The Institute welcomed our Fellows and 2017 Summer Interns with a Welcome Reception held Friday, June 9, 2017, in the Auditorium. The Welcome Reception was a great opportunity for the Institute’s staff to learn more about our Fellows and summer interns.
There is an old saying that “nothing remains constant except change itself.” That is certainly true at the Institute. 2017 has ushered in many changes across our organization, the largest of them being our move to a new facility. I am proud of the expedient, well-organized, manner in which we conducted the move and brought our services online. Our staff have and continue to dedicate themselves to the throughput of casework – looking to refine strategies and processes that make our operation more efficient and effective while delivering quality analytical services.

With the new building, we have a renewed emphasis and excitement on education. Late in 2016, the Institute hired its first Training and Development Manager, Jasmine Jefferson, M.S. Jasmine has gotten off to a great start developing staff and educating those interested in forensic science. This summer, our staff mentors have eagerly embraced the education of future forensic science professionals. Three new fellows and 13 interns from across the United States chose to be trained and mentored at the Institute because of the extraordinary reputation of our agency and our knowledgeable, innovative staff.

To stay innovative, we have instituted a number of trainings to help develop our staff, as well as positively impact services. Cross-training initiatives are underway in many of our disciplines, allowing us to both enhance staff expertise and enable the agency to allocate resources where and when they are most needed – remaining flexible and responsive in the face of change.

A number of professional development courses are being planned for the fall and the upcoming year, including a program that will offer continuing education on broad topics germane to all disciplines, such as Court Testimony. This program will support our professional development and allow us to obtain the continuing education credits needed to maintain licensure.

We must continue to learn and develop as we witness changes in technology and best practices in the field. I am proud of the staff for continuing to be on the cutting edge and embracing new ideas, processes and strategies that maximize efficiency.

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Danielle Armstrong, D.O., completed her forensic pathology fellowship at the Institute on June 23, 2017, and will continue her career at American Forensics in Mesquite, Texas.

Dr. Armstrong likened performing autopsies in Harris County with a box of chocolates... you never know what you are going to get. She recalls so many meaningful interactions with the pathologists and medical examiner staff during her fellowship journey. Some of her best lessons learned include:

- Keep it simple
- Never fear a case
- Approach every case with caution (Many, many thanks to Dr. Gonsoulin for that advice.)
- Dr. Wolf can make a difficult case seem not so bad

During her pathology fellowship, Dr. Armstrong completed 201 autopsies and six external examinations. She also presented “Two Cases of Tumor Pulmonary Microangiopathy” at the 2017 American Academy of Forensic Sciences meeting in New Orleans, Louisiana.

Dr. Danielle Armstrong earned a Doctor of Osteopathic Medicine degree from Oklahoma State College of Osteopathic Medicine in Tulsa, Oklahoma. The Institute is accredited to provide graduate medical education under the Accreditation Council for Graduate Medical Education (ACGME), and provides a comprehensive and rigorous program in forensic pathology.

**Good Luck Dr. Armstrong!**

“In the end, I learned a lot from each and every experience. Morning meetings could be overwhelming at times, but overall this was a great training experience. I want to thank everyone for supporting me and providing me with this training opportunity. I learned so much. I know I have so much more to learn, but I feel I have a decent foundation now.”

– Danielle Armstrong, D.O.
Rachel Marvin, Ph.D., earned her Doctor of Philosophy in Analytical Chemistry from the University of Toledo in Toledo, Ohio and her Bachelor of Science in Chemistry from Bowling Green State University.

During Dr. Marvin’s fellowship in the Forensic Toxicology Laboratory, she will assist with method development and validation as well as explore methods for the detection and confirmation of designer and emerging drugs of abuse. The method development involves optimizing the extraction of drugs from biological matrices by liquid-liquid extraction or solid phase extraction and subsequent instrumental analyses using LC-MS or GC-MS.

Dr. Marvin is a member of the American Chemical Society and the American Society for Mass Spectrometry.

