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Special Recognition Award This Summer
Tucson Only

As you may recall, Banner approved a one-time “Special Recognition Award” for 2015-2016 as a bridge to recognize performance until our new physician compensation plan is finalized. This award is for Tucson faculty employed as of Oct. 1, 2015. The goal is to implement the new compensation plan by July 1, 2016, and we are on target to meet that goal.

The Special Recognition Award period is coming to a close June 30, 2016. You will recall that 50 percent of the incentive payout will be based on productivity and 50 percent at the discretion of each faculty member’s department chair, using criteria specific to his or her department. By now you should have received an update on your productivity performance as well as the criteria being used for the chair discretion allocation. If you have questions about either, please contact your department chair or department administrator.

Here are the anticipated dates for next steps with the award:

- June 30, 2016: Measurement period ends
- July, 2016: Productivity Incentives calculated, chairs assign discretionary allocations
- August 2016: Final reports are submitted by chair
- Mid-Late August: Incentive paid out.

Physician Comp PULSE Survey #4
Your Feedback Invited thru June 27

The latest Physician Compensation PULSE survey will help BUMG gauge your understanding of the new compensation model, effectiveness of communication efforts and overall readiness to transition to the new plan. The survey is open
through June 27 and the results from the survey will be used to improve and target our communication and change-management efforts. Thank you for your feedback!

Click here or copy the link to your web browser to access the survey http://bycell.co/dkve

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**Pediatric Cardiac Surgery at BUMCT**  
**Program Active Again in Tucson**

After more than a year of inactivity, the pediatric cardiac surgery program is back on track at Banner – UMC Tucson. In only her second procedure here, our new pediatric cardiac surgeon Mary-Jane Barth, MD, repaired a coarctation of the aorta last week in 6-year-old Abraham Hurtado, left. Dr. Barth came to us from Children’s Hospital of St. Francis in Tulsa, Okla., with pediatric perfusionist Jorge Molina, PA, and already has a full schedule of surgeries this summer.

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**Transplant Update**

**Deb Maurer Named Statewide Transplant Administrator**

Congratulations to Deborah Maurer, director of transplantation services in Tucson, who was promoted to service line administrator of transplant and end organ management for Banner – University Medicine effective June 1.

In this newly created position, Maurer will leverage the strengths
of both the Phoenix and Tucson markets to create a single transplant service focused on our most complex patients’ needs.

In other transplant news, 62 kidney transplants have been performed so far this year at Banner – UMC Tucson, including four this past weekend. This YTD total easily surpasses the 56 kidney transplants performed at the hospital in all of 2015. Special thanks to Arizona Kidney Disease and Hypertensive Center and Southwest Kidney Institute for their confidence in our program and their many referrals.

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**Meet BUMG’s New Leaders**

**COO Scott Hofferber & Tamera Bhatti**

Scott Hofferber, BUMG’s new chief operating officer who started this month, and Tamera Bhatti, BUMG’s senior HR executive, will be stopping by the physician lounges this summer to introduce themselves and answer your questions.

Stop by to meet Scott and Tamera when they visit the physician lounge at Banner – UMC Tucson:

- 11 a.m. – 12 noon Friday, July 8
- 8 – 9 a.m. Wednesday, July 13

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**Welcome, Dr. Fallon**

**New BUMCP Chief of Medicine Starts in August**

Distinguished physician-researcher Michael Fallon, MD, FACP, has been named chief of medicine at Banner – UMC Phoenix and will join the leadership team overseeing Banner’s Center for Advanced Liver, Kidney and Pancreatic Disorders this summer.
“He’s a world-class leader who will play a critical role in our effort to position BUMCP among the nation’s very best academic medical centers,” said hospital CEO Steve Narang, MD.

Dr. Fallon, a gastroenterologist and hepatologist with 26 years of extensive patient care, education, leadership and clinical investigation in internal medicine, will also serve as the inaugural chair of the Department of Medicine at the UA College of Medicine – Phoenix. He previously served as gastroenterology division director and division chair for clinical research at the University of Texas Health Sciences.

