ACADEMIC SCHOLARSHIP IN THE AGE OF RVUs

As members of a medical school department, our faculty are expected to carry out the tripartite mission of clinical care, teaching and research. Of those three missions, research/scholarship is what distinguishes academic medical centers from various private and community hospitals where the primary mission is patient care, with some teaching at the affiliated ones. Advances in science and discovery of the causes and treatments of thousands of human diseases, are generated by the faculty in academic medical centers. Thus, research and scholarship and the generation of new knowledge are not only expected from our faculty, but are also major criteria for promotion and/or tenure in all medical school institutional setting.

However, things can get quite challenging for many faculty because scholarship and heavy clinical workloads often collide, especially in universities that are not state-supported. Faculty are expected to conduct research and publish in medical journals but are concurrently required to generate sufficient clinical revenues to cover their salaries plus benefits and the departmental overhead expenses. Clinical productivity is often measured in what is referred to as Relative Value Unit or RVU. For nonprocedural specialties, it is often difficult to generate enough RVUs to achieve the financial target while concurrently meeting the scholarship expectations. This is why obtaining research grants that contain salary support are so important to academic faculty. But there is a catch-22 involved: conceptualizing, preparing and submitting a sophisticated scientific proposal (such as an NIH grant application) often takes several months, and grants are rarely approved in the first round. Thus, a faculty will need salary support for at least one year and most often two years to be able to secure a grant that provides “release time” from their institutional duties to conduct research and publish the findings over a three to five year period. Absent institutional start-up funds to provide salary support, writing, submitting and securing peer-reviewed grants (where the success rate is currently around 10-15%) is practically impossible.

Thus, many physician faculty find themselves in a quandary: How to conduct research and scholarly activities when they spend the bulk of their time treating patients, teaching medical students, supervising and mentoring residents, and participating in various departmental and divisional committees and meetings. This can be quite challenging, but there are some ways for the faculty to be concurrently productive in both scholarship and RVUs. Here are some suggestions:
1. Forget about the 8-hour day or the 40-hour week. Achieving one’s goals in life must never be tethered to an arbitrary clock. Just as Olympic athletes, who for years practice their sport 10 hours a day or more, seven days a week, and continue their school or college education (like the teenage gymnasts), academic faculty can work on scholarly activities after hours or on weekends to write grant proposals, analyze data, review the literature, write abstracts, articles or book chapters and prepare scientific presentations for national meetings, etc. It takes intense motivation, passion, dedication and sacrifice to do that, but that’s what it takes to achieve one’s goals despite constraints. Many private practitioners work 60-70 hours a week because there is so much clinical demands or, in some cases, to pay off loans or accumulate enough money to buy a new house or a new car, etc.

2. Create a synergy between clinical work and research. Busy academic clinicians can “protocolize” all their patients’ work-ups by creating a structured database, and enter routine clinical data, lab values, medications, treatment outcomes, complications and functioning, etc. By the end of one year, the faculty will have a substantial database of 200-500 patients which can serve as a substrate for scholarly articles as well as pilot data to support a grant application.

3. Collaboration is vital for success in academia, and can facilitate scholarly activities of faculty. Sharing ideas about a research project, a review article, or retrospective chart review, a case report and good old division of labor can accomplish a lot without an undue burden on any one faculty. A clinical neurology or psychiatry faculty can also collaborate with a basic neuroscientist, who traditionally have more protected time for research, or with another clinician to do ratings on their research subjects, or mentor residents on a research project for which the residents will do most of the work to be first author. All the above are ways to leverage one’s time and skills into scholarly activities despite a substantial clinical workload to generate the required RVUs.

4. Medical school faculty are also in an excellent position to develop innovative teaching methods, especially involving technology, which is considered an important educational scholarship. The faculty can collaborate to develop advanced or novel curricula or rotations for medical students and residents to enhance their learning and clinical skills. Writing commentaries about didactic or clinical education in academic settings and publishing them in journals dedicated to academic education and training.

