be partially attributed to the number of diverse recruiting efforts implemented over the past year. A series of brochures was completed to explain the different placement options available. Several recruiting trips were conducted to different university programs to personally explain the CAHEC Placement Program.

CAHEC also is taking an active role in recruiting health professional students from all regional universities who are studying for health fields which are under-represented or in a short supply in Western Maryland's medical community. There also was a concerted effort to make health profession students from the service region more aware of the placement options available through CAHEC.

The student placement program is coordinated by Ruth Wood, BSN, MS.

HCOP



The Health Careers Opportunity Program (HCOP) held recruitment sessions at 25 regional high schools. These students attend Flintstone High School in Allegany county.

On September 1, 1988, the Eastern Alleghenies Health Careers Opportunity Program (HCOP), a three year project, was awarded to CAHEC by the Division of Disadvantaged Assistance, Public Health Services, Department of Health and Human Service. The purpose of the program is to recruit minority and disadvantaged high school seniors into health careers. It also is to provide assistance to these students in the college admissions procedures, in obtaining financial aid, and in health career exploration. The grant's service region consists of Hampshire, Mineral, and Morgan counties in West Virginia; Garrett, Allegany and Washington counties in Maryland; and Bedford, Salisbury-Elk Lick and Meyersdale school districts in Pennsylvania. There are 25

high schools within this region.

The health career exploration component of the program includes the use of Discover, a computer-based career planning program distributed by the American College Testing Program. The program provides assistance to students in exploring career pathways. Career exploration also is provided by a Community Internship Program. Working with a community health professional, the student in the HCOP program is able to explore and learn more about the health career she/he is interested in.

Each year 24 graduating seniors who participated in HCOP activities throughout the academic year and who have been accepted into a post-secondary health careers program will be selected to participate in a 4-week summer residential program to be held on the campus of Frostburg State University. This pre-college educational and social experience is designed to help prepare these students for college success. The grant design also calls for the HCOP staff to track these 24 students through completion of their health educa-

tion programs and into their first position in their chosen health field.

During year one, the HCOP staff informed 1450 high school seniors as to the availability of the HCOP program and provided them with an orientation to more than 200 health career opportunities. Approximately 600 of these students applied as being interested in learning more about the program and more about health careers. A monthly newsletter is being provided to these 600 students to inform them of career opportunities in the health field.

The HCOP staff individually interviewed 226 of the applicants that qualified by academic standards as well as program eligibility guidelines. Over 130 of the interviewed students continued to express interest in being accepted into the program. However, because of the limitation of program size, only 30 of these highly motivated students could be selected for participation in the summer preliminary education program.

Forty-two (42) of the interviewed students expressed interest in a nursing career. The HCOP staff referred these students to the

CAHEC nursing caucus. Gail Mazzocco, EdD, RN, chair of the nursing caucus and its members developed a program targeted to the career needs of these students. They provided these students with a tour of Memorial and/ or Sacred Heart Hospital as well as individual counseling on admission procedures, financial aid procedures and curriculum choice in the regional colleges that provide nursing degrees.

Fifty-four (54) of the 226 individually interviewed students expressed interest in two year training programs at several area community colleges. The HCOP staff referred these students to a program sponsored by Allegany Community College's (ACC) Ad-

mission Office. Under the direction of Mary Hartman, admissions counselor, each student's application status was checked and each was notified as to what needed to be done to complete the process. Several financial aid opportunities were presented to the students. The students were offered small group tours of all the health program departments and individual counseling by the program directors at ACC.

Sue Davis is project coordinator of HCOP, David Swisher serves as Health Careers Counselor, and Tracey McNeel is the program secretary.

The HCOP staff is fortunate to have an outstanding Advisory

Council to help guide the project. The Advisory Council members are: Ernestine Montgomery, PhD, director of planning and placement at Frostburg State University (FSU); G. Daniel Arnold, MEd, pupil personnel, Allegany County public schools; Paul Trichel, MEd, assistant to the vice president for academic affairs, director of special functions at FSU; Al Boxley, MBA, owner of several regional McDonald's franchises; Betty Spiggle, RN, Memorial Hospital home health, Jim Snider, MEd, dean of community outreach at Allegany Community College (ACC); Sandra Howard, MD, emergency room physician at Sacred Heart Hospital; Gloria Stafford, BS, director of admissions, ACC; and Joe Malak, PhD, dean of special programs at FSU.

Off-Campus Nursing Education



The Nursing Outreach Program hosted a reception in honor of the School of Nursing's centennial. Gail Mazzocco, EdD, RN, presented a certificate to Dr. Nan Hechenberger, Dean of the University of Maryland School of Nursing.

CAHEC serves as a support system for the University of Maryland off-campus nursing programs. The University School of Nursing conducts both a baccalaureate degree-completion program and a master's degree program in Western Maryland. The undergraduate program is coordinated by Barbara Parker, PhD, RN and is taught by Gail Mazzocco, EdD, RN and Susan Coyle, MS, RN.

In Allegany county, 19 nurses are currently enrolled in the baccalaureate program, while the Washington County program has 17 students. Both groups will complete degree requirements in May of 1990.

There are 36 students currently enrolled in the nursing transition courses in Washington County. This group will enter the baccalaureate program in that county in 1990 or 1992. The programs at both sites are permanently funded and accept new students every two years.

