

# 2006 HA NEWS

Texas State University-San Marcos  
**HEALTH ADMINISTRATION**  
*Preparing Tomorrow's Healthcare Leaders*

## *From the HA Alumni President—*

Change is coming. While often it seems that “the more things change, the more they stay the same,” change is around the corner.

The long awaited School of Health Administration appears to be just over the next horizon. That next horizon should be September 2007. The proposal winding its way through the Texas State approval process will return health services research to health administration and add the Texas Long Term Care Institute as a unique research and development wing of the School. In addition to graduate degrees including the MHA and MS, the BHA degree will continue to be offered to a large group of undergraduate majors. Graduate certificate programs in HA, long term care administration, health services research and healthcare human resources are all likely options for post-graduate students.

Dr. Oren Renick plans to step down as chair at the end of this academic year, welcome the School Director, and return to the ranks of full-time faculty. In so doing, he will honor his “campaign pledge” to himself and “his constituents” to place a term limit on his tenure not to exceed five years as chair.

The graduate program recently completed its re-accreditation self-study and site visit by the Commission on Accreditation of Healthcare Management Education. While the written response to the self-study and site visit has not been received, the exit conference was quite positive. The perception is that the response will be the best ever received by the program since its accreditation in 1990. Dr. Renick states that Dr. Michael Nowicki, Director of Graduate Studies, provided outstanding leadership throughout the entire process with CAHME.

Yes, it appears that a proposal for a doctoral program in health administration again looms as a priority for the Department, College and University. As we began, “the more things change...” Stay tuned.

*(cont. page 2)*

## **HA Conference and Awards Banquet**

Last year's change of format for both the HA Conference and the Awards Banquet seemed to be successful with record turnouts for both events. This year's HA Conference will again feature new faculty and student/alumni award winners. The keynote presentation will feature our newest faculty member, Philippa Strelitz, PhD, on the topic of cultural competence. The conference will again be held in the LBJ Center Ballroom from 2-5pm on Friday, November 17. In addition to recognizing the Department's Outstanding Alumni, the banquet from 6-8pm will recognize faculty and students for awards received in the last year and serve as the induction ceremony for our healthcare management honor society – Upsilon Phi Delta. Graduate students with a 3.5 GPA in their first 21 hours in the major and undergraduate students with a 3.25 GPA in their first 21 hours of the major will be invited to be inducted.

We hope that you will come and be a part of the event.

### **The 2006 Allen G. Herkimer, Jr., Award for Outstanding Alumni will be presented to:**



**Stephen L. Enders, MSHP '87, FACHE**  
Senior Vice President of Ambulatory Services  
University Health System  
San Antonio

&

**Greg M. Gilbert, BSHP '86, MBA**  
Vice President of Reimbursement &  
Government Affairs  
Concentra Health Service  
Dallas



**RSVP by Friday, November 10th**

**The 2006 HA News is dedicated to the memory of Megan Michelle Hamid.**

### ***From the HA Alumni President—***

*(Continued from page 1)*

Enrollment at Texas State reached an all time high for Fall 2006. It now exceeds 27,500. An increased emphasis is being placed on graduate programs and enrollment.

Hopefully, many of you will attend the Health Administration Conference & Awards Banquet in San Marcos on November 17. It is always a fond experience to meet with alumni, students and faculty.

Dick Sweeden, MSHP '78, FACHE  
HA Alumni Foundation President



The College and the Department of Health Administration logo is available to alumni in the form of a lapel pin on sale for \$15, or you can buy the pin and the 2006 edition of the **HA Alumni Directory** for only \$25. *Get both today!*

### ***About the Faculty--***

Faculty publish and present on diverse topics that continue to improve the Department's increasingly national reputation.

Dr. Eileen Morrison received the College of Health Professions Teaching Excellence Award for calendar 2005 and Professor Robert Mooney received the College's Service Excellence Award.

Dr. Morrison has received a contract to edit a new edition of Health Care Ethics: Critical Issues for the 21<sup>st</sup> Century. This is her second book in health care ethics.

Dr. Jim Summers is contributing a chapter on ethics theory and principles for Health Care Ethics: Critical Issues for the 21<sup>st</sup> Century. He

### ***About the Faculty—(cont.)***

and Dr. Nowicki continue to publish their management and leadership column in HFMA, the journal of HFMA.

Professor Mooney will present as a panel member at the AUPHA 2006 Undergraduate Workshop. The discussion topic will be "Establishing, Monitoring, & Assessing Student Field Experiences."