Julie Fleischman, Ph.D., will be officially conferring her Doctor of Philosophy in Anthropology from Michigan State University in summer 2017. She has earned her Master of Arts in Anthropology and a Master of Science in Forensic Science with a concentration in Forensic Anthropology, both from Michigan State University. Dr. Fleischman also earned a Bachelor of Arts in Anthropology with a minor in Studio Art from Occidental College in Los Angeles, California.

Dr. Fleischman is currently working in collaboration with Forensic Anthropology and Quality Management to research cognitive bias in the field of Forensic Anthropology. Additionally, she will be establishing and validating methods for the use of the MicroScribe 3D digitizer, and FORDISC software. Both are used to assist forensic anthropologists in estimating sex and ancestry of unknown individuals.

Dr. Fleischman has received numerous scholarships and grants to perform research and provide education. She was recently awarded with the American Academy of Forensic Sciences’ Humanitarian and Human Rights Resource Center Grant to partially fund a skeletal analytical and preservation project in Cambodia. Many of her numerous publications include topics surrounding skeletal remains excavated from mass graves from the Khmer Rouge massacres in Cambodia.

Sam Kwiatkowski, Ph.D., earned his Doctor of Philosophy in Biochemistry and Cell Biology from Rice University and Bachelor of Science degrees in both Biochemistry and Genetics from Texas A&M University. Previously, he worked as a postdoctoral fellow with the University of Texas MD Anderson Cancer Center.

During Dr. Kwiatkowski’s fellowship at the Institute’s Forensic Genetics Laboratory, he will explore a broad range of topics relevant to Forensic Genetics. One topic is the optimization of methods for analyzing DNA from pet species, specifically dogs and cats. Analysis of DNA from pets has been used in the past as evidence in criminal investigations. His goal is to optimize current methods for use in our Forensic Genetics Laboratory: 1) to differentiate dog and cat DNA from human DNA, and 2) to conduct DNA microsatellite analysis for the purpose of individual identification. He will also explore efficiency in differential extractions, and assist the forensic entomologist with DNA sequencing of insects to correlate against morphological determinations of species.
Summer Internship Preparations

Much preparation for the 2017 Summer Internship season took place with orientations hosted for interns and mentors alike.

The Mentor Orientation took place May 24, 2017, prior to the arrival of our interns. Thirteen intern program mentors attended from the following disciplines: Drug Chemistry, Firearms Identification, Forensic Anthropology, Forensic Entomology, Forensic Genetics, Forensic Investigations & Emergency Management, Forensic Toxicology, Histology, Systems Support and Trace Evidence. The orientation included a discussion of mentoring principles, a review of the Institute’s Internship Program procedures, and a discussion of the summer schedule.

Twelve summer interns attended Intern Orientation on May 31, 2017. The orientation included an agency overview, a review of all the Institute’s policies, an introduction to the Internship Program procedures, an outline of the intern summer schedule, and a discussion of intern expectations.

Intern project presentations will be scheduled to occur the weeks of July 24 and July 31. Exact dates and times of each presentation will be announced on the Intranet. The Summer Internship Program will end on August 2 for most interns.

Christopher Colbert
Systems Support Intern
University of Texas, San Antonio

Mentors:
- Quynh Tran, M.S.
  Information Systems
  Security Manager
- Dwayne Smith
  Desktop Support Specialist

Christopher Colbert is pursuing a Bachelor of Business Administration in Cyber Security from the University of Texas San Antonio. His coursework in the nation’s top cybersecurity program includes digital forensics, security network design, intrusion detection and security incident response. This summer, he was assigned to work in Systems Support assisting with both day-to-day desktop computer support, and researching Malware, specifically ransomware. Malware tricks you into installing software that allows scammers to access your files and track what you are doing, while ransomware demands payment to ‘unlock’ your computer or files.

Sara Hernandez
Forensic Investigations Intern
Sam Houston State University

Mentor: Allison Woody, M.S.
Manager of Forensic Investigations & Emergency Management

Sara Hernandez is a senior at Sam Houston State University pursuing a Bachelor of Science in Criminal Justice with a minor in Forensic Science. During her summer internship, she gained experience with the integration of criminal justice and forensic science principles in death investigations. Ms. Hernandez also explored the circumstances surrounding suicide deaths.