A Master's Degree Outreach Program was federally funded in 1988 and accepted its first students in the fall of that year. Classes are currently being held in Hancock, Maryland in order to allow students from Garrett, Washington, and Allegany counties to attend. New students may enter those classes through the Fall of 1990.

Geriatric Education



In October of 1988, CAHEC entered the second and final year of a two-year special initiatives grant from the federal AHEC program designed to provide training to physicians and other health professionals in preventive health care for older adults. The overall goal of the project is to assist health care professionals in learning more about the importance of preventive health care for adults sixty years of age and older and to help them discover ways to incorporate preventive strate-

gies into clinical practice with this population.

The project utilizes a broad definition of "prevention" which includes primary prevention (disease prevention), secondary prevention (detection and early treatment of disease), and tertiary prevention (limiting further complications of disease, restricting disabilities and delaying death). The project focuses on six areas of clinical medicine - cardiology, pulmonology, gastroenterology, oncology, rheumatology and neuropsychiatry -

so that all the activities under the grant address one or several of these areas.

CAHEC is experimenting with a variety of educational methods in this project. They include continuing education seminars, the development of a model health education program which involves physicians in referring older adults to an individualized health education service, and educational inservice projects which are enabling local physicians to collect data about older adults and preventive health care.

To date eleven continuing education programs have been held as part of the project. The project's finale will be a symposium on geriatric medicine which is being planned in conjunction with the continuing medical education committee at Sacred Heart Hospital. The symposium is scheduled for September 8, 1989.

Currently there are five educational inservice projects being conducted in conjunction with local health care professionals. They are focusing on various aspects of prevention ranging from the benefits of a pulmonary reha-



Above: Donna Hopkins, RN, MS, CNP, frequently speaks with community groups about the *Healthy Older People* educational campaign. This presentation occurred at the Salvation Army Golden Agers Club of Cumberland.

Top Photo: A panel of older adults was invited to a student seminar to discuss changes in health care during their generation. Present were (l to r) Dick McGann, VISTA volunteer, Julia Werner, George Zembower, Thelma Inskeep and (not pictured) Leona Mack

bilitation program to the use of preventive health care by physicians and older adults. Data will be shared via newsletters and final project reports, which will be made available to the professional community.

The project's health education component resulted in the implementation of *Healthy You*, a physician-referred, individualized health education service for older adults. *Healthy You* is operating in two sites utilizing two different program models. In Allegany county *Healthy You* is free-standing in the sense that the program's health education consultant receives referrals from physicians, contacts the identified older adult and when possible, links he/she with the existing network of health promotion services in the county. In Washington county, *Healthy You* is being implemented at the Tri-State Community Health Center in Hancock where the health education consultant sees patients one day per week. In this setting the health education consultant works on-site with the physicians to provide ongoing health education for older adults.

As a companion program, CAHEC offers *Healthy Older People*, an educational program for older health care consumers designed to help them actively seek out preventive health care.

The project staff includes Kathleen H. Powell, MSW, geriatric education coordinator, Donna Hopkins, RN, MS, CNP, health education consultant, and Richard McGann, VISTA volunteer.



Wayne Spiggle, MD, Chairman of the Appalachian Environmental Laboratory Board of Visitors and a CAHEC preceptor, takes a very active role in environmental issues.

Toxic Exposure Training Initiatives

Nationally, health professionals are becoming increasingly aware of environmental issues and related health risks. A recent report released by the House Subcommittee on Health and the Environment indicated that 2.4 billion pounds of toxic pollutants were emitted nationally in 1987. Nearly 18.7 million pounds of these toxic air pollutants - or 4.2 pounds per person- were released by industry into Maryland's air. According to subcommittee chairman Henry A Waxman, D-Calif., "We know that millions of pounds of carcinogens, mutagens and neurotoxins are getting into our air supply."

These statistics and comments make it easy to comprehend that, by the turn of the century, primary care physicians will be treating an increasing number of disorders caused by environmental and occupational expo-

sures to toxins. Physicians are already struggling to answer their patients' many questions about contaminated drinking water, radon, and pesticides. Locally, physicians are treating an increasing number of patients for conditions relating to the inhalation of hydrogen sulfide, systemic exposure to lead, contaminated drinking water and a variety of other environmentally induced illnesses, symptoms and conditions.

On October 1, 1988, CAHEC began implementing the "Expanded Toxic Exposure Rural Initiatives" a training grant from the federal AHEC program. This program, coordinated by Diane L. Trickett, is providing training in toxicology and hazardous materials toxic exposure to primary care physicians and other health professionals serving the three county service region. The

program also makes possible ongoing training for students rotating through the CAHEC's placement program.

The issues that CAHEC is addressing are: occupational and environmental exposure to toxic materials, treatment and prevention of diseases related to pesticide exposure, how to use and gather information from national computerized data banks on toxic exposure, and the correct disposal of contaminated medical waste. CAHEC is helping health professionals address these issues by conducting continuing education programs, developing training videotapes and issuing timely news bulletins.

The capstone program of the grant is a daylong state-wide conference for physicians and other health professionals on June 16, 1989 at the Wisp Resort in McHenry Maryland. Topics to be discussed are: "What's making me sick"... recognizing and diagnosing environmental illness; "Is my water safe to drink?"... advising patients about groundwa-

ter contamination; respiratory disease in farmers, pesticides and human health - old and new problems; and Radon When to Test - How to Test - What to Do.

