

# Indictment in N.J. bias case

**INDICTMENT** from A1  
 jury found that the taping on Sept. 19 and a second attempted taping on Sept. 21 were "intended to intimidate" Clementi because he was gay.  
 The indictment was hailed as a step forward by Garden State Equality, an organization that advocates for gay rights.  
 Steven Goldstein, chairman of the organization, said in a statement released Wednesday that the charges were "in the best interests of justice and in the best interests of students across New Jersey, for their potential bullies will now think harder before demolishing another student's life."  
 In a statement issued after the indictment was announced, Clementi's family said the charges were "important for our criminal justice system to establish clear accountability under the law. ... We are eager to have the process move forward for justice in this case and to reinforce the standards of acceptable conduct in our society."  
 Jane and Joseph Clementi

have declined numerous requests for interviews, but have said through their lawyer that they hope to establish a foundation in their son's name aimed at raising awareness about bullying, privacy rights, and the Internet.  
 In the aftermath of Tyler Clementi's suicide, the incident became the focal point for national discussions about gay-bashing, cyberbullying, intimidation, and privacy rights in the age of social networking.  
 Clementi, described as a promising violinist, was like Ravi a freshman at Rutgers. The alleged tapings occurred shortly after the start of the new school year in a dorm room he shared with Ravi on the college's Piscataway campus.  
 Ravi, according to authorities, hid a camera in the room and sent a webcam stream out while Clementi had a sexual encounter with another man. Authorities alleged that Ravi was in the room of another freshman, Molly Wei, and that they used her laptop to complete the transmission.  
 Wei, 19, was arrested with Ravi on invasion of privacy charges, but the case against her has not been submitted to a grand jury, according to a statement released by the Prosecutor's Office Wednesday.  
 Her lawyer has argued that she did nothing wrong or improper.  
 Both Ravi and Wei, of Princeton, withdrew from Rutgers after the incident. Lawyers for the two former students could not be reached for comment Wednesday.  
 While some supporters have tried to dismiss Ravi's actions as an ill-conceived college prank, others said it underscored gay bias and how the Internet could be used to harass and intimidate.  
 Dan Savage, a syndicated columnist, launched a campaign called "It Gets Better" in an attempt to garner support for gay, lesbian, bisexual, and transgender youth faced with harassment, intimidation, and a lack of support from friends and family.  
 The Clementi case was cited as a prime example, although Savage spoke in broader terms, charging at one point that "the religious right



**Tyler Clementi** jumped to his death days after the incident.

has created an antigay climate that gives license to hate."  
 President Obama was one of several thousand individuals who posted video messages on Savage's website supporting the "It Gets Better" movement. Others who also offered postings included celebrities Neil Patrick Harris, Ellen DeGeneres, and Jewel.  
 The case was also cited in January when Gov. Christie signed one of the toughest antibullying laws in the country.  
 The law, which goes into effect at the start of the next school year, establishes guidelines for schools to counteract bullying and intimidation, and sets grounds for suspension and expulsion.  
 The regulations apply to all public schools in New Jersey and parts of the law also apply to public colleges.  
 Ravi has been free on \$25,000 bail since his arrest in October.  
 The grand jury indictment charged him with invasion of privacy, bias intimidation, and attempted invasion of privacy.  
 He was also charged with attempting to hinder the investigation and prosecution by changing and erasing Twitter messages and other transmissions.  
 Specific details about what was recorded during the taping have never been made public.  
 In an interview with the Newark Star-Ledger in November, lawyers for Ravi and Wei said the webcam stream had not shown Clementi and the other man having sex.  
 But the indictment, in the invasion of privacy charge, alleges that Ravi "disclosed a photograph, film, videotape, recording or other reproduction of the image of [Clementi and the man he was meeting with] whose intimate parts were exposed or who were engaged in an act of sexual penetration or sexual contact without" their consent.  
 Clementi was identified in the indictment by his initials, T.C. The individual he was with was identified only as M.B.  
 The indictment also alleged that Ravi made the tape "with the purpose to intimidate" Clementi and the other man because of their "sexual orientation."

## Clearing the Record

A review Monday of the Philadelphia Shakespeare Theatre's *As You Like It* misidentified the actor who plays Charles. He is Dan Higbee.  
 A photo caption Saturday misidentified the actor who played Ed Hall on *One Life to Live*. He is Al Freeman Jr.

An Associated Press item in the "Brief Case" column in Business reported erroneously Wednesday that Goldman Sachs Group Inc. had paid \$1.64 billion in dividends to Warren Buffett's company, Berkshire Hathaway Inc. The \$1.64 billion, which Goldman described as a "preferred dividend" in its earnings release, was not an amount of money paid to any party. It was an accounting move that reduced the income available to shareholders as a result of Goldman's redemption of the preferred shares held by Berkshire.

The Inquirer wants its news report to be fair and correct in every respect, and regrets when it is not. If you have a question or comment about news coverage, contact assistant managing editor David Sullivan (215-854-2357) at The Inquirer, Box 8263, Philadelphia 19101, or e-mail dsullivan@phillynews.com.



**Medical scribe Kelly Higgins** inputs electronic records while working with James Bonner, a physician in the emergency department at Underwood-Memorial Hospital in Woodbury.

