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UNIVERSITY OF TORONTO
FACULTY OF MEDICINE

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Message from the Dean

Catharine Whiteside

Diversity is one of our Faculty's great strengths. The cultural mix of our faculty members, students and staff, which reflects the range of ethnicities in the Greater Toronto Area, makes us one of the most diverse Faculties of Medicine in the world. We celebrated our cultural breadth and depth in our [Diversity Statement](#), approved by Faculty Council in 2011, which also detailed our intention to prioritize Indigenous Peoples, African Canadians and the economically disadvantaged in the MD program admissions process.

While we are proud of our cultural diversity and the efforts we have made to attract a broad range of students and faculty, we need to improve in this area. During our 2012 MD program accreditation review, in which we received positive assessments on all but three of 128 standards, we learned that our administration of diversity issues could be better.

This spring, the Faculty of Medicine launched the faculty member survey component of the National Initiative on Gender, Culture and Leadership in Medicine, known as C-Change ("C" for culture). We want to thank the many faculty members who participated, and the department chairs and administrative staff for their support and promotion of this important survey. The survey results are now in. They provide insight into faculty members' perceptions of our Faculty and into their professional experience here, along with valuable demographic information that will allow us to improve our management cultural diversity. The C-Change survey results have given us valuable data with which we can strengthen our management of diversity, and have shown us how we can make the professional experience of all faculty members more rewarding.

Brandeis University administers the C-Change survey, which is completely confidential and will not allow us to break down the results by respondent or even by department. We chose the Brandeis University C-Change survey because of its proven reliability and publication record, and its strong demographic component. The survey categorizes responses into twelve dimensions of culture, and our results show that we fall below the benchmark in work-life integration, leadership aspirations and perception of institutional change efforts for diversity; the benchmark is provided by data from comparable U.S. Faculties of Medicine, because we are the first Canadian medical school to complete the C-Change survey.

At the same time, we score above the benchmark in the survey's nine other dimensions of culture. These include engagement; self-efficacy in career advancement; perceptions of institutional support; relatedness, inclusion and trust; personal and institutional values alignment; ethical and moral distress; gender equity; equity for minority

faculty; and perception of institutional change efforts for Faculty support. Our results in these categories are very encouraging, and suggest that we have together made progress in building a culture that fully values all individuals.

The response rates were very strong: of faculty members in the basic and rehabilitation sciences and clinical faculty in fully affiliated hospitals, 45 per cent responded; of faculty members from partially affiliated hospitals and community settings, 33 per cent responded. In total, 2,450 faculty members participated in the survey. Again, thanks to all who participated.

Over the next year, we will look at the survey results in more detail and report on how we will address the issues raised. We sincerely hope the survey has improved awareness of diversity and professional experiences among our faculty, and contributed positively to the discussion of cultural issues that affect all in our Faculty of Medicine.

Catharine Whiteside, Dean, Faculty of Medicine
Vice-Provost, Relations with Health Care Institutions

David McKnight, Associate Dean, Equity and Professionalism
Faculty of Medicine

IN THE NEWS:

Concussion guide for doctors provides 6-step recovery plan

Prostate cancer found in half of men over 60

Research raises red flags for common treatment of kidney disease

If you would like to have a news item, research or education award announcement placed in MedEmail please forward it by e-mail to [Jim Oldfield](#).

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EVENTS CALENDAR

MEDEMAIL ARCHIVE

1. In Memoriam

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Professor Kevin J. Leonard

Professor **Kevin J. Leonard** passed away on July 15, 2013 after a 40-year battle with Crohn's Disease. Professor Leonard was a faculty member in the Institute of Health Policy, Management and Evaluation

where his work focused on the implementation of electronic health records and patient-focused information technology, as well as the creation and implementation of performance metrics for information technology investments in health care.

Because of his Crohn's disease, Professor Leonard had frequent and intense interactions with our health care system. These experiences forged his strong belief in patient empowerment and the critical role patients play in managing their care in consultation and collaboration with their health providers. This belief and his passion led him to advocate tirelessly for patients' access to their health information in electronic format. Through Patient Destiny, an organization that he founded, Kevin was working to promote the recognition of "Patients as partners in their health care." A sought-after public speaker, Kevin published numerous journal articles and papers as well as the book, *A Prescription for Patience: A guide to improving our healthcare system*, in 2005.

Professor Leonard was also a Research Scientist at the Centre for Global eHealth Innovation at University Health Network, and the Executive Director of the IMPROVE IT Institute — Indices Measuring Performance Relating Outcomes, Value and Expenditure from Information Technology. He received his PhD from the Joint Doctoral Program in Montreal where he specialized in Statistics and Information Systems Theory for Business.