The fifth edition of Dr. Michael Nowicki's Introduction to Hospital Accounting has been published. This is his second textbook on hospital finance or accounting. He continues to present seminars for ACHE, HFMA and VHA.

Dr. Oren Renick served as executive editor for the third edition of The Ties That Bind. Its focus is service-learning and civic engagement for higher education.

Dr. Philippa Strelitz was selected to participate in the Cultural Competence Leadership Fellowship. She has attended a national conference and adapted her research plan in response to this opportunity. Dr. Strelitz will chair a panel discussion on Cultural Competence at the 2006 Race, Ethnicity & Place Conference.

The Texas Long Term Care Institute, directed by Ms. Sandy Ransom, is currently funding a study of the effects of aromatherapy in ten Texas nursing homes. It continues to support the benchmark service-learning programs of the Department – Mutual Adoption Pact, Safe at Home and Strong for Life.

Dr. Wayne Sorensen continues as a member of the Standards Committee of the Commission on Accreditation of Healthcare Management Education and Professor Mooney serves in a similar capacity for the Association of University Programs in Health Administration. Dr. Sorensen also serves the College as Faculty Senator.

Dr. Rinda Alexander, Visiting Professor, is teaching the epidemiology courses and leading a curriculum review of Health Research. Dr. Alexander is a Professor Emeritus from Purdue University.

Dr. Ram Shanmugam teaches core health research courses and continues to make presentations at international conferences, including the International Indian Statistical Asso-

### ***About the Faculty—(cont.)***

ciation. His research on "Chance Models for Early Warning" was presented at the 2006 Interface Meeting of Computer Science & Statistics. He has maintained his ties with the National Institutes of Health as a reviewer of grant proposals

Dr. Lloyd Greene recently had a chapter on human resources in public health published in Managing Human Resources in Health Care Organizations. He is also primary draftsman for a graduate certificate in healthcare human resources that is under review.

Dr. Greene and Dr. Burke have had their article "Beyond Self-Actualization" accepted for publication by the Journal of Health and Health Services Administration.

Finally, demonstrating the breadth of faculty research and service, Dr. Renick presented the paper "Katrina was no 'Baseball Annie': the Devastation of Mel Parnell's New Orleans" at the 2006 Cooperstown Symposium on Baseball & American Culture while Dr. Nowicki coached the 11-year-old New Braunfels All-Star baseball team to the district championship.

Oren Renick  
HA Professor & Chair

### ***Long Term Care Institute Joins HA—***

The Texas Long Term Care Institute became a part of the Health Administration Department September 1<sup>st</sup> of this year. The Institute, a part of the College of Health Professions since 1993, operates with a mission "to provide research, service, and consultations and training to improve the quality of long term health care in Texas." Innovative research, model demonstration projects, scholarship, and outstanding educational offerings to practitioners have become its hallmarks.

The Institute is currently funding and managing a project studying the effects of aromatherapy in ten Texas nursing homes. Anecdotal reports are encouraging; one home has reported a reduction in the use of psychotropic medications. Data will be analyzed at the conclusion of the six-month study; a full report is anticipated for early spring,

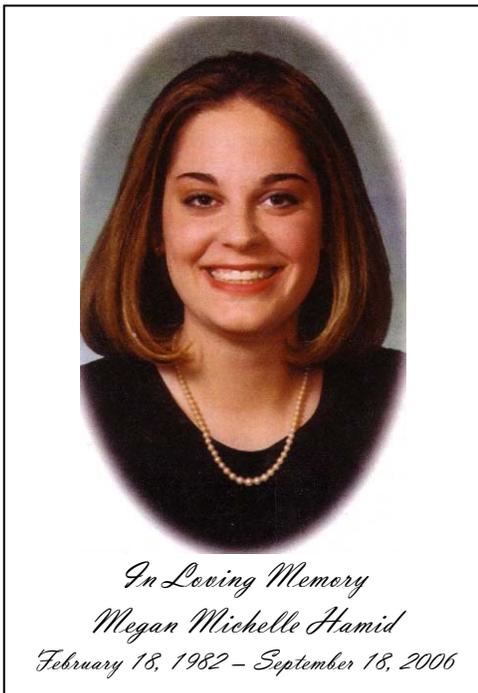
2007.

The Institute continues financial support for project directors of the Safe at Home (SAH) and Mutual Adoption Pact (MAP) projects within the Health Administration Department. The current project director, Jana Lee, coordinates efforts for student volunteer efforts in assisting elders in the community access the services offered under MAP & SAH.

