

Department of Transformation and Shared Services

Governor Asa Hutchinson

Secretary Amy Fecher

Director Kay Barnhill



November 17, 2021

The Honorable David Wallace, Co-Chairperson
 The Honorable David Hillman, Co-Chairperson
 Uniform Personnel Classification and
 Compensation Plan Subcommittee
 Joint Budget Committee
 State Capitol Building, Room 315
 Little Rock, Arkansas 72201

Dear Senator Wallace and Representative Hillman:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Public Safety (DPS) - Division of Arkansas State Crime Lab (ASCL) for an entry pay increase in accordance with Act 995 of 2021, Section 46. ASCL requests for a new Associate Medical Examiner, L004N, grade MP09 at 7.5% above maximum salary level:

Last Name	First Name	Pay Plan Max	%	Difference	New Salary
TUBRE	TEDDI	\$ 241,478	7.5%	\$ 30,161	\$ 260,000

Dr. Tubre is certified in Anatomic and Clinical Pathology, Forensic Pathology, and will complete her board certification in Neuropathology in July of 2022. Once she completes her post graduate training and certification in July, she will begin working for ASCL. By gaining approval for this rate of pay now, ASCL will be able to provide an offer letter to Dr. Tubre, ensuring that this triple board-certified doctor will begin her employment with ASCL.

The Office of Personnel Management has reviewed this request from the Department of Public Safety – Division of Arkansas State Crime Lab and recommends approval of the salary of this future new employee. The agency certifies that it possesses sufficient funding to support this request.

The Honorable David Wallace, Co-Chairperson
The Honorable David Hillman, Co-Chairperson
November 17, 2021
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Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill, Director
Office of Personnel Management



SECRETARY OF TRANSFORMATION & SHARED
SERVICES

11/8/21
DATE

KB/cb:1-2



State of Arkansas
Governor Asa Hutchinson

DEPARTMENT OF PUBLIC SAFETY

JAMI COOK
SECRETARY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 682-2260 Fax: (501) 682-1582

1040

20 October 2021

Kay Barnhill
State Personnel Administrator
501 Woodlane Avenue, Suite 205
Little Rock, AR 72201



RE: Request for increased entry rate for new Associate ME

Ms. Barnhill:

The Department of Public Safety (DPS) – Division of Arkansas State Crime Lab (ASCL) would like to request an entry rate of pay for a new associate Medical Examiner in accordance with ACT 995 of 2021, Section 46. The requested rate of pay is \$260,000.

Dr. Teddi Tubre is board certified in Anatomic and Clinical Pathology, Forensic Pathology, and will complete her board certification in Neuropathology in July of 2022. Once Dr. Tubre completes her post graduate training and certification in July, she will begin working for ASCL. By gaining approval for this rate of pay now, we will be able to provide an offer letter to Dr. Tubre, ensuring that this triple board certified doctor will begin her employment with ASCL.

DPS Fiscal certifies that the funds are available to pay these increases.

I appreciate your consideration on this matter and if you have any questions, please feel free to call Phillip Warriner at 501/618-8193.

Sincerely,

Jami Cook
Secretary
Arkansas Department of Public Safety



Jami Cook
SECRETARY

ARKANSAS STATE CRIME LABORATORY

LITTLE ROCK
#3 Natural Resources Drive
Little Rock AR 72205
(501) 227-5747

LOWELL
1120 West Monroe Avenue
Lowell AR 72745
(479) 365-8717

HOPE
2500 South Main Street
Hope AR 71802
(870) 722-8530



Kermit B. Channell II
DIRECTOR

Governor Asa Hutchinson
STATE OF ARKANSAS

October 14, 2021

Secretary Cook
Arkansas Department of Public Safety
One State Police Plaza Drive Little Rock, AR 72209

Re: Associate Medical Examiner

Dear Secretary Cook,

The Arkansas State Crime Laboratory has interviewed an exceptionally well qualified candidate for the position of Associate Forensic Pathologist for the Medical Examiner Section of the laboratory.

This candidate is Board Certified in (1) Anatomic and Clinical Pathology; (2) Board Certified in Forensic Pathology and will complete her (3) Board Certification in Neuropathology in July of 2022.

I am requesting to offer \$260,000.00 for this position and seek appropriate approval from the Personnel Committee.

