Leader of the Pack

Michael Huekamp, DVM, Director

My last column dealt with the subjects and attributes of the pursuit of excellence at work and in life and in no small part related to this goal and its attainment is the core of expectations for each and every DAR employee to be caring, competent, and trustworthy. These are timeless aspirations established by Dr. Lehner many years ago, but they still serve us well today. We brandish these more often than not as a proud claim, but sometimes they serve as a painful reminder that we in the DAR have not measured up in meeting one or more of those attributes. I think about the “Big Three” a lot during these interesting times of 2011 — a time of the historic Arab Spring uprisings and, for those of you that know me and the recent off-the-field misfortunes of my beloved college football team, the Dog Days of Buckeye Summer. As I reflect upon my disappointment in my football Buckeyes and the trouble with the NCAA they are certain to face, I cannot help but think about Jim Tressel, a good and decent person in many respects, and how he turned out to be not so competent and trustworthy in certain aspects of his football head coaching job. One of my annual traditions is to watch what I believe is the greatest Father’s Day film of them all on the third Sunday of June: “To Kill a Mockingbird”. It is a movie that is sometimes not easy to watch given the backdrop of the times, but one that never fails to inspire me as a parent. In the movie, Atticus Finch, a lawyer, single parent and very wise father, smartly advises “You never really understand a person until you consider things from his point of view... Until you climb inside of his skin and walk around in it”. Be that as it may, while I endeavor to be empathetic to Coach Tressel, I still cannot help but be critical of him for lying three times. The lying is what has done the Buckeye Nation in, not bad or maybe even selfish decisions made by a few young football players. Because it comes up intermittently in writings, musings, discussions, and speeches I have made and because it is obvious that I am dwelling on it now, it is easy to appreciate that I consider “trust” to be the most important of the “Big Three”. To appreciate this, I would like to take us back to my Leader Column of July 2003 where I stated: “There is nothing, in my opinion or experience more fundamentally destructive to a relationship, whether it be at work, in a marriage, or between friends, than the loss of trust... I have to be able to trust, be-
cause the alternative, distrust and suspicion, is an abomination to me...In the end, whether our lives and our world are characterized by trust or distrust involves each of us making the fundamental decision to respect or disrespect the value of trust.” Persons wiser and substantially more wizened than I share that same priority. Booker T. Washington, the founder of Tuskegee University, once said that “few things can help an individual more than to place responsibility on himself, and to let him know that you trust him.” For me, caring ranks right after trust. If you care, you will always be motivated to improve and you will focus bey-ond your self to your coworkers, our team mates in science, those animals whose care has been entrusted to us (there’s that trust concept again), and the world beyond the confines of our buildings and facilities. Human endeavor and mistakes are going to happen – we need to learn from them to be inspired to do a better job and to not repeat them. That happens when we care. Even where we might be incompetent, if we care, we will improve. If you are new and/or still learning, growing and developing on the job, your competence may reasonably not be at its peak. If caring about doing a good job, pursuing excellence, and deserving trust are your motivation, then competence will come. As my friend Sandy Costa would invite, I would be pleased to hear your thoughts regarding this or any other matter.

Under the Scope

Name: Cherie Lawley, RVT
Position: Veterinary Technician II
Longevity: 13 months
Personal Background: Worked as vet tech for approx 16 years, 13 of those years in an emergency critical specialty practice before joining the team at Emory
Most Rewarding Aspect of your Job: During college I debated heavily on Veterinary Medicine vs. Human Medicine. My heart chose veterinary, and I feel working here in medical research has allowed a balance between the two.
If you could travel anywhere in the world, where would you go: THAILAND! I’m currently planning a trip there, and I cannot wait to spend some time at an elephant conservation center that I have been following for a while. It’s an organization that rescues abused elephants and educates all visitors from a veterinary perspective the care and compassion these great creatures deserve.
If you could have any luxury item in the world, what would you get: I would absolutely love to own a beach house where my wonderful family and friends could gather, also a farm that someone else manages, or even the Castello di Vincigliata in Florence Italy. It’s the little things.....

