

#INNOVATOR

Optimizing Combat Casualty Care

November 2016



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Pusateri Returns as New USAISR Director of Research



Anthony E. Pusateri, Ph.D. is the new Director of Research at the U.S. Army Institute of Surgical Research.

By Steven Galvan, D.B.A.
USAISR Public Affairs Officer

"This Institute has a reputation of conducting world-class combat casualty care research, and I certainly want to continue that," said Anthony E. Pusateri, Ph.D., the new Director of Research at the U.S. Army Institute of Surgical Research at Fort Sam Houston, Texas.

Pusateri joined the USAISR for the second time in August after working for two pharmaceutical companies in New Jersey and the USAISR's headquarters the U.S. Army Medical Re-

search and Materiel Command, at Fort Detrick, Maryland.

"I came here in 1997 as a Captain, and I was a research physiologist primarily working on hemorrhage control research," recalled Pusateri. "I was then asked to take over the laboratory support branch and helped develop it. Then we reorganized, and I moved back to the hemorrhage control task area until I left in 2005."

Pusateri worked in the pharmaceutical industry for four years before joining USAMRMC in 2009 where he was the director of the Department of

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CDR's Corner



Col. (Dr.) Shawn C. Nessen
Commander, USAISR

"Optimizing Combat Casualty Care"

1. My responsibility as the Commander of the United States Army Institute of Surgical Research (USAISR) is to provide the resources and training required to accomplish our mission of "Optimizing Combat Casualty Care" and achieve our vision to be "The World's Premiere Research Organization for Combat Wounded." It is my intent we integrate clinical research with biomechanical, physiological, and cellular research in order to lead the world in trauma and burn research. It is my further intent that we continue to evaluate the lessons learned on the battlefield and translate those lessons into the knowledge products our Forces require for future success. We will continue to conduct meaningful research to enable acquisition of the materials required for combat success. My role as Commander is to provide the resources and training required to accomplish our mission, and to provide leadership and guidance, establish priorities, make informed timely decisions and to be your advocate outside the organization.

2. I believe there are six key components required for organizational success. These are dignity and respect, communication, fairness, integrity and trust.



Col. (Dr.) Shawn Nessen held a series of Town Halls Nov. 7 and 8 to share his Intent/Philosophy with the ISR staff.

a. Dignity and Respect: These two concepts are inseparable. Dignity refers to the actions of those who have achieved elevated rank or positions towards their subordinates and positions. I expect superiors to act with fairness, patience and formality. Address subordinates appropriately by title and remember leaders seek to grow and make successful subordinates. The actions of a dignified leader include performing timely counseling, completing evaluations and awards on time, and starting meetings on time. A dignified person is confident in their own abilities and calm. They communicate effectively and do not use derogatory language. They can delegate authority to the appropriate level and understands doing so allows us to develop the leaders of the future. Respect is an understanding that something is important and should be treated in an appropriate way. I believe strongly in the traditions, accomplishments and missions of the United States Army, Navy, and Air Force. We owe it our Nation and all those who served honorably before us to treat our institution and the people who serve here with respect. We show respect by living the Army values and by honoring our service traditions. Maintaining ourselves physically

fit, medically ready and technically competent are some ways we show respect to our organization. Rendering appropriate honors to individuals, addressing each other by appropriate titles are "Sir or Ma'am" or others.

b. Integrity: Do the right thing for the right reason. Certain behaviors bother me immensely. These include
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THE INNOVATOR

Col. (Dr.) Shawn Nessen
Commander

1st Sgt. Natasha Santiago
Acting Sergeant Major

Steven Galvan, D.B.A.
Public Affairs Officer

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Deadline for submission is five days before the first of the month. We reserve the right to edit submissions selected for publication.

SGM Says



First Sgt. Natasha Santiago
Acting Sergeant Major

One Team. One Purpose! Conserving the Fighting Strength!

Greetings ISR Team,

October came and went! We have had a busy month! I first want to give kudos to the entire organization for how we did on the OIP that was conducted by MRMC. The hospitality that was shown to the inspectors and the professionalism demonstrated are just some of the reasons why I am honored to be assigned to this amazing unit. We also had our annual Fall Festival for the Soldiers and their Families, and as always, it was a great time full of fun, laughs, and great costumes!

This month, I want to talk about Focus. On September 29, the FY16 Sergeant First Class Active Component list was released, and our organization had two Staff Sergeants selected: Staff Sgt. Melissa Arizmendi and Staff Sgt. Pablo Sierra. Army-wide, there were 29,020 considered and 8,948 selected for promotion. The most revealing statistic from this year's result was that of those selected, 26 percent were in the primary zone of consideration (over three years time in grade) and 35.9 percent were in the secondary zone of consideration (over two years time in

grade). What does this mean for the future force? The trend may be leaning toward the Army promoting earlier than they have previously. I use this as a segway into what I would like to talk about this month; keeping Focus in our professional and personal lives.