Health professionals also face increasingly stringent regulations regarding the disposal of medical wastes. Congress recently enacted the Medical Waste Tracking Act in response to public alarm at the increasingly frequent discovery of medical wastes washing ashore on public beaches. The state of Maryland in response to its extensive coastal and inland water system enacted strict emergency regulations in September of 1988. Tougher permanent regulations became effective in April of 1989. The most significant change in the Maryland regulations is the stipulation that anyone who generates 50 lbs. or more of contaminated medical waste a month must comply with the regulations. (The emergency regulations specified a weight of 100 lbs. per month.) This change has significant impact on smaller nursing homes, physicians, dentists, la-

boratories and funeral homes.

In response to this issue, CAHEC conducted a spring mini-conference on Special Medical Waste. The speakers were Chris Krebs, chief hazardous waste program Maryland Department of the Environment, Elizabeth Beebe Volz from the Attorney General's Office of Environmental Crimes Unit and Bryan Ambrose, a Hazardous Materials Certified Hauler. This session was video taped, and portions of it will be used in the production of a teaching video tape with the Maryland Department of the Environment. It is our hopes that this video will be used throughout Maryland by hospitals, nursing homes, physicians, and dentists to provide inservice programming for their staff.

Through the grant, CAHEC and the Maryland Fire and Rescue Institute provided training for 50 first responders to incidents involving toxic materials. In an effort to help consumers become active participants in their own health care, the CAHEC staff is providing education for the lay public on a variety of issues. A recycling symposium was planned in cooperation with University of Maryland's Appalachian and Environmental Laboratories. More than 95 health care consumers attended the session. The program coordinator also is working with the local farm bureau to provide training for farmers on pesticide risks. This work supplements education for health professionals and results in a two-pronged approach to training on risk factors associated with pesticide exposure.



Panelist at the recent symposium *Recycling for Fun, Profit and Survival* cosponsored by CAHEC with the Appalachian Environmental Laboratory Regional Center included: Diane Trickett, CAHEC toxic education coordinator; John Menke, director Montgomery county department of environmental protection; Mike Taylor, director, Maryland recycling services; Larry Brock, president of Brock Scrap and Salvage Co.; Bruce Metz, registered sanitarian Allegany County Health Dept.; and Jack Slocumb, coordinator of environmental outdoor education programs, Appalachian Environmental Lab.

Continuing Education

The ideas and themes for CAHEC's Continuing Education (CE) programming come from numerous, very diverse sources. In developing and implementing these ideas, CAHEC enjoys working with the many education and health care institutions and agencies in the region. While planning CE events to be held in fiscal year 1989 for the grant programs and the community, CAHEC worked with the University of Maryland at Baltimore and Baltimore County; the Family Health Education Foundation of the Maryland Academy of Family Practice; The Association of Occupational and Environmental Clinics; the American Lung Association; Allegany Community College; Garrett Community College; Allegany County Health Department; Allegany Soil Conservation District; Garrett County Health Department; Maryland Department of the Environment; University of Maryland-Appalachian Environmental Laboratory; Allegany/Garrett County Dental Society; the UMAB Geriatrics and Gerontology Education and Re-

search Program; Sacred Heart Hospital; Memorial Hospital; Frostburg Community Hospital; Washington County Hospital; Garrett Memorial Hospital; Western Maryland Alzheimer's Disease and Related Disorders Program at Washington County Hospital; Maryland Gerontological Association; Allegany/Garrett Pharmacy Association; and the Washington County Pharmacy Association.

The many thematic CE courses conducted under the aegis of the geriatric and toxic programs are detailed in their reports. "Other" CE programs for the year included three, one-day courses cosponsored by the dental caucus with Allegany Community College. The courses were: *Pharmacology in Dental Practice*, *Problem Solving in Endodontics*, and *Awareness, Understanding and Acting on the Human Potential Dilemma*. The Center also worked in cooperation with UMBC and the Nursing Outreach programs to sponsor a seminar, *Coping*

with Death: The Client, The Family and The Professional.

Planning for a 1990 regional Appalachian health conference began in early Spring when the University of Kentucky convened a meeting of all medical schools and affiliated Area Health Education Centers in the Appalachian region. Program associate Marie Potts-Deakin attended the meeting to represent UMAB and CAHEC. Planning is now underway for a Spring of 1990 conference that will center around the theme "Academic Medical Centers and Appalachia: Opportunities and Barriers in Working Together." The conference will be a unique forum in which to address the specific and unique health problems found in Appalachia and to develop a network among academic health centers serving the region.

The coming fiscal year promises to be a time of many additional and very interesting CE events.



Jack Zealand, PhD was the instructor for the course *Awareness, Understanding and Acting on the Human Potential Dilemma* cosponsored by the CAHEC dental caucus and Allegany Commu-

Learning Resource Center

The goals of the Learning Resource Center (LRC) are to help educate tomorrow's health professionals and to provide access to medical information services for rural health practitioners. There is a growing need for information resource services and the timely access to such resources in the Western Maryland/Tri-State area. This need is evidenced by the response of hospital administrators, medical directors, and chairpersons of continuing medical education programs to a meeting at CAHEC to discuss information resource management in health care for the Western Maryland/Tri-State area.

The LRC coordinated a meeting of these health care professionals to provide insight into recent technological developments and financial opportunities involving information resource management in health care. The meeting was conducted in response not only to requests for information resource services by area health professionals but also in conjunction with the Regional Medical Library's (RLM) goal to assist with the development of information resources in rural areas. Representatives at the meeting included the major health care organizations in the region.

