HAPPY PERFORMANCE EVALUATION SEASON

Dr. James Martin, Interim Chair and Executive Vice-Chair, Faculty Affairs, Department of Medicine

For all of us December signals the approach of the holiday season. For some of us it also signals the approach of the season of annual evaluations, a period of meetings, reflection and hopefully New Year resolutions. As many of you know the Faculty of Medicine has been engaged in revising the annual assessment forms to better recognize the many diverse contributions of clinical faculty members. In addition, there has been much discussion about the alignment of the evaluation process with expectations inherent in the position profile that each of us has. Benchmarks have been proposed by a Faculty committee and these have been adjusted and standardized for the Department of Medicine. Your division directors have seen and commented on the benchmarks, and they will play a key role in the annual evaluation process. Although there is a risk of arbitrariness associated with any set of benchmarks they do provide a framework for the evaluation process. These benchmarks are undoubtedly not perfect and will likely need future refinements and reiterations in order to capture not only objective metrics but also the nuances of our professional activities. It is important to remember that we are not expected to excel in all domains or to necessarily have significant activity in all domains. For example, clinician teachers are not expected to have superior research portfolios, and clinician scientists are not anticipated to have the same quantity of teaching as clinician teachers. Furthermore, average or below average scores in certain domains are not to be interpreted in a negative light but may simply be in line with the position profile. The Faculty is encouraging all departments to rate their members in a realistic manner and not to provide uniformly glowing reports when there may be room for improvement. The annual evaluation is not meant to simply rattle our cages. It is my personal belief that most clinical faculty members will welcome this exchange and acknowledge that meaningful, realistic evaluations of our performance offer an opportunity to see where we can make personal improvements for our own benefit, for our patients, for our trainees and finally for our institution. It will all happen in the New Year and so I take the opportunity to wish you all a peaceful and joyous holiday season.

IN THIS ISSUE:
* McGill TB Centre, Dr. Marcel Behr
* McGill AIDS Centre, Dr. Mark Wainberg
* 3rd Divisional Director Meeting
* Appointments
* Departure of Ms. Domenica Cami
* Recruitment
* Honours
* In Memoriam: Dr. Joel Fox
Despite the recognition of its cause in the 19th century and the development of a vaccine and effective antibiotics in the 20th century, TB continues to be the single most important bacterial pathogen of humans, responsible for about 9 million new cases and 1.5 million deaths per year. It is axiomatic that TB continues to occur due to a combination of bacterial attributes, host factors and environmental contributors, yet few groups possess the breadth of research expertise to account for each of these, in isolation, and together. McGill has one such Centre.

I have the pleasure of leading the McGill International TB Centre, alongside Associate Directors Drs. Madhukar Pai and Dick Menzies. Together the members have crafted the Centre’s mission “to prevent, diagnose and treat TB more effectively”.

There has long been a strong community of TB researchers assembled at McGill with different perspectives and expertise for both research and teaching activities related to this disease. Given this cluster of TB excellence which spans the four CIHR-defined research pillars, and an evolution in the funding landscape with a surge towards translational research, it was timely in 2012 to create a Centre with TB as its central focus. The McGill TB Centre brings together nearly two dozen investigators working with colleagues in the US, South Africa, Vietnam, India, Ecuador and other countries interested in the study of TB and related diseases.

Meeting the global challenge of tuberculosis demands a multidisciplinary approach for both philosophical and practical reasons. As Sir William Olser said, “TB is a social disease with a medical aspect”. This can be seen by following TB rates of TB over time. In the first half of the 20th century, TB rates declined in many countries, but then abruptly rose during the first and second World Wars. In the late 20th century, countries with rising TB rates experienced a decline in life expectancy. Consequently, to look at TB from a single point of view would miss much of the complexity of this disease.