Being professionally focused means different things for each of us. Some may envelope themselves in their work, and some may not. There is not a right or wrong solution to this puzzle. There is not mathematic equation that guarantees promotion or that guarantees success in anything that we do. But, I do believe that we have to be focused on the mission at hand, be subject matter experts on how we need to complete our mission, know how to take care of those that are entrusted to us, and we must simultaneously find a way to attain any personal goals that we set. Even writing this seems overwhelming. But, with a good team and open and honest communication, I do

believe that you can have congruent personal and team focused objectives in the workplace.

Being personally focused allows us to rely on those in and out of the workplace to aid in finding balance in our lives in accomplishing our personal and professional goals. All of us have personal lives outside of what we do within our work environment here at the USAISR. I know for me, finding balance can be difficult, but it is so important. Focusing on those things that keep us grounded outside of the workplace allows us to continuously grow as individuals. Some examples are: educational goals, physical fitness goals, familial goals, and higher/spiritual beliefs. Focus on what keeps you balanced.

Our operational tempo here within the USAISR is consistent. What we do here transcends the four walls of our buildings. Thank you for all that you do every day!



Staff Sgt. Melissa Arizmendi and Staff Sgt. Pablo Sierra were on the FY16 Sergeant First Class Active Component list released on Sept. 29 for promotion to Sgt. 1st Class.

Company Notes



Company Commander
Capt. Cleveland S. Bryant Jr.

During the month of October we completed a successful OIP inspection headed by MRMC.

Also we concluded the Semi-Annual APFT with a successful result of 92 personnel passing the test. Our Personnel with 270 and above are the following:

Lt. Col. John Decker - 300
Maj. Carlo Alphonso - 300
Capt. Melissa Kottke - 300
Maj. Amy Field - 300
Sgt. Tae Kim - 300
Lt. Col. Kevin Nemelka - 299
Capt. Kari Rodden - 299
Spc. Eric Force - 295
Capt. Troy Dilmar - 295
Maj. Kristi Morris - 293
Capt. Kirt Cline - 290
Spc. Sergio Rubio - 289
Sgt. Felipe Ortega - 288
Spc. Melody Sandoval - 286
Spc. Olawale Aderemi - 284
Staff Sgt. Melissa Arizmendi - 281
Staff Sgt. Daniel Zimmerman - 277
Lt. Col. Vina Rajski - 277
Capt. Cleveland Bryant - 276
Capt. Elaine Por - 275
Sgt. 1st Class Daniel Peters - 273
Sgt. Ralph Villaroman - 272

First Sergeant and I would like to welcome the following Soldiers to the ISR family: Maj. Sarina Thompson, Sgt. Joanna Bernardo and Spc. Jorge Acevedo. Please welcome these folks into the ISR family, if you haven't already.

Congratulations to our graduate from ALC, Sgt. Varkaris Thompson here at the NCO Academy located at Fort Sam Houston. If not already done so, please congratulate Sgt. Thompson of the Logistics team. Great job and well done!

We would also like to congratulate Spc. Jorhan Ocasio on his selection as Soldier of the Month for November. His photo will be on display in the Company area.

Upcoming events: Veterans Day (Nov. 11), Thanksgiving Holiday (Nov. 24-27).

Once again as we approach this year's Fall and Winter holiday seasons, be sure to maintain good health and sound well-being with the expected changes of weather. Continually challenge yourselves and each other every day, step outside of your comfort zones by seizing new opportunities and taking that leap. Time is a precious resource. Be effectively productive with the time that you have to develop personally and professionally. You are within a great environment of learning and study among great professionals. Continue to grow in every aspect of your lives.

Thank you all for everything you all do every day. Continually, it is truly an honor serving as your Commander and First Sergeant!

One Team. One Purpose. Conserving the Fighting Strength.



Soldier of the Month
Spc. Jorhan Ocasio

New Lactation rooms are available at the following locations:

BHI I 2nd Floor
BHT2 1st Floor

Room doors are marked Lactation Rooms. Please refer to Occupational Health webpage on the USAISR Intranet for more information.



PUSATERI Continued from Page 1

Defense Hemorrhage Resuscitation R&D Program and the deputy director of the Combat Casualty Care Research Program.

“I liked working in the pharmaceutical industry, it was different and it gave me a different perspective,” he said. “But after a year or so, I began missing the focus on doing research for the Soldier.”

Some of the changes that Pusateri has noticed since returning are the increase in personnel, an additional research building where the Navy and Air Force conduct research, as well as the expansion in the combat casualty care research capability.

“We had a tremendous capability then, but it’s much bigger now and much more modern,” said Pusateri. “What’s funny is that when I first came here, BAMC was called the new BAMC, and this was the new ISR building. Now it’s the old ISR building, and we’re doing renovations to it.”

Pusateri said that he did not think that he would be returning to San Antonio when he left for New Jersey in 2005, but that he is happy to be back in this role to improve combat casualty care research.

“I want to do everything that I can to enable our researchers to meet the Institute’s mission,” he stated. “I want

to give everyone the opportunity to develop professionally so that they will want to stay and other people will want to come here to work.

