

Nebraska Chapter GOVERNOR'S NEWSLETTER

ACP
AMERICAN COLLEGE OF PHYSICIANS
INTERNAL MEDICINE | *Doctors for Adults*

Winter 2005

Richard A. Hranac, MD, FACP
Governor, Nebraska Chapter

THANK YOU TO EVERYONE WHO PARTICPATED IN THE 2004 American College of Physicians (ACP) Nebraska Chapter Scientific Meeting October 14 & 15, 2004

Invited speakers and their topics were:

Keynote Address: Girls' and Boys' Town presented by
Dan Daly, PhD

Concurrent Clinical Practicum Session: Joint Injections
presented by Gerald F. Moore, MD FACP

Concurrent Clinical Practicum Session: Central Line
Placement
presented by Daniel O. Young, MD

Coronary Artery Disease Management presented by
Thomas Pagano, MD

Sexually Transmitted Diseases in Nebraska:
An Update presented by Gary Gorby, MD

Rheumatoid Arthritis Updated presented by
Ted R. Mikuls, MD FACP

Update on Sleep Medicine presented by
Harvey A. Hopkins, MD

Hyperlipidemia Update presented by Scott Shurmur, MD

Dermatology Update presented by Shashi Srinivasan, MD

Thieves Market presented by
J. Scott Neumeister, MD & Devin J. Fox, MD

College Update presented by
Virginia U. Collier, MD FACP

Washington Update
presented by Robert B. Doherty



NEBRASKA CHAPTER MEMBER NEWS

Congratulations!

The Chapter recognizes and congratulates these Nebraska Chapter physicians who were elected to Fellowship in the College on **July 1, 2004**:

Abelardo C. Cruz, MD, FACP
James W. Hervert, MD, FACP

The Chapter also congratulates the following Chapter physicians who were elected to Fellowship in the College on **October 1, 2004**:

Susanne E. Eilts, FACP
Anna Maio, MD, FACP

Fellowship is an honor achieved by those recognized by their peers for personal integrity, superior competence in internal medicine, professional accomplishment, and demonstrated scholarship.

2004 NEBRASKA SCIENTIFIC MEETING HIGHLIGHTS

We had a great session at this year's meeting! Here are just a few of the highlights of the meeting

Resident and Student Poster Participants: John J. Cannella, III, MD; C. Jose Friesen, MD; Shawn Keeven, MD; Douglas Renton, MD; Russell W. Rhoades, DO; Brian Ward, MD; Ann Narmi, MD; Balamurugan Sankarapandian, MD; Brian Ward, MD; C. Jose Friesen, MD; Deepshikha Bhasin, MD; Douglas Renton, MD; Ekaterina Soforo, MD; Haamid Siddique, MD; Hema Korlakunta, MD; Jason Go, MD; John J. Cannella III, MD; Kishlay Anand, MD L.J. Shawn Keeven, MD; Marium Ilahi, MD; Nitin Verma, MD; Ravindra Gudavalli, MD; Richard Le, MD; Ruby Satpathy, MD; Russell W. Rhoades, DO; Senthil Thambidorai, MD; Siddhartha Kakani, MD; Soujanya Chava, MD; Sowjanya Duthuluru, MD; Sri Laxmi Valasareddi, MD; Suman Pasupuleti, MD; Anouki Karu; Eric Thompson; Gina G. Lauby; Meena Murugappan; and Tony Ning



Practicum Session



**Associate Second Place Poster
Clinical Vignette Award
Douglas Renton, M.D.**



**Students First Place Poster Medical Clinical
Vignette Awards - 1st Place Eric Thompson
2nd place Gina Lauby**



**Richard A. Hranac, MD FACP
Virginia Collier, MD FACP**



Keynote Speaker Dan Daly, PhD



**Associate First Place Poster
Clinical Vignette Award
Ann Narmi, M.D.**

*Associate Third Place Poster
Clinical Vignette Award
Brian Ward, M.D.
No picture available*

THE LAUREATE AWARD



The Laureate Award recipient was
John J. Cannella, Jr., MD, FACP

The Laureate Award honors those Fellows or Masters of the College who have demonstrated by their example and conduct an abiding commitment to excellence in medical care, education, or research, and in service to their community, their Chapter, and the American College of Physicians. Recipients of this award shall bear the title, Laureate of the Nebraska Chapter.

