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CONNECTIONS™

The monthly newspaper of The University Hospital • November 1991

Year-end bonus rewards hard work

Coming off a highly successful fiscal year 1991, The University Hospital for the first time ever will provide bonuses to all employees as a tangible "thank you" for their role in this success. The bonuses will be awarded in addition to wage improvements of between three and four percent depending on individual performance, UH President J. Scott Abercrombie Jr., M.D. has announced.

Salary modifications will take place on December 1 for those eligible for fall review, and on May 30 for those eligible for spring review. In order to afford the fiscal year 1992 compensation program, the Hospital will operate as normal on Dr. Martin Luther King, Jr. Day, Presidents' Day, Patriots' Day,

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Smoke-free policy launched

The good news is that The University Hospital is officially smoke-free, and that everyone—patients, visitors, employees and staff—can enjoy a fresh-air environment. The bad news (for some) is that those who wish to light up must do so outdoors.

The final move toward a smoke-free institution on Tuesday, Oct. 15, was marked informally at the Hospital with an informational table on the H-2 bridge, where employees could collect a wide range of educational materials on smoking and register for the American Lung Association's "Freedom From Smoking" program. UH is offering the stop-smoking program at half its usual cost, as an incentive for those

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The University Hospital

88 East Newton Street
Boston, Massachusetts 02118

University Associates project marks new era for Medical Center

Boston University Medical Center's University Associates complex on Albany Street, a multi-structure development that will get under way this fall, opens a new era for BUMC's health-care and medical-research programs. The project, which initially will provide state-of-the-art medical research space and outpatient facilities, will create a new "gateway" to Boston and serve as a primary location for the city's emerging biomedical industry.

This joint effort by Boston University and The University Hospital not only will enable the Medical Center to forge ahead in its programs of biotechnology development and patient care, but it also will bring new economic and physical vitality to this area of the South End. The project has been called the second largest construction undertaking in Boston in almost two years.