He received his medical degree from the University of Virginia School of Medicine and completed his residency at Yale – New Haven Hospital in Connecticut and his fellowship in digestive diseases at Yale University School of Medicine.

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**Father’s Day a Family Affair at BUMCT**

**Following in Dads’ Academic Medicine Footsteps**
Kareem Shehab, MD, and his father, Ziad Shehab, MD, both work at Diamond Children’s and in the Division of Pediatric Infectious Diseases in the UA Department of Pediatrics, where the elder Dr. Shehab is division chief and his son is an assistant professor.

Meanwhile, Nicolas Stea, MD, (below, left) is joining the UA Department of Emergency Medicine faculty in July as an assistant professor. His father Dino Stea, MD, is head of the UA Department of Radiation Oncology. A happy Father’s Day to all!
Update from the UA COM – Tucson

Immunologists Unmask New Infection-Fighting T Cells

Many people retire at the age of 65. That’s also the age when their immune system starts to lose some of its strength. New findings from a study led by the Department of Immunobiology show it may not have to be that way.

The study used 92 volunteers between the ages of 21 and 97 and studied white blood cells that fight infection and decrease in numbers as adults age.

“We’re trying to enumerate them to see if their numbers will tell us how fit one’s immune system might be,” said department Head Janko Nikolich-Zugich, MD, PhD, the study’s principal investigator.

“We have discovered a new sub-type, a new flavor of white blood cells, that tends to accumulate in older folks that could be very useful in defending against certain types of infections,” he said.

The breakthrough came while researchers were focusing on naïve T cells. They discovered that when the cells were stimulated with a piece of a virus, part of the cells began making a powerful anti-viral molecule.

The study, Human Memory T Cells with a Naïve Phenotype Accumulate with Aging and Respond to Persistent Viruses, published last week in Nature Immunology.

UA collaborators on this research included Vesna Pulko, PhD, John S. Davies, Carmine Martinez and Anne M. Wertheimer, PhD, UA Department of Immunobiology and UA Center on Aging; Kenneth Knox, MD, UA Departments of Immunobiology and Medicine; and Shripad Sinari and Dean Billheimer, PhD, UA BIO5 Institute.
U.S. Surgeon General Vivek Murthy, MD, visited the college on Monday to deliver a timely grand rounds message about the prescription opioid epidemic facing the country.

The U.S. Centers for Disease Control and Prevention estimates that 78 American die every day from an opioid overdose, killing more Americans than car accidents.

Naloxone, a drug that blocks or reduces the effects of opioids, has played a crucial role in the battle against overdoses. “Getting Naloxone into the hands of family members and first responders, as well as keeping medication locked away, are key steps,” he said.

Changing the stigma of addiction also is necessary to change the outcome of this crisis, he suggested. “We look at it as a character flaw. But it really is a chronic illness. It requires the same urgency, skill and compassion.”

View Grand Rounds.
Surviving Cancer
Public Lecture & Open House Tonight at UACC / North

Each month Banner Health and the University of Arizona Cancer Center host an evening open house and public lecture at the Arizona Cancer Center / North, 3838 N. Campbell Ave. in Tucson.

Tonight’s program beginning at 5 p.m. features inspiring stories by several cancer survivors as well as a discussion by Leila Ali-Akbarian, MD, a Family Medicine physician who heads the cancer center’s Supportive and Survivorship Care Program. Live music and light refreshments. No reservations required.

In the News

Tucson Ahead of the Curve for Kidney Transplants
Prabir Roy-Chaudhury, MD, PhD, Division of Nephrology chief

The Diabetes Epidemic in America
David Armstrong, MD, director of the Southern Arizona Limb Salvage Alliance

Heat, Alcohol a Dangerous Combination
Andrew Tang, MD, BUMCT trauma surgeon

Moving Up in Southern Arizona: UA and Banner welcome physicians Riley, Holm