In your free time, what do you enjoy doing: I’m really passionate about my sports! My husband and I play on a co-ed league for football and softball. I live for this! We also enjoy travel, hiking, kayaking, and anything outdoors or nature related.
**W³ CHALLENGE**

Lynne Morelock-Roy

**Weight Loss at Work for Wellness**

Have you heard of “W³?” Did you see signs posted in the office, hear co-workers talking about it and wonder what it was? Beginning after the ice storm in January, 7 DAR employees and 1 Neurology employee teamed up under the name of All Creatures Big and Small, along with 26 other teams (8 people on each team!) in the School of Medicine.

When we weighed out on April 12, our team ended #13 of 27 in the final rankings!!! Between the 8 of us, we lost almost 60 pounds. But what the W³ really did for us was kick start our lifestyle changes.

We changed the way we eat, from 2-3 meals per day to 5 meals (or large snacks) each day; from large portions to smaller portions; from unhealthy snacks to healthy snacks; from a few minutes exercise a couple of times per week to longer periods of exercise most days each week; and from a mentality of “I can’t do it, I keep trying and it won’t come off” to a mentality of “Wow, if I lost 3 pounds in 6 weeks, that could be 25 pounds in a year!” For a brief time, we even impacted a large number of DAR employees working in Whitehead by enlarging our “snack team” and rotating healthy snacks amongst each member of the team. The daily snack focused on providing a low calorie, but filling snack early each day to increase our calorie and fiber intake during the work day and reducing our hunger in the late afternoon and evening.

**...and beyond**

The W³ Challenge is a 12 week program offered by FSAP at no financial charge to Emory employees. The FSAP staff provides a framework, challenge and competition, and weekly encouragement to those persons who join a team. However, it doesn’t end after 12 weeks! FSAP backs off of their direct weekly support, but they continue sending monthly tips and encouragement. At 6 months and again at one year they will have a weigh-in for our team members.

In this way, they are assessing and challenging us to not only keep off the weight that we lost in those 12 weeks, but also to lose more, if our goals indicated a continued weight loss.

In order to help keep our team on track, we created a mini version of the W³ Challenge that ran for the past 12 weeks. Our team members are experiencing a sense of lost excitement and the initiative that comes from the peer support that we had in the first quarter. We have drifted apart, but are continuing to work, for the most part individually, on our weight loss. How have we done? We have continued to lose, not at the rate that we did before, but we have lost an additional 18.5 pounds over the past 12 weeks! That’s a 77.5 pound weight loss over half of the year for all of us!

Our team is forming up again and will start the new 12 weeks with a weigh in date of September 15th. We will have a ‘kick off’ meeting within the upcoming weeks and we welcome new faces! If you are interested in joining our W³, and are serious that you want to make the commitments to weight loss, then contact Kathy Troyer to be added to our email list. If several people are interested within one animal facility, we encourage you to form small teams at your work site. The daily interaction and encouragement with people who are trying to lose or maintain their own weight, the weekly commitment to talking about your weight change with your peers and the healthy increase in your daily exercise leads to a feeling of control and of well-being and ultimately, to weight loss!
Kudos to the Whitehead cage wash crew from Koya for moving equipment to Rollins when the machines were down.

Kudos to Cisco and Gary from the Whitehead crew for the help they have given us when our machines were down.

Kudos from Dr. David Wynes, Vice President for Research Administration: "This is great news (regarding AAALAC Accreditation). Congratulations to the entire team!"

Kudos to my fellow Morale Committee members from Sharmyn. You know who you are and you know why!

Kudos to Darlene from Sharmyn who has tremendous faith in me. You supervise with respect and integrity.

Kudos to Sharmyn from Darlene, for managing the Front Office and keeping everything running smoothly while I was on vacation!

Many thanks Sharmyn!

Kudos to Denika from Darlene, for always meeting the census and breeding and weaning deadlines ahead of time every month while taking on the animal orders for Rollins and CWL. You Rock Ms. D.!!

