To paraphrase Benjamin Disraeli, Mark Twain, Charles Wentworth Dilke or whoever first said it: “There are three kinds of lies: lies, damn lies and statistics” and so, with that prologue, we take a short journey together into a shared investigation of the immutable laws of probability. This talk might also be paraphrased: “Are the attendance and promptness lotteries rigged in favor of the husbandry staff?” I have to admit to being a bit of a Luddite with little fascination for statistics beyond the sorts of things like batting averages and free throw percentages, but the reality is that we have about 51 husbandry employees that qualify for the attendance related lotteries, 11 on the administrative team and 8 on the vet staff. If we write those 70 names on 70 different ping pong balls (one per ball), put all the balls in a hopper and randomly pull one out, the laws of probability dictate the odds being that 51 out of 70 times (73% of the time) we will grab a sphere with the name of someone on the husbandry staff, 16% of the time someone from the office will be chosen and 11% of the selections will be for a vet staffer. From our lotteries in December and March, there have been four picks for attendance and four for promptness. Out of these eight total possibilities to “win”, 1 has gone to the vet staff (12%) and 7 to the husbandry staff (88%). One might be tempted to exclaim, 88% is not 73% and what about the office with 0%?! At first glance, that seems like too great a proportion for the husbandry staff, but it is like flipping a coin. We know with a fair flip that a two-sided coin has a 50% chance of landing “heads” and 50% chance of “tails” on any given flip. Yet, those of us who have flipped coins more than a few times know that sometimes we can get four straight heads or 7 heads and 3 tails out of 10 flips or 40 heads and 60 tails out of 100 flips. The more we flip, however, the greater the chance the “law of large numbers” will even things out and with 500, a thousand or a million flips the closer and closer we will get to a 50:50 distribution of heads-to-tails. This becomes likewise true with the ping pong ball example if we keep putting the balls back and keep redrawing. If we draw 100 times, for example, the odds are such that when we are done some where close to 73 choices will be for animal care technicians, 16 for the office and 11 of the vet staff. I have a story about my car pool that has morphed from a “life is sometimes unfair” fable to a tale that illustrates the law of averages. Back in 2005, Greg Kable and I decided to car pool together. Being in alternative transportation qualifies each participant to be in a lottery to win gift cards. In 2006, Doug Taylor joined our car pool and started winning gift cards with Greg and me losing regularly. Doug at one point had won 3-4 more cards than the other two of us combined, but, four years later, I have won my share. The law of averages evened things out. We are committed in the DAR to recognizing and awarding good attendance in a number of ways including four chances four times a year in a lottery. The law of averages will even things out to some extent – each one of you with good attendance has the same chance of winning as any other individual on our staff during any given drawing. I will see you at work in the morning.
Birthdays
Gideon Usifoh  January 4th
Carlos Magana  January 7th
Kathy McCormack  January 9th
Sabrena Harvey  January 13th
Shannon Baker  January 14th
Kristin Matthews  January 19th
Aaron Gray  January 25th
Gary Menefee  February 4th
Tulasi Ghimire  February 11th
Deb Mook  February 13th
Paul Jenkins  February 17th
Daniel Amankwah  February 24th
Lisa Copeland  February 27th
Keith Abraham  March 6th
Kathy Troyer  March 9th
Akisha McIntosh  March 12th
Leonid Trebelev  March 14th
Stephen Bradshaw  March 15th
Roger Dixon  March 16th
Gary Roesinger  March 27th

Anniversaries
Sabrena Harvey  January 3rd (5)
Alberto Calderon  January 12th (1)
Minida Dowdy  January 13th (13)
Neville Whitehead  January 22nd (14)
Marlene Barnes  February 5th (9)
Monteris Fowler  February 11th (6)
Darlene Wyche-Alha-De  February 25th (19)
Gary Menefee  February 25th (8)
Kathy McCormack  March 1st (12)
Cisco Calderon  March 9th (12)

Welcome
Please welcome:
Mikelyn Batiste: Animal Care Tech II
Karen Duktitig: Animal Care Tech III Rollins
Aimee Davis: Vet Tech II
Leigh Fincher: Vet Tech I
Laurel Lawrence: Animal Care Tech III
Derrick McCalla: Maintenance Mechanic
Maya Meeks: Vet Tech II

Milestones
Congratulations to Sabrena Harvey on her 5th year of service at DAR!!!!