“Also, I am open to people’s ideas. There’s a lot of brainpower here and I want to use it to do cutting edge and impactful research in burns and trauma.”

Pusateri believes that he has the personnel throughout the USAISR with the expertise and experience to influence research that is focused on the Institute’s mission.

“Meaning we’re focusing on capability gaps,” he said. “So we can accomplish this because we have physicians and scientists who have deployed and bring that experience and background to our task areas to focus on research that will save lives on the battlefield.”

Pusateri knows firsthand the importance of battlefield medical care—he began his time in the Army as an Infantry Officer. He attended college through the Reserve Officer’s Training Corps at the University of Illinois specifically to become an Infantry Officer. It wasn’t until his last year in college that he participated in agricultural research studies, “And I realized that I really loved research.” After fulfilling his active duty obligation with the 82nd Airborne Division, he remained in the Army Reserves and

attended Iowa State where he earned his master’s degree in Reproductive Physiology and Endocrinology then he attended Purdue University and earned his Ph.D., also in Reproductive Physiology and Endocrinology.

“In between my master’s and Ph.D., I worked for a pharmaceutical veterinarian company as an associate research scientist,” he said. “I didn’t know that the Army had research scientists, but when I was about a year out from getting my Ph.D., I found out that the Army had researchers so I applied to get back in and switched to the Medical Service Corps officer as a research physiologist in 1994.”

Since then, the native of Hanover Park, Illinois, has been doing hemorrhage resuscitation research. Pusateri and his wife have 10 children ranging from 32 and 8 years old. Three of the oldest have enlisted in the Army—two in military intelligence and the other serves in the military police. He believes that his experience as an Army officer, researcher and pharmaceutical researcher will enable him to support the USAISR mission of optimizing combat casualty care.

“I believe that we have all of the right experience and skills to collaborate with academia and industry to continue the tradition of cutting edge burn and trauma research,” he said.

USAISR Celebrates Respiratory Care Week

By Steven Galvan, D.B.A.
USAISR Public Affairs Officer

The U.S. Army Institute of Surgical Research celebrated National Respiratory Care Week Oct. 23-29 to recognize the respiratory therapists who work at the USAISR Burn Center at Fort Sam Houston, Texas. Burn Center Director, Col. (Dr.) Booker T. King attended a luncheon to thank and recognize the respiratory therapists.

“Respiratory therapists play a vital role in our team to care for our burn

RT WEEK Continues on Page 7



Sgts. AliceAnn Meyer and Marcus Jones, USAISR Burn Center RTs.

Holcomb Earns 2016 Medical Excellence Award

By Steven Galvan, D.B.A.
USAISR Public Affairs Officer

A former commander at the U.S. Army Institute of Surgical Research at Fort Sam Houston, Texas, was presented with the 9th Annual Major Jonathan Letterman Medical Excellence Award Oct. 6 during an awards ceremony in Dickerson, Maryland. Retired Army Colonel, Dr. John B. Holcomb, Director of the Center for Translational Injury Research at the University of Texas Medical School in Houston, accepted the award presented by the National Museum of Civil War Medicine.

According to the NMCWM website, “the award honors an individual, program or organization that has made an exemplary contribution to civilian or military medicine – continuing the legacy of Dr. Letterman and is given to those that are leading innovative efforts in battlefield care, prosthetic technology, improving patient outcomes of the severely wounded, or leveraging cutting edge medical technology in new ways.”

“This award is a reflection of a team that I had the opportunity to work with at the ISR and the Joint Trauma System,” said Holcomb. “It also highlights that we have made significant contributions to combat casualty care, but there’s still a lot more work that needs to be done.”

Holcomb served 23 years in the Army as a trauma surgeon and is well-known in the combat casualty care research community. While active duty in the Army, he served in Somalia as a trauma surgeon with the Joint Special Operations Command, delivering combat care to soldiers that was the inspiration for the movie *Black Hawk Down*.

“Somalia changed my life,” said Holcomb. “We lost some great Soldiers and I wanted to do what I could to



Staff members from the U.S. Army Medical Research and Materiel Command and the U.S. Army Institute of Surgical Research attended the 9th Annual Major Jonathan Letterman Medical Excellence Award ceremony Oct. 6 where Dr. John B. Holcomb was presented the Individual Award. Left to right: Col. (Dr.) Shawn Nessen, USAISR Commander; Col. (Dr.) Todd Rasmussen, USAMRMC Director of Combat Casualty Care Research; Dr. John Holcomb, Director for the Center for Translational Injury Research at the University of Texas Medical School in Houston; and Lt. Col. (Dr.) Jennifer Gurney, trauma surgeon and Trauma System Development chief at the USAISR Joint Trauma System.

prevent that in the future, that’s why I chose a career in combat casualty care.”

