WORD FROM
THE CHAIR
David Eidelman, M.D.
Chair, Department of Medicine

AN OPPORTUNITY TO DO BETTER?

I was recently invited by the Provost to a breakfast meeting of Chairs of departments from across the University. It was an interesting experience, if for no other reason than to realize how the needs of a clinical department differ from those of say Geography. At one point the Provost pointed out that departments vary greatly in size and, looking at me said, “don’t you have almost 150 full-time members in your department?” Yes we do. If you only count our tenured and tenure track faculty. However, this ignores the nearly 250 remaining members who are classified as Geographic Full Time Hospital (GFT-H), and paradoxically classified by the University as “part-time” despite their full time involvement.

The failure to recognize GFT-H physicians is not a new story. However, things may be changing for the better. By now, most readers are aware that in the settlement of the recent FMSQ strike, as much as $65 million has been set aside for clinical teaching. The details of how this is to be implemented remain to be determined and each RUIS has been left to work out their own system. At McGill a committee to examine this question has been established, chaired by Dr. Sam Benaroya, with representation from each of the teaching hospitals, the Faculty of Medicine, and the departments mainly involved in teaching, including Medicine.

In the context of a system where academic clinicians have struggled with only limited recognition, the availability of these funds is revolutionary. In addition to correcting a financial wrong, this change helps to elevate the status of clinical teaching to the same level as research and clinical care. As I have discussed in a previous editorial, the problems of status for clinical faculty goes far beyond issues of income. There are gross inequities when it comes to the way GFT-H faculty members are treated including promotion criteria, status as full time rather than “part-time” faculty and so forth.

Fortunately, we are starting to see the beginnings of a change in the attitude of the university with regard to non-tenure track faculty. The Provost has recently created a committee to examine the role of part-time and GFT-H faculty at McGill. Closer to home, the Dean has announced the creation of a task force to look at the role of GFT-H professors in the Faculty of Medicine. Long in coming, these initiatives are most welcome. Perhaps they will provide an opportunity to recognize once and for all the contribution made by our clinical faculty to the success of our institution.
Over the past two years, the MUHC Divisions of Cardiology, Cardiac Surgery and Vascular Surgery have linked forces to provide better cardiovascular care by forming the MUHC Cardiovascular Sciences Program, which aims to integrate patient care, education and research in cardiovascular disease. The Program held its first major retreat on March 29th, 2007 at the Faculty Club. All stakeholders in cardiovascular care were invited to attend, as were members of the Cardiology and Cardiac Surgery Divisions of the Jewish General Hospital. The retreat was an enormous success with over 130 people in attendance, including Dean Levin, Director of Operations Ann Lynch, and the Department heads of Surgery, Medicine and Radiology.

During breakaway sessions, participants were asked to answer a single question: “Where do you want to be in five years?” During the plenary sessions, session Chairs presented a summary of the discussions to the entire group. The major goal for the next 5 years (2007-2012) is to develop the best clinical care, the technological infrastructure, the educational environment and research laboratories for the MUHC at the Glen Site and become a flagship program.

The major objectives have been identified as:

1) Enhance the quality of and the access to acute coronary care over the next five years.

2) Creation of a percutaneous intervention center for coronary and non-coronary interventions in man and to evaluate the impact of novel technologies on patient outcomes

3) Offering our patients cutting-edge treatments in the MUHC Heart Failure Program for dealing with a growing clinical challenge. Our primary interest lies in harmonizing excellence in clinical care, research, and education.

4) To provide care of the highest standards for patients with congenital heart disease from foetus to adult age in a coordinated and seamless fashion; to train and educate health professionals in dealing patients with congenital heart disease and to play a leadership role in the advancement of knowledge on CHD.

5) To become a center of excellence in interventional electrophysiology for patient care, research and education.

6) To provide the Cardiovascular Sciences Program with access to imaging modalities required for the diagnosis and treatment of cardiovascular disorders. The expertise gained from advanced training by cardiologists must be respected.