In summary, a heavy patient care workload to generate the requisite amount of RVUs to pay the department’s expenses, need not hamper the scholarly activity of faculty. Working after regular hours with minimal hustle and bustle and interruptions (which I personally find conducive to better creative writing), collaborating with other faculty, involving residents and medical students for data collection, and exploiting the wealth of clinical substrate in outpatient or inpatient settings, are all ways to conduct scholarly work side by side with patient care and teaching activities. It takes focus, ambition, dedication, some sacrifice and ongoing support from senior faculty mentors to succeed, but it is certainly feasible and there are many faculty who have thrived and climbed the academic ladder of success by doing the above. Finally, I would add that if a department is fortunate enough to receive endowments from grateful patients or philanthropists, providing protected time to write grant applications or to conduct a complex research project to generate pilot data for a federal RO1 grant, then further success will be achieved by receiving external funding for research and scholarly work.

Henry A. Nasrallah, MD
The Sydney W. Souers Endowed Chair
Professor and Chairman
Department of Neurology & Psychiatry

http://neuroandpysch.slu.edu
# DNP GRAND ROUNDS

## NOVEMBER

<table>
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<tr>
<th>Date</th>
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<tr>
<td>November 6</td>
<td>Charles F. Zorumski, MD</td>
<td>Ketamine and Depression: Plastic vs. Metaplastic Effects</td>
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<td>November 13</td>
<td>Robert Heaney, MD</td>
<td>Clinical Integration: Its Impact on Medical (and Neuropsych) Practice</td>
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<td>November 20</td>
<td>Robert Robinson, MD</td>
<td>Depression and Stroke Outcomes</td>
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## DECEMBER

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<tr>
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<tr>
<td>December 4</td>
<td>Charles B. Nemeroff, MD, PhD</td>
<td>Prediction of Disease Vulnerability and Treatment response in Mood Disorders: Personalized Medicine in Psychiatry</td>
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<tr>
<td>December 11</td>
<td>Anjan Bhattacharyya, MD</td>
<td>Combined Case Conference</td>
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<td>December 18</td>
<td>Amer Alsheklee, MD - Neurology</td>
<td>A Breakthrough in Endovascular Stroke Therapy</td>
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<td>December 18</td>
<td>Ernest A. Graypel, MD, MHA-Psychiatry</td>
<td>Where Do We Go From Here?</td>
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<td>Supervisor - Mirela Marcu, MD</td>
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<td>Consultant - George Grossberg, MD</td>
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## JANUARY

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<th>Date</th>
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<tr>
<td>January 8</td>
<td>Lauren Schwarz, PhD</td>
<td>Injury or Cure: Paradoxical Neuro-psychiatric Presentations</td>
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<td>January 15</td>
<td>Henry Nasrallah, MD</td>
<td>Paradigm Shifts in the Neurobiology and Treatment of Depression</td>
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<tr>
<td>January 22</td>
<td>Randell Edgell, MD - Neurology</td>
<td>A Breakthrough in Endovascular Stroke Therapy</td>
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<td>January 22</td>
<td>Melanie McKean, DO, PhD - Psychiatry</td>
<td>Psychiatric Care During Pregnancy and Postpartum</td>
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<td>January 29</td>
<td>Jafar Kafaie, MD - Neurology</td>
<td>Molecular Therapeutics for Neuromuscular Diseases</td>
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<td>January 29</td>
<td>Ed Weisbart, MD, CPE, FAAFP</td>
<td>Separate and Unequal: How Single Payer Would Mitigate Racial Disparities in Health Care</td>
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James Cho, M.D. is a forensic psychiatrist and one of the newest members of the DNP. This interview afforded me the opportunity to get to know him a bit better. I definitely walked away from our discussion with some interesting information about him both professionally as well what life is like outside of his career.