The group consensus was to initiate a cooperative effort to evaluate the currently available resources and to examine options for cost-effectively expanding the accessibility of medical information resources within the

region. CAHEC offered to act as the coordinating agency for the group.

During FY 1989, the LRC cooperated in several other awareness sessions for local health care professionals and consumers. A workshop on consumer information sources and networking was offered in conjunction with CAHEC's "Rural Initiatives in Preventive Care for Older Adults." Karen Hackelman, representing the UMAB Geriatrics and Gerontology Education and Research (GGEAR) Program, instructed area health care agencies in the art of database networking for informational resources.

The LRC will assist at the upcoming June 16 statewide seminar titled "Meeting the Challenges of the 1990's." LRC's role is to assist the National Library of Medicine's presenter with com-



Kathy Lese, learning resource specialist, and James Howard, DMD, chairman of the Allegany/Garrett County Dental Society, were instrumental in the development of a centralized Dental Resource Collection agreement.

puter workshops giving participants hands-on experience in accessing the MEDLARS and TOXNET databases.

CAHEC is one of only two health care agencies in the tri-state area that provide access to medical database searching through the National Library of Medicine's MEDLARS and TOXNET systems. The LRC can access 20 databases, such as AVLINE, CANCERLIT, HEALTH, and TOXLINE, to fill informational and literature search requests; eight additional files will be available in the near future.

Interlibrary loan services are provided through CAHEC's membership in the Maryland Health Systems Library (MAHSL) Network, the Maryland Interlibrary Organization (MILO), and the Region 2 Southeastern/Atlantic Regional Medical



Hospital administrators, medical directors and CE directors of regional hospitals attended a meeting at CAHEC to discuss information resource management in health care. (Left to right) Lisa Boyd, SEA/RML; Bob Whitler, WV Hosp. Assoc.; Linda Jackowitz, WV CONSULT; Donald Spencer, CAHEC; Dr. Gupta, Memorial Hosp.; Larry Beck, Garrett Memorial Hosp.; Dr. Lavine, Finan Center; Judy Hott, RN, Finan Center; Dr. Earles, Garrett Memorial Hosp.; Pat Barbowitz, Washington County Hosp; Dr. Ballard, Finan Center; Dr. Miles, Sacred Heart Hosp.; W. Scott Murray, Memorial Hosp.; Dr. Lewis, Garrett Memorial Hosp.; Dr. Stolfus, Memorial Hospital; and Kathy Lese, CAHEC



Students on placement through CAHEC have 24 hour access to the Learning Resource Center.

Library Service (SEA/RML) of the National Library of Medicine. In 1988, LRC became the first agency in Western Maryland to be affiliated with NLM's national computerized medical libraries network called DOCLINE. DOCLINE connects users with a national network of medical libraries which fills requests for books, journal articles, and audiovisuals in just a few days.

In February 1989, the CAHEC and Allegany/Garrett Counties Dental Society signed a cooperative agreement to form a Dental Resource Collection, for which CAHEC provides the library facility and services to handle and distribute the dental resource materials.

CAHEC's holdings also reflect the educational emphasis of its grant programs. Geriatric, health promotion, and toxicology

resource materials constitute the majority of recent purchases which are being circulated throughout the area and the library network. Journal holdings are listed with the NLM's Serhold database and are being entered on the computer at CAHEC. LRC's monograph collection also is being updated and catalogued on-line.

To enhance services, additional equipment was purchased for the library and the information specialist attended several educational sessions. A Macintosh Plus computer, two bookshelves, a vertical file, a glass-fronted video cabinet, and a sofa were added to the library for storage and ease in retrieving and using resource materials. CAHEC's information specialist, Kathleen Lese, attended a week-long seminar at NLM to learn advanced database access. She also attended a training session offered through the WV CONSULT project for demonstrating the Grateful Med database and recently was certified as a medical library preceptor.

During the past year the LRC played an integral role in achieving the educational objectives of the toxic, geriatric, and HCOP grants, in continuing to provide services initiated through previous projects, and in planning for the future needs of information resources in health care in the Western Maryland/Tri-State region.

Health Promotion

CAHEC is working with health promotional agencies and leaders in the region to develop new programs and service concepts relating to sustaining wellness in older adults, in preventing toxin induced illness, AIDS prevention and in other areas of general health promotion.

During this fiscal year, many of the health promotion activities were centered around the geriatric and toxic special initiatives grant programs. Notable health care consumer events relating to the toxic grant included Solid Waste Management : *State of The Art - and Recycling for Fun, Profit and Survival*. Both events, cosponsored with the Appalachian Environmental Laboratory



At the Health Fair Kathy Lese, learning resource specialist, helped more than 300 children and their parents learn more about health careers.



Tracey McNeel, HCOP secretary, helped prepare the career toss game booth for the Allegany County Health Fair

of the University of Maryland, were well attended.

The geriatric program's consumer health education/promotion efforts are focused primarily through the *Healthy You* program and a companion program *Healthy Older People*. The efforts of the geriatric and toxic programming are detailed in their program report sections.

The Allegany County Health Fair continues to be a main focus of general health promotion activity for CAHEC. We were a member of the planning committee and developed two educational activity booths for the kick-off festivities. CAHEC also developed an educational program on Alzheimer's disease for the Health Fair's new component, Education Day, and displayed the *Healthy You* program and toxic education programs at Frostburg Community Hospital's Health Fair activities.

