



# USU Newsletter

## A First for the Uniformed Services University

*You're about to read something that's a first for the Uniformed Services University. While University Affairs has published a magazine for years, this is the first time the office — and definitely myself — has taken on the challenge of producing an entirely electronic publication.*

*This newsletter is for the 1,800+ faculty members, staff and students assigned to the university, strictly, as we call in the public affairs business, an "internal" publication. We'll report on policies and programs that affect both our military and civilian members. But, as you'll hopefully see in this first edition, we also want to recognize the accomplishments and contributions of USU's outstanding workers. Some things you've grown accustomed to seeing in the "USU Quarterly" will now be included in the newsletter.*

*As this is our first try at such an adventure, we expect the newsletter to evolve and become a better product with each*

*edition. It is our plan to publish at least once a month. We welcome your input and involvement, and especially your constructive feedback. Tell us what you think and what you'd like to see included in each edition.*

*At this point, we are treating the title "USU Newsletter" as a working title. So, we're going to have a contest to come up with a name that best reflects the publication's mission. The winner will receive a prize(s). More to come on that later.*

*Look at this as your publication, as if you're all editors. Without your contributions, the newsletter can't be as successful as we'd like it to be. Drop me a line, give me a call, or stop by my office. I look forward to working with you. I'm in Building B-1009. My phone number is 295-3925, and my e-mail address is [gcarpenter@usuhs.mil](mailto:gcarpenter@usuhs.mil)*

**TSgt. Gary Carpenter**

## Delayed Reporting, Early Dismissals: It Must be Winter

With winter now upon us, delayed reporting or early departure of USU workers because of snowy or icy conditions is always a possibility.

The following guidelines apply when bad weather may prevent employees and students from reporting for work or class on time, or require the university to close all or part of its activities. The procedures apply to all USU and AFRRRI members.

The president of the university or his designee will decide on closure, dismissal or special leave. If the emergency occurs before normal working hours, the president will try to make a decision by 5 a.m. on what level of reporting will occur. The announcement will be posted on the USU home page, the inclement weather

line, 295-3039, and local radio and television stations. (University Affairs notifies the media.)

If the emergency occurs during working hours, the president will notify the director, Civilian Human Resources Directorate, of any dismissal policy. CHR will inform each department and activity.

When delayed opening or unscheduled leave policies are announced, USU employees will be considered either emergency or essential personnel.

**Emergency personnel:** Those entrusted with patient or animal care, specified facilities personnel, people designated to protect perishable research, or others designated by deans, activity heads or chairpersons.

**Essential personnel:** All military and civilian students, faculty, and teaching support staff with teaching responsibilities for that day.

If the university is open but employees are unavoidably delayed in arriving for work, supervisors may grant a reasonable amount of excused absence. They should consider such factors as distance, availability and mode of transportation, and the success other employees in similar situations have in making it to work.

When the university president announces an adjusted work dismissal policy, nonemergency employees should be dismissed relative to their normal departure times from work. (For

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# USU Newsletter

**James A. Zimble, M.D.**  
President

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Dean, F. Edward Hebert  
School of Medicine

**Faye G. Abdellah, Ed.D, Sc.D.**  
Dean, Graduate School  
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Editor

The *USU Newsletter* is an authorized publication for faculty, staff and students of the Uniformed Services University of the Health Sciences. The contents do not necessarily reflect the official views of, or endorsement by, the Department of Defense, or the university.

Proposed material, information or questions should be sent to the editor, *USU Newsletter*, Office of University Affairs (Building B-1009). The phone number is 295-3925; e-mail <gcarpenter@usuhs.mil>

University Affairs reserves the right to edit or decline the use of material, which should be authentic, timely, in good taste, have appeal or interest to the newsletter's audience, and be related to its activities.

## Briefs

### MPH graduate named to top Veterans Affairs post

**Dr. Frances Murphy**, who earned a master of public health degree from USU in 1993, has been appointed Deputy Under Secretary for Health, the highest position ever held by a woman in the Department of Veterans Affairs health care system.

In her position, Doctor Murphy, a clinical professor of neurology at USU, is the chief operating officer for the nation's largest integrated health care system, with more than 1,200 sites of care, including 172 medical centers, almost 700 outpatient clinics and 100 long-term facilities.

"For the past 14 years I've worked to improve veterans access to quality health care," said Doctor Murphy. "It brings me great satisfaction and pride to serve veterans, true American heroes."