7) To foster an environment for clinician-scientists to grow academically and to flourish scientifically by creating programs for mentoring promising trainees and to provide a fair and equitable income.

8) The creation of basic research programs that consist of a critical mass of researchers in a related field supported by state-of-the-art shared research infrastructure.

9) Harmonize the delivery of care, education and research within the McGill RUIS in cardiology and cardiac surgery

PROFESSORS EMERITUS

Dr. Garth Bray has received a promotion to the rank of Professor Emeritus. Dr. Bray has had an exceptional career in our department as a scientist, clinician, teacher and leader. Since his arrival at McGill and the MGH in 1969, Dr. Bray has played a variety of key roles. His academic career was marked by remarkable achievements in the field of neurobiology. Together with Dr. Albert Aguayo and others, Dr. Bray published a series of important papers on neural degeneration through the last quarter of the 20th century. Dr. Bray’s special skills in electron microscopy were essential to this pioneering work.

In addition to his skills as a researcher, Dr. Bray distinguished himself by his wisdom and soft-spoken manner. These qualities were central to his skills as a teacher both in the classroom and at the bedside, where he continues to distinguish himself to this day. As a mark of excellence, he served as a Royal College Examiner in...
Neurology and participated in the Medical Assessment Program of the American College of Physicians, two roles reserved for the elite of clinician-teachers.

These personal characteristics were also essential to this success as a leader in the Division of Neurology at the MGH and as Associate Physician-in-Chief there. His careful, calm approach led him to be called upon for a wide variety of university and hospital committees and several generations of department leaders have counted on his wise counsel. He has similarly been called upon to participate in a diverse number of committees outside the university at CIHR, on provincial funding bodies and in foundations in Canada and the United States.

Dr. Bray has distinguished himself in every sphere of activity of our department and has served as a role model and leader of its faculty. He is clearly deserving of this honour.

Dr. Thomas M.S. Chang has received a promotion to the rank of Professor Emeritus in May 2007. Dr. Chang is the Director of the McGill Artificial Cells and Organs Research Center (www.artcell.mcgill.ca), Director of MSSS-FRSQ Research Group on Blood Substitutes in Transfusion Medicine and holds a joint appointment as Professor of Medicine in our department.

While an undergraduate at McGill in 1957, he invented and prepared the first artificial cell. He continued this work while in medical school as well as for his Ph.D. at McGill. He has received a number of awards starting from the 1969 “Inaugurate First Incentive Lectureship” in Sweden, followed by others including Officer of the Order of Canada. He has been nominated for the Nobel Prize in Medicine and Physiology and also for the Nobel Prize in Chemistry.

Dr. Chang will continue to actively contribute to our department as recipient of a CIHR team grant and a FRSQ Principal Investigator grant.

Congratulations to Dr. Chang!

**PROFESSIONALISM INITIATIVE**

*Dr. Sylvia Cruess & Dr. Richard Cruess*

Professionalism has recently received a great deal of attention because of the perception that medicine’s value system, which is so closely linked to professionalism, is under threat. In response, medical schools have determined that professionalism must be both taught and evaluated at all levels of education and training. For example, at McGill the “Physicianship” course, which continues throughout the four years of medical instruction, includes a component on the professional. In addition, a structured program on the teaching of professionalism has been instituted at the postgraduate level. Students and residents are thus expected to be able to define professionalism, be aware of its attributes, understand the nature of the social contract between medicine and society which grants medicine its privileged status, and understand the obligations which are expected of the physician as a professional.

Based on the pedagogical principle that evaluation drives learning, ways must be found to evaluate professionalism among learners. Such tools need to assess behaviors that are indicative of professional values and attitudes. Three years ago in a workshop on evaluating professionalism, faculty members developed a list of behaviors which they believed were reflective of professionalism, from which was chosen a group of behaviors indicative of a large number of the attributes of professionalism. Based on this work a pocket size evaluation tool was created (the P-MEX), which employed the already successful Mini-Cex approach developed by the ABIM (www.abim.org) to evaluate knowledge and skills. This McGill evaluation tool, developed in collaboration with the University of Toronto, was tested on medical students on several wards and, similar to the Mini-Cex, was found to be feasible, valid, reproducible, and reliable if four separate evaluations were carried out by four separate observers during the course of one year. At the present time the McGill tool is the only validated method of evaluating professional behaviors.