The fair's theme was "Kids are Special People." The educational booths focused on these special people. A bean bag toss career game was developed to help youngsters learn about the myriad of modern

health careers, and a crossword puzzle/prize game helped Fair goers learn about the importance of the environment and what simple steps they can take to help eliminate some toxins from their daily lives. There were lines of children at the game booths throughout the day.

During this fiscal year, CAHEC also was active in promoting health education on AIDS. Executive Director Don Spencer currently serves as the coordinator of the Allegany County Task Force on AIDS which is an inter-agency, inter-professional committee. Members of this dedicated group of concerned health professionals and educators rise early for breakfast meetings at the center. Because AIDS is a disease that effects us as a nation of people, the Task Force does not work alone. It is connected with the Statewide Partnership Council on AIDS, which is sponsored by the Maryland Department of Health and Mental Hygiene.

In the coming year, health promotion will remain a central component of CAHEC's programs.

Placement Program

University of Maryland at Baltimore

July 1, 1988 - June 30, 1989

UNIVERSITY OF MARYLAND MEDICAL SYSTEM Internal Medicine Residency Program

<u>Preceptor</u>	<u>Resident</u>	<u>Location</u>
George Breza, MD	Donald Kimpel, MD	Private Practice
Darrell Buchanan, MD	Donald Kimpel, MD	Private Practice
Victor Mazzocco, MD	Donald Kimpel, MD	Private Practice

SCHOOL OF MEDICINE Ambulatory Care Program

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Michael Beck, MD	Patricia Martin	Emergency Room
	Ann Matson	Emergency Room
	David Smack	Emergency Room
George Breza, MD	Joseph David	Private Practice
Darrell Buchanan, MD	Joseph David	Private Practice
John Casto, MD	Peter Wisniewski	Private Practice
Michael Chappell, MD	Charles Hurlburt	Private Practice
Jeff Davis, MD	Joseph David	Emergency Room
	Charles Hurlburt	Emergency Room
	Eugene Sullivan	Emergency Room
Mark Domenick, MD	Maura Killeen Hanrahan	Private Practice
	Patricia Martin	Private Practice
Gordon Earles, MD	Ann Matson	Emergency Room
Renata Espina, MD	Eugene Sullivan	Private Practice
Raul Felipa, MD	Steven Goldstein	Private Practice
	Eugene Sullivan	Private Practice
Guy Fiscus, MD	David Geckle	Private Practice
	David Smack	Private Practice
Jane Fiscus, MD	Ann Matson	Allegheny County Health Dept.
Paul Forst, MD	Maywin Liu	Tri-State Health Center
Lawrence Greenspoon, MD	Maywin Liu	Tri-State Health Center
Sunil Gupta, MD	Robert Haddon	Private Practice
Jack Harvey, MD	Steven Goldstein	Private Practice
	Gregg Wolff	Private Practice
Walid Hijab, MD	Adam Frank	Private Practice
Sandra Howard, MD	Charles Hurlburt	Emergency Room
	Eugene Sullivan	Emergency Room
Margaret Kaiser, MD	Ann Matson	Private Practice
	Gregg Wolff	Private Practice
Isagani Laurencio, MD	Charles Hurlburt	Emergency Room

Placement Program

School of Medicine continued

Roger Lewis, MD	Maura Killeen Hanrahan	Private Practice
	Patricia Martin	Private Practice
	Gregg Wolff	Emergency Room
Paul Livengood, MD	Charles Hurlburt	Private Practice
William Mark, MD	Joseph David	Private Practice
Victor Mazzocco, MD	Joseph David	Private Practice
	Charles Hurlburt	Private Practice
Michael McCagh, MD	David Smack	Private Practice
Mark Myers, MD	Patricia Martin	Emergency Room
	Ann Matson	Emergency Room
	David Smack	Emergency Room
Walter Naumann, MD	John Hanrahan	Private Practice
	Jean Marie Naples	Private Practice
William Pope, MD	Ann Matson	Garrett County Health Dept.
	John Hanrahan	Garrett County Health Dept.
Ken Roberts, MD	Ann Matson	Private Practice
	David Smack	Private Practice
Mary Schipper, MD	Robert Haddon	Private Practice
Richard Schmitt, MD	Steven Goldstein	Private Practice
Karl Schwalm, MD	Jean Marie Naples	Private Practice
Wayne Spiggle, MD	Deirdre Butler	Private Practice
	Charles Hurlburt	Private Practice
Myung SupKim, MD	Adam Frank	Radiology, Sacred Heart Hosp.
Henry Taylor, MD	Robert Pitts	Pendleton Community Care Center
Gary Wagoner, MD	Robert Pitts	Private Practice
Robert Welik, MD	Patricia Martin	Private Practice
	Peter Wisniewski	Private Practice

Family Practice Elective

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Robert Goralski, MD	Mary Diephaus	Private Practice
Tom Johnson, MD	Mary Diephaus	Private Practice
Dan Miller, MD	Mary Diephaus	Private Practice
Donald Richter, MD	Mary Diephaus	Private Practice
Karl Schwalm, MD	Mary Diephaus	Private Practice
Gary Wagoner, MD	Madeline Frucht	Private Practice