Doctor Murphy is a board-certified neurologist and Air Force veteran. She joined the VA in 1987 and had been acting deputy under secretary since August 1999. (**Department of Veterans Affairs**)

### Faculty member nominated for 2000 AAMC award

**Merrily Poth, M.D.**, professor of pediatrics and neuroscience, was nominated by USU's medical students for the 2000 Association of American Medical Colleges Humanism in Medicine Award. She was one of 47 physicians nationwide nominated by medical students.

The AAMC award, co-sponsored by the Pfizer Medical Humanities Initiative, annually honors medical school faculty physicians embodying the finest qualities in a healer who teaches healing. Nominations are based on five characteristics of humanism in medical education: positive mentoring skills, compassion and sensitivity, collaboration, community service activity, and observance of professional ethics.

"While only one physician can receive the award, we believe all deserve high recognition," said Mike Magee, M.D., director, Pfizer Medical Humanities Initiative. "To be singled out as a positive and caring role model from among the entire faculty as the doctor the students would hope to become is indeed a high honor."

(**Association of American Medical Colleges**)

### Students selected for medical honor society

Fourth-year medical student **Tricia Clark** has been named to the Alpha Omega Alpha Medical Honor Society's national Board of Directors. Elected to the board for a three-year term, Ensign Clarke's duties include bringing a student and, after graduating, a resident/intern perspective to AOA planning, coordinating communications for students nationwide and serving on various committees.

The AOA has chapters at nearly all of the nation's 124 medical schools. The only national honor medical society in the world, AOA promotes scholarship and research in medical schools, encourages a high standard of character and conduct among medical students and graduates, and recognizes high attainment in medical science, practice and related fields.

Other fourth-year students selected for membership in the AOA's Gamma Chapter:

Ensign David Boyd, 2<sup>nd</sup> Lt. Jason Eves, 2<sup>nd</sup> Lt. Shannon Faber, 2<sup>nd</sup> Lt. Matthew Fargo, Ensign Jonathan Gilhooly, 2<sup>nd</sup> Lt. David Harper, 2<sup>nd</sup> Lt. Paula Jackson, 2<sup>nd</sup> Lt. Christopher LeBrun, Ensign Robert Liotta, 2<sup>nd</sup> Lt. Stephen Maturo, Ensign Gregory McNabb, 2<sup>nd</sup> Lt. Peter Michaelson, Ensign Sherri Rudinsky, 2<sup>nd</sup> Lt. Michael Shoemaker, 2<sup>nd</sup> Lt. Eugene Soh, Ensign Eric Venn-Watson, 2<sup>nd</sup> Lt. Melvin Wagner and 2<sup>nd</sup> Lt. Michele Wickstrom.

## Quarterly Award Winners

### Servicemember of the Quarter

**HM3 Elizabeth Tate**, Environmental Health and Occupational Safety, is the Servicemember of the Quarter for July-September 2000.

During the quarter, HM3 Tate ensured her department accomplished all federally mandated tasks despite serious manpower shortages, personally performing 75 monthly radiation compliance surveys. As the coordinator of her department's meter calibration database, she is responsible for more than \$49,000 worth of meters. And as the EHOS property custodian manager, she maintains approximately \$500,000 worth of equipment.

HM3 Tate assists in the overall training of 400 radiation workers on the fundamentals of radiation safety and compliance with Nuclear Regulatory Commission regulations. She helped develop new training criteria for the annual radiation safety briefing. Her efforts helped the command earn an outstanding on an unannounced NRC inspection.

HM3 Tate was the command representative for the Navy/Marine Corps Relief Society, and was co-chair for Army Relief Society, helping Walter Reed Army Medical Center raise more than \$80,000.

Currently taking college classes, HM3 Tate also completed a course in DoD radioactive waste guidance and six Federal Emergency Management Agency correspondence courses. She received the Joint Service Achievement Medal in July.

### Senior Employee of the Quarter

**Mary Anne Burke**, a two-year employee in the Office of Student Affairs, is the Uniformed Services University's Senior Employee of the

Quarter for the third quarter of 2000.

Ms. Burke manages the office's first and second-year medical student support programs. She was specifically cited for her efforts in planning this year's student orientation week, including coordination with every administrative office having interface with the students. Ms. Burke helped schedule new activities, including a bus tour of Washington, D.C., and married and single student panel sessions. She also developed a housing information database and a system for matching new and current students looking for roommates.