While Holcomb attributes his time in Somalia to his dedication to combat casualty care, he was also inspired by his Army leaders beginning during his residency at William Beaumont Army Medical Center in El Paso, Texas. That inspiration carried on to his time as a trauma surgeon with Special Opera-

“This award is a reflection of a team that I had the opportunity to work with at the ISR and the Joint Trauma System. It also highlights that we have made significant contributions to combat casualty care, but there’s still a lot more work that needs to be done.”

Dr. John B. Holcomb

tions Forces and on to his time as the commander at the ISR from 2002 to 2006.

“In researching the career of Colonel Holcomb, it became obvious that he is indeed a ‘Living Letterman,’” explained National Museum of Civil War Medicine Executive Director David Price in a press release. “The New York Times published a profile of Colonel Holcomb in November of 2007 that chronicled his commitment to improving medical care for wounded warriors. He helped redesign the evacuation system for wounded soldiers, he advocated for the Joint Theater Trauma Registry to help standardize medical care and identify best practices, and he continued to work on new treatments to improve care – just like Major Jonathan Letterman did during the Civil War. There are few more deserving of this award than Colonel Holcomb.”

RT WEEK Continued from Page 5

patients,” said King. “Everyone on this team deserves the recognition, not just this week, but every day. Thank you for what you for the dedication and skills that you bring to our team to help us provide the best burn care for our patients.”

Sgts. AliceAnn Meyer and Marcus Jones are two of 20 military and civilians who make up the respiratory therapists at the Burn Center and we both thankful for the recognition.

“I think that this recognition is nice and I appreciate it,” said Meyer.

“I think it’s a nice gesture,” said Jones. “We all work very well together as a close team.”

The respiratory therapists work closely with the care providers to ensure that each patient on a ventilator is receiving the proper respiratory therapy. They are also members of the Burn Flight Team that deploys around the world to transfer patients to the Burn Center.

“Our job is to keep the patients alive,” said Meyer. “We all collaborate with the nurses and doctors to make sure that the patients are getting the



Burn Center respiratory therapists Sgt. AliceAnn Meyer and Sgt. Marcus Jones perform preventive maintenance on a ventilator.

best care.”

Respiratory Care Week is an annual event designed to recognize the contributions of respiratory care professional throughout the U.S. and to promote awareness of lung health issues and practices. In 1982, President Ronald Reagan officially proclaimed the last

week in October as Respiratory Care Week.

“All of our staff members deserve recognition and this week gives us the opportunity to let our respiratory care staff know that they are valued and appreciated for their work year round,” said King.



Sgt. Marcus Jones examines a ventilator hose system while performing preventive maintenance on a ventilator.



Sgt. AliceAnn Meyer Jones conducts a routine system check while doing preventive maintenance on a ventilator.

2016 Fall Festival

The USAISR Events Committee sponsored the 10th Annual Fall Festival Oct. 22 at the Warrior and Family Support Center. Festival attendees enjoyed candy, snacks, games, pumpkin painting, arts and crafts, face painting and a costume contest. Aurora Hensley won the Cutest Costume; Spc. Deveney Gillespie had the Most Original Costume; Jerry Rajski won the Scariest Costume; the Best Team or Family Costume was Leighla and Alex Hand; and the Best Costume was awarded to Arlo Caldwell. Stephanie Truss, event co-coordinator thanked everyone for supporting the festival and gives a special thanks to the staff who worked the event volunteering their time:

Greeter: Bobbie Mills

Costume Contest Judge: Acting Sgt. Maj. Natasha Santiago

Arts and Crafts: Pvt. Stardaous Gibbons, Sgt. David Corey and Hailey Corey.

Coloring: S pc. Deveney Gillespie

Bouncy House: Sgt. Luis Sanchez

Spooky Cookie Decorating: Sgt. Chiquita Thomas-Benson

Face Painting: Kassie Ferrel

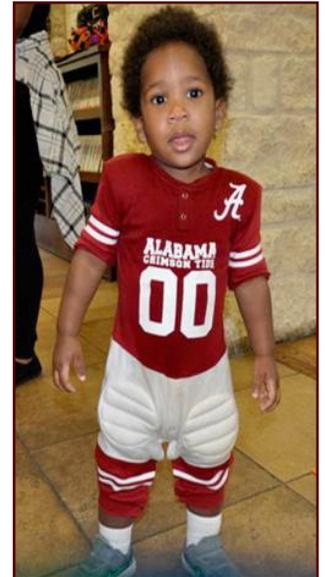
Pumpkin painting: Maria Dominguez

Event Co-Coordinator: Staff Sgt. Tiffany Baldwin



Best Costume





Most Original Costume



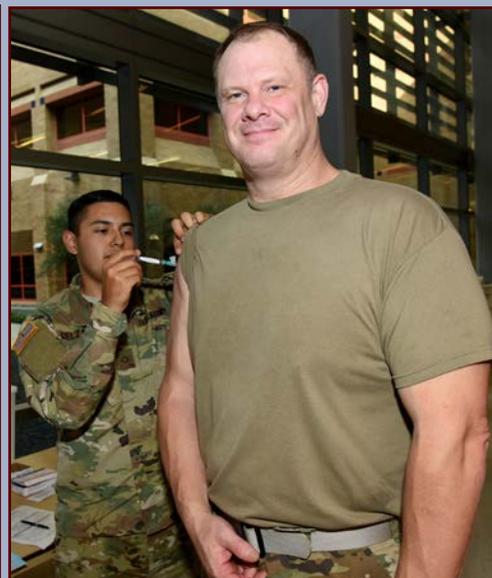
Cutest Costume



FLU SHOT SEASON

Acting Sgt. Maj. Natasha Santiago and Col. (Dr.) Shawn Nessen get their flu shots at BAMC Oct. 18.

