

DAVID S. GANS, M.D.
INTERNAL MEDICINE AND NEPHROLOGY

October 21, 1982

To Whom It May Concern

Re: Ramon G. Duarte

Dear Sirs:

I am pleased and honored to be able to respond to Mr. Duarte's request that I write a letter of reference for him. I have known Mr. Duarte since 1971 when I first met him while I was a renal fellow at LAC-USC Medical Center and he was working as a renal transplant in the Hemodialysis Unit as a staff nurse. Between the years of 1973 and 1978 or so, I had seen him intermittently at renal meetings and various educational functions. Since 1979 until the present time, he has been the administrative head nurse at my primary dialysis unit.

Much of what I write concerning Mr. Duarte will sound like hyperbole, but that is perhaps unavoidable, as he is such an excellent dialysis nurse, technician and administrator that it is difficult to write an accurate description of him without it sounding somewhat exaggerated.

Mr. Duarte's academic background and his academic contributions speak for themselves. They are listed in his curriculum vitae and are too numerous to review here. It would seem more appropriate for me to address myself to Mr. Duarte as a person and to his clinical competence.

He is a friendly, bright, gentle and kind man who is persistently modest in the face of his accomplishments. He is well liked and respected by the physicians he works with, his fellow nurses, dialysis technicians and his patients. He possesses the kind of personality that his fellow workers turn to to resolve problems and various disputes. His work and medical ethics are unimpeachable, and his cheerfulness and willingness to perform any task in the service of his profession is always present. He has always, in my experience, received respect from his fellow workers without needing to demand it.

In a total of five years working with Mr. Duarte, most of which was on a daily basis often in high stress situations, I have never seen him raise his voice, become unreasonable or otherwise "lose his cool."

His technical competence is, in my experience, without parallel. He knows more about dialysis than almost all practicing nephrologists. It is to his credit that he can support a physician's knowledge with his own without the physician being aware that Mr. Duarte is being supportive.

In summary, Mr. Duarte is a paradigm for what a dialysis nurse or administrator should be. He is intelligent, committed, efficient and an exceptionally decent human being. Of all the many letters of recommendation which I have been asked to write during my professional career, this particular letter truthfully gives me the most pleasure. Whatever Mr. Duarte's next move is in his career, it will be a great gain for those who will be working with him and a loss to both myself and my patients.

Sincerely,



David S. Gans, M.D.

DSG/mmt