Professor E. Douglas Wigle

Professor **E. Douglas Wigle**, of the Department of Medicine, passed away on July 3, 2013. Professor Wigle's leadership was central to the development of cardiology at the Toronto General Hospital, and he was one of the fathers of modern cardiology in Canada.

Professor Wigle had a long and illustrious research career, touching on many aspects of valvular and myocardial heart disease. He is well known for his seminal contributions to the description and characterization of hypertrophic cardiomyopathy. His original 1962 work in this field is the classic description of this disease.

Professor Wigle's influence, however, stretched far beyond his research contributions. He set the standard for clinical cardiology, demanding excellence of clinicians at the bedside and a rigorous patient-centred approach to the diagnosis and management of heart disease. Professor Wigle is directly responsible for training generations of leadership in cardiology in Canada and internationally. His rigorous academic approach to clinical medicine, which was novel and ground-breaking in the 1960s and 1970s, has become mainstream for the Department of Medicine.

Professor Wigle was awarded the Order of Canada in 2006 for his research accomplishments and clinical leadership in cardiology.

2. Honours and Awards

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Order of Canada, June 28, 2013

Three faculty members will be inducted into the Order of Canada, the country's highest civilian honour that recognizes outstanding achievement, dedication to community and service to the nation.

The appointees are:

- **Thomas Hudson**, Professor, Department of Medical Biophysics and President and CEO of the Ontario Institute for Cancer Research
- **Arnold Noyek**, Professor, Department of Otolaryngology - Head & Neck Surgery
- **Dafydd Rhys (Dave) Williams**, Professor, Department of Surgery, and President and CEO of Southlake Regional Health Centre

World Society for Stereotactic and Functional Neurosurgery Tasker Award

Professor **Andres Lozano** (Department of Surgery) is the inaugural recipient of the World Society for Stereotactic and Functional Neurosurgery's quadrennial Tasker Award. The society recognized Professor Lozano for his outstanding contributions to the field of stereotactic and functional neurosurgery, at the 2013 WSSFN Congress in Tokyo.

International Bone and Mineral Society Pieter Gaillard Founders Award

The International Bone and Mineral Society is honouring Professor **Jane Aubin** (Department of Molecular Genetics) with the Pieter Gaillard Founders Award for her outstanding contributions, research, leadership and dedication to the society and to the field of bone and mineral research.

2013 Henry Farfan Award

The North American Spine Society has awarded Professor **Michael Fehlings** (Department of Surgery) the 2013 Henry Farfan Award for his outstanding contributions to spine-related basic science research.

Margolese National Brain Disorders Prize

Professor **Andres Lozano** (Department of Surgery) has won the University of British Columbia's Margolese National Brain Disorders Prize for his outstanding contributions to the treatment, improvement or cure of brain disorders. Professor Lozano is a pioneer in deep brain stimulation, and has pioneered novel surgical approaches to Parkinson's disease, depression, anorexia and Alzheimer's disease treatments.

Black Business and Professional Association and SOSAction Inc's Honourary Guiding Star Award

Department of Paediatrics' Professor **Miriam Rossi** has won the Black Business and Professional Association and SOSAction Inc's Honourary Guiding Star Award, for her outstanding mentorship in science and technology.

Honorary Degree, Humber College

Professor **Lynne Sinclair** (Department of Physical Therapy) has received an Honorary Degree in Applied Studies from Humber College for her educational consultancy work in interprofessional education and interprofessional care. Professor Sinclair is the Innovative Program and External Development Lead for U of T's Centre for Interprofessional Education.

U of T's Inventors of the Year

The University has named Professors **Molly Shoichet, Andreas Mandelis, Axel Guenther** and **Milos Popovic** Inventors of the Year. The four are faculty in the Institute of Biomaterials and Biomedical Engineering.

Professor Shoichet's team develops materials for drug delivery and regeneration, while Professor Guenther's team has created a 3-D "bio-printer" that can produce wound dressings that accurately mimic human skin. Professor Mandelis has invented a way to monitor cavities without using ionizing dental x-rays, and Professor Popovic is designing neuroprosthetic devices that help restore or replace nervous system function damaged by stroke or spinal cord injury.

Professor **Ahmed El-Sohehy** (Department of Nutritional Sciences) has also been named an Inventor of the Year for his panel of genetic markers that can be used to determine a person's response to key dietary components.

Staff IMPACT Awards

The Faculty of Medicine employs approximately 800 administrative and technical staff, who contribute greatly to our vision and mission. They support our students, help to recruit and retain our faculty, keep our labs running, fundraise for research and student awards, and maintain and improve the vast infrastructure upon which our academic faculty rely. Aligned with the core values set out in the Faculty's 2011-2016 Strategic Academic Plan, the Staff IMPACT Awards program honours staff whose work and dedication have helped to make the Faculty a school celebrated around the world.