Additionally, Ms. Burke prepared the Class of 2004 biography and photo roster, introducing a new method for obtaining student biographies electronically that reduced document editing time from a week to two days. Her efforts also ensured greatly enhanced photo quality.

### Junior Employee of the Quarter

**Sheila Dudley**, a grants management specialist in the Office of Research, is USU's Junior Employee of the Quarter for the third quarter of 2000.

Ms. Dudley has been with the federal government since 1986, with experience in finance, management and accounting. An employee of the university since 1997, her responsibilities include handling research grants for most of the departments at USU. She also has experience working in grant assurances.

According to her nomination package, Ms. Dudley "is a team player, always eager to assist, and someone who strives to achieve a high level of quality and service, not only in her job assignment, but also for the department and university as a whole."



**HM3 Elizabeth Tate**



**Mary Anne Burke**



**Sheila Dudley**

## Faculty News

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**J. Mauri Hamilton, Ph.D.**, deputy vice president in the Office of Recruitment and Diversity Affairs, participated in the second annual Millennium Leadership Initiative Institute Aug. 12-16.

MLI is the only program that prepares traditionally underrepresented individuals for positions as college or university presidents or chancellors.

The institute, which was started by African-American presidents and chancellors with the American Association of State Colleges and Universities, provides promising senior administrators a focused leadership development program, including media presentation and fund-raising skills, and case study examinations.

**David S. Krantz, Ph.D.**, chair of the Department of Medical and Clinical Psychology, has received the Award for Outstanding Contributions to Health Psychology from the Division of Health Psychology of the American Psychological Association.

The award recognizes Doctor Krantz for his research contributions in the area of behavioral factors in cardiovascular disorders, and for his recently completed service to the division as editor-in-chief of the journal *Health Psychology*.



**Neil Grunberg, Ph.D.**

**Neil Grunberg, Ph.D.**, professor, Department of Medical and Clinical Psychology, has been appointed to a two-year term on the Alcohol Abuse Tobacco Use Reduction Committee. The

committee comes under the Department of Defense's Prevention, Safety and Health Promotion Council.

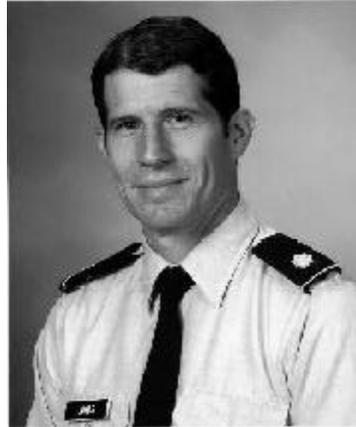
Doctor Grunberg is a leading researcher for DoD on tobacco use. He was a scientific editor on two U.S. surgeon general's reports on smoking, and he has been a consultant to the Army, Navy and Air Force surgeon generals.

The PSHPC is an executive-level group of the DoD, service secretariat, service leaders and the Interagency Military and Veterans Health Coordinating Board. The council supports the goals of the Military Health System Strategic Plan to advance health and safety promotion in peacetime and during contingency operations.

**Lt. Col. Wayne Jonas, MC, USA**, associate professor, Department of Family Medicine, has been appointed to the White House Commission on Complementary and Alternative Medicine Policy.

The 15-member commission will report to the president through the secretary

of Health and Human Services on legislative and administrative recommendations regarding complementary and alternative medicine policies.



**Lt. Col. Wayne Jonas**

Education, training of health care practitioners and research are some of the areas the commission will be responsible for during its two-year term.

Doctor Jonas has held academic appointments to USU since 1986.

An investigation led by **Jay Shapiro, M.D.**, and titled "Defining and Preventing Bone Loss: A Microgravity Model," has received funding for a research program being conducted by the National Space

Biomedical Research Institute's Bone Loss Team. Doctor Shapiro, assistant professor in the Department of Medicine, is serving as team leader in this research area.

**Lt. Col. Richard Ricciardi, USA**, assistant professor in the Graduate School of Nursing, has been elected treasurer of the National Association of Pediatric Nurse Associates & Practitioners for the 2000-2001 fiscal year.

The association has more than 5,800 pediatric nurse practitioners and nurses in advanced practice providing primary health care to children.