By bringing together researchers with a common interest but different backgrounds and expertise, we learn from each other, we can enrich the training environment and we can offer shared and complementary expertise to accelerate science and discovery. The studies we conduct serve as the basis for both methodological developments applicable to other diseases (e.g. molecular epidemiology) and substantive investigations that may apply to other categories of diseases (e.g. common themes between mycobacterial diseases and other inflammatory diseases).

The Centre fosters a rich environment for trainees, has access to all the McGill research platforms and has a Containment Level 3 facility for tuberculosis research. The Centre will increasingly become an important partner in national and international TB control programs, and through its outreach have access to international funding that is difficult to achieve as individual researchers or smaller research groups. As an outreach activity, the Centre will hold two intensive courses this year: The 4th Advanced TB Diagnostic Research Course and the TB Research Methods Course.

For more information, visit our website: [http://www.mcgill.ca/tb/](http://www.mcgill.ca/tb/)
The McGill AIDS Centre was established in the early 1990s at a time that the HIV/AIDS epidemic had reached crisis proportions and when the fear of contracting HIV was rampant in many sectors of society. It was largely an attempt at the time to show that the University was committed to trying to thwart the HIV epidemic and to enable McGill-based researchers to work together more effectively from the standpoint of research contributions by McGill scientists. It was also designed to enable McGill scientists to jointly apply for research funding from the Fonds de la recherche en santé du Québec (now the Fonds de recherche du Québec - Santé) under auspices of grants of $250,000 per year that the agency was prepared to make to AIDS Centres at each of Quebec’s medical schools.

Although the McGill AIDS Centre is based at the Lady Davis Institute of the Jewish General Hospital, where most of McGill's basic science research in the field of HIV is carried out, it also includes a clinical presence at the MUHC at which many of our physician-scientists compete successfully for grants aimed at a better understanding of each of: 1. The natural history of HIV disease; 2. HIV co-morbidities such as hepatitis C virus, that affects approximately 30% of HIV-infected persons; 3. Improved diagnostics and more effective outreach to HIV-infected individuals; 4. Psychosocial research into HIV/AIDS; and 5. Improved clinical management of HIV disease.

Over the past 30 years, McGill scientists have contributed directly to HIV drug development and have participated in a multitude of clinical trials that have both led to approval of a wide array of HIV drugs and improved the lives of many thousands of individuals who are infected by HIV. The progress has been astounding. When the McGill AIDS Centre was first established, almost everyone with HIV went on to die of their illness. Today, virtually all patients are able to survive indefinitely in reasonably good health thanks to the advent of several dozen drugs that are both well-tolerated and efficacious. It is now extremely rare that anyone is hospitalized at any of our hospitals because of HIV infection. Moreover, HIV-infected persons are able to continue to work and contribute to society, so long, of course, as they are adherent to their antiretroviral (ARV) drug regimens.

Sadly, the progress that has been accomplished at major urban centres in the west is far less evident in developing country settings, where access to high quality drugs cannot be taken for granted. For this reason, there is now consensus that the only long-term effective means of dealing with the HIV epidemic will be through either development of an effective anti-HIV vaccine or finding a cure for what is now a chronic manageable condition that requires life-long therapy. Numerous McGill scientists are now involved in these efforts at both the McGill AIDS Centre as well as at the MUHC and within our basic science University Departments.
It is a pleasure to announce the following appointments and we wish our members every success in their new roles and renewed mandates.

**APPOINTMENTS**

**Dr. James (Jay) Brophy** has been appointed as the **MUHC Department of Medicine Interim Physician-in-Chief**, effective October 15th, 2013. Dr. Brophy is Professor in the Division of Cardiology, has been the Director of the Division of Clinical Epidemiology for a number of years, and is also the Chair of the MUHC Technology Assessment Unit. He is well known for his extensive investigation of drug efficacy and adverse reactions, and of the appropriate application of various novel technologies in medical practice. Dr. Brophy replaces **Dr. Joyce Pickering** who is on a 6 month sabbatical leave in Japan and whose effective leadership guided the MUHC Department towards its transition to the new configuration required by the upcoming move to the Glen site. Dr. Jim Martin will continue as Interim Chair of the University Department of Medicine, and Dr. Gordon Crelinsten and Dr. Laurence Green as Associate Physicians-in-Chief (RVH and MGH sites respectively).