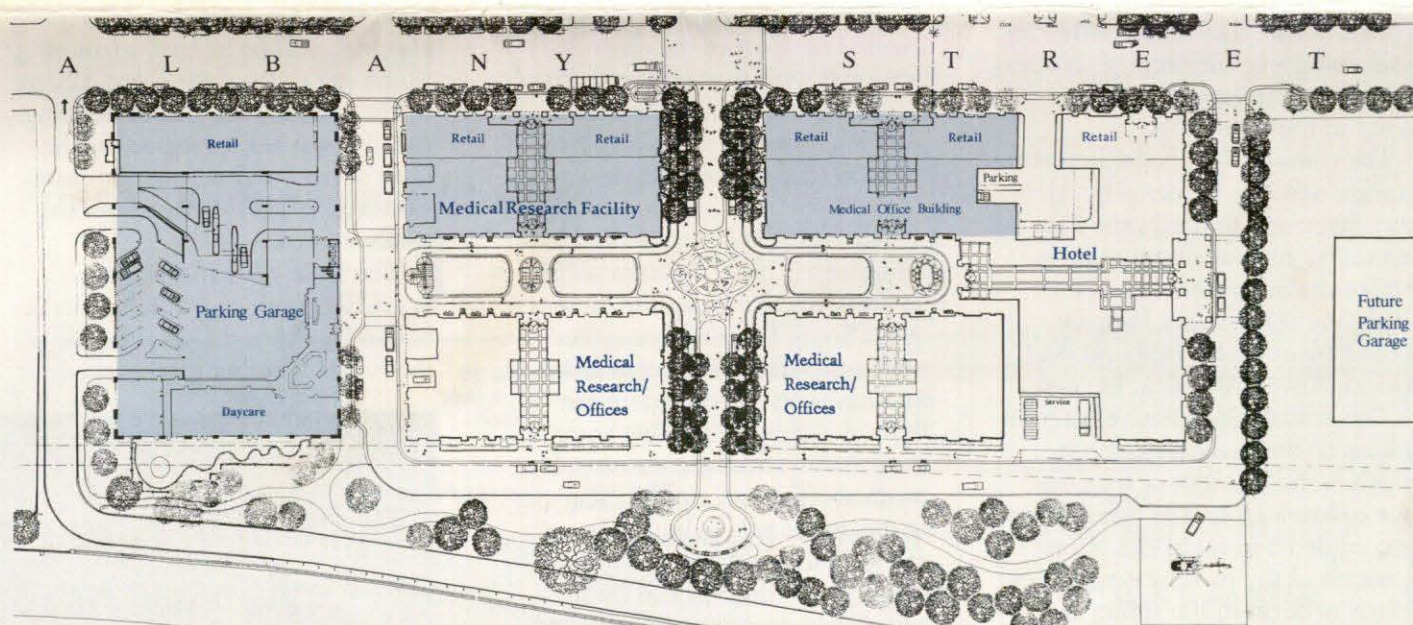
The comprehensive master plan

that underlies the University Associates development results from a public-planning effort that involved the Medical Center, city and state agencies, neighbors and area businesses.

As the University Associates project gets under way, the BUMC community is preparing to open Boston University's new biomedical-research building at 609 Albany Street, at the corner of East Brook-

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Looking ahead: BUMC in the year 2001



The above drawing depicts the new Medical Center complex as it is proposed to look in the year 2001. The buildings shaded are scheduled for construction in phase one, which begins this month with the ground breaking of the Center for Advanced Biomedical Research. Construction of the parking garage is expected to begin in the spring of 1992, while construction of the medical-office/ambulatory-care building will begin in early 1993.

Changes in BUMC parking pave way for construction

The first impact of the University Associates project was felt at the end of last week as modifications in the parking lots led to the closure of the Lot-A entrance, and the creation of a new combined roadway for all Lot-A and Lot-C drivers, on the site of the previous Lot-C entrance. This new entry channels the cars into the newly configured lots, including two Lot-A sections (See accompanying map, page 3).

The changes, announced by BUMC Parking Services Director

John Sullivan, have laid the groundwork for construction to begin on the joint master-plan effort by Boston University and The University Hospital. The develop-

What does this development mean to BUMC's future? See news analysis, page 3.

ment was approved by the Boston Redevelopment Authority on Thursday, Sept. 26. The first University Associates building, the Boston University Center for Advanced Biomedical Research, will rise on land that currently serves both BUMC and Boston City Hospital parkers.

Additional modifications in parking will occur as the development moves ahead over the years.

"We are striving to effect these changes with the least possible dis-

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'92 Black Achievers send strong messages to city's youths

Three UH employees will be recognized as 1992 Black Achievers at a city-wide banquet on January 22.

Victoria Elliott, a support technician group leader in the Admitting Laboratory; Cheryl Nichols, an administrative secretary in Laboratory Medicine, and Ian Watkins, an inpatient biller in Patient Financial Services, were selected as the Hospital's Achievers, under the Greater Boston YMCA Black Achievers Program, now in its 16th year.

The program recognizes the accomplishments of outstanding minority employees from businesses and corporations throughout Greater Boston. The honorees are matched with students from the local area as a means of providing the youths with positive role models and mentors. The Achievers are expected to volunteer a minimum of 40 hours at Boston schools during the ensuing year.

Honored as 1992 Black Achievers from the Medical Campus are Margarita Eastmond, executive secretary in the Office of Student and Financial Management, Boston University School of Medicine; and

Billy Rover, D.M.D., clinical instructor in the Department of Operative Dentistry, Goldman School of Graduate Dentistry. The University Hospital and Medical Campus have participated in the program for the past seven years.

The following are interviews with UH's Achievers and the messages that they will take with them into the community:

Gain an education:

Victoria Elliott grew up in Roxbury, and is no stranger to the drugs and violence that pervade the streets of the inner city. Education, she suggests, is the best defense for today's youths. "Kids need an education more than anything else, and parent involvement. They need to know their families are behind them, showing support. A lot of parents give up too easily when their kids are going astray."