Thank you for your consideration,

Respectfully submitted,

Kermit B. Channell, Director



**DEPARTMENT OF TRANSFORMATION & SHARED SERVICES
Office of Personnel Management
Intent to Fill/Incumbent Discretion Request**

Date	Business Area	Department	Request Type
11/01/21	9913	DPS	Intent to Fill
Position Number	Division	City/Location	
22090722	Crime Lab	Little Rock	
Class Code	Job Title	Grade	
L004N	Crime Lab Associate Medical Examiner	MP09	
Vacated by	Personnel #	Date Vacated	Reason Vacated
Peretti	26875	08/31/21	Retirement
Anticipated Annual Cost of Action:		\$15,302	

Program Responsibilities of Position

This is one of the associate ME positions that performs autopsies.

Justification (if Intent to Fill, include what will occur if position remains unfilled)

Dr. Teddi Tubre is board certified in Anatomic and Clinical Pathology, Forensic Pathology, and will complete her board certification in Neuropathology in July of 2022. Once Dr. Tubre completes her post graduate training and certification in July, she will begin working for ASCL. By gaining approval for this rate of pay now, we will be able to provide an offer letter to Dr. Tubre, ensuring that this triple board certified doctor will begin her employment with ASCL.

Department Contact Name	Email	Phone
Phillip Warriner	phillip.warriner@asp.arkansas.gov	618-8193

By signing this document, I certify that sufficient agency funds are available to support this request without impacting other programs or services. I also acknowledge that funding for this action will not be made available from the Performance fund.

**Secretary /Agency Director/
Chief of Staff Signature:**

Approved

Denied

OPM Administrator Signature

Date

Approved

Denied

TSS Secretary Signature

Date

TEDDI TUBRE, MD

(559) 362-1527
tedditubre@gmail.com



Rhode Island Hospital
A Lifespan Partner



BROWN
Alpert Medical School



CERTIFICATIONS

- Diplomat of the American Board of Pathology (Anatomic and Clinical); October 14, 2019; certificate #: 19-546.
- Board Certified in Forensic Pathology; October 13, 2020; certificate #S-20-219.

American Board of Pathology ID #: 116960.

ECFMG #: 0-890-269-4.

USMLE Step I CK, II CK, II CS, III CK.

Basic Life Support: Effective 03/2021 to present.

POST GRADUATE TRAINING

July 1, 2020- June 30, 2022

Neuropathology Fellow, Alpert Medical School of Brown University. Providence, Rhode Island.

July 1, 2019- June 30, 2020

Forensic Pathology Fellow, Broward Office of Medical Examiner and Trauma Services. Fort Lauderdale, Florida.

July 1, 2015- June 28, 2019

Categorical Resident, Pathology (AP/CP), Creighton University Medical Center. Omaha, Nebraska.

EDUCATION

July 1, 2015- June 30, 2019

Creighton University, Department of Pathology; Omaha, NE.

Professional Degree: AP/ CP Pathology.

August 2011-May 2015

American University of the Caribbean School of Medicine; St. Maarten, Netherlands Antilles.

Degree: Medical Doctor (M.D).

August 2005- May 2009

La Salle University; Philadelphia, PA, USA.

Degree: Bachelor of Arts (B.A.), Biology (cum laude).

August 2001- May 2005

Hanford Joint Union High School; Hanford, CA, USA.

Degree: High School Diploma.

LICENSURE

Medical Doctor State of Florida, License number ME141031.

Temporary Permit: State of Rhode Island; TEP LP05000.

NPI #: 1194100081.

PROFESSIONAL MEMBERSHIPS

Member, College of American Pathologists.

Member, American Society of Clinical Pathology.

Member, United States and Canadian Association of Pathology.

Member, American Academy of Forensic Sciences (AAFS).

Member, National Association of Medical Examiners (NAME).

Diplomat, American Board of Pathology (AP, CP, FP).