Danea Pirtle, B.A.
Forensic Anthropology Intern
University of Boston

Mentor: Sharon Derrick, Ph.D.
Agency Coordinator / Forensic Anthropologist

Danea Pirtle, B.A., is a graduate student in the Forensic Anthropology Master of Science program at the Boston University School of Medicine. Working in Forensic Anthropology this summer, she researched the decedent identification process by exploring the integration of the Identification and Disposition Committee (IDC) with Forensic Investigations and Forensic Anthropology. She worked on recording the time spent on individual tasks in an effort to assess staffing needs related to identification and with long-term unidentified and unclaimed cases to ensure they are fully uploaded to the NamUs databases.
Mentor: Theresa Valencia, MSW
Victim’s Assistance Specialist

Jennifer Santiago, B.S., is pursuing a Master of Social Work at Our Lady of the Lake University. She earned a Bachelor of Science in Anthropology from Texas State University in San Marcos, Texas. Ms. Santiago participated in an archaeological field school in Shumla, Texas, where she learned field research design and field data collection protocols. This summer, Ms. Santiago compiled a list of grief-related resources throughout the Harris County area and learned how social work principles are applied in a forensic science environment.

Mentor: Allison Woody, M.S.
Manager of Forensic Investigations & Emergency Management

▲ Larissa Ybanez is pursuing a Bachelor of Science in Biochemistry and a Bachelor of Arts in Anthropology at the University of Texas at Austin. This summer during her internship in the Investigations and Emergency Management Division, she researched infant death investigation exploring how information is collected from parents and caretakers, and how infant death supplements compare to scene photographs. Ms. Ybanez plans to apply to medical school and aspires to become a forensic pathologist.

Mentor: Michelle Sanford, Ph.D.
Forensic Entomologist

▲ Jennifer Sweeney, B.A., is a graduate student in the Entomology Master of Science program at Texas A&M University. Previously, she worked as a forensic intern at the University of Tennessee Knoxville gaining a Field Methods Certification and participated in undergraduate research in lemur nocturnality at the UMass/SADABE Madagascar Field School, in Tsinjoarivo, Madagascar. This summer, she researched the toxicological effects on insect development, and investigated the impact of the ingestion of certain drugs and chemicals on the development of fly larvae on remains. Ms. Sweeney is preparing for a career in the army.

Mentor: Kyle Vircks, M.S.
Forensic Chemist II Specialist

Ross Ehmann, M.S.
Forensic Chemist II

▲ Justin Day, M.S., is a graduate student in the Forensic Science Master of Science program at Sam Houston State University. He earned a Master and Bachelor of Science in Chemistry from Sam Houston State University. During his internship this summer, Mr. Day worked on method validation for headspace derivatization and solid phase micro-extraction of synthetic cathinones for analysts by gas chromatography – flame ionization detector. His project will help improve chromatographic resolution of coeluting compounds, and reduce misidentification of synthetic cathinones in Drug Chemistry casework.
2017 SUMMER INTERN SPOTLIGHTS

Mentor: Justin Foster, Ph.D.
DNA Validation Analyst

Caitlyn Fisher, B.S., is pursuing a Master of Science in Forensic Science from Sam Houston State University. She earned a Bachelor of Science in Biology from Gannon University in Erie, Pennsylvania. Ms. Fisher studied the water quality of Lake Erie and the effects of ethanol on zebrafish development during her undergraduate studies. This summer, Ms. Fisher assisted the Forensic Genetics Laboratory in validating STRMix, a probabilistic genotyping software for the Identifiler Plus amplification kit used to interpret single source and complex, mixed DNA profiles.

Mentor: Dawn LaPorte, B.S.
Firearms Examiner II

Inga Irving is a senior pursuing a Bachelor of Science in Computer Science with minors in both Business Administration and Cyber Security from Texas A&M University. During her internship, Ms. Irving assisted the Firearms Identification Laboratory with a General Rifling Characteristics (GRC) database-formatting project. Her data processing allowed for the update of the Institute’s database with new FBI information. She also worked on extracting information from the “Ballistics” system allowing for a more efficient database that firearms analysts can use as quick reference.