**Lt. Cmdr. Mark Stephens, MC, USN**, Department of Family Practice, took second place in the National Family Practice Research Competition at the American Academy of Family Physicians meeting in Dallas in September. He received the award for his presentation, "Prenatal Ultrasound: The Maternal Perspective."

## Promotions

### Army

Russell Moores, Pediatrics, colonel.  
Rebecca A. Cockman-Thomas, Laboratory Animal Medicine, lieutenant colonel.  
Gordon Mayes, Military and Emergency Medicine, major.

### Navy

Glenn Merchant, Preventive Medicine and Biometrics, captain.

### Air Force

Mark Devoe, AF squadron commander, major.  
Ozell Sanders, Finance, technical sergeant.

## Awards (Military)

### Army

Lt. Col. Joseph Bettencourt, Anesthesiology, Joint Service Commendation Medal.  
Lt. Col. Catherine Schempp, Office of Research, Defense Meritorious Service Medal.

### Navy

Capt. Thomas Miller, Family Medicine, Defense Meritorious Service Medal.

### Air Force

Lt. Col. Paul Hemmer, Department of Medicine, Joint Service Commendation Medal.  
Lt. Col. (Ret.) William Wittman, Student Affairs, Defense Meritorious Service Medal.  
MSgt. Roberto Rolon, EHOS, Outstanding Base Bioenvironmental Engineering Senior NCO of the Year, 1999.

TSgt. Gary Carpenter, University Affairs, Joint Service Commendation Medal.

## Awards (Civilian)

John Frankenburg, University Affairs, NIH Recreation and Welfare Award.

## Graduations

### Army

Sgt. 1<sup>st</sup> Class Mike Williamson, EHOS, bachelor of science (health care management), Southern Illinois University.  
Sgt. Monique Baker, Laboratory Animal Medicine, Basic Noncommissioned Officer Course.  
Sgt. Aaron Meade, LAM, Primary Leadership Development Course.

### Navy

J02 (SW) Margy Hannon, University Affairs, Defense Information School Editor's Course.

## Welcome Aboard

### Navy

HMC Wilfred Sito, Military Training Network.  
FC1 Jon Charleson, University Information Systems.  
HM2 Angela Viers, Laboratory Animal Medicine.  
HM1 Levit Ferrer, LAM.  
HM3 Paul Duncan, LAM.

### Air Force

Maj. Christine Johnson, Department of Pediatrics.  
TSgt. Darryl Conney, Brigade Operations.  
SSgt. Edmund Punzalan, Military Training Network.

## Service Pins for 2000

### 40 years

Paul Stavrou

### 35 years

Herry Osborne

### 30 years

Connie Barton  
Joan Stearman  
John Czaja  
Thomas Dalton  
Edward Hawkins  
Thelma Anderson

### 25 years

Jenae Wolz  
Joan McMillen  
Larry Weaver  
Roberta Bindman  
David Clough  
Joyce Hoopengardner  
Robert Edwards  
Patricia Burke

### 20 years

Mary Thomson  
Eloise Speaks  
Linda Douglas

James Blackledge  
Barbara Fitzgerald  
Gloria Sherman  
Harvey Lewis Jr.  
Michael Sheridan  
Mary Dix  
Kenneth Kinnamon  
Donna Waechter  
Ronald Reddon  
Margaret Catherine Rains  
Susan Langreth  
Donald Sellitti  
Laura Lewis  
Sheena Ferrell  
Terry Zimmerman  
William Cruz Melendez  
Michael Dorsey  
William Manley  
Judith Pokinski  
Marcia Gillcrist  
Juanita Anders  
George Harriss III

### 15 years

Gregory King  
Heidi English Friedman  
Lillian Wainwright

Clifford Snapper  
Michael Marbley  
Michael Morris  
Mary Ann Burke  
Sharon Juliano  
Terry Scott  
Janet Rawls Tull  
Carrie Corbin  
David Wherry  
Thomas Baginski  
Yvette Prince  
Norman Qualtrough  
Sree Kumar  
Jimmie Thompson  
Annette Mitchell

### 10 years

Melanie Joy  
Royce Lewis  
Richard Kelsner  
Cheng Chang  
Robert Ursano  
Michelle Glasser  
Sarah Blanks  
Regina Armstrong  
Maria Hunt  
Cassandra Miller