As of Nov. 8, 100 percent of USAISR Soldiers and 73 percent of USAISR civilians and contractors have received the flu shot for this flu season.



CDR Continued From Page 2

dishonesty and superiors who abuse subordinates. Dishonesty in research or patient care has no place at the ISR and simply must not happen. Almost any mistake can be overcome unless it is hidden. Also, let me say this clearly, failing a drug test, being cited for DUI or arrested for a felony you must know will almost certainly end your military career and will also affect your future out of the military. Never put yourself in a situation that compromises your integrity. I also will not tolerate discrimination at the USAISR and I believe people who possess integrity will not discriminate based on gender, race or personal beliefs.

c. Fairness: No person at the USAISR should feel they are being treated unfairly, and we must avoid the perception of unfairness. Examples of unfair acts include taking credit for someone else's work or using influences to hire a friend. Establishing an environment of fairness requires effective communication and counseling. Leaders who do not tell a subordinate they are not meeting the standard are not being fair, and giving everyone a top evaluation is not fair to those who have excelled. We must ensure that our policies, procedures and habits provide an equal opportunity for all to achieve their goals.

d. Communication: Effective

communication solves most problems and is required if we are to take advantage of all of the talent assembled here. I believe strongly in the concepts of TeamSTEPPS. Start the day with a team huddle and make a plan for the day. TeamSTEPPS enables open communication and should empower all team members. As a surgeon, I would hate to make a mistake because a team member did not feel they could warn me. Leaders encourage open communication and are capable of including sound advice from subject matter experts in their plans. Open communication should allow for almost all problems to be solved at the level where they occur, and problems solved this way tend to stay solved. Everyone at the USAISR should always feel comfortable asking for more information, clarification or simply stating they do not understand the plan. Failure to communicate effectively can have devastating consequences to our patients, lab animals and research goals. Leaders should take subordinate communication concerns seriously and work to create an environment of open communication.

e. Trust: No organization can truly thrive without trust. I believe micro-management and perfectionist leaders cause organizational stagnation. Most successful enterprises empower small groups of employees to be creative and take risk in order to

grow and stay relevant. I encourage leaders in this institute to delegate whatever responsibilities they can. Clearly state your intent and ensure subordinate leaders understand their responsibilities and most will exceed your expectations. Mentor, teach and coach your subordinates and hold them accountable and put them back on track if needed, but be tolerant of mistakes that are not illegal, immoral or unethical. Organizations that run this way are not reliant on a few dominant leaders and adapt well to changing mission requirements. We must always remember our duty to prepare and train the future leaders of the US Army and the Department of Defense.

3. The USAISR Sergeant Major is my battle buddy and trusted advisor and she has my complete trust. She understands my intent and we are a command team. You may safely assume she speaks for me in my absence. Her priority is to care for Soldiers, manage their careers and ensure their success. Please trust her as I do.

4. Additional Guidance and Command Intent: I intend to maintain medical readiness for USAISR above 85 percent with a goal of 90 percent. I further intend to establish policies that ensure quarterly counseling for all military and civilian personnel. I will track this at my level. I intend for the USAISR

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CDR Continued From Page 10

Burn Center to remain the DoD Center of Excellence for burn care. The Burn Center must function seamlessly as a SAMMC Department while maintaining its independence as a fundamental component of the USAISR. I believe civilians are vital to the success of the USAISR and will play a critical part in the future success of the AMEDD. Civilians must provide leadership, continuity and stability and I will ensure they continue to occupy key leadership positions in the organization.

5. Additional thoughts and things you need to know about me:

a. I am an extremely transparent person. I will always tell you what I think, and I expect you to do the same. I respect informed opinion and I am perfectly capable of changing courses if I am convinced. I sometimes speak over people in the course of a conversation. This is not meant to be disrespectful and usually happens when you have peaked my interest and I am fully engaged in the topic.

b. I am not sure if I am an introvert or an extrovert. I do know that I grew up in a small farming community in Utah and I do need quiet time when I am tired. Having said that I enjoy socializing and spending time with people.

c. I am usually thinking about something and this includes when I am walking in the halls. I try to remember to acknowledge people, but sometimes I am so focused on my thoughts, I fail to do so. I deeply appreciate the courteous respect you have all shown me since taking command.