Although validated among students, the P-MEX is still being tested on residents and the assistance of the Department of Medicine is requested in finishing the task. It has already had an impact as the behaviors developed have been slightly modified and used in a new summative global assessment form to be used at the end of rotations. McGill is widely recognized as being in the forefront of developing better methods to teach and evaluate professionalism. The P-MEX is an important part of this effort.
CREATION OF A NEW CLINICAL RESEARCH AWARD AT THE JGH
Dr. Ernesto Schiffrin

A program to provide support to GFT-H members of the JGH Department of Medicine has been created with the idea of compensating, in part, the time dedicated to clinical research activities. The objective is to encourage full-time members of the Department involved in clinical research.

A request for applications (RFA) will be announced at the beginning of the calendar year, with applications due by mid-February. Amounts of 5,000 to 10,000 dollars will be awarded for one year, renewable once, pending confirmation that the research activity is ongoing. Successful recipients will not be eligible for a second renewal until a 2-year period has elapsed at which time they may reapply for funding. The objective is to distribute these research awards as widely as possible among departmental members involved in valuable research activities.

We wish to congratulate the awardees for the period of 2007-2009:

Dr. Andre Dascal
Dr. Chris Greenaway
Dr. Andy Szilagyi
Dr. Vicky Tagalakis

We hope that this program will contribute to the academic development of the Department and will help with the promotion of members in the McGill Department of Medicine.

APPOINTMENTS

It is with great pleasure that we announce the following appointments. Congratulations to the members and we wish them well in the coming years.

Dr. Stephen Caplan has been nominated to the position of Director of the McGill Division of Hematology, effective June 1, 2007 for a 5-year term. An outstanding clinical scholar, Dr. Caplan has done a remarkable job in his previous leadership roles at the JGH. In the last two years, he has excelled as interim leader of Hematology and we are pleased he has accepted the University Directorship position.

Dr. Molly Warner has been nominated MUHC Director of Hematology as of June 1, 2007 for a 4-year term. Dr. Warner brings a great record of accomplishment as a clinician, teacher and administrator to this job. She has done an excellent job as interim director, bringing the division together under challenging circumstances.

Dr. Denis Cournoyer has been nominated Associate Director of the MUHC Hematology Division, with special responsibility for academic development within the Division. Dr. Cournoyer is a distinguished clinician-scientist with an enviable track record of clinical and scholarly accomplishment.

PROMOTIONS

Congratulations to the members of our department who were recently promoted.

ASSOCIATE PROFESSOR

Dr. Kevin Schwartzman
A highly respected clinician and teacher, Dr. Schwartzman is known for the excellence of his research program in the clinical epidemiology of tuberculosis and respiratory diseases.

Dr. Robin Cohen
A pioneer in palliative care clinical research, Dr. Cohen is particularly well known for her work on the optimization of quality of life measures in palliative care.

Dr. Stéphane Laporte
Dr. Laporte is known for his research on the biology of G-protein receptor coupled signaling as well as for his leadership in confocal microscopy at the MUHC.

FULL PROFESSOR

Dr. Adel Giaid
Dr. Giaid is an international authority in the application of experimental pathology to cardio-pulmonary problems. He is particularly well know for his work on the role of endothelin-1 in pulmonary hypertensions as well as for seminal work on NO, cyclooxygenases and the urotensins.
**RECRUITMENTS**

New faculty members have joined the department. Please join us in welcoming them.