The award shall be presented at the annual scientific meeting. The awardees should accept the recognition in person, unless excused by the Governor. Awardees are to be nominated by a process that may originate from the Awards Committee or from any member of the Chapter. The nomination must document the attributes and accomplishments of the nominee. Awardees shall be senior physicians and Fellows or Masters of long-standing, with acknowledged excellence and peer approval in the field of internal medicine. In addition, awardees should have served the Chapter with distinction. Exceptional circumstances may modify these requirements. It is with distinct pleasure that this year the Nebraska Chapter presents the Laureate award to **John J. Cannella, MD, FACP**. He is a long-standing and loyal supporter of the College, has rendered distinguished service to the chapter, and has upheld the high ideals and professional

standards for which the College is known. We salute and honor Dr. Cannella on this occasion, and we wish him and his family well in the future.

Richard A. Hranac, MD FACP
Governor, Nebraska Chapter

JOHN J. CANNELLA, JR., MD, FACP

John J. Cannella, a native of Omaha, NE, earned his MD degree from the University of Nebraska College of Medicine. He completed his Internal Medicine Residency at the University of Nebraska Medical Center.

Following his residency training Dr. Cannella began his Internal Medicine private practice in Grand Island, NE. During his distinguished career John has emerged as a highly skilled clinician, a gifted teacher, and a respected leader in his profession and in his community.

Dr. Cannella is a Clinical Assistant Professor in the Department of Internal Medicine of the University of Nebraska College of Medicine. Over the past three decades he has taught numerous medical residents and students who elected to spend a month in his practice. His excellence as a clinical teacher has not gone unnoticed. In 1997 John was awarded the UNMC Department of Medicine Volunteer Faculty of the Year Award. In 2000 he received the Community-Based Teaching Award from the American College of Physicians-American Society for Internal Medicine.

Dr. Cannella's contributions to his profession and his community are equally noteworthy. An active staff member at St. Francis Medical Center, he served as Chief of Staff of the Grand Island Memorial Hospital and Health Director for the Mayor's Tornado Recovery Task Force. In addition, John has served on the Board of Directors of numerous civic and community organizations, including the Grand Island YMCA, Rotary Club, Chamber of Commerce, and the Board of Education.

Throughout his career Dr. Cannella has remained a loyal, active member of the ACP Nebraska Chapter. He was a member of the Governor's Advisory Council from 1978-80 and was elected to serve again in 2002. A regular attendee of the annual Nebraska Chapter Scientific Session, in 1997 John gave an outstanding presentation on how to prepare for and pass the American Board of Internal Medicine re-certification exam.

John is married to Rose Ann, and they have four children and three grandchildren.

For his many contributions to our profession and his community, the Nebraska Chapter of the American College of Physicians is pleased to honor Dr. John J. Cannella as its Laureate for 2004.

2005 ANNUAL NEBRASKA CHAPTER SCIENTIFIC MEETING

October 13 -14, 2005

Scott Conference Center, UNO South Campus, in Omaha

ACP ANNUAL SESSION 2005

April 14 -16, 2005

Annual Session 2005 in San Francisco

WALTER J. O'DONOHUE, JR., MD AWARD



The Walter J. O'Donohue Jr., MD Award was given to Joseph H. Sisson, MD. Presented by Maria O'Donohue, wife of Dr. O'Donohue & Richard A. Hranac, MD FACP

This award honors a physician who embodies the example set by our late friend and colleague and ardent supporter of the Nebraska Chapter, Walter J. O'Donohue, Jr., MD, FACP, FACCP.

Dr. O'Donohue was Professor of Medicine at Creighton University School of Medicine in Omaha, Nebraska and former Chief of the Pulmonary/Critical Care Division. He served for 11 years as Chair of the Department of Internal Medicine and 15 years as Internal Medicine Residency Program Director. He was the Associate Dean for Graduate Medical Education from 1998 until his death on July 22, 2002.

Walter held key leadership roles in numerous national organizations, including the American Thoracic Society, American College of Chest Physicians (ACCP), National Board for Respiratory Care, American Lung Association, and the AMA. He chaired the Council of Governors and was elected to the Board of Regents of the ACCP. He was past president of the Metropolitan Omaha Medical Society.

Dr. O'Donohue contributed 150 scientific publications, edited four books, and gave more than 300 national/international presentations. He served on the Board of Hope Medical Outreach and cosponsored an annual wild game dinner for underprivileged boys and their fathers.