Mentor: William Davis, Ph.D.
Director of Physical Evidence

Sun Yi Li, B.S., completed her first year in pursuit of a Doctor of Philosophy in Forensic Science at Sam Houston State University. She earned her Bachelor of Science in both Chemistry and Forensic Science from Towson University in Towson, Maryland. This summer, Ms. Li assisted in a method validation of paint analysis using the new SEM-EDS. Her goal during the internship was to complete the validation of the SEM-EDS paint analysis method, to enable Trace Evidence to offer paint sample analysis as a new service to our customers.

Mentor: Erica Bakota, Ph.D.
Toxicology Method Development Coordinator

Madison Schackmuth, B.S., completed her first year in pursuit of a Doctor of Philosophy degree in Forensic Science at Sam Houston State University. She earned a Bachelor of Science in Biochemistry with minors in both Biology and Criminology from the University of Denver. Ms. Schackmuth completed an internship with the Amarillo Biomedical Research Institute at the Texas Tech School of Pharmacy in Abilene, Texas. This summer at the Institute, Ms. Schackmuth worked on method validation in Forensic Toxicology, specifically for the ZZZ drugs (Zolpidem, Zopiclone, and Zaleplon) using LC-MS/MS.

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Forensic Genetics Laboratory Intern
Sam Houston State University

Inga Irving
Firearms Identification Intern
Texas A&M University

Sun Yi Li, B.S.
Trace Evidence Intern
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Large Fentanyl Case
In May 2017, the Pasadena Police Department submitted eight compressed bricks of a white powdery substance stamped with a butterfly suspected to be cocaine. The bricks were tested and confirmed to contain 8163.3 grams of fentanyl. This is the largest submission of fentanyl in our lab to date, though we expect similar or larger in the future.

The nationwide increase of fentanyl and fentanyl derivatives has necessitated further precautions in our procedures for safety’s sake. Our new facility features a special room equipped with a self-contained hood for handling unknown powders.

Since pulmonary suppression and arrest are the primary lethal effects of an opioid overdose, fentanyl included, the Drug Chemistry staff have taken CPR classes as well as received instruction in the administration of naloxone to reverse the effects of fentanyl exposure in the laboratory.

Marijuana Hidden in Tires
In June, the Pasadena Police Department submitted 12 compressed semicircle bricks of suspected marijuana. The substance was wrapped in layers of aluminum foil, black carbon copy paper, saran wrap, duct tape and laundry sheets, and were hidden inside four tires. Nine of the 12 bricks were tested and confirmed as marijuana. The total weight of substance submitted was 74.42 lbs.

Large LSD Seizure
In May of 2017, the Drug Chemistry Laboratory received a multi-item submission from Harris County Precinct 1 that included a blue glass vial containing less than 0.5 mL of a clear liquid. Upon testing, the liquid was confirmed to contain 0.573 grams of lysergic acid diethylamide, aka LSD. This drug is normally found infused into artistically embellished blotter paper and consumed as small squares placed on the tongue. Current statute for penalty group 1A controlled substances in Texas requires them to be reported in Abuse Units. A total of 0.573 grams of LSD is equivalent to 14,325 abuse units, making it the largest submission of LSD to our lab to date.
New Initiatives Underway in the Forensic Toxicology Laboratory

The Forensic Toxicology Laboratory is a few weeks into a new training initiative and workflow change to increase the efficiency of the laboratory and improve turn-around time for casework.

Toxicology Training Initiative

The Forensic Toxicology Laboratory is implementing a cross-training program for many of its analysts. Previously, analysts were spending most of their time on one testing area; now, these analysts are training in a new area of testing or review. Not only does this training initiative provide each technologist with broader knowledge, it also increases the flexibility of each testing area within the Forensic Toxicology Laboratory, which will result in a more efficient workflow and reduced turn-around time for casework.

Workflow Changes

Data review and technical/administrative review processes are going through major changes in the Forensic Toxicology Laboratory. For background, samples requiring the same type of testing (i.e., cocaine) are grouped together in a batch; sometimes the batch is only one case, other times, a batch may have 50+ cases. A data reviewer compiles and reports the data for all cases within a batch. Nearly all cases involve more than one batch to complete the requested testing, such that a complex medical examiner case may be included on 10 or more batches.