# Electronic records create need for medical scribes

**SCRIBES** from A1  
 emergency departments in Virtua hospitals in Voorhees and Marlton.

"You get exposed to things that you otherwise would never be exposed to."  
 Scribes started working in fast-paced emergency departments in the mid-1990s, but hiring has picked up as more hospitals have switched to electronic records, say officials at several companies that hire and train scribes. Having scribes do most of the data entry allows the highest-paid people in the room to focus on patients and see more of them and ensure that information used in billing is complete, the companies say. It also allows doctors to make more eye contact with patients, and that makes patients happier.  
 "It's created a cottage industry," said James Bonner, medical director of the department of emergency medicine at Underwood-Memorial Hospital in Woodbury.  
 The 15 doctors in his practice started hiring scribes in 2007. They now have five. "It's an emerging phenomenon," Bonner said.  
 At Virtua Marlton, emergency physician Ken Sprankle said the doctors worked with about 10 scribes. He said that he could probably see as many patients without them, but that their help "makes our days more enjoyable. ... It does make the charts more complete."  
 Virtua and Underwood refused to let a reporter watch scribes at work, citing patient privacy.  
 The largest scribe company, California-based ScribeAmerica, has 800 employees in 21 states, up from 350 to 400 in 10 states in 2009. Emergency Medicine Scribe Systems (EMSS), another California company, has 600 scribes — 500 more than it had two years ago. PhysAssist Scribes Inc. in Fort Worth, Texas, went from providing 7,500 hours a month of scribe coverage in 2005 to 38,000 last month. All credit electronic records for their growth.  
 "We can't keep up with the growth," said David Strumpf, chief executive officer of EMSS, which operates in 12 states. "I turn down more projects than I take."  
 No one questions that electronic records are an improvement, leading to more detailed and legible records that are easier to share and use for population research. Hospitals and doctors are under considerable pressure to make the switch.  
 In May, the federal government will begin offering \$27 billion in incentives over the next nine years to hospitals and physicians who buy electronic health records systems. After 2015, the Medicare program will penalize providers without electronic records.  
 Everyone recognizes that it takes time to learn the new systems, said Nancy O'Connor, regional administrator for the Centers for Medicare and Medicaid Services. But, she said, having lots of data that different providers can share and analyze has the potential to transform care. "This is the way we need to go as a country."  
 Fera, who works for ScribeAmerica, schedules her college class work around her 10-hour shifts in the ER. She shadows doctors as they work, typing information into a laptop as they



**The exposure and experience** thrill Brittany Fera, a premed student at Temple University who works as an ER scribe.

## Medical Scribe

**Responsibilities:** Add information into the electronic medical record for doctors while they see patients. Scribes also keep track of lab reports and other tests and communicate with nurses. Most work in hospital emergency departments.  
**Education:** Some college or a bachelor's degree. This is meant to be a temporary position for people who plan to become medical professionals; scribes gain experience with medical problems, vocabulary, and treatments.  
**Preferred background:** Scribe companies want college students studying to become doctors, nurses, and physician assistants. They also accept graduates who plan to work a year before applying to professional school. Companies do extensive training.  
**Salary:** \$8 to \$12 an hour. With experience, up to \$20 an hour.

Typically it is not hospitals but emergency physicians who pay for the scribes. The doctors make an average of close to \$250,000 a year. TeamHealth — a physician-staffing company in Knoxville, Tenn., that employs or contracts with 3,100 emergency doctors, including those at Virtua and Kennedy Health Systems in South Jersey — has about 30 scribe programs and plans to add a dozen more this year.  
 Michael Murphy, a doctor who is CEO of ScribeAmerica, said, however, that about half of the company's new contracts in the last two years had been directly with hospitals. The institutions are judged on emergency department waiting times and patient satisfaction and are increasingly interested in efficiency, he said.  
 Scribes are in particular demand in ERs, "the most hectic, busy, fishbowl environment that you could possibly imagine," said Alex Geesbreght, who runs PhysAssist.  
 Some believe that as doctors grow more comfortable with electronic data entry, the demand for scribes will lessen.  
 The American College of Emergency Physicians' president-elect, David Seaberg, said that electronic records had slowed down ER doctors at his hospital in Tennessee at first, but that things had improved after about three months.  
 "It is faster once you learn the system, in my opinion," he said. "It makes your documentation much more complete."  
 Others believe scribes are here to stay because they speed things up and make doctors' days less stressful.  
 "I look at my scribe at the end of a nine-hour shift, and they are beat," Strumpf said. "I used to have to do that in addition to being a doctor."  
 Underwood's Bonner said about a quarter of the physicians in his group preferred inputting their own data. The others really like the scribes. "It's a huge physician satisfier," he said. "I could see it expanding to the nursing side as well."

examine patients.  
 "Our responsibility is to chart that in real time," she said.  
 Without scribes, emergency doctors usually see patients, then leave the room to summarize what they saw and said. Doctors check the scribes' work.  
 The trend of using scribes is stronger in other regions, but the companies said they were negotiating with local doctors.  
 Doctors who work in community hospitals are more likely to want scribes than those who work in academic medical centers, where medical students and residents are readily available.  
 EMSS is considering offering virtual scribes to remote hospitals that may not have premed students nearby. The idea is to equip a physician with a high-resolution camera and microphone.

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