Walter was a loyal, active member of our Chapter's Governor's Advisory Council for 17 years. He received the Nebraska Chapter Laureate Award in 1995. Always a gentleman and a scholar, Walter was a mentor to many and friend to all. His legacy lives on in those he taught and in the lives he touched. We will not forget him.

**Richard A. Hranac, MD FACP
Governor, Nebraska Chapter**

JOSEPH H. SISSON, MD

Joseph H. Sisson, MD, a native of Waterloo, IA, graduated from the University of Iowa School of Medicine. He then completed his Internal Medicine Residency and subsequent Fellowship in Pulmonary Disease and Critical Care at the University of Utah in Salt Lake City. After a year of post-graduate research training at the National Institutes of Health, Bethesda, MD, Joe joined the Department of Internal Medicine faculty at the University of Nebraska Medical Center in 1987.

Dr. Sisson has excelled in all areas of academic medicine—patient care, teaching, research, and administration. Joe's acumen as an intensivist led to his appointments as Chair of the Critical Care Committee and Medical Director of the Adult ICU at UNMC. His listing in Best Doctors in America: Central Region as well as in Best Doctors in Omaha is a tribute to his clinical skills.

A gifted lecturer and bedside mentor, Dr. Sisson has received numerous UNMC teaching awards, including the Sir William Osler Teaching Award (Internal Medicine residents) and the Golden Apple (medical students).

Dr. Sisson's passion for research complements his clinical and teaching skills. The author of more than 150 scientific

articles, abstracts, and book chapters, Joe has had continued success in obtaining NIH funding for his studies on the effects of ethanol on bronchial cilia. He has served on numerous study sections and grant review committees. In 2001 Dr. Sisson was named the UNMC Regent's Larson Research Professor of Medicine.

Dr. Sisson is a leader in his profession. He is an active member of a number of societies, including AOA, the American Thoracic Society, the American College of Chest Physicians, the American Federation for Medical Research, and the Central Society for Clinical Research. Positions he has held at UNMC include Pulmonary Fellowship Director and Interim Chair, Department of Internal Medicine. He currently is Chief of Pulmonary, Critical Care & Sleep Medicine as well as Vice-Chair of Decision Support in the Department of Internal Medicine.

Joe is married to Dr. Jennifer Larson, and they have two children.

For his roles as an outstanding clinician, dedicated mentor, and accomplished investigator, the Nebraska Chapter of the American College of Physicians is pleased to honor Dr. Joseph H. Sisson with the Walter J. O'Donohue, Jr., MD Award for 2004.

—VISIT OUR CHAPTER WEB SITE—

<http://www.acponline.org/chapters/ne>

DEDICATED TEACHER AWARD



The dedicated Teacher Award recipient was
William M. Vosik, MD, FACP.

The Mission of the American College of Physicians is to enhance the quality and effectiveness of healthcare by fostering excellence and professionalism in the practice of medicine. Its many goals include “To establish and promote the highest clinical standards and ethical ideals” and “To be the foremost comprehensive education and information resource for all internists.”

Some familiar ACP educational offerings include its Annual Session, regional and Chapter meetings, its Annals of Internal Medicine and ACP Journal Club, its Medical Knowledge Self Assessment Program (MKSAP), widely used for over three decades, and its recently released web-based clinical decision making tool, the Physicians Information and Education Resource (PIER).

But as important as these programs are, the fostering of excellence and professionalism begins in the classroom and at the bedside. This is where our medical students and residents, the internists of tomorrow, learn the highest clinical standards and ethical ideals.

It is with distinct pleasure that this year the Nebraska Chapter honors William M. Vosik, MD, FACP, with the Nebraska Chapter Dedicated Teacher Award. He has distinguished himself with a record of consistent excellence as a teacher in the true ACP tradition.

Dr. Vosik we salute you as a dedicated teacher who has fostered excellence and professionalism in numerous trainees over many years. On their behalf and for the College, we thank and honor you for your tireless efforts.

**Richard A. Hranac, MD FACP
Governor, Nebraska Chapter**

WILLIAM M. VOSIK, MD, FACP

William M. Vosik received his MD degree from the University of Nebraska College of Medicine and performed his Internship at Wayne County General Hospital in Eloise, Michigan. He completed his Internal Medicine residency at the Mayo Clinic, where he was Chief Resident Associate in Cardiology. He served as Lieutenant Commander and Chief of Medicine at Port Hueneme Naval Hospital during the Viet Nam conflict.