RESEARCH/ QUALITY IMPROVEMENT PROJECTS

1. Research: Reference Ranges for the Postmortem Ventricular System. Teddi Tubre MD, Michael Kritselis DO, John Donahue MD, Ivana Delalle MD.
2. Research: Prostate-Specific Membrane Antigen Expression in Meningioma: A Potential Target for Treatment. Teddi Tubre MD, John Donahue MD, Heinrich Elinzano MD. Warren Alpert Medical School of Brown University.
3. QI: Massive Transfusion Protocol, Efforts in Efficiency. **Teddi Hernandez MD**, Michael Petzar MD. Improvement upon prior MT protocols as an interdisciplinary approach. Aborted.
4. QI: "Dos Pildoras de Humidad." John M. Gross MD, **Teddi Tubre MD**. Improving basic communication between healthcare workers and Spanish speaking patients. Status: Completed.
5. QI: Standardizing Autopsy Consent. **Teddi Hernandez MD**, Michael Petzar MD. Improvement and development of new protocol when consenting next of kin, an interdisciplinary approach. Status: Aborted.
6. QI: "Decreasing Collection Time for Frozen Section Specimens." **Teddi Hernandez MD**. Decreasing the amount of time between OR orders and specimen review time due to the availability of printed requisition at time of specimen collection. Status: Completed.
7. QI: "Eliminating Add-Ons for Frozen Section Specimens." **Teddi Hernandez MD**. Process improvement leading to full elimination of frozen section add on specimen, thereby decreasing errors in specimen processing and overall turn around time. Status: Completed.
8. QI: "Chasing Deeper Sections in Negative Colorectal Biopsy Specimens." **Teddi Tubre, MD**; Dan Kwon, MD; Nicholas Dietz, MD; Wayne Penka, MD. Status: Handed off.

POSTER PRESENTATIONS NATIONAL MEETINGS

2021: American Association of Neuropathologists (AANP) Annual Meeting

1. Mixed intramedullary ependymoma and hemangioblastoma of the spinal cord. **Teddi Tubre MD**, John Donahue, MD. Poster Presentation 2021 AANP Meeting. Warren Alpert Medical School of Brown University, Providence, RI.

2020: National Association of Medical Examiners (NAME) Annual Meeting Kansas City, Kansas.

1. A Novel Approach to Postmortem Thoracentesis. **Teddi Tubre MD**, Stephen Robinson MD. Poster Presentation 2020 NAME Conference. Office of Medical Examiner and Trauma Services, Fort Lauderdale, FL.
2. Commotio Cordis Following Roman Candle Explosion. **Teddi Tubre MD**, Rebecca MacDougall MD. Poster Presentation 2020 NAME Conference. Office of Medical Examiner and Trauma Services, Fort Lauderdale, FL.

2018: National Association of Medical Examiners (NAME) Annual Meeting
West Palm, FL. October 12-18, 2018.

1. Acute Obstructive Hydrocephalus Secondary to Primary Interventricular Meningioma: A Rare Cause of Sudden Unexpected Death. **Teddi Tubre, MD**; Erin Linde, MD. Accepted for poster presentation at the 2018 NAME meeting.

2018: College of American Pathologists (CAP) Annual Meeting
Chicago, IL. October 20-24, 2018.

1. Importance of Diagnosing Solid Papillary Carcinoma of the Breast for Surgical Management. Dali Huang, MD; **Teddi Tubre, MD**; Seunghyug Kwon, MD; Nick Dietz, MD; Wayne Penka, MD. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation at 2018 CAP meeting.
2. Arterial Thrombosis in a Breast Cancer Patient Causing Rectal Necrosis and Septic Shock. Clay Jarrell, MD; **Teddi Tubre, MD**; Guiyuan Li MD, PhD. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation at 2018 CAP meeting.

2017: College of American Pathologists (CAP) Annual Meeting
Baltimore, MD. September 2017.

1. Intratesticular Adenomatoid Tumor Diagnosed at Orchiectomy. **Teddi L. Tubre, MD**; Randall C. Bissessar, MD; Daniel Olson, MD. Department of Pathology, Creighton University and Veterans Affairs, Omaha, NE. Accepted for poster presentation at 2017 CAP meeting.
2. Testicular Blastomycosis Identified on Orchiectomy. **Teddi L. Tubre, MD**; Abdullah N Alsuwaidan, MD; Daniel Olson, MD. Department of Pathology, Creighton University and Veterans Affairs, Omaha, NE. Accepted for poster presentation at 2017 CAP meeting.
3. A Case of Spontaneous Coronary Artery Dissection Diagnosed at Autopsy. Seunghyug Kwon, MD and **Teddi L. Tubre, MD**. Poonam Sharma, MD. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation at 2017 CAP meeting.