The Faculty honoured the 2013 Staff IMPACT Award winners at a lunch on June 25, 2013. This year's winners were:

David Keeling Award for Administrative Excellence -- Judy Irvine

For a person who has demonstrated a sustained contribution of excellence over a period of at least five years and displays the core values of the Faculty.

Quality Improvement Award -- Artur Jakubowski

For a person or team whose work enhances the quality of service to students, faculty or staff, or implements quality improvements aimed at making their department or Faculty run more efficiently and effectively.

Fostering an Environment and Culture of Diversity and Inclusion -- Joan McKnight

For a person or team who contributes to making the Faculty a safe, respectful and welcoming environment to all members of our community.

Leadership Award -- Caroline Abrahams

For a person in a leadership/managerial role who creates a collegial and balanced work environment, supports the professional development of their staff and leads their staff to align with the priorities of the Faculty.

Service in a Laboratory Research Environment Award -- Lesley Ward and Helena Friesen

For a person who works in a laboratory and provides outstanding service to students or principal investigators.

New Employee Award -- Patricia O'Brien

For a person who joined the University within the last 18 months and has shown strong performance and significant potential for career development. The employee must have completed his/her probationary period.

3. Announcements

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Call for Story Ideas

Do you have a neat research or education story to tell? Would you or your team members make good profile subjects? Are there hot issues in your field that beg more attention?

The Faculty's Office of Strategy, Communications and External Relations is looking for stories to cover. [Contact us](#) if you have news or a human-interest story. We can share it with the Faculty, the University and the public.

4. Call for Applications

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Diversity Mentorship Program Undergraduate Medical Education

Undergraduate Medical Education is still seeking faculty members for

their Diversity Mentorship Program. The program requires a small time commitment to meet an undergraduate medical student mentee over the course of the academic year. Faculty from all diversity communities are welcome, including:

- Indigenous Peoples of Canada
- Those with African-Canadian heritage
- LGBTQ
- People with disabilities

Please let UME know if you identify with one of these groups or a group not listed above.

The Office of Equity and Professionalism will hold names of volunteer mentors confidentially and match them to students who request to participate in the program.

Please contact Farida Adam, Administrative Coordinator for the Office of Equity & Professionalism, in confidence at MedEP.Admin@utoronto.ca or (416) 946-3349.

Provost's Instructional Technology Innovation Fund

Memorandum from Cheryl Misak, Vice-President and Provost, University of Toronto

I am pleased to announce that funding is available for a new round of the Provost's Instructional Technology Innovation Fund (ITIF), a seed fund that catalyzes innovative initiatives that have an immediate and direct impact on U of T education and teaching programs.

The ITIF is funded by the Provost and administered by Academic & Collaborative Technologies, a partnership between the Centre for Teaching Support & Innovation and Information + Technology Services.

This year's proposed ITIF theme is: Re-Useable Course Content. This theme seeks to encourage the development of course content that can be used in a variety of different teaching settings, and that is ideally free of charge to U of T students. As in previous years, proposals need not be specifically tied to the annual theme; however, projects that do so are adjudicated accordingly.

We encourage instructors and departments to submit proposals by the deadline of **August 2, 2013**.

For full details, please visit the [ITIF website](#).

5. Call for Nominations

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First Annual Alumni Awards

From health research and innovation to assisting the Faculty of Medicine community, our alumni are making an impact through their leadership, discoveries and commitment in Canada and across the globe.

We are asking you to help the Faculty recognize outstanding fellow alumni and their achievements by nominating a graduate for one of the following awards:

- **Faculty of Medicine Alumni Volunteer Award**
- **Lifetime Achievement Award**
- **Rising Star Award**

For full award descriptions and eligibility, please visit the Faculty of Medicine [website](#).

All graduates who hold a degree or certificate from the Faculty (including former residents and fellows) are eligible for consideration.

After reading through the description of [eligibility and criteria](#), please submit your [nomination form](#) by the **August 16, 2013** deadline.

For questions about Faculty of Medicine Alumni Awards or the nomination process, please contact Morgan Tilley, Alumni Relations/Annual Fund Coordinator at morgan.tilley@utoronto.ca or by phone at 416-978-3588.

Thank you for helping the Faculty celebrate exceptional alumni success!

Chair, Department of Medicine

Professor **Wendy Levinson** will complete her second term as Chair of the Department of Medicine on June 30 2014; she is not eligible for reappointment. In keeping with the University of Toronto's Policy on *Appointment of Academic Administrators*, a committee will advise on the appointment of the next Chair.