Dr. Vosik began his Internal Medicine/Cardiology private practice in Kearney, NE, where he instituted the technology of echocardiography in 1977. Bill was instrumental in the development of the first out-state cardiac catheterization lab and open heart surgical program in Nebraska. He currently serves as Medical Director of Cardiology at Good Samaritan Hospital and is a partner in the Platte Valley Medical Group.

Some of Dr. Vosik's numerous professional honors include election into AOA, the American Society of Echocardiography, the Plummer Society of the Mayo Clinic, and Fellowship in ACP.

A Clinical Assistant Professor of Medicine in the University of Nebraska College of Medicine, Bill has been a popular and effective preceptor for several decades. He has educated over 100 medical students and Family Practice residents, many of whom have returned to practice in Kearney. He currently Chairs the Medical Education Committee at Good Samaritan Hospital.

Despite his busy private practice Dr. Vosik began a MKSAP Study Club for residents and colleagues and was instrumental in organizing a number of regional Cardiology conferences. Bill also introduced the “My Favorite Case” Conference at Good Samaritan Hospital. This collegial teaching venue attracts participants from a wide number of disciplines.

Bill is married to Linda. They have three children and six grandchildren.

The Nebraska Chapter of the American College of Physicians is proud to recognize Dr. Vosik for his outstanding skills and remarkable dedication as a teacher. He truly has fulfilled the Mission of the College by fostering excellence and professionalism in medicine through his innovative educational efforts.

MEMBERSHIP DUES

In order to facilitate the process of promoting future ACP Nebraska Chapter Scientific Meetings, and provide educational teaching awards (i.e. attend the ACP Annual Session). The Annual Membership Dues will increase from \$10.00 to \$35.00.

THE VOLUNTEERISM AND COMMUNITY SERVICE AWARD



The Volunteerism and Community Service Award Recipient was Harry J. Jenkins, MD FACP. Mrs. Helen Jenkins accepted this Award in honor of her husband who recently passed away.

The Volunteerism and Community Service Award was initiated to honor members of the Nebraska Chapter who have distinguished themselves in voluntary service in the area of medicine.

Awardees must be Masters, Fellows, or Members of the College. Self-nominations are not permitted. The service must have been performed on a voluntary basis and not required for the completion of teaching, training, or position requirements. Volunteer work must have been done as a physician and be medically related. Award recipients who are members will be eligible for nomination for the Oscar E. Edwards Memorial Award for Volunteerism and Community Service presented by the national ACP-ASIM each year at the College's Annual Session.

It is with deep respect and a sense of loss that this year the Nebraska Chapter honors Harry J. Jenkins, MD, posthumously with the Nebraska Chapter Award for Volunteerism and Community Service. Recipients of this award have distinguished themselves as true humanitarians to be honored for their voluntary contributions in medicine.

Dr. Jenkins' legacy lives on in the lives that he touched. We salute him as a compassionate and honorable physician whose voluntary endeavors improved the health of humankind.

**Richard A. Hranac, MD FACP
Governor, Nebraska Chapter**

HARRY J. JENKINS, MD, FACP

Dr. Jenkins received his MD degree from Creighton University School of Medicine and performed his Internship at Creighton Memorial St. Joseph Hospital in Omaha, NE. Following two years of service in the U.S. Air Force he completed his Internal Medicine Residency at the University of Colorado and the Denver Veterans Administration Hospital, where he also served as Chief Medical Resident.

Harry left Colorado to return to Omaha, joining the Department of Medicine faculty at Creighton University School of Medicine. Promoted to Professor of Medicine in 1975, he directed the Division of Gastroenterology and was Chief of the GI Laboratory at Creighton. Some of Harry's other numerous professional leadership positions included Acting Chief, Department of Medicine and Chief of Staff, St. Joseph Hospital, as well as Acting Director, Medical Service, Douglas County Hospital.

An outstanding clinician-educator, Dr. Jenkins was elected into Alpha Omega Alpha and received the Golden Apple Award, the Distinguished Professor of Medicine Award, and the Crystal Caduceus Award from Creighton University School of Medicine.