We are pleased to announce the appointment of Dr. Véronique Chaput to the attending staff of the MUHC Department of Medicine, Palliative Care Division. Dr. Chaput has just completed her Palliative Care Residency at McGill University. She is a certified general surgeon, having trained at the Université de Montréal. In 2005, she was the recipient of the Dean’s Award for her surgical training. She will be involved in doing clinical work and teaching.

We are pleased to announce the recruitment of Dr. Charles Frenette to the Division of Infectious Disease and the Department of Microbiology. He will also assume the role of Infection Control Officer for the adult sites of the CUSM. Dr. Frenette completed his Internal Medicine, Infectious Disease and Medical Microbiology training at McGill before moving to Charles Lemoyne Hospital. He was the Infection Control Officer at that institution for several years and has since then taken on multiple key roles in infection control at the provincial level. These activities include membership on advisory committees to the Minister of Health such as the Surveillance provinciale des infections nosocomiales (SPIN) and the Comité sur les infections nosocomiales du Québec (CINQ) among others.

We are pleased to announce the arrival of Dr. Elena Torban, who has joined the Nephrology Division on May 1, 2007 as a Medical Scientist and as an Assistant Professor of Medicine. Dr. Torban completed a PhD degree and postdoctoral training at McGill University and her arrival will enhance our strengths in studies of renal cell biology.

We are pleased to announce the appointment of Dr. Monzur Murshed as an Assistant Professor in the McGill Center for Bone and Periodontal Research, the division of Endocrinology and Metabolism and the Department of Medicine. Following receipt of a PhD degree from the University of Cologne for research in the area of basement membrane biology, Dr. Murshed undertook a postdoctoral fellowship at the Baylor College of Medicine. We are delighted to have Dr. Murshed bring his unique expertise and research program to our department.

**RETIREMENTS**

The Department of Medicine and the MUHC Division of Gastroenterology thank Dr. Saul Katz for his 31 years of dedication to patient care at this institution. Dr. Katz has been long recognized as a highly competent, hardworking clinician and digestive endoscopist. Dr. Katz retired from the MUHC on April 1st, 2007. We wish him all the best.

On April 1st 2007, Dr. Peter McLeod retired from clinical practice. Dr. McLeod has served the department and the faculty with great distinction for 36 years. Among his many contributions are included Director of Residency Training, CTU Director, Director of the Medical Ambulatory Clinic and Director of Undergraduate Education. His teaching prowess and studies and essays in medical education are internationally renowned. In 1988 he was awarded the Osler Award, the highest recognition of teaching in the Faculty of Medicine. Dr. McLeod will continue his research in medical education at McGill’s Centre for Medical Education. We thank him for all that he has given us and wish him well in this next phase of his career.

**DEPARTMENT OF MEDICINE AWARDS**

**MUHC**

Congratulations to this year’s recipients who were recognized at the MUHC Departmental Annual Dinner on Thursday, May 17th, 2007.

Physician-in-Chief Award
For highly distinguished service to the MUHC Department
- Dr. Laurence Green
- Dr. Kenneth Flegel

Department of Medicine Award for Innovation in Clinical Care or Quality
- Dr. Christian Pineau

Department of Medicine & Merck Frosst Award
For Research by a Core Internal Medicine Resident
- Dr. Alain Bestawros

Department of Medicine Award
For Research by a Subspeciality Resident
- Dr. Dharmapaul Raju
Department of Medicine Staff Research Award
- Dr. Simon Wing
- Dr. Samuel David

The Louis G. Johnson Award
For excellence in Teaching by a Medical Resident – selected by RVH Residents
- Dr. Mélanie Mondou
- Dr. Vartan Mardigyan

The Lorne E. Cassidy Teaching Award
For Excellence in Teaching by a Medical Resident – selected by MGH Residents
- Dr. Leora Birnbaum

The Douglas G. Kinneer Award
Outstanding Clinician-Teacher at the MUHC
- Dr. Phil Wong

The W.H. Philip Hill Award
Outstanding Clinician-Teacher at the MUHC
- Dr. Peter McLeod

JGH

The JGH Department of Medicine Staff and Residents Awards Year-End Party took place on June 7th, 2007. Congratulations to this year’s recipients!