The mother of two grown boys, Elliott worked part-time at various jobs while raising her children, never having the time to focus on a professional career. In 1987, Elliott enrolled in a medical-assistant program offered through Action for Boston Community Development (ABCD). She conducted her internship at UH and upon completing the course, worked as a phlebotomist drawing patients' blood in the Evans laboratory and on the nursing units.

In 1989, Elliott progressed up the career ladder, assuming her current position in the Admitting Laboratory. Now, in addition to her regular duties, she is trained to perform EKGs and to use the computer. Elliott is driven to better herself: She has taken a medical-terminology course, has enrolled in a Spanish course, and is waiting to hear whether she has passed a state test to become a licensed phlebotomist.

Elliott is passionate about working with people and being able to help them. Her dream is to become a nurse. "Although I haven't achieved all my goals, I am very honored to be a Black Achiever."

Challenge yourself:

At age 29, Ian Watkins already has made more transitions than most people make in their entire lifetime. Fourteen years ago, he and his family emigrated from Barbados to the

United States. The changes he has undergone within that timeframe are daunting: He has graduated from high school, studied business administration at a local college, changed careers, and most recently, has received his U.S. citizenship.

"If you want something in life, you have to go out and reach it—it's not going to come to you," he says, with a trace of his native tongue still present. As a high school student, Watkins took a job in the Hospital's kitchen, a position he held for 12 years until his drive and determination landed him the opportunity to participate in a third-party billing course, sponsored through the Hospital in conjunction with Project Health Care. "My supervisor, Bea Hamer, saw certain things in me; she really encouraged me to go forward," he recalls.

As part of the billing course, Watkins served as an intern in UH's Patient Financial Services department. "I got pretty good reviews and they said I was qualified for the job [of inpatient biller]....So, I went from preparing food to doing bills. It was like starting over again," he notes.

Although Watkins' ultimate goal is to become a collector, he says his current position constantly presents him with challenges. "There's something new to learn every day—that's what I like about it." On being selected as a Black Achiever, Watkins says he is honored. "I think I have accomplished something—that's what I always tell myself. I want to set an example for others and tell them not to be afraid to take a chance on life. I really pushed myself and so far I'm seeing a lot of results."

Be persistent:

Cheryl Nichols' personal achievement is well worth noting. Some 15 years ago, she overcame a troubling

period in her adolescence, which included gangs and drugs. Ironically, she now works in her spare time with Gang Peace, a Boston organization aimed at keeping youths off the streets and into community activities.

Nichols, a latch-key child with two working parents, grew up in the Grove Hall section of Roxbury. From ages 15 to 17, she ran with a dangerous crowd, known to dabble in drugs and alcohol. "My parents always stuck by me, but I was at a point where I could've wound up on the streets for good," she notes. In retrospect, Nichols says her self-destructive actions stemmed from feelings of neglect and isolation. "I was ready to quit high school in tenth grade. Thankfully, somewhere down the line, I realized I was loved. And the friends whom I once looked up to, I just didn't find interesting anymore. They didn't want much out of life and I couldn't understand that."

By focusing her energies, and through the support of her family, Nichols earned her high school diploma. She then enrolled at Boston State College, where she studied biology for one year, prior to giving birth to her now-12-year-old daughter, Chaunte. Nichols has been employed by the Hospital for the last four years; she hopes someday to become a medical technician.

In her free time, Nichols lends her clerical services to Gang Peace, an organization she wished had existed in her youth. "By working with these kids, I have found that they come from good families. Peer pressure is their downfall," she suggests. "But if they work hard and strive to be their best, they can succeed." ■



UH ACHIEVERS Ian Watkins, Cheryl Nichols and Victoria Elliott, from left, have been selected as the Hospital's 1992 Black Achievers and will volunteer some of their time in the community during the ensuing year.

Nuts over Nutrition Services



LUCK OF THE DRAW Earl Walker walked away from an October 9 reception with a beauteous arrangement, one of several raffle prizes given away during the event.