Medical Technology Program

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Bob Manasses, PhD	Scott Ratchford	Memorial Hospital
Bonnie Miller, BS MT (ASCP)	Scott Ratchford	Memorial Hospital

Department of Physical Therapy

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Theresa Hannibal, PT	Heather Cook	Garrett Memorial
	Susan Fischer	Garrett Memorial
	Cathleen Laurie	Garrett Memorial
	Kimberly Wright	Garrett Memorial

COLLEGE OF DENTAL SURGERY

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Lynne Brodell, DDS	Mary Elizabeth Bisese	Private Practice
John Davis, DDS	Mary Elizabeth Bisese	Private Practice
Michael Granet, DDS	Mary Elizabeth Bisese	Private Practice
Frank LaParle, DDS	Mary Elizabeth Bisese	Private Practice
David Lerner, DDS	Mary Elizabeth Bisese	Finan Center
Leslie Stevens, RDH	Mary Elizabeth Bisese	Allegany County Health Dept.
Howard Strauss, DDS	Mary Elizabeth Bisese	Private Practice

SCHOOL OF PHARMACY Professional Experience Program

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
John Balch, PD	Gillet Christy	Bedford Road Pharmacy
	Lisa Langer	Bedford Road Pharmacy
	Lara Linn	Bedford Road Pharmacy
	Carroll Ramos	Bedford Road Pharmacy
Gerald Beachy, PD	Alison Dion	Beachy's Pharmacy
John Beckman, PD	Darrell Hendershot	Green Street Pharmacy
	Theodore Tetkowski	Green Street Pharmacy
Harold Harrison, RPH	Randy Chiat	Frostburg Comm. Hospital
	Darlene Groncki	Frostburg Comm. Hospital
	Michelle McFarland	Frostburg Comm. Hospital
Steve Hospodavis, PD	Jeffrey Beck	Steve's Pharmacy
	Carol Davies	Steve's Pharmacy
	Karen Huber	Steve's Pharmacy
	Leo Chan	Finan Center
Gene Makela, PharmD	Steven Haidar	Potomac Valley Pharmacy
Robert Martin Jr., BS Pharm	Darrell Hendershot	Potomac Valley Pharmacy
Richard Ottmar, RPH, MS	Cynthia Chan	Sacred Heart Hospital
	Jennifer Snyder	Sacred Heart Hospital
Raymond Spassil, RPH	Brian Clatterbuck	Memorial Hospital

Placement Program

SCHOOL OF NURSING Master's Degree Program

<u>Preceptor</u>	<u>Student</u>	<u>Location</u>
Janice McKenzie, RN Susan Ottmar, RN, MS	Elizabeth Ratrie, BSN Elizabeth Ratrie, BSN	Sacred Heart Hospital Allegany County Health Dept.

PARTICIPANTS FROM OTHER PROGRAMS

Pharmacy

<u>Preceptor</u>	<u>Student</u>	<u>University/College/Program</u>
John Balch, PD	Andrea Miller	West Virginia University
	Randy Trumbule	West Virginia University
Dr. Gene Makela, PharmD	Michelle Wirth	Duquesne University
Robert Martin Jr., BS Pharm	Brenda Albright	West Virginia University
	Mechelle Mogenhan	Duquesne University

Occupational Therapy

Lydia Martin, MA, OTR/L	Gail Barnett	Elizabethtown College
	Virginia Leidy	Elizabethtown College
	Dana Lingenfelter	Mt. Aloysius College
	Sharon Toth	Mt. Aloysius College

Counseling Psychology Doctoral Program

Conrad Cole, PhD	John Hancock	West Virginia University
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Master's In Recreational Therapy

Terry Michels, CRTS	Rebecca Hancock	West Virginia University
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Master's in Social Work/ Master's in Public Administration

Sylvia Vaught, LCSW	Jodi Anthony	West Virginia University
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Student Comments

"...this is the type of medicine that I want to practice and in the setting I want to practice in. I had thought that before and now it has been confirmed."

"I feel so excited about my profession. It was wonderful to be out of the clinic and into the real world. I feel much more confident about every procedure I've been trained to do."

"I worked with some truly dynamic, motivated and intelligent physicians. All three were very concerned with their individual patients and also sensitive to the larger issues of public health, patient education, and preventive medicine. This was very refreshing and encouraging after several quite different experiences in Baltimore."

"I had a lot of close contact with patients, often with follow-up, becoming quite familiar with their medical problems as well as personal and social problems. Through this contact, I've become aware of the need to be sensitive to and perceptive of the 'non-medical' issues which affect a patient."

"I came here very weary of ever wanting to own my own practice and I have been so impressed by many of my experiences. The staff of these offices make the office run smoothly and stay on schedule. I feel like they are teams working for their practice together. I return to school with more confidence and am very proud to be part of the profession that includes these practitioners."

"The independence that I was given and the trust bestowed by my preceptor was great. I was provided access to pharmacy information 8 hours a day for 3 weeks."

"You all have made some improvements. It turned out better than I expected."

"I feel very fortunate to have so many different experiences, especially Public Health. It was interesting to see how they get the patients effectively referred for dental care and to see that there is health care available for those who can't afford it."



Photographed on the Center's steps are UMAB medical students on ambulatory care rotation (front, l to r) John Hanrahan, Deirdre Butler, Maura Killeen and Robert Haddon, (back row) David Geckle, Robert Pitts.