**Dr. Andrey Cybulsky** has been reappointed as the **McGill University and MUHC Director of the Division of Nephrology**. Dr. Cybulsky is well known to the McGill medical community, having been the Director of the Division of Nephrology since 1998, and a Professor in our Department since 2002. A graduate of the University of Toronto (MD, 1980), he did his internal medicine training at McGill, followed by clinical, then research fellowships in nephrology at Boston University. His research activities are in the area of glomerular diseases. He is much appreciated for his integrity and professionalism, his administrative skill in leading his Division and his thoughtful approach to problems, both clinical and other.

**Dr. Sunil Garg** has been appointed as **Associate Physician-in-Chief of the Department of Medicine at Lachine Hospital**. Dr. Garg is a part-time Assistant Professor in the Division of Cardiology of our Department with his primary clinical appointment at the Lachine Campus of the MUHC. He is a McGill graduate (MDCM 2004 and MSc in Epidemiology 2012) and a key member of the Division of Cardiology overseeing the strong link with our community.

**Dr. Qutayba Hamid**, James McGill Professor of Medicine and McGill University Health Centre (MUHC) Strauss Chair in Respiratory Medicine, has been reappointed for a second five-year term as **Director of the Meakins-Christie Laboratories (MCL)**. The research and training activities at the MCL have continued to flourish under the scientific and administrative guidance of Dr. Hamid. He has also been successful raising funds for the MCL and in promoting it internationally. We are confident that in Dr. Hamid’s second term, he will demonstrate the same exceptional degree of dedication to the field of respiratory medical research as the MCL moves to its new location at the Glen site of the Research Institute of the MUHC.

**Dr. Anne-Marie Lauzon**, Associate Professor and researcher at the Meakins-Christie Laboratories, has been appointed for a five-year term to the position of **Director of the Division of Experimental Medicine**, effective November 1, 2013. In this capacity, Dr. Lauzon will oversee one of the largest graduate programs at McGill University and we welcome her vision and enthusiasm for the future of the Division of Experimental Medicine. Dr. Lauzon is replacing **Dr. Hugh Bennett**, who has served two (Continued on page 5)
DEPARTURE OF MS. DOMENICA CAMI

Dr. James Martin

For several generations of Chairs of the Department of Medicine and Physicians-in-Chief of the MUHC, Domenica has worked behind the scenes to help ensure the smooth running of the Department. Intensely loyal and devoted to the Department she has been an invaluable resource for us all. She will soon take her retirement and we will miss her. I would like on behalf of the Department and of the many faculty members whose interests Domenica served so well, to thank her for her years of service. We wish her well in all her future endeavours.

Dr. Thomas Maniatis, Assistant Professor in the Division of General Internal Medicine and Director of the Medical Day Hospital MUHC RVH/ Glen site, has been named Director of Transition for the MUHC Department of Medicine. Reporting to the Physician-in-Chief, Dr. Maniatis will co-ordinate and provide support to all areas relating to the clinical care transition to the Glen site. He will work closely with the Associate Physicians-in-Chief, Division Directors, Program Directors and Nursing and Administrative Staff to ensure that all our members are kept up to date and participate in our decisions.

Dr. Lawrence Rosenberg has been appointed Executive Director of the Jewish General Hospital, replacing Dr. Hartley Stern. Dr. Rosenberg is Professor of Surgery and Medicine and he is the A.G. Thompson Chair of Surgical Research. He has distinguished himself as the head of Surgery and as Director of the Transformational Change program at the JGH, as well as Director of the Multi-Organ Transplant Program at the MGH where he inaugurated McGill’s Pancreas Transplant Program and led the team that performed the first successful liver transplant at McGill. For more information.