d. I am told I have very noticeable facial expressions. Don't read anything into it. I will express frustration, but I do not hold grudges and I tolerate mistakes made in good faith. I will tell you exactly what I think, and if I feel you off target, I will counsel you respectfully in private.

e. I have a dry sarcastic sense of humor but I am not cynical and I see

the good in people. It is possible to take advantage of me for a while.

f. I love to golf and I am a huge fan of the Cincinnati Bengals. I feel best when I do PT at least 4 times a week and I plan for it on my calendar. I believe in naps. I enjoy and study history, and I believe future strategy should be planned with a firm understanding of the past. I have a wonderful wife and enjoy spending time with her and my children.

g. I truly have an open door policy. I will take whatever time those who use the policy need to understand the problem, and I will engage leadership to resolve problems. Please use the policy wisely and please try to resolve problems at the lowest level possible.

h. I cannot lead defensively or by being fearful of making mistakes. I will take on difficult problems with the intent of solving them for the long term. I believe the measure of a good commander is what happens after they leave. To that end, I will only make decisions others cannot make. I will lead overwhelmingly by stating intent understanding that difficult problems will require my full engagement.

i. Things I need to know about with a phone call are work place violence that impact immediately our ability to execute our mission. Examples include inadequate staff for the Burn Center and injury or illness of staff, military personnel or dependents. Also inform me of arrest or detention of military personnel. I consider e-mail to be for routine business. It is not the first thing I do in the morning and I rarely check it on the weekend. I prefer to be texted or called if it can't wait until tomorrow or Monday.

j. My principal responsibility is Commander, USAISR. I am also an active trauma critical care surgeon and the Trauma Consultant for the Army Surgeon General, and I am in the second year of the Army War College. I go where my calendar tells me to go. If there is an important event you want me to attend or if you just want me to come visit your area, please put it on

my calendar and I will be there.

k. I have learned as our duties increase, we must plan for balance. I expect everyone to come to work on time and work hard while here and then go home. We must take care of ourselves and our families. Many of us continue to carry the burden of frequent deployments and time away from home so discipline yourselves to ensure you have time for PT, sleep, and family. I am particularly concerned about the Burn Center. The deployment demand for our surgeons is such we can anticipate staff shortages for the near future. We will try to mitigate this by recruiting civilian staff surgeons. I will not ask you to work harder and harder to maintain the same level of productivity with fewer resources. This practice is unsustainable over time and tends to hide problems from leaders until a crisis ensues, and it is a patient safety risk. We can mitigate shortages to some degree by being efficient and working well with SAMMC, but I will also decrease available beds if it comes to it.

6. Conclusion: We do not have to be perfect, but I fully expect us to be the best at what we do. That is our reputation and it has been well earned. I love what I do. I am passionate about improving combat casualty care on the battlefield, trauma systems, and serving Soldiers. I believe technical competency is foundational for leaders and I strive to be a trauma expert. I expect all of you to be passionate as well and to follow your passion. I do not know where the next revolution in casualty care will come from, but I believe someone is working on it right now in our Institute and it will change everything. I am so honored to be your commander, and I am proud to be a Soldier, and I will do all I can to make each of you successful while I serve.

7. Protect, Project, Sustain, One Team, One Purpose. Optimizing Combat Casualty Care!

SHAWN C. NESSEN
COL, MC
Commanding

Safety Notes

By Stephanie L. Truss
Health, Safety and Environmental Specialist



Seasonal Safety Tips

With the cold weather settling in, you may want to keep your home cozy and warm. But be alert for fire hazards...

According to the U.S. Fire Administration, more than 4,000 fires happen each Thanksgiving Day, usually in the kitchen!

- Never leave your food unattended while frying or grilling.
- Use a timer and routinely check whatever you're cooking.
- If frying or deep-frying, keep the fryer outside, away from walls, and free from moisture.
- Never use a glass casserole or lid on the stove or burner, as it may explode from the heat.
- Ensure that pot holders and food wrappers are a safe distance— at least three feet!—from warmed surfaces (i.e. the stove). Position those handles so that they face inward.
- Avoid dangling accessories or loose clothes around kitchen fires.
- If using candles or the fireplace, keep these sources of fire shuttered or isolated, and never leave them unattended.
- Never douse a grease fire with water, as the fire can thus spread. Turn off the burner, smother the flames with a lid (wearing an oven mitt!), or douse with baking soda or a fire extinguisher if it's getting out of hand.
- Keep a fire extinguisher handy in the kitchen, and know how to use it.
- Ensure your smoke alarms are connected and working.

In the Spotlight

Pvt. Uzziel Pineda

Job title: Dental Specialist, 68E

How long have you worked at the ISR? 9 months

What or who has been an inspiration to you in your work? Knowing that what we do here will positively affect the lives of wounded Soldiers.



What is your favorite part of your work? Learning new things and working with the doctors.

What is your proudest achievement? Learning Oxy Acetylene welding.