*What is your role in the DNP?*
I am a psychiatrist. What makes me a bit different is that I am board certified in Forensic Psychiatry. Forensic Psychiatry in my opinion has made me a better clinical psychiatrist as I have more knowledge about processes such as involuntary commitment. Additionally, I can teach this knowledge to residents, like how to effectively present cases in the courtroom setting. At present, I provide clinical services here in the hospital as well as at the jail. I am trained in Suboxone treatment and would like to bring this service to the department. This would be good for our community as well as a great teaching opportunity for residents.

*Are you active in other roles for the University outside the DNP?*
As a new faculty member, I have not yet had the opportunity to become involved in university committees, but am very open to doing this.

*How do you like to spend your time outside of work?*
I like to work out at the gym. I also really like to build models particularly science fiction, World War II, and modern military models. My current favorite one is a WWII Japanese battleship. I am a bit of a geek and am Facebook Friends with John Eaves, the guy who made the models for the original Star Trek series. I admit I also like to play Dungeons and Dragons.

*If you had another career, what would it be?*
When I was in college I had other careers in mind such as a lawyer, film director, graphic designer, or psychologist.

*What is your favorite book or movie?*
My favorite book is the Art of War by Sun Tzu. I have several favorite movies Star Wars Revisited and The Godfather to name a few.

*If you could meet anyone in the world, who would it be and why?*
As I’ve gotten older, I’ve realized that meeting anything that you’ve built up in your head is usually a let-down. I’ve learned this by meeting a lot of people I idolized as a child such as various artists, actors, etc. I have had the opportunity to meet some celebrities such as Lou Ferrigno (the Incredible Hulk), Dirk Benedict (A-Team & Battlestar Galactica), and the entire case of Babylon 5 (nerdy SciFi show).

*If your life were a motion picture what would the title be?*
Geek in the Back of the Line

Thank you for your time Dr. Cho and welcome to the DNP! On a personal note, I am glad someone else in the department knows what Battlestar Galactica is!

By Lauren Schwarz
DEPARTMENTAL STAFF SPOTLIGHTS

Brandi King, MA
Brandi has been with the department since last April but is so camera shy that she tried to avoid being featured in our newsletter, but we got her anyway! Brandi was an internal transfer from the SLUCare Administration float pool. Brandi provides clinical support in DOB Neurology clinic and is a valuable asset to the nursing team.

Gayle Heady
Gayle earned both her Bachelor and Master of Social Work degrees at Saint Louis University. She has worked in the fields of psychiatry, oncology and hospice, in addition to tax accounting. When she’s not at work, Gayle enjoys meditation and hiking, as well as reading medieval Persian poetry and singing along to Carrie Newcomer CDs.

Leejanae Phelps, MA
Ms. Phelps will provide nursing support for the DOB Neurology Clinic. Ms. Phelps was previously employed with Family Care Health Center and we are happy to have her on our clinical care team.

Saundra Freeman, CPC
Ms. Freeman is certified coder. In addition to her coding and billing skills, Ms. Freeman is also a medical assistant. Ms. Freeman is a welcome asset to the Billing team. Ms. Freeman was previously employed with Washington University.
“I’M JUST SAYING”

Just a reminder, here is your chance to share your thoughts on issues that you see within the department, but you also have to include your thoughts on what possible solutions are. The comments box is located by the mail boxes in room 113. Please feel free to include your name on the comments, but it is not required.

DNP CALENDAR OF EVENTS

FEBRUARY, 2015

Valentines Days- February 14, 2015

Happy Hour at Square One Brewery - February 18

MARCH, 2014

St. Patricks’ Day – March 17, 2015

Happy Hour at McGurk’s - March 18, 2015

Multiple Sclerosis Awareness Month

APRIL, 2014

St. Louis Cardinals Day – April 21, 2015

Ball Park Food – details to follow

MAY, 2014

Mental Health Awareness Month

ALS Awareness Month

Happy Hour at Humphrey’s – May 20, 2015
ARTICLES


Vidic, A., Chibnall, J. T., & Hauptman, P. J. (in press). Heart failure is a major contributor to hospital readmission penalties. Journal of Cardiac Failure.