Previously, once all testing was completed, a technical reviewer would review each result generated for an individual case, plus all the calibrations, controls, and overall acceptability of all batches in which the case was run. This meant that a technical reviewer would critically assess the entire batch, even though they may be the technical reviewer on only one case in that particular batch.

This technical review workflow often resulted in one technical reviewer reviewing the same batch multiple times. They reviewed different cases over the course of weeks or months as individual cases were completed. It also resulted in multiple technical reviewers reviewing the same batch because each reviewer was responsible for one or more cases from the same batch. Additionally, this workflow limited technical reviewers to individuals who were familiar with all testing areas in the Forensic Toxicology Laboratory; prior training practices limited cross-training, thus training new technical reviewers to meet case demand would be a monumental task.

As technical review has been a consistent bottleneck in toxicology workflow, we changed the technical review process to reduce duplicative effort, redistribute review responsibility and decrease turnaround times. Currently, technical review is accomplished through “batch review” and “case review.” In this new workflow, a batch reviewer technically reviews a batch in its entirety and marks each cases’ corresponding test request as technically reviewed in JusticeTrax. This approach allows the batch to be assessed faster so repeated or reflexed testing can be ordered sooner. The batch can be assessed as a whole so patterns can be more readily recognized. This workflow also permits existing technical reviewers and data reviewers to serve as batch reviewers, as data reviewers are already familiar with the technical requirements of their testing areas. Data reviewers are receiving training batch review as part of the training initiative previously described.

Once all tests for an individual case are batch reviewed, the case will be sent for “case review.” A case reviewer (previously a known as a technical reviewer) is able to perform the case review much faster as they are no longer checking the underlying data of individual results. Instead, they will review the overall acceptability of the case, ensuring chain of custody of all samples is correct, each positive result has been confirmed in two sources and ensuring all requested testing has been performed.

Overall, this change in workflow will help decrease turn-around times and improve the efficiency of the review process as a whole. While we are transitioning to the new review process and training new analysts, case throughput will likely decrease; however, these improvements are necessary for the long-term success of the Forensic Toxicology Laboratory.

During the 2014 meeting, the participants developed the initial strategy for establishing TMORT. Since then, significant progress has been made, including:

- The formal incorporation of TMORT into the state emergency response system (see box to the right)
- Acquisition of additional equipment to support TMORT operations, and
- The development of a memorandum of understanding that allows for the reimbursement of local participant agencies.

The next step for TMORT will be to enlist forensic scientists interested in participating in mass fatality response. The TMORT team is currently devising a mechanism for rostering participants, and once that is developed, more information will be shared on how to join the team. In the meantime, for anyone who has questions about TMORT, contact Jason Wiersma, Ph.D., Director of Forensic Investigations & Emergency Management or Allison Woody, M.S., Manager of Forensic Investigations & Emergency Management.

Speakers at the meeting included Nim Kdd, Chief of the Texas Division of Emergency Management; Emily Kidd, M.D., Project Director of the Texas Disaster Medical System; J. Keith Pinckard, M.D., Ph.D., Travis County Chief Medical Examiner; Jason Wiersma, Ph.D. and Allison Woody, M.S. The meeting was funded by a Department of Homeland Security grant.

Texas Chief Medical Examiners Meet Texas Mass Fatality Incident Response Discussed

On June 16, the Institute hosted a meeting of the chief medical examiners from across Texas to discuss the continued development of the Texas Mass Fatality Operations Response Team (TMORT). This one-day meeting, organized by the Forensic Investigations and Emergency Management Division, built on the progress made during the initial TMORT strategy hosted by the Institute in April 2014.

The State Emergency Response System

Earlier this year, the Texas Emergency Medical Task Force (EMTF) voted in TMORT as a response entity within the EMTF structure. EMTF is the state’s mechanism for providing rapid and coordinated medical assistance to emergency operation systems during large-scale incident responses.