The staff of Nutrition Services was recognized during UH's celebration of National Healthcare Food Service Employee Week, from October 6 to 12. At a reception held on Wednesday, Oct. 9, service pins were awarded to several individuals who went above and beyond the call of duty during Hurricane Bob, and to employees with excellent attendance records. Voted most valuable coworkers by their peers were Ann Jefferson, Ramon Castro, Mildred Glasgow, Linda Wilson, Mark Potter and Jackie Felder. ■

A reminder... to donate

Employees are being asked this week to contribute to the 1991 Employee Giving Campaign. This year's drive is being conducted principally through a series of employee meetings, taking place at the Hospital until Friday, Nov. 8. The campaign's leaders hope to raise some \$43,000—\$500 more than the 1990 total—to benefit the U-Help Fund, UH Child Care Fund and the United Way of Massachusetts Bay. A recognition event for all contributors will take place at UH. For further information, contact the Development office at x8990 (638-8990). ■

Employees offered health-improvement programs at OHP

The Occupational Health Program will offer the following special health-improvement programs during the month of November. For further information, call the office at x8400 (638-8400).

- Free flu vaccine is being administered this month to all interested UH employees at the OHP office on Old Evans 2 (subject to availability).

- "Balancing Work and Family," a two-hour seminar sponsored by Occupational Health in conjunction with Human Resources, will take place on Thursday, Nov. 14, from 9 to 11 a.m., in Collamore 214. The session will be led by Kee O'Toole, coordinator of the Employee Assistance Program, and Peggy Kociubes, coordinator of UH's Child Care Resource and Referral Office.

- The Great American Smokeout will occur on Thursday, Nov. 21, when smokers nationwide will attempt to refrain from smoking for a 24-hour period or for life. UH staff members are encouraged to visit a display table on the H-2 bridge. ■



Adopted son is a dream come true for UHer

Diane Choueiri of Nursing suffered through the heartache of a miscarriage early in her marriage, only to wait 10 years—and nearly wage battle with a foreign government—to become a parent.

This past May, Choueiri and her husband, Assaf, became the adoptive parents of an infant abandoned at birth eight months ago in the war-torn country of Lebanon. But it was not until September—some four months after the child's adoption was approved by the Lebanese government—that the couple was permitted to bring their new son "home" to the United States.

"Getting him out of Lebanon was the hard part," says Choueiri, "For some unknown reason, the Lebanese government would not issue Michael a passport. We really went through a lot in getting him."

In their effort to cut through the bureaucratic red tape, the Choueiris—both of Lebanese descent—amassed an aggressive letter-writing campaign this past summer to President Bush, Secretary of State James Baker, Chief of Staff John Sununu and Massachusetts' Senators Edward Kennedy and John Kerry. The couple was joined in its crusade by other adoptive parents of Lebanese infants—three couples from Massachusetts and two from Ohio and Canada. Their collective message to the United States government was "to free these babies, who were virtually being held hostage," Choueiri states.

"By the end of July, I thought, 'This is never going to happen,'" she recalls. "And, I don't know if it was our efforts that got the State Department to move, but we did get our babies."

The drama played out until the very day that the Choueiris were handed over their newly adopted son. On that day, September 19, the couple was detained for hours on a pier in Larnaca, Cyprus, before Lebanese officials issued the appropriate paperwork for Michael. "When we were finally allowed on the boat it was like the 'Great Escape,'" says Choueiri, "I said to my husband, 'Let's just get him and get



FINALLY MOTHERHOOD Diane Choueiri savors her new role as mother to her adopted son, Michael. "It's like Christmas every day," she notes.

out of here.' We were so crazed."

Adoption an alternative

Throughout their marriage, the Choueiris never relinquished hope that someday they would become parents—either to their own biological child or to someone else's. Nearly three years ago, the two—like many other couples unable to conceive children—sought the assistance of an adoption agency. In filing an application with the Children's Relief Fund, the Choueiris specifically requested a Lebanese infant. "Adoption was one route we discussed, although we never ruled out having our own

baby" she says, "We thought it would certainly fulfill our needs....So we submitted our paperwork, specifying our request for a Lebanese baby, but not stating a preference as to sex. We thought for sure we'd get a girl. My husband is absolutely nuts over Michael."