George Grossberg, MD - Rivastigmine from capsules to patch: Therapeutic Advances in the Management of Alzheimer’s Disease and Parkinson's Disease Dementia - Primary Care Companion for CNS Disorders Web Site - Carl H Sadowsky, MD, Joseph L Micca, MD, George T. Grossberg, MD and Drew M Velting, PhD. October 2014.


EDITORIALS & METHODOLOGY PAPERS

Book Editor
Randall Edgell, MD - Neurointervention in the Medical Specialties - Editor: Randall C. Edgell, MD
Associate Editors: Sean Savitz, MD and John Dalfino, MD; Publisher Springer/Humana.
EDITORIALS & METHODOLOGY PAPERS (cont.)

**Book Editor (cont.)**


**Editor**

**George Grossberg, MD** - Editor for “Neuromodulation Therapies in the Elder Depressed Patient, Recent Advances in Delirium Recognition and Management”. October, 2014.


**ABSTRACTS**


**James Willmore, MD** - Inhibitory effect of Cys LT receptor antagonist Pranlukast on MES and PTZ induced seizures. Yuto Ueda and **James Willmore**, December 6, 2014.

**PRESENTATIONS**

**LOCAL**

**Deepa Arun, MD** - FeTNA (Federation of Tamil Sangams of North America - a national cultural organization) 2014 CME program @ St. Louis Renaissance Hotel - “More than just head pain – A look at Pediatric headache and comorbidities”, July 5, 2014.


**Alan Felthous, MD** - Selecting an Anti-Impulsive Aggressive Agent. Neurology and Psychiatry Grand Rounds, Department of Neurology and Psychiatry, Saint Louis University School of Medicine, Saint Louis, Missouri, October 2, 2014.

**George Grossberg, MD** - Lecture to SLU Department of Internal Medicine Division of Geriatric Medicine Grand rounds on “Depression in Long Term Care - Clinical and Research Perspectives. November 2014.
**LOCAL (cont.)**  
**Henry Nasrallah, MD** - Lectured to Pre-Med students at SLU who are members of Alpha Epsilon Delta about Psychiatric Research, October 6, 2014.


**Florian Thomas, MD** - Lecture to SLU Physical Therapy Graduate Students: Life with MS. Striving for Maximal Independence & Fulfillment, January 9, 2015.


**STATE**  
**Phil Ruppert, PhD** - Gave an educational talk titled “Brain Injury 101” to brain injury survivors and their families/caregivers at The Brain Injury Association of Missouri (BIA-MO) 10th Annual Statewide Conference.

**NATIONAL**  
**George Grossberg, MD** - Gave two presentations at the American Academy of Clinical Psychiatry Meeting in Las Vegas on 1) Late-Life Bipolar Disorder 2) When and How to Treat Psychosis in Later Life.

**Henry Nasrallah, MD** - Gave two presentations at the Annual AACP Meeting, Las Vegas, NV - One Lecture about Medical Co-Morbidities of Schizophrenia and second lecture - Cognitive Impairment in Schizophrenia.


**INTERNATIONAL**  
**George Grossberg, MD** - Keynote Speaker on recent developments in Alzheimer's Disease at Annual meeting of the Hong Kong Psychogeriatric Society.

**Henry Nasrallah, MD** - Lecture in a Symposium about The Management of Schizophrenia, Berlin, Germany, October 9, 2014.


**MEDIA INTERVIEWS**  
**Randall Edgell, MD** - Interviewed on KMOX on the MR CLEAN trial showing for the first time that endovascular stroke therapy dramatically improves outcomes in the most severe types of stroke.

Interviewed on Fox2 News on the MR CLEAN trial showing for the first time that endovascular stroke therapy dramatically improves outcomes in the most severe types of stroke.