The composition of the committee, which has been approved by the Vice-President and Provost, is as follows:

Catharine Whiteside (Co-Chair) - Dean
Sarita Verma (Co-Chair) - Deputy Dean
John Bohnen - Vice-Dean, Clinical Affairs
Charles Chan - Vice-Chair, Clinical Affairs and Finances, Dept. of Medicine (Vice-President, Medical Affairs, University Health Network)
Shiphra Ginsburg - Professor, Dept. of Medicine (Mount Sinai Hospital)
Robert Howard - President and CEO, St. Michael's Hospital
Kevin Imrie - Vice-Chair, Education, Dept. of Medicine (Physician-in-Chief, Dept. of Medicine, Sunnybrook Health Sciences Centre)
Clare Mitchell - Director, Business and Administration, Dept. of Medicine
Dante Morra - Chief of Medical Staff, Trillium Health Partners
James Rutka - Chair, Dept. of Surgery
Alex Saltman - PGY 2, Dept. of Medicine
Kaveh Shojania - Associate Professor, Dept. of Medicine and Director,

Centre for Quality Improvement and Patient Safety (Sunnybrook Health Sciences Centre)

Samir Sinha - Assistant Professor, Dept. of Medicine (Mount Sinai Hospital)

Peter Wu - Chief Medical Resident (Toronto General Hospital), Dept. of Medicine

The committee welcomes input. Please send comments and nominations to Dean Catharine Whiteside or Deputy Dean Sarita Verma, c/o Anastasia Meletopoulos, Academic Affairs Specialist, at anastasia.meletopoulos@utoronto.ca. Your opinions will be treated in strictest confidence and will be made known only to the Advisory Committee for the Appointment of Chair, Department Medicine.

Interested individuals may submit a letter of interest and CV [online](#).

6. Around Campus

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Collaborative Program in Musculoskeletal Sciences

A new [Collaborative Program in Musculoskeletal Sciences](#) will begin in fall 2013. This program focuses on the education and training of graduate students who want to develop and carry out musculoskeletal research. It aims to educate students in how their work fits into the larger community of musculoskeletal research — from bench to bedside to society. The program's goal is to create leaders in the field of musculoskeletal sciences who will possess the knowledge and capability to bring about transformational change.

The program is of particular interest to graduate students who wish to improve their interdisciplinary knowledge and advance their careers. Professional contacts throughout the international musculoskeletal research community are enhanced through participation in this program. Graduate students will receive formal recognition of their training in musculoskeletal science on their graduate transcript.

The CPMS is a unique graduate training program as there is only one such other program in North America. The program is aligned with the lead Faculty of Medicine, and is supported by the Institute of Medical Science, and the Toronto Musculoskeletal Centre.

7. Medicine Research Online

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RESEARCH GRANTS

- [Brain & Behavior Research Foundation: NARSAD Independent Investigator Awards](#)
- [Canadian Diabetes Association: Operating Grants](#)

CIHR Open Operating Grants including Priority Announcements:
Spring 2013

- CIHR New Investigator Awards
- CIHR Catalyst Grant: Ethics
- CIHR Canada-Japan CEEHRC Teams in Epigenetics of Stem Cells
- CIHR/Genome Canada: Genomics and Personalized Health
- CIHR Operating Grants: Industry-partnered Collaborative Research
- CIHR Operating Grant: Knowledge to Action
- CIHR Randomized Controlled Trials Mentoring Program
- CIHR Partnerships for Health System Improvement (PHSI)
- CIHR Planning and Dissemination Events Grants
- CIHR Operating Grants: Programmatic Grants in Food and Health
- CIHR Proof of Principle Program: Phase I
- Cystic Fibrosis Canada
- Heart & Stroke Foundation of Canada: Personnel Awards
- Heart & Stroke Foundation of Canada: Grants-in-Aid
- Physicians' Services Inc. Foundation: Operating Grants

~ Our congratulations to all! ~

UPCOMING AWARD DEADLINES

July

Gates Vaccine Innovation Award
Wiley Prize in Biomedical Sciences

August

Federation of Chinese Canadian Professionals (Ontario) - Education
Foundation Award of Merit
Science & SciLifeLab Prize for Young Scientists

September

AAAS Award for Science Diplomacy
AAAS Philip Hauge Abelson Prize
American Society for Clinical Investigation membership
Guggenheim Fellowships
Pezcoller Foundation: AACR International Award for Cancer Research

October

International Society for Optical Engineering Awards
OMHF John Dewan Prize
Canada Gairdner Awards

For any queries regarding awards, please contact:

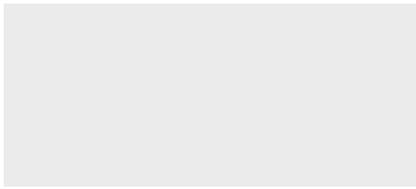
Janet Hyer
Email: Janet.Hyer@utoronto.ca
Phone: 416-978-7342

Resources:

Henry Stewart Talks (University of Toronto Libraries)
UHN Shanghai Custom Chemical Synthesis

Regular Departments:

Updates from CIHR University Delegate
Funding News & Opportunities -- local, national, international



Links to Departmental News & Events

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