Needless to say, the two are relishing their new roles as parents. "It's like Christmas every day," says Choueiri, in whose honor her friends and colleagues at UH hosted a baby shower on Friday, Oct. 18. "It's just amazing how a baby can change your whole outlook." ■

To the Editor

After reading the answers to your "You Said It" question in October's **Connections**: "Do you favor the distribution of condoms in America's schools?," I would like to make the following comments.

Those who answered in the affirmative claimed that the use of condoms would be "protection" against AIDS, unwanted pregnancy, etc.

Though it might be safer to use condoms than not to use them, condoms do not offer 100-percent protection from unwanted pregnancy or from AIDS contracted by sexual activity. Only complete abstinence from sexual activity will offer this protection.

People using condoms can still contract AIDS. And when you are talking about a deadly disease like AIDS, simply claiming that "condoms protect them from AIDS," is not justifiable. We must be very specific as to what we mean by "protection." If not, we are only encouraging [people] to play the game of Russian Roulette, which could eventually kill them. People should be told the whole truth about condoms.

Sincerely,
Fr. Roger J. Bourgea, S.M.
UH's Catholic chaplain

Steel fund honors distinguished UH geriatrician turned WHO program director

A permanently named endowment has been created at The University Hospital in honor of R. Knight Steel, M.D., who established the UH Section of Geriatrics 14 years ago. Steel, a former professor of medicine and sociomedical sciences and community medicine at Boston University School of Medicine, served as UH's first and only chief of the Section of Geriatrics. He left the Hospital on October 1 to begin his new post with the World Health Organization (WHO) as director of the Program on Health of the Elderly, in Geneva. In his position, Steel will direct global studies on four areas that affect the aged: dementia, osteoporosis, immunology and "successful" aging.

In addition to the endowment, the R. Knight Steel, M.D., Award for Excellence in Geriatric Medicine has been created and will be bestowed annually upon a house officer who conducts a regular rotation through the Section of Geriatrics at UH and its affiliate, the Jewish Memorial Hospital.

According to Margaret Polito, R.N., assistant director for the Home Medical Service, criteria for the award is currently being evaluated by a clinical committee of the Section of Geriatrics. The first award is expected to be conferred in June 1992.

Contributions to the Steel fund are welcome and can be sent in care of Margaret Polito, Home Medical Service, Preston Building, Suite 403, or in care of Bonnie Clendenning, Development Office, Old Evans Building, Suite 616, The University Hospital, 88 E. Newton



R. Knight Steel

St., Boston MA 02118. For further information, contact Margaret Polito at 638-6110. ■

World AIDS Day at UH

Several Hospital departments will be the sponsors of World AIDS Day at UH on Monday, Dec. 2. The day will be observed internationally on Sunday, Dec. 1, some 10 years after the first AIDS case was reported to the Centers for Disease Control.

According to Michael Wood of Nursing, chief organizer of the UH event, activities planned include the showing of several videos on AIDS, an informational exhibit and possibly a memorial service in the Inter-faith Chapel for those who have died of AIDS. For further information, contact Michael Wood at x6200 (638-6200). ■

The answer (and hit) is... 'Jeopardy!'

More than 800 party-goers flocked to The University Hospital's hugely successful "Jeopardy!" tournament at the Copley Marriott Hotel on Saturday, Oct. 12. The gala event, sponsored in part by WHDH-TV Channel 7, benefited The University Hospital's \$25 million capital campaign. Dubbed by the *Boston Herald's* Dana Bisbee as one of the most "innovative benefit party ideas" to come along in recent years, the event was well attended, attracting "Jeopardy!" cultists

from across the Commonwealth.

The guests of honor were several UH patients portrayed in a special slide show displayed that evening, "Courageous and Caring." They were introduced to the audience by WHDH-TV newsman and weekend anchor Lester Strong, the event's host.