While skillfully managing a demanding career of clinical, teaching, and administrative duties Harry somehow always

found time to serve his community. He completed terms as Vice President of the Omaha-Douglas County Board of Health and as a member of the Executive Committee of the Douglas County Medical Society.

Throughout his career Dr. Jenkins played an active role in advancing health care initiatives for the underprivileged and the medically underserved. He was a volunteer physician for Hope Medical Outreach. Harry also served numerous years as Vice Chairman of the Board, Charles Drew Medical Center, Omaha, as well as Presiding Board Member of the Red Cloud Indian School in Pine Ridge, SD.

No tribute to Dr. Jenkins would be complete without recalling his gregarious personality, his wry, occasionally off-beat but always engaging sense of humor, and his pursuit of physical fitness. "Iron-man Harry" was a successful tri-athlete who literally found his stride after mid life. Although physically slowed by illness in recent years, Harry remained resilient and active in retirement until his untimely death on September 1, 2004.

The Nebraska Chapter of the American College of Physicians is proud to recognize Dr. Jenkins for his exemplary service as a volunteer in his community. His wife for 54 years, Helen, will accept the award on his behalf. Harry's selfless contributions reflect fundamental College ideals and serve as an inspiration to us all.

If you have information you would like to appear in future ACP Nebraska Chapter Newsletters, please email slatense@unmc.edu

STATE HEALTH POLICY ISSUES

Richard A. Hranac, MD, FACP, Governor of our chapter, attended the 2004 State Health Policy Networking Session during Annual Session in New Orleans. Approximately 40 representatives from 24 chapters met to discuss issues and exchange ideas on subjects related to this year's theme, "The Role of States in the Revitalization of Internal Medicine." Attendees participated in panel discussions on liability reform at the state level, new approaches to care management and accountability, and third party relation issues. Highlights of the panel presentation follows:

Professional Liability Reform at the State Level

Wayne Riley, MD, FACP, President-elect, Texas Academy of Internal Medicine (TAIM) described several strategies used by physicians to get a MICRA-type medical liability reform bill passed in May 2003 and a constitutional amendment passed by the voters in September authorizing the Texas Legislature to set limits on non-economic damage awards for pain and suffering in medical malpractice and other lawsuits. Physicians from all specialties came together wearing white coats to visit legislators as part of a program called "First Tuesday." In addition, physicians were organized to talk to their patients over a 3-month period using polling results favorable to malpractice reform.

Mary Newman, MD, FACP, Vice-President for the Health Policy and Practice Committee for the Maryland Chapter of ACP, discussed that state's long-avoided entrance into the medical malpractice crisis and efforts by the Maryland State Medical Society (MedChi) to pass meaningful reform this year. MedChi staged a rally that had 2,500 physicians and 1,000 of their staff closing their offices and converging on Annapolis on January 21, 2004. She also discussed efforts to defeat a Senate bill proposing "rate compression" that would prevent Maryland malpractice carriers from charging the highest premium subscribers more than six times that of the lowest premium subscriber. The proposal would result in 90% of Maryland physicians paying premium increases of several thousand dollars to lower the premiums of the remaining 10%.

New Approaches to Care Management and Accountability

Mark Mayer, MD, FACP, Chair of the Ohio Chapter Health and Public Policy Committee, described a proposal by the Ohio State Medical Society (OSMA) to pay primary care physicians to serve as case managers for the Aged/Blind/Disabled Medicaid patients. The proposal was later incorporated in legislation that passed the Ohio legislature in June 2003 but was then line-item vetoed by the Governor. The OSMA hopes to revise the proposal so that it will be more broadly accepted.

Kay Mitchell, MD, FACP, Governor-elect for the Florida Chapter, described how Florida has successfully used disease management programs to reduce Medicaid costs and hospital days, and increase compliance for congestive heart failure and other chronic diseases.

Third Party Relation Issues

Prompt Pay in Georgia

Joe Stubbs, MD, FACP, Member of the ACP Board of Regents, described how the Georgia Chapter worked with the Medical Association of Georgia (MAG) and 19 other

medical associations to create a national class action suit against all managed care organizations under the federal Racketeer Influenced and Corrupt Organizations (RICO) Act which was originally intended for use against the Mafia. The lawsuit claims that managed care organizations conspired to defraud physicians of their rightful pay through improper and illegal reimbursement policies in breach of prompt pay laws. Managed care organizations would be liable for three times the amount of damages if found guilty under the RICO Act. Since the class action suit, AETNA and CIGNA have settled with the associations. Other managed care organizations are expected to settle as well.