Short- and long-term goals: My short-term goal is to shoot an expert at the range and my long-term goal is to go back to school and become a welder.

Hobbies: I have always loved video games.

Favorite book: *Cell* by Stephen King.

Favorite movie/TV show: I will always have a place in my heart for *Power Rangers: In Space*.

Favorite quote: "Change is inherent in life; as long as something grows, it can change."

- Better safe than sorry. You can call the pros at 1888-674-6854 (USDA Meat and Poultry Hotline) with any cooking questions!
- Unplug appliances that are small and unnecessary; it's a smart way to save energy and eliminate potential dangers if something is accidentally turned on.
- After the party, walk around the home and ensure candles and fireplaces are extinguished, unnecessary appliances are turned off, and no potential hazards (leftovers, sharp/flammable objects) are in reach of your kids or pets.

An Extra Eye Out for Children and Pets

- The kitchen isn't always kid-friendly. Baking treats together can be fun with parental supervision, but keep your child at a safe distance when cooking, and never hold on to them with one arm—that's an invitation to be burnt!
- Keep knives, sharp objects, and flammable objects out of reach.
- Ensure that no dangers and dangling within a child's reach— i.e. electrical cords from a lit coffee maker, plate warmer, mixer, etc.
- Never leave a child unattended near a source of fire.
- Don't offer turkey bones to your pet; like other bird bones, they are hollow, meaning that they can splinter and tear an animal's internal organs or esophagus.
- Fatty holiday foods (turkey skin, gravy, candied yams, mashed potatoes) may cause pancreatitis; spare your pet this discomfort and the ensuing visit to the vet.



Health News

By Maria G. Dominguez, R.N. COHN-S/CM Occupational Health



“To keep the body in good health is a duty... otherwise we shall not be able to keep our mind strong and clear.” Buddha

November is Lung Cancer Awareness Month. Lung cancer is the leading cause of cancer-related death in the United States, Military and worldwide, with non-small cell lung cancer (NSCLC) accounting for 87 percent of cases. DoD conducted a retrospective cohort analysis of 4,751 patients, and diagnosed with a first primary NSCLC between January 1, 2003 and December 31, 2013 in the DoD cancer registry. The mean age at diagnosis was 66 years, 64 percent were male, 72 percent were Caucasian, 41 percent were diagnosed at early stage, 77 percent received treatment and 82 percent had a history of tobacco use.

The second leading cause of lung cancer is radon, a naturally occurring gas that comes from rocks and dirt and can get trapped in houses and buildings. Radon is also found in cigarettes. A year ago MEDCOM TFL OPORD 15-48 was published. The OPORD mission states all MEDCOM facilities will promote Tobacco-Free Living (TFL) workforces and implement Tobacco-Free Medical Campuses



(TFMCs). On February 8, 2016 BAMC Campus went smoke free. Our local Health Promotion office reports a total of 98 enrollees in the tobacco free classes with a total of 67 completing the classes to date. This is a success story with 67 second opportunities of improved lung health!

November also brings the annual Great American Smoke Out. This year's Great American Smoke Out is November. This November smoke out day ask for help. Have a plan. Join others staying tobacco free! Call the Health Promotion Smoking Cessation Class. Leaders, friends, help your buddy!



Another prevalent disease in our country is Diabetes. Diabetes remains the seventh leading cause of death in the United States. In 2013, 69,071 death certificates listing it as the underlying cause of death, and a total of 234,051 death certificates listing diabetes as an underlying or contributing cause of death. According to the Diabetes American Association 1.4 million Americans are diagnosed with diabetes every year. Diabetes is the leading cause of kidney failure, lower-limb amputations, and adult-onset blindness. More than 20 percent of health care spending is for people with diagnosed diabetes. This November, the American Diabetes Association is telling the story of people living with the disease # This is Diabetes. Diabetes.org. What is your story?

Then there is Thanksgiving! A Texas Thanksgiving, A Texas Tradition since 1541. History records that in

1541 the Spanish explorer Coronado paused for Thanksgiving. On Ascension Thursday, surrounded by friendly Teya Indians, Coronado's expedition celebrated a Eucharistic Thanksgiving at daybreak in spectacular Palo Duro Canyon in West Texas. In 1848, soon after Texas became a state, Governor Wood established the first Texas State Thanksgiving. As such, Texas was the first state in the South to call for a day of Thanksgiving.

President George Washington proclaimed a National Day of Thanksgiving for November 26, 1789 to honor the formation of the United States government. His proclamation called for a day of prayer and giving thanks to God. It was to be celebrated by all religious denominations. According to historical sources, the Pilgrims never held an autumnal Thanksgiving feast. The Pilgrims did have a feast in 1621 near Plymouth, Massachusetts, after their first harvest. This is the feast people often refer to as “The First Thanksgiving”.

