

Have you
filled out
your
confidential
staff
satisfaction
survey yet?
Deadline is
June 30th.

OUR MISSION:

Mount Sinai Hospital is dedicated to discovering and delivering the best patient care with the heart and values true to our heritage.

A Message from Senior Management

Dear staff members:

As part of our commitment to keep you informed, members of the Senior Management Team will communicate through *Sinai Scene* on a regular basis. This week, **Debbie Fischer, Senior Vice-President, Organizational Development & Strategic Projects** tells how you can help make Mount Sinai an even better place to work.

Yours sincerely,
Joseph Mapa, President and CEO

We need your input!

Here is your chance to help us make Mount Sinai Hospital a top employer in Canada! In early May, employees and physicians were asked to respond to a satisfaction survey. Questions range from working conditions, workplace environment, pay and benefits, training, recognition programs and workforce communication. Your confidential feedback will help us develop strategies to make Mount Sinai a better place to work!

Employee and physician participation is absolutely critical for the success of this survey. To those of you who have already returned and completed this survey, a sincere thank you! If you who have not had a chance yet to fill out our survey, we urge you do so. Your responses are completely anonymous and confidential. The survey should only take

about 20 to 30 minutes to complete. We need a high response rate in order to ensure the accuracy and broad representation of the feedback we receive. In addition, a high response rate will allow us to break down the information not only at a corporate level but also by departments and programs. We can then provide managers with feedback particular to their areas.

If you have not yet returned your survey, you can expect a second letter next week. This letter is sent as a reminder to encourage as many people as possible to respond. Staff can either mail the completed survey form directly to NRC+PickerGroup Canada, the company assisting the survey, or they can complete the survey online through a password-protected Web-site. Remember, the feedback is completely confidential! The survey results will be tabulated over the summer and shared with staff in the early fall on the Intranet and in the *Sinai Scene*.

Anyone who completes the survey will be eligible for a random draw for prizes ranging from tickets to theatre/entertainment to gift certificates for local restaurants and shopping centres.

The deadline for returning the surveys is June 30th. Help us make Mount Sinai a preferred place of employment.

Run/Walk for *The Best Medicine*

The challenge is on: Janissa Wan up for top Shoe-nie sales

If you have taken a stroll down 9 South lately, you may have noticed a window covered with Shoe-nies supporting the Mount Sinai Run/Walk for *The Best Medicine*. And if you were to take a look on the other side, there is a second window that is also rapidly filling up with the bright yellow shoe cut-outs. They are the work of a highly enthusiastic Janissa Wan, Administrative Coordinator in Psychiatry. Ms. Wan is single-handedly redecorating the 9th Floor as she raises funds for the Run/Walk.

"It's amazing," says Faith White, co-chair for the staff challenge. "To date, Ms. Wan has raised over \$180 dollars with donations for Shoe-nies."

"I just tell everyone it's only two dollars," says Ms. Wan. "And more importantly, it's for the Hospital."



Janissa Wan's Shoe-nie collection.

And it's not just Shoe-nies where she is demonstrating her aptitude for sales. Ms. Wan currently has over \$900 in pledges and raised the \$300 sponsorship for the Psychiatry team, aptly called the "Psychlones."

(continued next page)

Run/Walk (continued from front page)

With that kind of energy fuelling her, Ms. Wan is a "shoe-in" to win the prize of a one-night stay on a weekend at the Toronto Hilton Hotel for the most Shoe-nies sold by a Mount Sinai Hospital employee. To get your supply of Shoe-nies, contact Volunteer Services at ext. 8200. The contest closes at 5 p.m. Friday, June 18. The number of Shoe-nies sold will be tallied up on Monday, June 21, and the winner notified.

To register yourself or a team for the Run/Walk which will take place on Sunday, June 20, contact Miriam Kumer at ext. 3192, or click on the Run/Walk logo on the Intranet for information on how to register.