The evening's winner, Paul Olowacy of Arlington, won a week in Los Angeles, Calif., and tickets to see "Jeopardy!" ■



PUTTING THEMSELVES IN "JEOPARDY!" Dorothy Novak, top left, assists a trio of UH guests—Anesthesiology's Joanne Hall-Brinson; Renee Willock and Anesthesiology Chief Marcelle Willock, M.D., in a pre-dinner round of "Jeopardy!"

Kathleen Murphy, director of the Division of Laboratory Medicine, and her husband, Kenneth Gallant, in above photo, glance through the evening's program. ■

Today's Parents

Hassle-free holidays: Keeping it simple can keep you sane

by Peggy Kociubes



The holidays are here again, bringing both joy and disruption to family life. Working parents who have their hands full normally, now find themselves taking on the additional job of providing picture-perfect holiday celebrations for their families.

Culturally and psychologically, there are sound reasons for family traditions and celebrations. Ongoing traditions bond families, as each year everyone looks forward

to prized rituals. Annual celebrations teach children the joys of connecting with friends and family. In turn, these moments serve as reminders for children that they are valued by adults.

There are, however, difficulties that accompany these festivities. Working parents are challenged to find the time and energy to plan and prepare. A key to reducing the stress lies in simplification. Rather than trying to recreate the elaborate memories of one's own childhood (or the imagined celebrations portrayed in Norman Rockwell paintings and in television

holiday specials), look at your own family and determine what would be fun and simple. Remember last year's holiday: What were the sources of stress? Try to eliminate them this year. What was fun? Turn these things into annual traditions.

Make a list of everything you need to do or purchase. Prioritize the list into three categories: 1. Things that can be accomplished easily; 2. things that are moderately difficult, and 3. things that are time-consuming. Then assign times to accomplish these activities.

Now that you have identified your limited amount of time, energy and finances, take stock of your resources—for instance, the friends and family who will join you in the celebration—and delegate responsibilities. Sharing the duties of preparing for the holidays is not only a necessity for working parents, but it also is a way to share ownership and pride in the success of the celebration. Remember that allowing others to contribute may mean things will not be done just the way you would have done them. In order to achieve a hassle-free holiday, you may have to surrender perfectionism in the interest of sanity. ■

Remember...You can make a difference



Hospital employees can pitch in and lend their support to the Sixth Annual Boston Can Share Food Drive, currently under way at the Medical Center and throughout the city. Employee volunteers from across BUMC leading the drive hope to collect a record-number of cans this year. The intent of the citywide campaign is to fill the shelves of more than 250 emergency food pantries and soup kitchens throughout Eastern Massachusetts just prior to the holiday season.

Drop-off locations for cans are as follows: the H-2 bridge; the foyer at the top of the Atrium 2 escalators, and the lobbies of the Doctors Office Building, the Instructional Building and the Goldman School of Graduate Dentistry. ■

UH pays homage to an 'unsung hero'

John Ferguson of Environmental Services is being touted by his colleagues as UH's "unsung hero," having saved the life of a stab-wound victim outside of the Hospital on September 13.

The incident occurred as Ferguson, shift supervisor from 3 to 11 p.m., was leaving work around midnight. As he was driving his car out of the Doctors Office Building garage onto Harrison Avenue, he noticed a man staggering down the street holding his chest. "I pulled my car over, got a towel from my back seat" and placed it on the wound, says Ferguson. He then threw the man over his shoulders and ran into the Emergency Department, where the patient was given immediate attention by UH's skilled team of trauma professionals.

According to Kate Whalen, R.N., of the Emergency Department, the man—an apparent robbery victim—might have died had Ferguson not acted so hastily. "He had vital signs that were near death," recounts Whalen, "Luckily we were able to help him, and as I recall, he was admitted to Intensive Care without

needing surgery."

In a letter to *Connections*, Whalen and a colleague, Donna Hovey, R.N., lauded Ferguson for his willingness to get involved. "We want to make you aware of a UH 'unsung hero'...It was obvious to all of us in the trauma room that John Ferguson clearly

saved this man's life!...Many of us in the Emergency Department see John as a kind person who is always willing to help."