Reclassifications
Congratulations:
Russell Neal: Accountant
Kathy Troyer: Technical Customer Support Specialist
Selma Yarney: Animal Care Technician II

Congratulations
Congratulations to this year’s SEAALAS president, Marsha Howard

Quarterly Award Recipients
CONGRATULATIONS to our Quarterly Attendance and Tardiness Award Recipients:

Aaron Gray (Attendance)
Sierra Stallworth (Attendance)
Antonio Mack (Tardiness)
Sierra Stallworth (Attendance)

Your attendance professionalism and dedication to your work are noticed and appreciated.
Kudos to Mike Huerkamp a boss who handles a tremendous workload, but who is willing to stop and take the time to work through daily challenges from Lynne Morelock-Roy.
Kudos to Gary Menefee from Kathy Troyer for helping move all the furniture out of the Rollins G51 Vet Tech office after the flood!
Kudos to the veterinary staff from Doug Taylor for hanging tough while we work to get a full roster.
Kudos to Tina Engle from Darlene Wych-Alha-De for approving the expense reports and reimbursements in a timely manner. It's much appreciated!
Kudos to Rachelle Sparks from Nancy Miller for doing such a good job of getting a delayed purchase order on the right track.
Kudos and thanks to Nancy Miller from Lynne Morelock-Roy. You have aplomb in the face of turmoil, words of wisdom when needed, and a shoulder of support always. Congratulations on your Award of Distinction!
Kudos to Cisco Calderon and Gary Roesinger from Paul Jenkins for getting us supplies from other facilities on time.
A HUGE Kudos to Alyssa Kairdolf from Darlene Wych Alha-De for meeting the October, November, December, January, and February Census deadlines. You always get the job done! Way to Go!
Kudos to our very own Sherlock a.k.a. Rachelle Sparks from Tina Engle for solving all the mysterious purchase orders without deliveries and seeing to it that we're getting our orders in full not to mention hunting down all the backup documentation for them!
Thank you to Kathy Troyer from Lynne Morelock-Roy for picking up the newsletter and running with it and for the many many reminders it takes to make this newsletter a reality!
Kudos to Leigh Fincher from Carol Westbury for handling quarantine while I was on vacation.
Kudos to Neville Whitehead from Tina Engle for his perfect record-keeping of hood certifications!
Kudos to Neville Whitehead and Derrick McCalla from Dr Taylor for getting locks placed in L33 WBRB.
Kudos to Lynne Morelock-Roy from Russell Neal for my re-class!!
Kudos to Russell Neal from Lynne Morelock-Roy for keeping us balanced on days when emotions are high.
Kudos to Derrick McCalla and Calvin Dunkley from Neville Whitehead for their hard work installing the new auto water racks.
Kudos to Lisa Copeland from Lynne Morelock-Roy for the impressive and user-pleasing website!

Kudos to all of the customer service staff from Lynne Morelock-Roy for pulling together seamlessly to cover for their team-mate's absence.
Kudos to Kathy Troyer from Russell Neal for keeping my computer updated and running fast.
Kudos to Alyssa Kairdolf from Darlene Wych-Alha-De for handling the Necropsy reports in Rachelle's absence.
Kudos to Dr. Huerkamp, Dr. Mook, Dr. Taylor, Dr. Lee, Greg Kable, Lynne Morelock-Roy, Nancy Miller, and Neville Whitehead from Lisa Copeland for attending meetings and helping put together content for the new DAR website.
Kudos to Rachelle Sparks from Darlene Wych-Alha-De for learning the Procurement System. You are doing a marvelous job and everyone is happy with your work!
Kudos to Greg Kable from Russell Neal for getting the Emory wi-fi in the admin office.
Kudos to Greg Kable from Kathy Troyer for my re-class.
Kudos to Marlene Barnes, Kaja Alford, Agnes Nanje, Sierra Stallworth, Martha Mize and Bryant Antwawn from Daniel Amankwah for helping with cage change out when we were short staffed in Whitehead.
Kudos to Darlene Wych-Alha-De and Sharmyn Gipson from Russell Neal for the day to day smiles even when you just want to growl...
Kudos to Tina Engle from Russell Neal for keeping our office quiet all March long.
Kudos to April Wiles, Andre Worthy, Gideon Usifoh and Keith Abraham from Daniel Amankwah for helping out with change out in Whitehead.
A Big Kudos to Kathy McCormack from Darlene Wych-Alha-De for patiently training me on the Animal Order process.
Kudos to Dr Huerkamp from Russell Neal for having the staff breakfast without using a PowerPoint presentation.
Kudos Greg Kable from Lynne Morelock-Roy. For keeping our systems going, dropping everything to meet the emergencies generated by others, and at the same time, for moving forward on our projects.
Kudos to Tina Engle from Darline Wych-Alha-De for approving the expense reports and reimbursements in a timely manner. It's much appreciated!
Kudos to Kathy McCormack and Sharmyn Gipson. How you manage to get the animals orders done on time no matter what curve ball is thrown at you and have everything complete and organized for me to pull them as needed boggles my mind. I just wanted you to know you do bang-up jobs Ladies!
Kudos Tina Engle from Lynne Morelock-Roy. For keeping open the lines of communication and managing stress while sifting through the piles of paper which do not have enough detail to reconcile! I'm seeing a light at the end of this long tunnel!
KUDOS

Kudos to Darlene Wyche-Alha-De from Tina Engle for her mastery of SAM Pcard system and navigating through the report wizard to help trackdown statements from years ago! We aced the audit thanks to her!