2016: College of American Pathologists Annual Meeting
Las Vegas, NV. September 25-26, 2016

1. A Case of Widely Disseminated Histiocytic Sarcoma Diagnosed at Autopsy. **Teddi L. Hernandez, MD**, Minh Yen T. Mayes, MD, John M. Gross, MD, Guiyuan Li, MD, Ph.D. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation 2016 CAP meeting.
2. Central Nervous System Nocardia Granulomas on Autopsy. John M. Gross MD, **Teddi L. Tubre MD**, Stephen J. Calalieri, Ph.D, John Rouse, MD. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation 2016 CAP meeting.
3. MYC Rearrangements as the Sole Cytogenetic Abnormality in B-Cell Prolymphocytic Leukemia Evolving from Chronic Lymphocytic Leukemia. Abdullah Alsuwaidan MBBS, Minh Mays MD, **Teddi L. Tubre MD**, and Gabrielle C. Caponetti MD. Creighton University Medical Center, Department of Pathology, Omaha, NE. Accepted for poster presentation 2016 CAP meeting.

INTERNATIONAL PRESENTATIONS

2016: European Association for Haematopathology

Basil, Switzerland. September 7, 2016.

1. Extranodal Rosai-Dorfman Disease of the Rectum. **Teddi L. Hernandez**, MD, Gabriel C. Caponetti, MD. Creighton University Medical Center, Omaha, NE. Accepted for presentation 2016 EAHP Lymphoma Workshop.

REGIONAL PRESENTATIONS

2017 NAP Annual Conference.

University of Nebraska Medical Center, Omaha, NE. February 8, 2017.

1. A Rare Clinical Presentation-RDD. **Teddi Tubre, MD**. Creighton University Medical Center, Omaha, NE. Accepted for presentation at the annual NAP conference.

LOCAL PRESENTATIONS

1. Warren Alpert Medical School of Brown University Grand Rounds. "Chronic Vacuolar Myopathy as Initial Presentation of Pompe Disease." March 31, 2021. Teddi Tubre MD and Olliver Phillips MD. Rhode Island Hospital. Microsoft Teams Meeting.
2. Office of Medical Examiner and Trauma Services Grand Rounds Trauma Conference. "Chest Compression Associated Injuries and Trauma Protocol." April 2020. Memorial Regional Hospital Zoom Meeting.
3. Creighton University Department of Pathology Journal Club. "Diffuse Gliomas for Non-Neuropathologists. The New Integrated Molecular Diagnostics." December 07/2018. GME Conference Room, Creighton University Medical Center-Bergan Mercy.
4. Creighton University Department of Pathology Grand Rounds. "Forensics in a Natural Death-Primary Interventricular Meningioma." August 14, 2018. GME Conference Room, Creighton University Medical Center-Bergan Mercy.
5. Creighton University Department of Pathology Journal Club. "The Role of Human Immunodeficiency Virus-Associated Vasculopathy in the Etiology of Stroke." January 5, 2018. Pathology Conference Room, Creighton University Medical Center-Bergan Mercy.
6. Creighton University Department of Pathology Grand Rounds. "America's Opioid Epidemic." August 22, 2017. GME Conference Room, Creighton University Medical Center-Bergan Mercy.
7. Creighton University Department of Pathology Journal Club. "Daratumumab, Bortezomib, and Dexamethasone for Multiple Myeloma." May 5, 2017. Pathology Conference Room, Creighton University Medical Center.
8. Creighton University Department of Pathology Grand Rounds. "Extranodal Rosai-Dorfman Disease, A Rare Presentation." November 22, 2016. Pathology Conference Room, Creighton University Medical Center.
9. Creighton University Department of Pathology Journal Club. "Article In Review: CDX2 as a Prognostic Biomarker in Stage II and Stage III Colon Cancer." February 5, 2016. Pathology Conference Room, Creighton University Medical Center.
10. Creighton University Department of Pathology Grand Rounds. "A Case of Widely Disseminated Pleomorphic Dermal Neoplasm." February 23, 2016. Morrison Seminar Room, Creighton University Medical Center.

PUBLICATIONS (Case Reports)

1. Unclassifiable B-Cell Lymphoma with Symptomatic Hyperleukocytosis Managed with Leukapheresis. Lakshmi Manogna Chintalacheruvu MD, Apar Kishore Ganti MD, Jayadev Umakanthan MD, **Teddi Hernandez MD**. Department of Internal Medicine- Hematology Oncology, Department of Pathology. Creighton University Medical Center, Omaha, NE. Journal of Oncology Practice. <http://ascopubs.org/doi/abs/10.1200/JOP.2017.024836>.
2. Metastatic Pancreatic Adenocarcinoma Presenting as Primary Ureteral Tumor. Thomas Williams, Jonathan Droessler, Tom Brush, **Teddi Tubre**, John Haggstrom, Larry Siref. Department of Urology, Department of Pathology. Creighton University Medical Center, Omaha, NE. Journal of Oncology Research and Therapy.