Kudos to Lisa, Charmaine and Craig, from Greg, as the cost accounting season gears up, I'll be leaning more on you three to keep the office running. Thank you for all your continued hard work and dedication.

Kudos to Denika, from Sharmyn, who stepped in and stepped up when Alyssa went on vacation.

Kudos to the front office from Sharmyn. You know why ladies!

Kudos to Greg from Lynne for taking on the lead role during Lynne's vacation in June! Thanks for seeing to all those little details, it was great getting some time off!

Kudos to DAR from Dr. Sam Speck, Chair of the IACUC, for earning continued Full Accreditation from AAALAC International.

Kudos to Kathy from Charmaine for always being ready to help. Team work is vital for any business to succeed. Thanks Chica.

Kudos to Lynne from Sharmyn who encourages me to persevere.

Kudos to Gary and Cisco, from Sharmyn, who can solve any mystery.

Kudos to Tina from Neville for all her hard work and time spent putting the spread sheet of our FM charges together for me to evaluate, also for preparing the spread sheet of all our paintable surfaces.

Kudos to Marsha and the Rollins crew from Whitehead crew for all the help they have given to the Whitehead Facility.

Kudos from Dr. Parslow. Excellent! Congratulations to you and your team. You run an outstanding operation and have a right to be proud of it.

Kudos to Lou Ann from Darlene for a superb job on the special services every month, and for effortlessly manning the front window and everything else that comes your way. You are appreciated so much!

Kudos to Kathy from Sharmyn for tremendous support.

Kudos to Greg, Craig and the entire I.T. team, from Sharmyn, who repair all my "collisions."

Kudos to Alyssa for quietly and thoroughly managing your huge load of animal orders and being so willing to take on added responsibility. You are invaluable! Thanks for all you do!

Thank you to the Administration Office staff, from Greg, for having a party to celebrate my 15 year university at Emory. Everything was perfect...Thanks for thinking of me.

Kudos to Sharmyn from Lynne for taking on the lead role during Darlene's vacation in June! No worries, just be happy! Thanks, Shar!

Kudos to Charmaine for quickly sending repairmen to cast demons out of the copy machine.

Kudos to Neville from Sharmyn for having an ear to hear.

Kudos to Greg from Charmaine for being sooooooo patient and accommodating to all who calls on him.

Kudos to Tina from Darlene for so willingly taking on the huge tasks of purchase approvals during my
Kudos Continued

I can possibly gain.
Kudos to Kelli Mandall from Tina! You have taken on one project after the next this summer without hesitation. Thank you for diving right into Neville’s FM Project, living in Granite, Excel, and Quattro Pro with so much patience and effort, covering the front window so the rest of us could go away to the picnic, sharing jokes on the way home after much too long of a day, and returning for more... always with a bright smile!
You have been the best kept secret around DAR and a saving grace to the cost accounting year-end.

Kudos to Lynne from Darlene for an excellent power point presentation of the DAR - who we are, what we do, and how we can assist everyone. As you can tell, it went over well and was much appreciated by everyone at the RAM meeting.

Kudos to Owen Humphrey from Koya for going above and beyond to help out in the Whitehead facility.

Kudos to Everyone in the Front Office from Darlene, for all you do; your professionalism in the face of chaos, your knowledge of your jobs, and for always making what you do look seamless. You are appreciated very much!

Kudos to Dr. Asher from Dr. Hess for a bottom-to-top superb job in saving an important breeder from her colony.

Kudos to the entire Morale Focus Group from Kathy. It is not always an easy job, but you guys have stayed motivated and optimistic.... I look forward to continuing to work with you guys.

Kudos to Deb Mook and Karen Lieber from Dr. Nancy Ciliax on April 27, 2011 for doing a great job getting a health certificate for any international antibody shipment prepared in light speed.

Kudos to A.D. Jones from Tina.

Thanks for always making yourself available to help us, especially in Excel and Granite. You’re the King of Archiving.... you are very helpful to everyone, everywhere!

