

Departmental Acknowledgement

It was impossible to get a conversation going, everybody was talking too much.

Yogi Berra

Hi Everyone,

An academic Department such as ours is an organic community. To remain vibrant there must be a natural turnover of members in which there is a continuous renewal through the recruitment of younger staff. The recent substantive across-the-board imposition of cuts in our PEM allotment challenges this natural renewal on multiple fronts. To be honest, this is one of the most vexing strategic and operational challenges that I face as a leader. There are two ways of addressing this; through difficult discussions and painful decisions with senior members of our staff made in the best interests of the community as a whole or more positively through the careful recruitment of rising stars. This week's Departmental Acknowledgement highlights the latter approach and goes to **Marc Beltempo** and **Wissam Shalish**.

The Acknowledgements to Marc and Wissam are motivated by their successful obtention of FRQ-S competitive awards in the recent granting cycle. Marc's is to support his Master's Degree in Health Policy at Université de Montréal. Marc will be looking at issues related to health service delivery and its impact on neonatal care across Canada. Marc received his medical degree at UdeM and followed this with a residency in paediatrics and a fellowship in neonatology at Université Laval. Marc has a history of substantive administrative medical involvement, holding senior leadership positions in the Fédération médicale étudiante du Québec (FMEQ) and the Fédération des médecins résidents du Québec (FMRO). He has already presented at national and international meetings on manpower and service delivery issues pertaining to optimizing neonatal care in a shifting policy landscape. Despite the demands of a graduate academic program, Marc will continue to be an attending in our neonatal unit. He is but one member of an emerging Departmental cohort of physicians with policy and advocacy skills that bode well for our future capability to influence health policy in an evidence-based manner.

Like Marc, Wissam is also a neonatologist and a recent beneficiary of a FRQ-S award. Wissam's is for his PhD studies at McGill, under the supervision of fellow neonatologist, Guilherme Sant'Anna, that seeks to pragmatically develop an algorithm to automatically predict when an extremely premature infant can be successfully extubated, thus avoiding both extended ventilatory dependence and the trauma of re-intubation. A graduate of McGill's MDCM program, Wissam completed his paediatric residency at McGill, where he served as Chief Resident, and followed this with a fellowship in neonatal-perinatal medicine at the Hospital for Sick Children in Toronto. He returned to McGill to be an attending in our Division of Neonatology and concurrently began his PhD studies. For the past year he was supported by a Richard and Edith Strauss Clinical Fellowship in Medicine. Wissam already has a track record of conference presentations and publications addressing the key topic of ventilation in critically-ill newborns.

Both Marc and Wissam represent astute recruitments of highly qualified physicians that will contribute to the academic mission in a way that leverages upon their clinical service. They are an example of the quality that we continue to recruit when opportunity presents itself. That we can is a testament to the true vibrancy of our community.

Have a great weekend everyone

Michael

Michael

Michael Shevell, MD CM, FRCPC, FAAN, FANA, FCAHS

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