**George Grossberg, MD** - Invited to Co-Host Educational Program on Alzheimer's Disease for National Public Television.
MEDIA INTERVIEWS

Henry Nasrallah, MD - 11/7/2014 Channel 2 Fox TV, Discussed Seasonal Affective Disorder.

11/24/2014 Channel 2 Fox TV, Discussed Anxiety, due to racial tensions in Ferguson, MO.

11/25/2014 KMOX Radio Interview about Depression.

Florian Thomas, MD - MedPageToday Interview. Topic: What are the most under-recognized and undertreated aspects of MS? https://mail.google.com/mail/u/0/?tab=cm#inbox/14ace5a40a2a47da.

HONORS/AWARDS

Florian Thomas, MD - Board Certification, Spinal Cord Injury Medicine, 2014-2025 on 11/20/2014.

Raman Malhotra, MD - Was chosen to serve on the “Sleep Duration consensus Conference” organized by the American Academy of Sleep Medicine and the Centers for Disease Control (CDC) with the goal of reviewing available scientific evidence to demine the optimal duration of sleep for a healthy adult.

OTHER ACHIEVEMENTS

Thomas Geller, MD - Joined editorial board of the journal - Pediatric Neurology.

George Grossberg, MD - Recognized by Lutheran Senior Services at their 15th Anniversary Celebration for his time and effort with Senior Connection on 10/15/14.


Florian Thomas, MD - 12/31/214 Movie Appearance in "Virginia. The Courage to Create". Rana Segal, Director. This movie focuses on the power of art therapy in MS. It has been submitted to PBS.
Promotions & Tenure Committee

The departmental promotions & tenure committee meets annually to review all faculty achievements and recommend promotions and/or tenure to the Chairman. This committee is also available to meet individually with any faculty to make suggestions and/or recommendations on what the faculty member may need to do to achieve promotion/tenure. They will assist in making sure faculty is achieving annual goals to obtain promotion when eligible. This committee is available to meet with a faculty member to provide assistance with proper curriculum vitae formatting and assembly of a teaching portfolio. If any DNP faculty member would like to meet to review their promotion eligibility, please contact John Chibnall to schedule a one on one session.

Members of the Promotions & Tenure Committee

- John Chibnall, PhD – CHAIR
- Ghazala Hayat, MD – Co-CHAIR
- Anjan Bhattacharyya, MD
- George Grossberg, MD
- Ted Malmstrom, PhD
- Florian Thomas, MD
- Jim Willmore, MD
NEUROLOGY

Achievements for Pavan Tummala, MD, MS:

1) 11/14 - Selected for National Resident Scholar Program in Epilepsy held at Orlando, FL
2) 09/14 - Mid-America Transplant Service Travel Award recipient for Neuro Critical Care Society meeting held at Seattle, WA
3) Federation Consortium of Multiple Sclerosis Centers 2014 Scholarship recipient, Dallas, TX

09/14 - Presented posters at Neuro Critical Care Society meeting held in Seattle, WA:

1) Pavan Tummala, Nabil Makhlouf, Abhay Kumar, Troponin Elevation in Spontaneous intracranial hemorrhage
2) Emily Owen, Brian Anger, John Chibnall, Pavan Tummala, Abhay Kumar, Guideline Adherence and Outcomes in Spontaneous Intracerebral Hemorrhage

PSYCHIATRY

Congratulations! Saint Louis University School of Medicine Program Psychiatric Residency Training Program has attained 100% resident membership enrollment in the American Psychiatric Association. This level of involvement puts the residency program at the Gold Level of 100% Club.

Dr. Adria Jerkovich is the first author on a case report that was recently published in the Journal of Pediatric Genetics. The title is "Further phenotypic expansion of 15q11.2 BP1-BP2 microdeletion (Burnside-Butler) syndrome".