Kudos to Nancy from Lynne for planning such great DAR full staff events! You always do such a great job, even down to the detail of providing boxes for our leftovers!

Kudos to Mikelyn Batiste from Koya for always being willing to go the extra mile to learn something new.

Kudos to Claude Pitt and Gideon Usifoh from Koya for their outstanding work in colony.

Kudos to Lynne Morelock-Roy from Debra Smith in Compensation for a thorough and thoughtful fiscal year 2012 pay plan and one that was deemed among the best ever submitted.
Softball

Yerkes was challenged to a game of softball by DAR this spring. Even though, they could not take the heat, the division split our team into two and got out on the field to have some good old-fashion fun. What took place this hot day in early June? Well, a lot of PowerAid drinking (thanks Dr. Huerkamp, a lot of strikes, and a whole lot of laughs. We had our all-stars; Timothy Hines and his sons, Jarrod Holloway, and Dr. Dondrae Coble, but for some reason they were on the same team. This Harlem-Globetrotter version of softball was nothing short of comedy. Dr. Huerkamp, as our pitcher, was throwing Dr. Asher curve balls (or so the rumors go).

Daniel Amankwah, knowing nothing of the American pastime, was out there learning the game as he went. So, if you missed it, be sure to be at the next one. Bring your glove and/or your lawn chair. Who knows, maybe next time, Yerkes will make it out?

Birthdays

Benjamin Mark  
Elliott  
May 17

Sharmyn M  
Gipson  
May 03

Andre  
Worthy Jr.  
May 27

Hanson F  
Acheampong  
June 22

Sally  
Cersosimo  
June 16

Oleksandr  
Glazkov  
June 23

Alyssa Dawn  
Kairdolf  
June 03

Antonio  
Mack  
June 30

Carolina Patrice  
Westbury  
June 25

Agnes E.  
Nanje  
July 26

Neville L  
Whitehead  
July 15

Koya Na'on  
Alford  
August 07

Charmaime  
Christie  
August 28

Minida R  
Dowdy  
August 02

Marsha A  
Howard  
August 05

Rebecca  
Hunter  
August 22

Louise A  
Reid  
August 10

Channelva S  
Young  
August 11

Anniversaries

Shannon Tyrone  
Baker II  
May 25, 2004

Gary A  
Roesinger  
May 15, 2001

Gideon  
Usiarith  
May 19, 2003

April Nicole  
Wiles  
May 1, 2007

Daniel A  
Amankwah  
June 29, 1998

Jennifer Lynnn  
Asher  
June 21, 2010

Lisa  
Copeland  
June 25, 2007

Cherie  
Cosby  
June 7, 2010

Vanessa Keller  
Lee  
July 1, 2007

Lynne Allyn  
Morelock-Roy  
June 16, 1981

Andrey  
Krasnopeyev  
July 20, 2011

Martha B  
Mize  
July 27, 2009

Deborah  
Mook  
July 9, 2001

Douglas Karl  
Taylor  
July 1, 2006

Carolina Patrice  
Westbury  
July 8, 1999

Andre  
Worthy Jr.  
July 28, 2008

Sharmyn M  
Gipson  
August 11, 1997

Michael James  
Huerekamp  
August 1, 1987

Claude D  
Pitt  
August 27, 2007

Denika  
Warwell  
August 5, 2010

Acknowledgements

Welcome to A.D. Jones, Chris Perry, and Bella Gambino. They are students from around the country here helping us as we transition into the new year.

Welcome Andrey Krasnopeyev. Andrey is a Veterinary Technician II working in the surgery Suite.

Congratulations and welcome to Craig Dunn, in IT, and Rebeccah Hunter, on the vet staff, and Owen Humphrey, in animal care, for becoming permanent members of our team.

Congratulations to Kathy Troyer for being elected President of the Employee Council for the 2012-2013 school year.

Congratulations to Mikelyn Batiste. Mikelyn is Employee of the Quarter for the 2nd quarter of 2011. Keep up the great work Mikelyn!!