Kudos to Karen Lieber, Kristy Weed, Aimee Davis, Kristin Matthews and Julie Freebersyser from Tina Engle for tackling every kind of question thrown their way!

Kudos to Janine Bellamy from Darlene Wyche-Alha-De for your willingness to assist the IACUC in updating and keying protocols.

Kudos to Nancy Miller from Tina Engle for always making the time to review facility and dept. needs like scrubs and all the laundry usage.

Kudos to Greg Kable from Tina Engle for trying to dodge all my questions in the nicest way possible!

Kudos to Kathy Troyer, Neville Whitehead, and Nancy Miller from Tina Engle for coordinating the showers to celebrate the arrivals of Deb’s and Rashidat’s babies! They were so much fun!

Kudos to Gary Roesinger from Tina Engle for sharing smiles with good humor and also good music! I will return your cd...

Kudos to Cisco Calderon & Gary Roesinger from Tina Engle for travelling back in time to answer questions on open orders that span over half the year!

Kudos to Erik Thurman and Calvin Dunkley from Daniel Amankwah for stepping up to help with husbandry work when we were short staffed.

Thank you to Rachelle Sparks and Janine Bellamy from Lynne Morelock-Roy for bearing with the seemingly constant changes in workload and work location as we work on the development and implementation of Web Protocol.

Kudos to all of the customer service and accounting staff from Lynne Morelock-Roy for working through this Peoplesoft transition with a can-do attitude, especially when all of the processes have to be redeveloped as we move forward.

A note of appreciation to all of my staff from Lynne Morelock-Roy for pulling together under duress, helping each other out, understanding that each and every one of you have been managing a huge workload and still go the extra mile for each other.

Kudos to Alyssa Kaidolf from Rachelle Sparks Assigned as your back up on Census I understand the tedious work you have to do in order for this process to be adequate and completed by the deadlines set for you. I just wanted to say that you do a SUPERB job! Keep up the good work.

Blessings to Kathy McCormack from Lynne Morelock-Roy for a rapid recovery and kudos for your upbeat, positive attitude, maintaining your workflow and PI communications in a time of uncertainty.

Kudos to Russell Neal from Tina Engle for helping cart the banker’s boxes back and forth from our office to the Archive Room so that an avalanche of three years worth of Pcard files didn’t bury us alive.

Kudos to Rachelle Sparks from Russell Neal for being on top of purchasing and making it as easy as possible for me. I appreciate it!

Kudos to all of our animal care technicians from Lynne Morelock-Roy. Your attention to detail and pride in a job well done is central to our mission and our service to the research community. It was wonderful to see the camaraderie between all of our team at the recent breakfast meeting. Do you know that we just hit our highest mouse census ever? 19,499 cages on average in Feb 2010!

Kudos to our vet techs from Lynne Morelock-Roy! You’ve kept a positive attitude even though you’ve been experiencing and our new techs are wonderful additions to the staff. Welcome!

Kudos to my Senior Administrative Staff: Greg, Darlene and Tina from Lynne Morelock-Roy. What would I do without you? You keep things humming along.

Kudos to Alyssa Kaidolf from Darlene Wyche-Alha-De for so willingly getting up to answer the front window bell in Lolitha’s absence or to answer the phones, even though you’ve been busy with Census and animal orders. It is much appreciated.

Kudos to Sharmyn Gipson from Lynne Morelock-Roy. I appreciate your unwavering efforts, your support and your cheerfulness. You brighten up the day to everyone.

Kudos to Janine Bellamy from Darlene Wyche-Alha-De for your willingness to assist the IACUC in updating and keying protocols.

Kudos to Dr. Mike Huerkamp, Dr. Doug Taylor (we look forward to you coming back to L12), David Knight, Nancy Miller, and Neville Whitehead from Daniel Amankwah for doing cage change out when we were short staffed.

Great Job Guys !!!!
A Few More Kudos...