Ferguson, who volunteers as a eucharist minister in UH's Pastoral Care department, suggests that his actions that night were "no big deal;" in fact, he is quick to pass the accolades on to the Emergency Department staff for its expertise



DOING THE RIGHT THING John Ferguson, who saved the life of a dying man, is being heralded by his colleagues as UH's 'unsung hero.'

in stabilizing the patient. "I guess it's just instinct. It was all reaction...The nurses were quick—they did a good job."

Ferguson is trained to react in crisis situations: At his second job, he counsels juvenile offenders at a nine-month residential treatment center in Wakefield. "I am often required to make quick decisions, so I am used to being alert and doing the right thing." ■

Former Hospital smokers now enjoy the benefits of living smoke-free

In the following profiles, several UH employees describe the chains that once bound them to smoking and the reasons they quit. These former, long-term smokers have found that there is life beyond cigarettes. Hopefully, their stories can serve as an inspiration to others.

Ruby Yablon, Orthopedic Surgery, puffed on cigarettes for 35 years before saying no to smoking. "The last few years when I was smoking, I didn't enjoy it at all. But when you have an addiction, you smoke. Your body craves it,"

she states rather matter-of-factly. The breaking point for Yablon came in 1988, when her children "couldn't stand to be in the same room as me when I smoked. I knew then that it was time to quit."

As she says, "I didn't want to inflict my smoke on others and finally, I didn't want to inflict it on myself."

Yablon, a registered nurse, gave up cigarettes briefly in 1975, but the attempt proved unsuccessful when she went back to smoking after gaining some 30 pounds—a price she wasn't prepared to pay.

In May 1988, Yablon enrolled in the American Lung Association's "Freedom From Smoking" program, offered by the Hospital. The group support she received during the eight-session course was her prescription for success. "I think that out of 16 members of the class, only five of us quit for good." Cathy Ashmond of Plastic Surgery is one of those five. "I know that Cathy and I would never go back to smoking," says Yablon. "I am far more relaxed."

But, as she suggests, her primary reason for quitting was to live a longer, more healthy existence. "I don't want to die of lung cancer, and I think the benefits of quitting far outweigh the difficulties."

For **Frank Cruz**, a respiratory



Ruby Yablon



Frank Cruz

therapist, five is a lucky number: That's how many attempts it took him to finally kick the habit. Cruz says he picked up smoking at age 15, but that he "actually didn't start buying cigarettes until age 17." Today, in many states, cigarette sales are illegal to persons under the age of 18.

"I smoked for 15 years; about a pack and a half per day," Cruz recounts, "And I was a typical smoker—if I ran out of cigarettes at midnight, I'd get up out of bed and go down to the store to buy some."

Not surprisingly, given Cruz's occupation, the impetus for him to quit came from his job. "I once saw a patient with emphysema and who smoked, cough so hard that he blew out a lung—and he still continued to smoke. So, I said to

myself, 'I better quit before I kill myself.'"

Although his previous endeavors to quit cold turkey went awry, Cruz decided to give it another shot in 1982. "I went on vacation, threw my cigarettes away and didn't smoke again." He suffered a close call some six months later, when he picked up a cigarette, placed it in his mouth and struck the match. "Then I said, 'You must be crazy,' as he snuffed out the cigarette."

Quality of life is a benefit that Cruz now enjoys due to his freedom from smoking—and one that he points out to patients who smoke. "Me, personally, I didn't want to live the last 20 or 30 years of my life on oxygen," a reality that exists for those who smoke long-term. ■

Preparing for disaster...

UH activated its external disaster plan during an emergency preparedness drill on Tuesday, Oct. 15. Conducted in cooperation with the Council of Boston Teaching Hospitals and John Hancock Financial Services, the exercise simulated the crash of a small twin-engine plane into the 54th floor of the John Hancock Tower. UH received a total of six "victims," who suffered major injuries.



