Dear Colleagues,

Our recent State of the College meetings went well. Three hundred and sixty five people attended one of the three meetings, and most of them left behind their signed copy of Standards of Behavior. For those that missed the meeting, the Standards of Behavior and my presentation are available online http://www.ou.edu/content/dam/Tulsa/scm/pdf/FINAL%20State%20of%20the%20College%20Dec%209%202011.pdf. We also distributed cards for individuals to write their commitments and/or questions. I intend to address questions in future Dean’s Updates. We are interested in your feedback on the State of the College meetings, if you haven’t completed this survey please to so at http://tulsa.ou.edu/Surveys/TakeSurvey.aspx?SurveyID=924Ilo2. We intend to schedule these meetings quarterly. So when dates are sent please mark your calendars.

For now, I understand there is confusion over the matrix organizational chart I presented in the meeting. Hopefully, this will help clarify:

A matrix organizational structure facilitates the horizontal flow of skills and information. It is used mainly in the management of projects or in development of processes by drawing employees from different functional disciplines for assignment to a team, without removing them from their respective positions.

Employees in a matrix organization report to the project manager, or in our case to the assistant or associate dean responsible, whose authority flows sideways (horizontally) across departmental boundaries. However, these employees continue to report on their overall performance to the head of their department, whose authority flows downwards (vertically) within his or her department.

As discussed in our meetings, we continue moving towards National Committee for Quality Assurance (NCQA) accreditation. Just last week, clinic managers, clinic medical directors and medical informatics staff completed a Strength, Weakness, Opportunities
and Treats (SWOT) analysis for the NCQA PCMH accreditation project. You’ll receive further information on this in the future.

Please share any other news you may have with Karen or me. Best wishes to you and yours this holiday season! We’ll have more to share with you in January.

Sincerely,

Daniel Duffy, M.D.
Dean

SCM PEOPLE NEWS
New Employees:

We want to welcome all our new employees:

A Chicago native, **Rebecca Abraham, M.D.,** completed her undergraduate degree at Wheaton College and her medical degree at the University of Illinois at Chicago College of Medicine. She completed a residency at In His Image Family Medicine Residency in Tulsa. Having grown up in urban Chicago, she has a strong interest in public health and will work in OU Physicians Community Health’s school-based clinics.

**G. Lance Cartlidge** holds a MSW from OU-Tulsa. Lance previously worked as graduate assistant for Julie Miller-Cribbs, OU-Tulsa Social Work, and on Red Rock Behavioral Health Services’ PACT team. He has now joined OU Physicians Community Health.

Patient care coordinator, **Belinda Figueroa**, just joined Internal Medicine.

**Angela Miller** joined OU School of Community Medicine as senior administrative assistant to Dr. Woody Neal, a urologist who joined the OU School of Community Medicine and OU Physicians last month.

**Jill Steele** joined OU Neurology as a patient service representative III. In addition to her full-time job, Jill is a student at NSU-BA, majoring in
psychology with an emphasis on mental health. Prior to OU Physicians, Jill worked for the Warren Clinic.

Central Billing has added Melinda Williams as a coding specialist III.

We want to give our best wishes to those leaving us:

Jennifer Hayes, M.D., who had served as medical director and clerkship director for OB/GYN.

William Geffen, M.D., a professor in Department of Pediatrics, who is going to work for Morton Comprehensive Health Center.

OTHER

Happy Holidays!