Dr. Donald Sheppard has been appointed as Director of the McGill University and MUHC Division of Infectious Diseases, effective November 1st, 2013. Dr. Sheppard received his MD from the University of Toronto in 1993, and completed his core internal medicine residency at McGill. After further clinical training in Infectious Diseases at the University of California at San Francisco and Medical Microbiology at McGill, he pursued a research fellowship at the University of California at Los Angeles. His research interests center around fungal diseases. Dr. Sheppard teaches students in the Microbiology Department, clinical trainees, and supervises numerous undergraduate and graduate students; and is known as an astute and caring clinician. He was the Program Director for Infectious Diseases and Medical Microbiology from 2008 until September 2013 at which time Dr. Marty Teltscher took over the leadership of the program. Dr. Sheppard replaces Dr. Michael Libman who has stepped down after 7 years as University and MUHC Division Director. Dr. Libman has been an excellent leader of his Division, while maintaining an outstanding record of academic and clinical contributions, particularly in the area of Tropical and International Health, around the world. We extend our heartfelt thanks to him for his contributions.

(Continued from page 4)
**RECRUITMENT**

We welcome the following members to our Department.

**Dr. Stéphane Beaudoin**, Assistant Professor to the Respiratory Division and Attending Physician at the MUHC. Dr. Beaudoin completed his medical degree at McGill University, followed by residency training in internal medicine and respirology at McGill. In 2012-2013, he completed a one-year fellowship at Université Laval in interventional respirology, with training in advanced bronchoscopic techniques and management of complex pleural disease. He then completed additional training in medical thoracoscopy and management of pleural diseases at the Heckeshorn Lung Clinic in Berlin, Germany. As an interventional respirologist with a strong interest in medical education, Dr. Beaudoin's practice will include endobronchial ultrasound, therapeutic bronchoscopy, medical thoracoscopy as well as general respirology. He will be based at the Montreal Chest Institute and the Royal Victoria Hospital.

**Dr. Oriana Hoi Yun Yu**, Assistant Professor to the Division of Endocrinology at the Jewish General Hospital. Dr. Yu obtained her medical degree from the University of Calgary in 2006 and then came to McGill for internal medicine residency and postgraduate training in endocrinology. She subsequently completed a Masters of Epidemiology and Biostatistics at McGill University. Dr. Yu is involved in a number of studies, including assessing the association between abnormalities in metabolism and risk of cancer. She is also involved in projects assessing management therapies for type 2 diabetes and genetic studies exploring the etiology of cardiovascular disease in diabetic patients.

**HONOURS**

Congratulations to our members for their achievements.

**JEWISH GENERAL HOSPITAL 2013 AWARDS OF EXCELLENCE**

**Dr. Mark Eisenberg**, Professor in the Cardiology Division at the JGH, is the recipient of the **Award for Excellence in Clinical Research** for his insights and initiatives which have resulted in a unique and significant contribution to patient treatment and care.

**Dr. Mark Lipman**, Associate Professor, Chief of the Division of Nephrology at the JGH and Associate Physician-in-Chief at the JGH, is the recipient of the **Award for Medical Excellence** for exceptional care for patients, extensive knowledge of medicine, valued teaching, superior abilities and accessibility to colleagues throughout the hospital.

**Dr. Elizabeth MacNamara**, Associate Professor and Chief of the Division of Medical Biochemistry at the JGH, is the recipient of the **Award for Excellence in Management** for her outstanding job performance, superior leadership skills and great efficiency in directing her division.

**Dr. Mark Wainberg**, Professor in the Division of Allergy and Immunology and Director of the McGill AIDS Centre at the LDI-JGH, is the recipient of the **Award for Excellence in Basic Research**. This award is presented to a researcher whose insights and initiatives in basic research have resulted in a unique and significant contribution to patient treatment and care.