Anna Connellee  
George Cox  
Marcus Henry  
Lotonia Fortune Vaughns  
Erin Monaghan  
Janet Taylor  
Gustavo Parra  
Val Hemming  
Paulett Sener  
Robin Burks

### 5 years

Nicole Barnes  
Diane Borst  
Michael Harrison  
James Wolff  
Netina Finley  
Hallgeir Rui  
Mary Ann McAuliffe  
Aviva Symes  
Ishaiahu Shechter  
Mary Cutler  
Guimin Guan  
Lorraine Shapeero  
William Carney  
Darlise Rice  
Betty Bracmort  
Guisen Jiang

## Former Employee Receives DoD Disability Award

Former Logistics employee Anita Springs has been named one of the Department of Defense's 18 outstanding employees with a disability for 1999. She was recognized at the 20<sup>th</sup> annual Pentagon Disability Awards Ceremony in October.

As the lead cataloging specialist in Logistics, Ms. Springs, worked at the university for 13 years, training subordinates to perform the technical work associated with the identification, classification and item description of USU's supplies, equipment and services.

The Senior Employee of the Quarter for the third quarter of 1998, Ms. Springs also was USU's disability program manager and was responsible for planning programs that hire, support and promote individuals with disabilities. She assembled displays depicting DoD disability programs and activities, and used her sign language skills to facilitate communication between employees.

Medically discharged from the Army after five years when diagnosed with vision loss, Ms. Springs now relies

on special adaptive computer hardware and software to accomplish her duties. She is working on a degree in human resource management at Montgomery College.

The awards ceremony, initiated by the secretary of defense in 1981, is held to increase awareness of the contributions to national security made by people with mental and physical disabilities. Those honored are selected by their organizations from among thousands of DoD employees worldwide.

"Americans with disabilities bring skill and creativity to our workforce," Secretary of Defense William Cohen said in a prepared statement for the ceremony. "Our nation is stronger and more secure because of their dedication and leadership in vital occupations within the Department of Defense. Their extraordinary accomplishments show the importance of broadening the circle of inclusion in the workplace."

Previous USU disability award recipients include Paul Pokinski from Audiovisual (1997) and Karen Williams from the Department of Biochemistry (1998).



Anita Springs is one of the Department of Defense's 18 outstanding employees with a disability of 1999.

# The Caring Continuum

by Cmdr. J. Steven Evans, CHC, USN



In the process of healing humanity's hurts in the helping professions, we are exposed to a large amount of society's pain and grief. Disease and injuries leave victims and their families scarred for a lifetime. Invasive procedures reveal potentially life-threatening news. Loved ones exhale their last breath in our presence, leaving us with sorrows often too heavy for our hearts to bear.

God has so designed us to defend against aversive stimuli that our hands and feet become callous in areas where increased pressure and wear are common. Our sense of taste and smell becomes insensitive to flavors and odors to which we are commonly exposed. For instance, you may remember when tap water tasted OK.

Likewise, our emotional defenses can cause us to become callous and insensitive to the pain and grief that we commonly encounter in the hospital. A paradox is formed. People who enter a helping profession become unable or unwilling to hurt with the hurting, or to help bear the burdens of their patients in times of greatest need.

I see a continuum of caring develop in people. On one end of the spectrum are those who offer much care and support to those who are emotionally

hurting. At the other end are those who choose to emotionally disengage from any presenting pain or grief. Another way of describing this continuum is being overly sensitive or totally insensitive. The more sensitive we are, the more we give of ourselves and feel the pain of others. This can lead to an emotional drain and burnout.

However, the emotionally detached healthcare provider finds oneself treating the patient in only the physical realm and not connecting with the client at a deeper level. The more insensitive we are, the less we fulfill the task of the helping profession in treating the whole person.

Most of us will find ourselves between the extremes, giving of ourselves in what we can and when we can, yet withholding some emotional reserves for ourselves. I see a fine balance, which each of us must maintain in order to remain productive and effective in the healthcare professions while providing the quality service that gives us fulfillment in the medical, nursing and health science professions. The balance is dynamic, depending on a variety of factors in our lives. Sometimes we can give more. Other times we have little more to give.

In his book, "The Saline Solution," Walter Larimore, M.D. quotes Paul Brand, M.D. who says, "In the medical profession, we do have a matchless, wonderful opportunity to meet people at times of their real need, when they are ready to open up their hearts and expose their fears and worries and concerns." Dr. Larimore continues, "More than any other professionals, the doctor has personal access into people's lives." This is a sacred honor and privilege to serve humankind at this echelon. It deserves our sustained best effort without burning out.