An ongoing project involves tabulating and analyzing "Warmth Surveys" that are sent to the Institute from organizations throughout the US, Canada, and Australia. The Warmth Survey is a validated tool that is administered to employees, families, and elders within an organization. Results of the survey offer insight to management regarding preparedness and level of success in implementing culture change and person-directed care. The Center for Medicare and Medicaid Services is focusing its 8<sup>th</sup> Scope of Work on transformational change within the long term care arena.

To read more about the Institute, its history, and completed projects, please visit the website at <http://lhc-institute.health.txstate.edu/>

Sandy Ransom  
LTCI Director



*In Loving Memory*  
*Megan Michelle Hamid*  
February 18, 1982 – September 18, 2006

**From the Department Chair—**

If things go as planned, I am in my fourth and last year as Chair of Health Administration, Interim Chair of Health Services Research, and the administrator responsible for the Texas Long Term Care Institute. All of these somewhat disparate parts, which have been added to my plate at different intervals, should become key components of a School of Health Administration beginning with Fall 2007. A School Director should have been named and I will return fulltime to my faculty position. Many pent up research ideas will be unleashed on unsuspecting colleagues and students.

Change is our only constant, as in constant change. The name will change, the structure will change, a title will change, and up to four new faculty hires will have been made (School Director & three tenure-track faculty).

The tragic death of graduate student Megan Hamid from an

automobile accident on September 17, 2006 has left us all with a deep sense of loss and grief. A separate article eulogizing Megan begins on this page.

Faculty updates are detailed elsewhere in HA News, but College of Health Professions Outstanding Faculty awards for calendar 2005 went to Eileen Morrison for teaching and Professor Robert Mooney for service. Both professors are College nominees for comparable University awards.

Nancy Hamed received the 2006 Bernard Rappaport Scholarship as Health Administration's Outstanding Graduate Student. Melissa Fitch received the Mark Noone Scholarship /John B. Noone Award as the Outstanding Undergraduate student in Health Administration for 2006. Both Nancy and Melissa will be recognized further at the HA Awards Banquet.

Oren Renick  
HA Professor & Chair

**Remembering Megan Michelle Hamid, 1982 – 2006**

The week of September 17 – 24, 2006 was a cup full of grief and a sense of loss. We lost Megan Hamid, an outstanding person and graduate student, from an automobile accident. It occurred while she was returning to her administrative residency in Galveston from a visit to her parents' home in the Dallas area.

Megan received her BHA from Texas State University and the MHA degree will be awarded posthumously. A Megan Hamid Memorial Fund has been established. Mail donations to Texas State University, Development Services, 601 University Drive, San Marcos, Tx 78666.

It was an honor to speak at Megan's funeral service along with Adam Freeland (family member), Ashley Bludau (BHA & MHA from Texas State), and Andy DeYoung (Administrator, UTMB-Galveston). The eulogy offered to her memory follows.

**Eulogy for Megan Michelle Hamid**  
Saturday, September 23, 2006, 1:00 p.m.

Restland Memorial Chapel  
Dallas, Texas

by

Oren Renick, JD, MPH, ThM  
Professor & Chair

Department of Health Administration  
Texas State University-San Marcos

The Rev. Dr. John Claypool remembered a childhood incident:

*When World War II started, my family did not have a washing machine. With gas rationed and the laundry several miles away, keeping our clothes clean became an intensely practical problem. One of our friends had a washing machine and asked us to store it while they were relocated during the war. We were told we could enjoy the machine while it was in our possession.*

*So this is what we did, and it helped us a great deal. Since I used to help with the washing across those few years, I developed quite an affectionate relationship for the machine. But, our friends returned, and in the meantime I had forgotten how the*

*machine had come to be in our basement in the first place. When they came and took it, I was terribly upset.*

*“How could they take our machine away?” I cried to my Mother.*

*Her reply was, “Son, the machine never belonged to us in the first place. That we ever got to use it at all was a gift. So, instead of being mad at its being taken away, let’s be grateful that we ever had that gift.”*

Years later, as a parent, Claypool would lose his young daughter to leukemia. Through his grief he would write, *TRACKS OF A FELLOW STRUGGLER*, return to his mother’s words, and affirm that, *Life is a gift, pure and simple. Something never earned, nor deserved, nor had a right to. The greatest thing you can do is to remember that life is a gift – every particle of it, and that the way to handle a gift is to be grateful we ever had it in the first place.*

*The experience of grief can deepen our ability to participate in life. We can become more grateful for the gifts we have been given, more open to handling the events of life.*

Megan’s presence in our lives was indeed a gift and more than mere death can ever take away. Through the gift of her life we have been blessed.