Dave Feder Award
Presented to the resident who practices medicine with most compassion and sensitivity, displays kindness, respect and camaraderie towards colleagues and educators and carries a positive outlook enabling him/her to enjoy a meaningful balanced life beyond his/her profession.
- Dr. Iliana Lega

Sheldon Zemelman Memorial Award
For academic excellence and outstanding contribution to patient care.
- Dr. Jonathan How

Dr. Allen Spanier Internal Medicine Award
To the resident who exhibits an enduring passion for the practice of medicine through the enjoyment of solving the challenges of patient care and sharing the solutions with others, while maintaining a high level of professionalism, which best embodies the unique legacy of Dr. Allen Spanier.
- Dr. Majid Al-Madi

Teacher of the Year voted by the residents
- Dr. Ruxandra Bunea

AWARDS

Congratulations to our faculty members for these salary awards.

CANADA RESEARCH CHAIR
Stéphane Laporte Tier 2 renewed

SALARY AWARDS

CIHR New Investigator
- Kaberi Dasgupta
- Marie Hudson
- Michael Reed
- Madhukar Pai

FRSQ Chercheurs Nationaux
- William Foulkes
- Louise Larose
- Stéphane Richard

FRSQ Chercheur Boursier –Senior
- Louise Pilote
- Suhad Ali
- Anne-Marie Lauzon
- Tomoko Takano

FRSQ Chercheur Boursier – Junior 2
- Deborah Da Costa
- Elham Rahme
- Stéphane Laporte
- Stéphanie Lehoux (new recruit fall 2007)
- Michael Reed

FRSQ Chercheur Boursier – Junior 1
- Stéphanie Chevalier
- Robert Sladek
- Madhukar Pai

FRSQ Chercheur Boursier Clinicien – Junior 2
- Kaberi Dasgupta

FRSQ Chercheur Boursier Clinicien – Junior 1
- Marie Hudson
- Lucie Opatrny
- Marc Tischkowitz

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Honours

Dr. Henri Menard, a clinical scientist and co-leader of the Research Institute’s Musculoskeletal Disorders Axis, received the 2007 Distinguished Investigator Award at the Lake Louise Mid-Winter meeting of the Canadian Rheumatism Association. This award was given in recognition of his lifetime contributions to the discipline of rheumatology and arthritis research.

Congratulations to Dr. Qutayba Hamid on being awarded the Burton Zweiman lectureship at the AAAAI Annual Meeting in San Diego in February 2007. Dr. Hamid is Professor of Medicine at McGill University, Associate Director of the Meakins-Christie Laboratories and Director of the McGill Asthma Center as well as the MUHC Respiratory Axis.

Dr. Ernesto Schiffrin has received the 2007 Irvin Page – Alva Bradely Lefetime Achievement award. This award is presented each year to an individual who has a lifetime of outstanding achievements in the field of hypertension.

Congratulations to Dr. Abraham Fuks, winner of the McGill Alumni Association Award for Excellence in Alumni Education.

On June 14, 2007, Dr. Nicole Beauchemin and Dr. Donald Boudreau will each be presented with the Faculty Honour for Educational Excellence award for their outstanding contributions to education in the health professions at McGill.

On May 9, 2007, Dr. Todd McConnell received the Annual Hingston Memorial Award. Presented by the St.Mary’s Hospital Council of Physicians, Dentists and Pharmacists, this award honours St.Mary’s physicians for their years of contribution and dedication to education, patient care and hospital life. Previous recipients of this award include Dr. Michel de Marchie, Peter McCracken, Peter Gruner, Sabah Bekhor, George Fraser and Harold Zaekon.

Dr. Michael Rosengarten, Associate Professor of Medicine, MUHC Cardiologist and Director for Internet Continuing Medical Education Development for the Faculty, is the recipient of the 2007 AFMC – John Ruedy Award for Innovation in Medical Education.