TESTING UH'S RESPONSE TO DISASTER Angelo Hernandez, E.M.T., top left, transports one of six crash victims to UH's Emergency Department; in middle photo, Richard Caggiano, M.D., director of Emergency Medicine, center, and Helen Grant, R.N., right, triage the patient into one of UH's trauma beds; members of the trauma team, bottom photo, provide immediate intervention to all six patients.

Basketball league tips off with pre-season action

The Solomon Carter Fuller Mental Health Center 1991-1992 basketball league gets under way this month with a series of pre-season games on Wednesday, Nov. 6, 13, 20 and 27. The regular season will begin on December 4 and run through May 1992.

All games, which are free and open to members of the UH community, will be played on Wednesday evenings at 6:30 p.m., in the SCFMHC gymnasium. Teams

coming back this year include representatives from the Hospital's Security, Dietary, Housekeeping and Transport departments.

A special holiday tournament on Wednesday, Dec. 18, will be held in honor of former player Roger Popplewell, who died following a swimming accident on July 7.

For a season schedule or to sign up to play, contact Bob Filmore, league supervisor and coordinator, at 266-8800, ext. 204 or 504. ■

CLASSIFIED

- **For rent:** In Neponset section of Dorchester; charming, owner-occupied, two-family apartment; l.r.; d.r.; eat-in kitchen; pantry and bath downstairs; 2 b.r. and den upstairs; floors recently refinished; newly painted and papered walls. Please no smokers or pets; professionals preferred. \$700 plus utilities. Call x8922 (638-8922) or 436-5751.
- **For rent:** In Meeting House Hill area of Dorchester; 5-room/2 b.r. apt; modern kitchen and bath. \$525/mo. plus utilities. Call Barbara at x8489 (638-8489).
- **Roommate wanted:** In Andover, near Rte. 93; 20 minutes to downtown Boston. Rent includes: heat; hot water; pool; tennis; parking

and laundromat in building. Call x7450 (638-7450) or (508) 470-2026.

- **For rent:** One-b.r. apt. in South End; convenient to UH; clean; marble mantel; walnut wainscoting; newly finished wood floor; lots of closets; only one other unit in building (a couple); heat and hot water included. \$700. Call 262-9546.
- **Radon testing:** Household radon-gas test kits and analyses available for \$20 through the BUMC Radiation Protection Office; reduced rates for BUSM students. Call x7052 (638-7052) for further information.

Classified ads cost \$50; BUMC personnel may advertise for free. Call x8491 (638-8491) for further information. ■

Turkey dinners served to on-duty staff

Members of the UH staff on duty Thanksgiving Day, Thursday, Nov. 28, can sit down with their colleagues to an old-fashioned turkey dinner, complete with all the trimmings. The complimentary turkey dinners will be served from 11 a.m. to 2 p.m., and from 4 to 7 p.m., in the SkyLight Dining Pavilion.

Employees must present their identification badges to receive their complimentary meals; other-

wise, the cost is \$5.95 per meal. Items also can be purchased a la carte. Tickets will be distributed the week prior to Thanksgiving and can be obtained from supervisors.

Employees who work the evening shift, 11 p.m. to 7 a.m., will be served a cold buffet. Guests and visitors can have their Thanksgiving dinners delivered to patient rooms upon request at a cost of \$5 per meal. ■

Year-end bonus

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Columbus Day and Veterans' Day, effective February 1, 1992.

Bonuses will be awarded to employees who were on the active payroll for fiscal year 1991 (September 30, 1990 through September 28, 1991). According to Susan C. Hancox, vice president for Human Resources, bonus amounts will be calculated on the average number of regular hours eligible employees worked each week over the last nine months; in most cases, the bonus amount will be equal to about a week's pay (approximately two percent).

"This is our opportunity to thank the members of the UH family who contributed to the success of the previous fiscal year, and to ask them for their continued diligence during fiscal year 1992," says Hancox. "I believe that this compensation program is one of the strongest in the City of Boston, but to combine it with a year-end bonus is highly unusual, and certainly remarkable." ■

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