Financial Profile

July 1, 1988 - June 30, 1989

Income

Maryland Statewide Medical Education and Training System	\$182,340
Health Professions Education Assistance	
(Federal AHEC Funds): Preventive Care for Older Adults I	16,405
Preventive Care for Older Adults II	50,055
Expanded Toxic Exposure Training	51,000
Health Careers Opportunity Program	
(Federal HCOP Grant): Eastern Alleghenies HCOP Program	113,340
Rural Masters Program Outreach Nursing Program	
(UMAB School of Nursing): Learning Resources Support	<u>11,000</u>
	\$424,140
	=====

Line Item Expenditures

Personnel and Contractual Salaries	\$280,045
Communications	10,565
Printing and Supplies	17,170
Equipment and Equipment Contracts	2,995
Office Operations	17,090
Travel	12,880
Student Programs - Direct Costs	71,505
Continuing Education	7,500
Learning Resources	<u>4,390</u>
	\$424,140
	=====

Expenditures by Functional Category

Continuing Education	\$114,520
Career Recruitment	112,400
Placement Program	76,345
Administration - CAHEC	39,545
Learning Resource Services	28,940
Off-Campus Program Support	17,670
Program Development	13,645
Public Information	8,480
Board, IHEC, and Caucus Activity	8,260
Community Health Education	<u>4,335</u>
	\$424,140
	=====

Caucus Reports

Dental Caucus John Davis, DDS

Provided preceptor services for a UMAB dental student and reinitiated the dental externship program in Western Maryland.

Revised a report on plans for clinical rotations being planned for January 1990 as well as for the summer of 1989.

Facilitated the establishment of a Dental Resource Collection with CAHEC's Learning Resource Center and in cooperation with the Allegany/Garrett County Dental Society.

Reviewed seminar plans for toxic education programming relating to medical waste management.

Enabled joint planning of continuing education events with Allegany Community College.

Generated responses to the IHEC questionnaire to facilitate interdisciplinary program planning.



Preceptor Wayne Spiggle, MD and UMAB medical student Deirdre Butler share a light moment together.



UMAB dental student **Mary Elizabeth Bliese** conducted a children's dental education program at the Lonaconing Clinic of the Allegany County Health Department while on rotation in Western Maryland.

Medical Caucus Raul Felipa, MD

Reviewed program reports on the toxic education program and made recommendations of physicians who might serve on the planning committee for the June 16 conference "Meeting the Challenges of the 1990's."

Provided preceptor services for medical students and one medical resident from the University of Maryland at Baltimore.

Coordinated cooperative planning between CAHEC and local hospitals in Garrett and Allegany counties.

Reviewed results of meetings with Washington County Hospital staff regarding development of medical rotations in Washington County.

Made presentations to medical residents at UMAB to encourage interested residents to plan a rotation in Western Maryland in FY 1990.

Monitored progress of preventive program on geriatrics and supported development of in-service education projects and implementation of *Healthy You* project.

Promoted development of information network among area hospitals and organized a meeting of hospital administrators and medical directors to initiate regional planning.

Participated in IHEC planning by distributing questions to caucus members.

Pharmacy Caucus

Robert Martin, Jr., BS Pharm

Provided preceptor services for students from UMAB, Duquesne and West Virginia universities.

Sponsored trips to Baltimore to recruit pharmacy students for CAHEC area pharmacies and institutions.

Reviewed a draft of the Pharmacy Externship Manual proposed by UMAB and provided recommendations for improvement and implementation.

Submitted responses to IHEC planning policy questionnaire.

Enabled the planning of a continuing education program on medication management with the UMAB School of Pharmacy.



(Above) Pharmacy students work with preceptors in community and hospital pharmacies. Anne Dailey, an alumna of the CAHEC program, is from the Cumberland area.

(Top) Emergency room personnel from Memorial Hospital conducted a demonstration of cardiac emergency procedures and an education program on how to avoid becoming a cardiac patient. The program was part of the Allegany County Health Fair.



Nursing Caucus

Gail O. Mazzocco, EdD, RN

Focused attention on the development of recruitment services for potential nursing students in the public school system.

Conducted two nursing recruitment programs for high school seniors who are considering a nursing career. Programs were held at Memorial and Sacred Heart Hospitals.

Exploring the possibility of inviting nurse recruiters to a "nursing night" that could be held at one of the area schools.

Considering assigning caucus nurse volunteers to regional, middle, and high schools to provide guidance counselors with advisement and consultation about nursing career developments.

Wrote to the Allegany County Board of Education and Dr. Harold Cordts at Frostburg State University in support of requiring one high school credit in health education for graduation.

Cooperated with the IHEC in discussing and completing a questionnaire relating to professional education requirements in the nursing community.

Continued to address the issue of membership participation in caucus activities.

Revised and expanded mailing list to reach a broader segment of the Western Maryland nursing community.

Psychology Caucus **Spencer Deakin, PhD**

Provided a framework to classify psychological services for the Prevention Services directory.

Facilitated the gathering of responses to the IHEC caucus questionnaire on professional education needs.

Supported the arrangements for a WVU graduate student in clinical psychology to complete a rotation at the Thomas B. Finan Center.

Discussed ways to increase referrals from physicians, including a directory of area psychological services that could be of specific interest to physicians.

Met with Jane Paulson, Allegany Community College, on planning future CE programs.



Dick McGann, VISTA volunteer, helps with the coordination of a geriatric program mailing.