Kudos all Animal Care Tech's in the Whitehead Building from Daniel Amankwah for the excellent job done in chipping in to help when we were short staffed. Kudos and Thanks to Kathy Troyer and to Russell Neal from Lynne Morelock-Roy for good humor in my embarrassingly late, overdue recognition of your reclassifications. Kathy moved from Secretary to Tech Customer Supp Spec I (What a lonnnng title!) on February 7th and Russell moved from Accounting Asst Sr to Accountant on February 1st. Congratulations to you both on advancement well deserved! Kudos to Sharmyn Gipson and Kathy McCormack from Darlene Wyche-Alha-De for keeping the animal orders going, the reconciliations hopping, and the invoices paid. You guys always meet your deadlines. You Rock! Kudos to Lynne Morelock-Roy from Tina Engle for trying to help get us the basic and necessary information pulled into our tables so we can get our work done!!

Did You Know in March....?

On March 29th Hindus celebrate the birth of Hanuman, the monkey-warrior. He is the symbol of strength and energy.

March 30th marks the beginning of Passover. Jews celebrate the Feast of Passover (Pesach in Hebrew) to commemorate the liberation of the Children of Israel who were led out of Egypt by Moses. The Children of Israel had been slaves in Egypt for 210 years. God promised he would release them from slavery, but not before Pharaoh had refused their release and God had visited ten plagues on Egypt to demonstrate his power. (Exodus 3: 19-20) The celebrations last four days this year. Traditions include the cleansing of the home, fasting, and symbolic meals. This is one of the most important religious festivals in the Jewish religion.

Also, March 30th also marks the day of Magha Puja, the second most important Buddhist festival. This day commemorates the occasion when the Buddha predicted his death and recited a summary of his teachings and a code of discipline (which monks are expected to recite every fortnight) to 1,250 enlightened followers on the full moon Magha.

These facts have been retrieved from the Multi-Faith Calendar 2010 at www.woodlands-junior.kent.sch.uk/Homework/religion/calendar.htm

Employee News

The Emory Hardship Fund is currently accepting funds. This is a fund initiated by the Employee Council to assist fellow employees during times of financial distress. Find more information on this Fund at www.emory.edu/hardshipfund.

Emory Challenge and Champions is currently accepting applications for boys and girls 6th—8th grade for summer camp. This is a nationally recognized summer camp. The program offers both Emory discounts and scholarships. Find more information at www.ChallengeAndChampions.org
Under the Scope

Name: Maya Meeks  
Position: Veterinary Technician  
Longevity: One Month  
Personal Background: I graduated from the Bel-Rea Institute of Animal Technology. I have been working in an emergency setting for 10 years. I am a native Atlantan and love the Georgia heat. I have a crazy pit bull, an obnoxious cat and a 7 1/2 month old son. I love rats so you may catch me talking baby talk to my sentinels.

Most Rewarding Aspect of your Job: It is an honor to work around so many brilliant minds; Minds that will someday discover a cure for cancer or one of the other many ailments our so many suffer.

If you could travel anywhere in the world, where would you go: Tahiti. I dream of waking up in an overwater bungalow with water surrounding me on all sides.

If you could have any luxury item in the world, what would it be: Kopi Luwak, the world’s rarest and most expensive coffee.

In your free time, what do you enjoy doing: Spending time outdoors. I love hiking and backpacking and can’t wait to introduce my son to the great outdoors this summer.

Relay for Life

Relay For Life – April 9, 2010 – 7 p.m. – April 10 – 7 a.m.

For the sixth year, DAR has put together a team to participate in Relay for Life – a fun-filled overnight event designed to celebrate survivorship and raise money for research and programs of the American Cancer Society. Our team name is “All Creatures Great and Small”. Our team members are: Tina Engel, Russell Neal, Greg Kable, Lynne Morelock-Roy, Madelyn Huerkamp, Mike Huerkamp, Glenn Kulasiewicz, Kyle Kulasiewicz and Nancy Miller. This year, we are hope to exceed our team goal of $6,000. We can, with your help.

Once again, the event will be on the Emory campus. The goal this year is to raise $60,000 and to have 50 teams entered. So far, $17,900 has been raised and 41 teams entered for the event.

Join us in our fight against cancer! This is the main money raising event sponsored by the American Cancer Society. Teams compete against each other to raise as much money as they can for cancer research. The event is set up like a track relay and the teams must have a member on the track at all times. The “race” begins at 7:00 p.m. and goes through the night. Teams camp on the grounds and sell food or have fun activities in exchange for donations.

If you can’t join the team, consider supporting one of the team members as they come around asking for your help in the fight against cancer. Here is the link www.RelayForLife.org/emory. You can make a difference!