***"In the medical profession, we do have a matchless, wonderful opportunity to meet people at times of their real need, when they are ready to open up their hearts and expose their fears and worries and concerns. More than any other professionals, the doctor has personal access into people's lives."***

-- Paul Brand, M.D.

example, if a three-hour early dismissal is announced, employees who normally leave work at 5 p.m. would be allowed to leave at 2 p.m.)

Supervisors should exempt employees from authorized dismissal times under this policy only to avoid hardships, such as when children are released early from school and no alternative forms of child care are available. When employees are exempted from authorized dismissal times, no leave should be charged to the employee.

Whether an employee is charged leave or is granted an excused absence when a weather emergency occurs during normal work hours depends on if the employee is on duty, scheduled to report for work, or on leave at the time of dismissal.

Supervisors should not charge leave but grant an excused absence for employees on duty at the time an adjusted work dismissal policy is officially announced. An excused absence is appropriate for the remainder of the workday following the employee's authorized time of dismissal, even if the employee is scheduled to take leave later in the day.

When an employee leaves before official word of the adjusted work dismissal policy is received, the supervisor should charge leave or absence without leave, as appropriate, for the remainder of the workday.

When an employee leaves after receiving official word of a pending dismissal, but before the time set for his/her authorized dismissal, the supervisor may charge leave for the period remaining before the employee's authorized time of dismissal. The supervisor should also grant excused absence for the remainder of the workday following the employee's authorized time of dismissal, even if the employee is scheduled to take leave later in the day.

When an employee is scheduled to return from leave after the president's announcement of an adjusted work dismissal policy, but before his/her authorized departure time, the supervisor may grant appropriate leave, or require the employee to return to work. The supervisor should also grant excused

## USU Weather Announcements

One of the following announcements will be made to media when a weather emergency occurs before the workday begins:

**USU is open.** The university and AFRRRI will open on time. All employees, faculty and students are expected to report for work and class as scheduled.

**USU is operating under an unscheduled leave policy.** USU/AFRRRI will open on time, but nonemergency employees may take annual leave, accrued compensatory time, or leave without pay without the prior approval of their supervisors. Employees must inform their supervisors if they plan to take leave. Essential personnel are expected to report for work and class on time, within the bounds of safety and common sense. Emergency personnel are expected to report for work on time.

**USU is operating under a delayed opening policy.** USU/AFRRRI will be delayed in opening by the number of hours designated in the president's announcement. Nonemergency employees and essential personnel will be excused without loss of pay or leave consistent with the number of hours designated in the announcement. Classes scheduled prior to the delayed opening time will be rescheduled. Emergency personnel are expected to report for work on time.

**USU is closed.** Nonemergency employees and essential personnel are not expected to report for work or class. Emergency personnel are expected to report for work on time.

absence for the period following the employee's authorized time of dismissal, even if the employee is scheduled to take leave later in the day.

When an employee is absent on previously approved annual leave, sick leave or leave without pay for the entire workday, the supervisor should continue to charge the employee leave for the entire workday.

Normally, when an employee is scheduled to report for work before the dismissal but fails to do so, the supervisor should charge the employee with being absent without leave or permit the employee to request appropriate leave for the entire workday. Exceptions to this policy should be made only in unusual circumstances.

Supervisors may grant excused absence to employees who are scheduled to report for work after an adjusted work dismissal policy is officially announced. An excused absence is appropriate for the remainder of the workday, even if an employee is scheduled to take leave later in the day.

At least annually supervisors should identify emergency personnel and notify

them in writing that they are designated as emergency employees. The notice should include the requirement that emergency personnel report for or remain at work in emergency situations, and an explanation that dismissal or closure announcements do not apply to them unless they are instructed otherwise. If a supervisor determines that a situation requires nonemergency employees to report to or remain at work, the supervisor should establish a procedure for notifying them individually.

Supervisors are responsible for determining closure, dismissal and leave policies for employees on shift work and for informing them of those decisions.

Occasionally in emergency situations individual employees may face special family situations. In those instances, supervisors should inform employees that they are to notify their supervisors as soon as possible if these circumstances occur. Supervisors should be flexible and as understanding as possible in approving leave in these situations.