Megan was our student at Texas State University for the last six years of her life. We saw her mature into a radiant and beautiful young woman. She never doubted that a health care career was her calling, and health administration became her cherished means to that end. It was in her genes. With her sister a physician, and doctors and nurses dotting the family tree, a chief executive was needed to direct the Hamid Health Plan. Today she directs it from a much higher plane than the executive suite.

She had an outstanding academic record as an undergraduate, was a respected student leader, and excelled in giving back to the community through our acclaimed service-learning programs. Megan decided to seek a masters degree in health administration, remain at Texas State, and was selected as one of only three graduate assistants in the Department of Health Administration. Early in her first year of graduate study, she was assigned to me, and I have been under her influence ever since.

For almost a decade, I have had

the joy of working with some of the brightest and best graduate and undergraduate students at Texas State or any other university. Together we have developed benchmark programs of intergenerational service-learning: the Mutual Adoption Pact, Safe at Home, and Strong for Life. All have received repeated funding from institutions like The Robert Wood Johnson Foundation and the Texas Long Term Care Institute. They are caregiver programs that provide needed and practical services to the elderly and disabled to help them maintain independent lives. I use students as program directors and tell them that they are the executive director of their program, while my role is like a chairman of the board. For nearly two years, Megan was a program director, including that of senior program director last year. A kind of alumni association of former and current program directors has been formed as we gather annually. There are now fifteen members, and several of them are here today. It is an ever expanding circle that affirms one another as each program director is required to recommend their successor. When we gather this November, we will remember God’s gift of Megan, and the circle will remain unbroken.

I am a follower of Stephen Covey and seek after his *SEVEN HABITS OF HIGHLY EFFECTIVE PEOPLE*. My one minute manager of the seven habits is that an effective person is a proactive visionary who prioritizes and wins by communicating, celebrating diversity, and continuously improving. Believe it! That is all seven habits in one sentence. I am weakest at Habit 5, communication, but Covey’s Habit 5 is a unique spin on communicating: “Seek first to understand, then to be understood.” Megan, from my perspective, personified that habit of effectiveness and I will always remember her when struggling to “Seek first to understand.” She listened. She contemplated. She understood. She expressed herself. Then, and only then, she executed her understanding by effective deeds.

“Everyone’s life is so singular, so unique. Who will listen to understand that uniqueness (Covey)?” Megan did. “The one who listens does the most work, not the one who speaks (Covey).” Again, I respond, that was Megan.

She asked me to be her graduate

advisor for her comprehensive examinations. I reluctantly agreed because, currently as the chair of two academic departments, and an institute, my daily plate holds more than enough to say grace over. She would be at greater risk than other students because my ability to mentor her through the process would be severely limited. Megan was told that perhaps, I had not effectively mentored a recent graduate through their comprehensive exams, and that had unnecessarily caused the student to do additional work. She accepted the risk. Why should I have worried for her? Megan was flawless in passing both her written and oral exams. I just sat back and listened as she interacted as an equal with the other faculty members on her committee.

My primary graduate course at Texas State for 16 years has been Health Care Law. A number of people here today have taken that course. Some of them were even “A” students. I cannot remember a student making a raw score of 100 on one of my exams. Probably a few former students will allege later today that they did. However, Megan made 100 on my midterm exam. That means that she could slack off and make a 79 on my final exam and still earn an “A” for the course. She got her A. On the final exam, Megan pulled another perfect score of 100! The second highest average in the class of 18 students was 90.

I repeat, “The one who listens does the most work, not the one who speaks.” That was Megan. Quiet, Reserved, Reflective. Take it all in and then knock your socks off.

An ancillary project of the Mutual Adoption Pact is the book *THE TIES THAT BIND*. It is primarily a collection of oral histories of mostly senior adults completed by college and high school students. The third edition has just been released and Megan was an editor along with an academic colleague and me. She relished the assignment and was masterful in both extensive editing and writing. The title is adapted from the evangelical hymn, “Blest be the Tie” as in “Blest be the tie that binds our hearts in Christian love.” The book’s title is meant to symbolize the tie that brings the generations together. On a more profound personal level, it now represents a tie that I will always have with Megan. “Blest be that tie!”