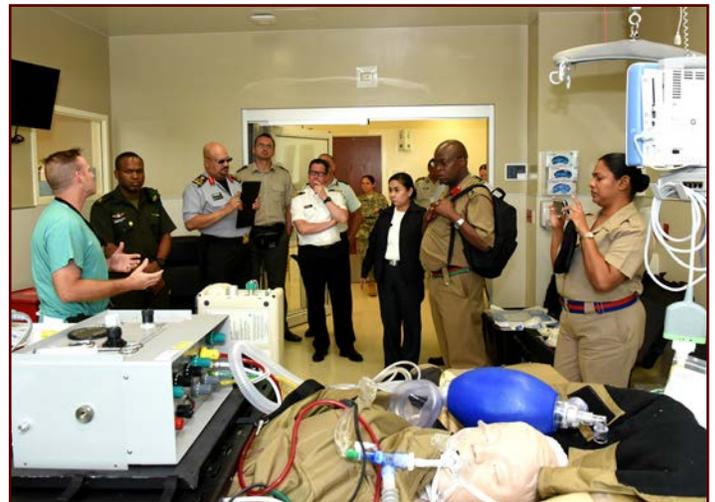
In Texas there is a Turkey Canyon Creek, two Turkey Creek cities, 31 Turkey Creeks including one in Liberty County, a Turkey Hill Wilderness Area, Turkey Mountain, Turkey Paint Creek, Turkey Peak, Turkey Roost Creek, Turkey Track Ranch, a Turkey Trot, and only one Turkey, Texas. Curo's Turkey Trot started in 1912 after a turkey-dressing house opened 1908. In Texas hard work sacrifice and uncertainty are all part of ranching but so is being thankful for what blessings you do have especially at this time of the year. A cowboy carries Thanksgiving in his heart all year round. In the words of a famous cowboy song I want to wish you a happy thanksgiving; “We've come to the time in the season .When family and friends gather near, to offer a prayer of Thanksgiving, for blessings we've known through the year. To join hands and thank the creator. And now when Thanksgiving is due I'll be thinking of you, I'm grateful for the laughter of children, the sun and the wind and the rain...”

Around the ISR

Top right: Capt. Cleveland Bryant, left, presents Staff Sgt. Melissa Arizmendi with an Honorable Discharge Certificate and a Certificate of Reenlistment during her reenlistment ceremony Oct. 6.



Center right: Andrew Wallace explains the function and capabilities of the Burn Flight Team Oct. 20 to foreign military officers attending the Military Strategic Leadership Program at the AMEDD Center and School.



Bottom left: Debra Flores, left is presented with a Texas state flag Oct. 26 as a going away gift. The flag was flown at the Alamo and presented by Lt. Col. Robin Smith, center, and Capt. Mollie Christiansen.



Around the ISR cont.



Top left: Master Sgt. Burt Hensley, left, is presented with a Texas state flag Oct. 6 during a going away luncheon. The flag was flown at the Alamo and presented by Sgt. 1st Class Daniel Peters.



Top right: Lt. Col. (Dr.) Kevin Akers welcomes former San Antonio Mayor Dr. Henry Cisneros for a tour of the ISR Oct. 24.

Center right: Brian Lund, Ph.D., explain the use of the Shock Tube to members of City View who were touring the ISR with Dr. Henry Cisneros Oct. 24.



Bottom left: Staff Sgt. Wendy Abel welcomes Brig. Gen. Won-Suk Yoon, Superintendent, Armed Forces Nursing Academy, Republic of South Korea and her aides for a tour of the Burn Center Oct. 14.



Back When...



Can you guess who this ISR staff member is? This photo was taken in 1999 when he was a Pvt. attending Basic Combat Training at Fort Benning, Georgia.

Submit your photo for publication in upcoming issues.

Last Month's Answer:



Shawn Thackwray
Logistics Management
Specialist

databases can also be accessed there.

If you have problems accessing full text content we are subscribed to provide, please contact IT assistance at (210) 295-3300. Remember there are thousands of full text titles available both on TDNet/LEAP and the AMEDD Virtual Library. Please make these portals your resources for downloading your articles.

Don't forget to look at the local Journal Holdings and e-Journals list on the intranet page. That list gives you our entire print collection holdings and a link (if there is one) to the electronic format. Some of our subscription titles require a username/password that is listed here also. This local list is in addition to the LEAP/TDNet and AMEDD VL resource portal.

From experience, I realize the retrieval process at times can be extremely slow and tedious. I recommend patience and continued clicking, and that article will eventually show up on your screen.

Thank you for using the ISR Library.

Library News

By Gerri Trumbo
Library Manager



Here is some important information on library services for the month of November.

I will be out of the office on medical leave from November 7 until approximately November 28.

The library will not be staffed during this period. Please do not send requests for articles or literature searches or other library related resources to my personal email. Please use the generic library email mailbox. This mailbox will be monitored and requests will be

referred as we set up alternate methods to provide Interlibrary Loan service and literature search requests.

Please use the electronic resources available to you on the library intranet page. Our most popular portal for full text retrieval is LEAP/TDNet. There is a link and a tutorial there. PubMed can be accessed through TDNet. Web of Science and FEDRIP among other