Dr. Mehrzad Seraji graduated from the psychiatry program on 12/31/14 and will be joining Advent Medical Group in charge of women’s health clinic and geriatric unit.

JANUARY IS NATIONAL BLOOD DONOR MONTH

Give the gift of life.
Donate blood.

http://neuroandpysch.slu.edu
Still Alice by Lisa Genova

“Still Alice is a compelling debut novel about a 50-year-old woman's sudden descent into early onset Alzheimer's disease, written by first-time author Lisa Genova, who holds a Ph. D in neuroscience from Harvard University. Alice Howland, happily married with three grown children and a house on the Cape, is a celebrated Harvard professor at the height of her career when she notices a forgetfulness creeping into her life. As confusion starts to cloud her thinking and her memory begins to fail her, she receives a devastating diagnosis: early onset Alzheimer's disease. Fiercely independent, Alice struggles to maintain her lifestyle and live in the moment, even as her sense of self is being stripped away. In turns heartbreaking, inspiring and terrifying, Still Alice captures in remarkable detail what it's like to literally lose your mind...Reminiscent of A Beautiful Mind, Ordinary People and The Curious Incident of the Dog in the Night-time, Still Alice packs a powerful emotional punch and marks the arrival of a strong new voice in fiction.”

The Glass Castle by Jeannette Walls

Jeannette Walls grew up with parents whose ideals and stubborn nonconformity were both their curse and their salvation. Rex and Rose Mary Walls had four children. In the beginning, they lived like nomads, moving among Southwest desert towns, camping in the mountains. Rex was a charismatic, brilliant man who, when sober, captured his children's imagination, teaching them physics, geology, and above all, how to embrace life fearlessly. Rose Mary, who painted and wrote and couldn't stand the responsibility of providing for her family, called herself an "excitement addict." Cooking a meal that would be consumed in fifteen minutes had no appeal when she could make a painting that might last forever.

Later, when the money ran out, or the romance of the wandering life faded, the Walls retreated to the dismal West Virginia mining town -- and the family -- Rex Walls had done everything he could to escape. He drank. He stole the grocery money and disappeared for days. As the dysfunction of the family escalated, Jeannette and her brother and sisters had to fend for themselves, supporting one another as they weathered their parents' betrayals and, finally, found the resources and will to leave home.

What is so astonishing about Jeannette Walls is not just that she had the guts and tenacity and intelligence to get out, but that she describes her parents with such deep affection and generosity. Hers is a story of triumph against all odds, but also a tender, moving tale of unconditional love in a family that despite its profound flaws gave her the fiery determination to carve out a successful life on her own terms.

The Test by Patricia Gussin

Renowned philanthropist and billionaire Paul Parnell had reached the pinnacle of monetary success, but not without cost. Had he put too much emphasis on work and spent too little time with his family? Determined to leave something far more valuable than money to his six children, Paul instructs his lawyers to create an unusual last will and testament. This unorthodox will, which stipulates that the lion's share of Paul's two billion dollar estate be given to the heirs who pass the test, was Paul's last hope of creating an enduring legacy by inspiring his children to give back to society and embrace a code of moral values. The six children--Rory, Frank, Dan, Monica, Carla and Ashley--have only one year to make a difference. But what a difference one year will make. Before these six very different siblings can complete the test, they'll be forced to face their personal demons and the incredibly evil influence that could claim one of their own.
The DNP had a Faculty Retreat on 11/16/2014 which was a success to bringing new ideas to the Department. Dr. Angela Sharkey, Professor of Pediatric Cardiology, was present to help initiate the retreat. Thank you to all attended and bringing your thoughts and ideas to the table.
The DNP had their annual party at Il Monastero on December 19, 2014. This year we added an ugly sweater contest that was a huge hit with all the party’s attendees. Everyone had a great time!
BIRTH ANNOUNCEMENTS:
Congratulations to Drs. Katelyn and Trevor Smith on the birth of their beautiful daughter, Evelyn Gray Smith, born December 11, 2014!!