EMTF can make immediately available: AMBUSes (13 strategically located across Texas), Mobile Medical Units, Ambulatory Strike Teams (hundreds of units across Texas), Nurse Strike Teams, Medical Incident Support Teams and Staging Managers, and soon, mass fatality response strike teams. When mass fatalities are part of a large-scale incident, the EMTF will call upon TMORT to take part in the response. Eight full-time regional coordinators and one state program manager manage the EMTF to ensure these emergency resources are immediately available across Texas.

The disaster portable morgue unit, a state deployable asset for mass fatality response, was displayed on the fifth floor of the Institute’s facility for meeting participants to tour.
The Institute, along with 10 other local and regional partners, united to host the third annual Missing in Harris County Day on Saturday, June 10, at the Houston Food Bank Conference Center.

Spearheaded by the Institute, the event provided members of our community who have missing loved ones a single place to file a missing persons report with law enforcement officers; have the missing person’s information entered into the National Missing and Unidentified Persons System (NamUS) database; and voluntarily provide familial DNA samples for identification purposes.

More than 100 people attended Missing in Harris County Day 2017. DNA swabs were submitted by 10 attendees looking for missing family members. Seventeen attendees contributed to a riveting round table discussion of missing persons issues by family members of the missing – Missing Children and Exploited Persons. The public and professionals working on missing persons issues also gained valuable knowledge through a presentation by HPD Sr. Officer Darrin Buse – Safekeeping of Loved Ones with Alzheimer’s Disease.

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Texting and Driving Law Goes into Effect September 1

In this year’s legislative season, Governor Greg Abbott signed House Bill 62 on June 6, enacting a law that prohibits texting while driving, which will go into effect on September 1, 2017. At the Institute in our Crime Laboratory and Medical Examiner services, we know all too well that this is a growing problem; we see it in our casework.

For one of our employees, Patricia Small, B.S., Toxicologist II, this has been a personal crusade. On November 25, 2007, Patricia experienced the unimaginable loss of her daughter, Megan Marie Small. Megan was killed on her drive back to Baylor University following Thanksgiving break. A young man crossed the center lane on Hwy. 6, 10 miles north of Calvert and struck her vehicle. He had been texting and driving, and he survived.

Patricia has been going to Austin each year for the past 10 years, fighting endless hours, knocking on the doors of hundreds of houses, making innumerable phone calls, and so much more in an effort to pass a law to stop distracted driving, prevent crashes and save lives.

The day the bill was signed into law, the Forensic Toxicology Laboratory staff were all a little emotional knowing that Patricia’s long-fought battle had finally produced something tangible. We will be forever grateful for her hard work and dedication when most others would have given up. Thank you... we are all so proud!

To learn more about the new law and how our local law enforcement agencies are preparing for the texting ban, visit: www.chron.com/neighborhood/friendswood/news/article/Law-enforcement-agencies-prepare-for-texting-ban-11228808.php

Don’t Text and Drive

To learn more about EDS, visit: ehlers-danlos.com

During the month of May, Sarrah Hannon, M.S., Toxicologist II, raised awareness for a little-known genetic connective tissue disorder called Ehlers Danlos Syndrome (EDS). Sarrah lives with EDS and its complications everyday but has the full support of her coworkers. The Forensic Toxicology Laboratory showed their support on May 26th by dressing in zebra stripes or black and white colors. In medical school, young students are often told “when you hear hoof beats think horses, not zebras,” to encourage them to remember the mundane medical causes before they jump to the more “exciting” or “rare” disorders. Ehlers Danlos is one of the “zebras” and so the EDS community has adopted it as their mascot. Sincere thanks to the Forensic Toxicology Laboratory and management for being supportive of Sarrah.

Read more about Sarrah’s personal story in the August 2017 edition of TMC Pulse Magazine available in the lobby of the OST location.
**Kudos**

The Harris County Institute of Forensic Sciences’ Firearms Identification Laboratory Staff

"I want to pass along a special thank you to you and your lab. I have had several cases in the past where I have used reports and examinations from Jill Dupree and others in your lab. I wanted to pass along to you that the Assistant United States Attorneys have read and used these reports in court. They were impressed with the information and professionalism displayed in these reports. I also was very impressed with the thoroughness and content of these work products. It was and continues to be very helpful in the successful prosecution against the violent criminals in the Houston area. I know it doesn’t get conveyed enough, but the work your employees have done for me as an ATF agent is very much appreciated. Again, thanks for all the work your lab does for us."