(Continued on page 7)
The Canadian Association of Gastroenterology and the Canadian Association for the Study of the Liver have selected **Dr. Alan Barkun**, Professor in the Divisions of Gastroenterology and Clinical Epidemiology and Chairholder of the Douglas G. Kinnear Chair in Gastroenterology, as the **Ivan T. Beck Memorial Lecturer** for the 2014 GRIT (Gastrointestinal Residents in Training) Program. This lecture commemorates Dr. Beck, an exceptional clinician, researcher and educator who trained many outstanding gastroenterologists to follow in his footsteps and Dr. Barkun’s contributions to Canadian gastroenterology and hepatology are certainly deserving of this honour.

**Dr. Kaberi Dasgupta**, Associate Professor in the Divisions of General Internal Medicine and Clinical Epidemiology, was honored for her contribution to heart and stroke health research during the Quebec Heart Cocktail held on October 1. She was awarded the **4th International Conference on Preventive Cardiology (ICPC) Award** for achieving the top score in the assessment of grant-in-aid applications related to preventive cardiology. The study will account for time in the neighborhood with GPS monitors, and is a substudy of Dr. Dasgupta’s CIHR-funded clinical trial, SMARTER, examining the arterial health effects of pedometer-based step count prescription by physicians in adults with type 2 diabetes or hypertension.

**Dr. Phil Gold**, Professor of Medicine, Oncology and Physiology, has been awarded the **Wilder-Penfield Prize**, a **Prix du Québec**, for his work in the revolutionary discovery of the carcinoembryonic antigen (CEA). The discovery of CEA in 1965 by Dr. Gold and his colleague, Samuel Freedman, revolutionized cancer research, leading to the most frequently used blood test in modern oncology. The CEA is also the standard against which other human tumour markers are measured. Dr. Gold’s subsequent demonstration that CEA is also found in embryonic and fetal tissue launched the field of oncodevelopmental biology. His leading-edge work at McGill and the MUHC led to the birth of the McGill Cancer Research Centre. Dr. Gold was the Centre’s first Director. The Prix du Québec are the Quebec government’s highest honours in recognition of remarkable careers.

A team led by **Dr. Nitika Pant Pai**, Assistant Professor in the Divisions of Clinical Epidemiology and Infectious Diseases, received the international **2013 Accelerating Science Award Program (ASAP)**. The team won global recognition for developing an innovative self-test screening strategy for the Human immunodeficiency virus (HIV). The award, funded by Public Library of Science (PLoS), Google and Wellcome Trust, recognizes scientific innovations borne out of Open Access research that address real world challenges.

**The Canadian Cardiovascular Society (CCS) selected Dr. Ernesto Schiffrin**, Physician-in-Chief at Jewish General Hospital and Professor and Vice-Chair of Research in the Department of Medicine at McGill University, as the **2013 CCS Research Achievement Award** winner, one of the most prestigious honours bestowed by the Society, for his contribution to Canadian cardiovascular health and care. In addition, Dr. Schiffrin was elected **President of Hypertension Canada** on October 19, 2013.

The Department of Medicine’s number of successes is prolific. Although every attempt is made to acknowledge them all at the time we go “to press”, some announcements may be delayed. Do not hesitate to contact us to let us know of your successes.
IN MEMORIAM

By: Dr. Andrew Hirsch

Dr. Joel Fox passed away suddenly at home on December 7th, 2013. Beloved husband of Hannah, father of Eric and Mitchell and recent grandfather of Noah, Dr. Fox graduated from medical school at McGill University in 1978 and completed his internal Medicine and respirology training at McGill. He was a gifted clinician, on staff at the Lakeshore General Hospital, Jewish General Hospital and Mount Sinai Hospital. He was extremely dedicated to his patients and maintained busy outpatient clinics in Montreal and on the West Island. He helped initiate and run the outpatient pulmonary rehabilitation for COPD patients at Mount Sinai Hospital. Dr. Fox’s quiet sense of humour and dedication to his patients will be deeply missed by his family and colleagues alike. Contributions in his memory can be made to Myeloma Canada (514) 426-5885.

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