Social Work Caucus **Carolyn Clauson-Andrews, MSW**

Re-evaluated caucus membership criteria and added BSW degree recipients as well as MSW degree recipients.

Developed and adopted a statement of purpose for the caucus.

Incorporated continuing education planning with Allegany County College as part of caucus meetings.

Approved in principle the proposal to establish a social work caucus in Washington county.

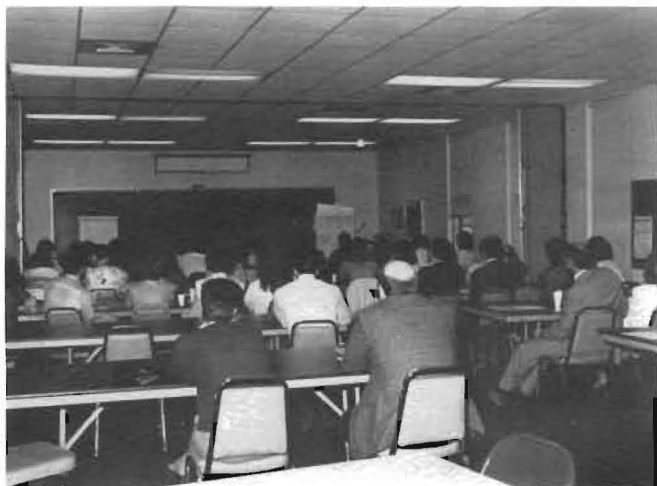
Identified social workers to be included in the directory on preventive services in Allegany and Garrett counties.

Reviewed the plan for developing a CAHEC program on Rural Training Initiatives in Adolescent Health.

Surveyed caucus members on caucus programming and operation preferences.

Conducted a meeting to inform area social workers on the progress of the new social work program at Frostburg State University.

Conducted a meeting with Ralph Dolgoff, DSW, who is the new Dean of the UMAB School of Social Work and Community Planning.



Continuing education seminars for health professionals are central to CAHEC's programming.

Directory

Board of Directors

Scott Burleson, MBA, *Chair*
 Walid Hijab, MD, *Vice-Chair*
 Thomas Cumiskey, *Treasurer*
 Gail Mazzocco, EdD, RN, *Secretary*
 Donald Alexander, EdD
 Barbara Boyle, MSW
 Anthony Bollino, MD
 Carolyn Clauson-Andrews, MSW
 Spencer Deakin, PhD
 Ramsay Farah, MD

James Hudson, MD
 Margaret Kaiser, MD
 Helen Kohler, PhD
 Frank LaParle, DDS
 Robert Martin, Jr., BS Pharm
 Daniel Miller, DO
 Barbara Roque, JD
 Lee Ross, PhD
 Mary Schipper, MD

Interdisciplinary Health Education Council

Mary Schipper, MD, *Chair*
 William Allen, Jr., DDS
 Mary Ann Bloom, MS, RN
 Kathryn Cannan, MHA
 Jan Chippendale, MSW
 Becky Harvey, RN

Patrick Healy, MPH, RD
 Jim Holwager, PhD
 Betsy Hurwitz-Schwab, MSW
 Jim Kessell, Pharm BS
 Suanne Ostendorf, MS
 Donna Walbert, MS, RN

UMAB Professional School Liaisons

Ambulatory Care:
 Dental Extern:
 Family Practice:
 Nursing:
 Pharmacy:
 Primary Care:
 Social Work:

Sallie Rixey, MD
 Mark L. Wagner, DMD
 Edward Pecukonis, MSW
 Helen R. Kohler, PhD
 Marvin L. Oed, BS Pharm
 Mohamed Al-Ibrahim, MD
 Ralph Dolgoff, DSW

Maryland Statewide Medical Education & Training System

John M. Dennis, MD, Vice President for Academic Affairs, Dean, School of Medicine
 James I. Hudson, MD, School of Medicine, Associate Dean for Administration

Staff



(Bottom to top, l to r) David Swisher, Donald Spencer, Tracey McNeel, Dick McGann, Vicki Pryor, Diane Trickett, Kathy Lese, Heidi Welberry, Kathy Powell, Marie Potts-Deakin and Ruth Wood. Missing from the photo: Bruce Shirey, Susan Davis, Donna Hopkins, Gail Mazzocco and Sue Coyle.

Central Program Staff

Executive Director:	Donald L. Spencer, MPA
Office Manager:	Heidi A. Welberry
Office Assistant:	Tracey McNeel, AA
Program Associate:	Marie Potts-Deakin, MBA
Clinical Education Coordinator:	B. Ruth Wood, BSN, MS
Librarian/Information Specialist:	Kathleen A. Lese, MT, MA
Assistant Librarian:	Vicki Pryor
Accountant:	Bruce Shirey, BS

Grant Program Staff

HCOP Coordinator:	Susan O. Davis, MEd
HCOP Health Career Counselor:	Dave Swisher, MS
HCOP Secretary:	Tracey McNeel, AA
Geriatric Education Coordinator:	Kathleen Powell, MSW
Geriatric Health Education Consultant:	Donna Hopkins, RN, MS, CNP
VISTA Volunteer with Geriatric Grant:	Dick McGann
Toxic Education Coordinator:	Diane Trickett, BS

Out-reach Program Staff

Nursing Outreach:	Gail Mazzocco, EdD RN, EdD
	Sue Coyle, RN, MS

**Cumberland Area Health
Education Center**

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