— SA Stephen Bridgmon, ATF Special Agent, Houston Group II

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**Staff Accomplishments**

Congratulations to the following Drug Chemistry staff for passing the American Board of Criminalistics Drug Analysis exam:

- LaToya Binder, B.S., Forensic Chemist I
- Michelle Del'Homme, M.S., Forensic Chemist III
- Ross Ehmann, M.S., Forensic Chemist II

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**Employee Event Calendar**

**AUGUST**

16th **Harris County New Employee Orientation**
8:30 a.m. – 12 p.m.
The Anderson Clayton Building
1310 Prairie, 16th Floor, 77002

22nd **Blood Drive**
9 a.m. – 1 p.m.
Across the street from the OST location

**SEPTEMBER**

4th **Harris County Holiday – Labor Day**

20th **Harris County New Employee Orientation**
8:30 a.m. – 12 p.m.
The Anderson Clayton Building
1310 Prairie, 16th Floor, 77002

31st **Deadline to complete activities to qualify for the 2018-2019 Healthy Actions Medical Plans**

**OCTOBER**

4th **Annual Onsite Wellness Screening & Flu Vaccinations**
8 a.m. – 11 a.m.
1861 Old Spanish Trail - Front Lobby

18th **Harris County New Employee Orientation**
8:30 a.m. – 12 p.m.
The Anderson Clayton Building
1310 Prairie, 16th Floor, 77002

28th **Harris County Retirement Planning Seminar**
8 a.m. – 4 p.m.
Houston TranStar/HC Office of Emergency Management & Homeland Security
6922 Katy Road, 77024

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**CELEBRATING 41 YEARS OF SCIENCE. SERVICE. INTEGRITY.**
<table>
<thead>
<tr>
<th><strong>JULY</strong></th>
<th><strong>SEPTEMBER</strong></th>
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<tbody>
<tr>
<td><strong>5th - 7th</strong></td>
<td><strong>9th - 14th</strong></td>
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<tr>
<td>Association of Forensic DNA Analysts and Administrators Summer Meeting</td>
<td>Toxicologists (SOFT/TIAFT) Joint Meeting</td>
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<tr>
<td>Austin, TX</td>
<td>Boca Raton, FL</td>
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<tr>
<td><strong>16th - 20th</strong></td>
<td><strong>12th</strong></td>
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<tr>
<td>Masters 17 Conference 2017 – Masters Medicolegal Death Investigators Training Course</td>
<td>*Learning to Lead, presented by Harris County Human Resources &amp; Risk Management</td>
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<tr>
<td>St. Louis, MO</td>
<td>HCIFS – Auditorium</td>
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<tr>
<td><strong>23rd - 27th</strong></td>
<td><strong>21st</strong></td>
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<tr>
<td>Green Mountain DNA Conference 2017</td>
<td>International Association of Property and Evidence Management for Supervisors Training</td>
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<tr>
<td>Burlington, VT</td>
<td>Carrollton, TX</td>
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<tr>
<td><strong>AUGUST</strong></td>
<td><strong>OCTOBER</strong></td>
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<tr>
<td><strong>11th</strong></td>
<td><strong>25th</strong></td>
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<tr>
<td>Texas Vital Statistics Regional Conference</td>
<td>*Emotional Intelligence (EQ) Training, presented by Harris County Human Resources &amp; Risk Management</td>
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<tr>
<td>The Woodlands, TX</td>
<td>HCIFS – Auditorium</td>
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<tr>
<td><strong>21st - 25th</strong></td>
<td><strong>2021</strong></td>
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<tr>
<td>21st Triennial Meeting of the International Association of Forensic Sciences – Inter-Professional Collaboration in Forensic Science</td>
<td>AAFS Annual Meeting, George R. Brown Convention Center</td>
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<tr>
<td>Toronto, Ontario, Canada</td>
<td>Houston, TX</td>
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*HCIFS-hosted training*