PUBLICATIONS UNDER REVIEW (Case Reports)

1. Limbic encephalitis in a child with ovarian teratoma and influenza B: case report and critical review of scientific literature. William Brown MD, Olliver Phillips MD, **Teddi Tubre MD**. Warren Alpert Medical School of Brown University, Providence, RI.
2. Comotio Cordis: A Case Report and Literature Review. **Teddi Tubre MD**, Rebecca MacDougall MD. Office of Medical Examiner and Trauma Services, Fort Lauderdale, FL.
3. Primary Small Cell Carcinoma of the Female Urethra. Jonathan Droessler MS3, Pooja Patel MS3, Thomas Brush MD, Michael Feloney MD, **Teddi Tubre MD**. Department of Urology, Department of Pathology. Creighton University Medical Center, Omaha, NE.
4. High Level Serum Ethylene Glycol Successfully Treated with Fomepizole Alone : A Case Report. **Teddi Tubre, MD**; Henry Nipper, Ph.D. Department of Pathology. Creighton University Medical Center- Bergan Mercy, Omaha, NE.
5. "Correlations Between the Radiologic and Pathologic Diagnosis of Zuska's Disease/SMOLD." Katherine Harris, MD; **Teddi Tubre, MD**; Mary Davey, MD. Department of Radiology, Department of Pathology. Creighton University Medical Center, Omaha, NE.

HONORS AND AWARDS

- 2019 Pathology Resident of the Year; Creighton University Pathology Department.
2009 Alpha Epsilon Honors Society, La Salle University.
2009 Senior Athletic Award, La Salle University, Women's Division 1 Softball Team.

LEADERSHIP POSITIONS

2016-2018

- Graduate Medical Education Committee, Department of Pathology
Resident Representative, Creighton University Medical Center (PGY1, PGY2, PGY3)
- Quality Improvement Champion, Department of Pathology.
Resident Representative, Creighton University Medical Center (PGY1).
- Spanish for the Medical Professional Course, Creighton University Medical Center (PGY2).
October- December 2016. Spanish for the medical professional pilot program consisting of 10 sessions provided to Creighton University Residents, Staff and medical students.
- Path-o-blast Leader, Department of Pathology, Creighton University Medical Center
Meet with Creighton University medical students to answer questions and support interest in following a career in pathology.

2008-2009

- La Salle University Division 1 Women's Softball Team Captain

CAP INSPECTIONS

2017

Internal Inspection- Team Member: focus on AP/Autopsy Checklist. Creighton University Medical Center- Bergan Mercy, Omaha, NE.

External Inspection- Co-Team Leader: focus on team leader aspects such as overseeing Team Member utilization, confirming checklist completion, interviewing CEO, CMO, Laboratory Director and Clinical practitioner at main site (Parkview Regional Hospital) and 2 additional satellite sites. Fort Wayne, IN.

FORENSIC EXPERIENCE

2017

September: Forensic Pathology Rotation, 2 weeks with Douglas County Coroner's Office, Omaha, NE.

May: Forensic Pathology Rotation, 1 month with Douglas County Coroner's Office, Omaha, NE.

2014

October-November: Medical Student Rotation-4th year, 1 month elective with Broward County Office of Medical Examiner and Trauma Services, Fort Lauderdale, FL.

2004-2011

Volunteer Assistant to the Forensic Pathologist and County Coroner of Kings County. Kings County Sheriff's Department, Office of the Coroner, Hanford CA. Sergeant Thomas Edmonds (Coroner) and Dr. Walter Hartman M.D. (Forensic Pathologist).

TEACHING/ CONFERENCES/ LECTURE SERVICES

2017-Present

Creighton University Small Groups: Clinical Teaching for medical students (M2).

2014-2015

Microbiology Tutor, American University of the Caribbean School of Medicine

Pathology Tutor, American University of the Caribbean School of Medicine

Gross Anatomy Tutor, American University of the Caribbean School of Medicine

COMMUNITY SERVICE

2012 Missionary Trip to South Africa- Rural Hospital Clinic in Hermanus.

2009 Kings County Public Health H1N1 Vaccinations, Hanford, CA.

INTERCOLLEGATE ATHLETICS

2005-2009 La Salle University Women's Softball Team, Division I, Four-Year Scholarship.