Medicare Carrier Advisory Committee Issues

Hilton Brooks, MD, Chair of the Kentucky Chapter Health and Public Policy Committee, described his successful battle to eliminate credentialing requirements for vascular technologists as a condition for payment under Medicare in Kentucky. He also described the creation of the Carrier Advisory Committee (CAC) electronic forum that resulted from a Kentucky Chapter resolution to the ACP Board of Governors. The new electronic forum links ACP members that serve on their state's CAC and provides them with a means for exchanging ideas and experiences. Staff contact for the CAC electronic forum is Brett Baker, Director, Regulatory and Insurer Affairs. He can be reached at bbaker@acponline.org or 800-338-2746, ext. 4533.

To do no harm: protecting patients with CLAS

by Valda Boyd Ford, UNMC Community and Multicultural Affairs

The basic cornerstone of the health care profession is "to do no harm." However, because of the phenomenal growth in the number of people who have settled in Nebraska who have limited English proficiency (LEP), health care providers are challenged to provide safe, effective, and linguistically and culturally appropriate services. Within the borders of Nebraska, the number of people who are new to the community has increased dramatically.

Why, you say. Why not? The Omaha area is one with low unemployment, reasonably safe streets, many educational opportunities, and plenty of land for housing developments. And, of course, the Omaha area always has been the stopping place for people migrating across the country or moving to the country. Perhaps your parents or grandparents (or great grandparents) have roots in Europe, Asia, Africa, or South America. Ask them if they spoke English fluently when they came here.

Developing strategies to effectively overcome barriers to health care stemming from language deficits between the patient and the provider is essential to improving the health of the community. Formal programs dedicated to increasing the number of properly trained medical language interpreters are few and far between. There is much more that can and should be done to ensure safe, effective, and respectful care.

Unfortunately many providers use a variety of approaches when confronted with patients who are English language learners (ELL): provide no interpreter services, ask the patient to provide interpreter services, use pantomime and gestures, use providers with varying levels of language proficiency,

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use ancillary personnel who speak other languages but who have no experience with medical terminology or medical procedures, or use language line services or a qualified medical language interpreter. Far too often the patient's care is compromised because of the lack of well-designed and organized infrastructure within health care organizations.

Hispanics/Latinos comprise the largest racial/ethnic minority group in the state of Nebraska. While they make up 5.3 percent of the population of the state, the prevalence of individuals within this group who identify themselves as fair or poor English-language speakers is as high as 60 percent. This decreased ability to communicate may be an inconvenience in daily activities, but in the health care context may cause serious, if not irreparable harm.

According to the Nebraska Behavioral Risk Factor Survey (BRFSS) 40 percent of people who speak English as a second language stated that they felt their care would be better if they spoke English. That's especially true if the health care provider is unwilling or unable to bridge the language gap.

Why don't they just learn to speak English, you say. Well, how many of you have tried to learn another language as an adult. It's not as easy as, say . . . setting the time on the VCR. Having the opportunity to take French for the last four years of high school, I would be hard pressed to provide anything resembling safe interpretation - especially in the health care

setting. Trust me, you would not want me to be the person explaining a stem cell transplant or even a hair transplant in my rusty and broken French.

In Arabic I can ask if you have pain, where is the pain, and how long have you had the pain. I cannot, however, follow you if you give me more than a five-word answer. And even worse, I truly cannot make the leap in determining if you have an allergy or sensitivity to the medicine I want to give you. So, though I may be better than nothing (though I doubt it), I am far from a good alternative and I am absolutely not a safe or effective alternative.

So, whose responsibility is it to bridge the gap? Well - it's ours and for a number of reasons. One, let's just go to the Golden Rule "Do unto others as you would have them do unto you." Two, it's more effective than pantomime. Three, it will keep the company's dollars out of the litigation pot. Four, it will make you - as the provider or facilitator of care feel a lot better about the interaction (and yourself). Five, it will help you get in and remain in compliance with the CLAS standards -- Culturally and Linguistically Appropriate Services standards -- promulgated in December of 2000.

According to CLAS, we have a lot of work to do to protect the most vulnerable among us - our patients. So, check with your unit or department. Find out what your responsibility is and do whatever is necessary to "do no harm."