CONGRATULATIONS:
Congratulations to Eltra Sharp and Abigayle Hunt for being accepted and completing the Aspiring Leaders Program. This program started in August, 2014, and ended November 2014. They received a certificate of graduation at the luncheon provided to them by Human Resources.

Eltra Sharp just celebrated 25 years of service at Saint Louis University!! Thank you for your hard work and devotion, Eltra.

FACULTY ANNOUNCEMENTS:
Congratulations to Dr. Maurice Redden for passing the Geriatric Psychiatry Boards in November. We are all proud of your achievement!!

KUDOS:
Dr. Raman Malhotra had some exciting news regarding the sleep medicine fellowship: “We are excited to see that our sleep medicine fellowship program received a 5 year accreditation from the ACGME. This training program is unique in its focus on both adult and pediatric sleep and is a great example of a multidisciplinary training program made up of specialists from Pediatrics, Pulmonary, Psychiatry, and Neurology.” Congratulations to the Sleep Medicine Program!

ANNUAL SHOEMAN PROJECT NOW CALLED SOLEA WATER
The Dept. of Neurology & Psychiatry has collected used shoes for this project for the past several years. This program helps to fund wells for safe drinking water in developing countries, as well as providing free shoes. George the Shoeman retired this year; Shoeman Water Projects changed its name to Solea Water. The purpose is still the same, shoes and clean water. The focus is primarily Latin America (Panama, Ecuador, Guatemala, Haiti, and Dominican Republic. Shoeman partnered with another agency already in Panama and they have a $200,000 grant to bring clean water to areas in Panama. They are also looking to partner with the Albert Pujols foundation as well. We will still help thousands.
Our department has won the “Golden Boot” several times. Please help us win the prize again! Remember to bring in any unwanted shoes. Please tie or rubber band the shoes together. The box is located in the basement next to the soda machine. Contact Sue Brown at 977-4818 for questions.
LOOK WHAT’S NEW!:

Down with the old directory and up with the new! The old directory was replaced in November with a new and modern electronic version making it easier to add, delete and change information as needed. This is a nice addition to our lobby and makes it easier for our guests to locate where they need to be. Keep checking the board as you enter Monteleone Hall!
### JUST FOR FUN

#### WORD SCRAMBLES

**JUST DESSERTS**

1. GEFDU
2. SOIOECK
3. TRIPABA
4. CAREEMCI *
5. WIRENOB
6. EEMYEKLIPI *
7. RETTO
8. MUSPINNO
9. OATIPAC
10. FUSELOF
11. RALICE
12. DURSCAT
13. PLEASPRCIP *
14. IARMBOAS
15. AAAABDEKKLS
16. INGRIPEDCUD *
17. BRYCECLETHEROB *
18. HAKKLIMES
19. GRASHETROBEEN *
20. OKADEGLANCEOF *
21. TOUND
22. FUNGHOSTADUDEE *

**SPICE IT UP**

1. EGNNIR
2. NONACNIM
3. HEMTY
4. VECSOL
5. SPRYALE
6. MUGENT
7. RSYMORE
8. SLAIB
9. ROONAGE
10. MUINC
11. MARDMOCA
12. PLEACLIS
13. MICERRUT
14. RIPPAAK
15. RYCRU
16. JAMRORAM
17. NYACEEN
18. GRANTOAR
19. AFLYABE *
20. DROPWHICLIE *

*Answers are spelled with two words.
WORD SCRAMBLE #1 ANSWERS - JUST DESSERTS


WORD SCRAMBLE #2 ANSWERS - SPICE IT UP


The Dalai Lama, when asked what surprised him most about humanity, answered:
"Man.... Because he sacrifices his health in order to make money. Then he sacrifices money to recuperate his health. And then he is so anxious about the future that he does not enjoy the present, the result being that he does not live in the present or the future. He lives as if he is never going to die, and then dies having never really lived."