An artist for a day

Children at the Orde St. Day Care Centre have been asked to help us spruce up the construction site for the new four storey Toronto Centre for Phenogenomics (TCP) being built across the street from the school on 11 Orde St. The new centre for mouse modeling of human diseases, the biggest facility of its kind in Canada, is a four-partner scientific collaboration between Mount Sinai Hospital, University Health Network, The Hospital for Sick Children and St. Michael's Hospital.

To ensure site safety, a fence will go up around the construction site in the next week or two. Once the fence is completed, demolition of the existing structure will get underway. Digging for the foundation of the new building will start in early fall and continue over the winter. The building is expected to take two years to complete.

To make the fence more appealing, the TCP project office manager Paul Tranquada has approached Orde St. Public School and Day Care Centre to invite the students to create paintings with a science theme to decorate the fence.

The world-class, multi-disciplinary, and integrative TCP will serve as a regional, national and international resource for mouse models of human disease. It will provide "one-stop shopping" for mouse genome research. Mice provide excellent models for many sorts of human disease, from single gene defects, like cystic fibrosis to complex diseases like cancer.

"By pooling the scientific resources of four outstanding research institutions, this innovative, collaborative initiative will strengthen Canada's international position as a leader in developing and studying mouse models of human disease," says Dr. Janet Rossant, CEO and Executive Director of the TCP and Senior Investigator at the Samuel Lunenfeld Research Institute at Mount Sinai Hospital. "Everything will be under one roof, including mouse-holding facilities for health assessment and tissue analysis, bone density measurements, cardiovascular assessment and MRI. We will also house the Canadian Mouse Mutant Repository, which will store and distribute mouse models to the research community. All of this will facilitate and accelerate the transition from mouse model to human disease diagnosis and treatment."

Wightman-Berris Academy Awards recognize best teachers at Mount Sinai Hospital/ University Health Network

The annual Wightman-Berris Academy Teaching Award ceremony was held May 6th, 2004 recognizing the best educators and teachers at Mount Sinai Hospital and the University Health Network. Awards were presented in two major categories as follows:

(1) EDUCATION AWARDS

These awards recognize the importance of educational innovation, administration and leadership at Mount Sinai Hospital and UHN. The qualities expected of individuals receiving these awards include the ability to enhance teaching and learning in educational programs, to develop and deliver effective and innovative educational programs, and the ability to contribute to research and publication in the field of education. Other qualities include leadership, mentoring and role-modelling capabilities. Finally, the individuals who receive these awards have usually demonstrated outstanding institutional service and a contribution to education beyond expectations.

The award recipients in this category are as follows:

Education Administration

Dr. Peter Seidelin

Paula Cripps

Extraordinary Contributions:

Therese Hawn

Program Innovation and Development

Dr. Colin Shapiro

(2) INDIVIDUAL TEACHING AWARDS

These awards recognize those Mount Sinai Hospital/UHN teachers who have had their outstanding teaching skills personally identified by their students. The listing of the award recipients in this category follows.

Allied Health

Jeanie Haines

Kay Khan

Tara Haycocks

Susan Bartlik

Dr. Murray Krahn

Dr. Jack Seki

Postgraduate Education

Dr. Kenneth Locke

Maureen McGillivray

Dr. Mitra Niroumand

Dr. Robert Silver

Dr. Wayne Gold

Dr. Rodrigo Cavalcanti

Dr. Lillian Siu

Dr. Katina Tzanetos

Dr. Pamela Catton

Undergraduate Education

Dr. Dante Morra

Dr. Michael Sved

Dr. Mel Boulton

Dr. Gilbert Tang

Dr. Sidney Radomski

Dr. David Urbach

Dr. Ryan Foster

Dr. Raja Rampersaud

Dr. Peter Stotland

"Congratulations to all the Wightman-Berris Academy teachers. Your teaching is valued and appreciated," said Jeannine Banack, Senior Vice-President, Medical, Allied and Environmental Services. "Special congratulations go to the Award recipients for this prestigious honour," added Joseph Mapa, President & CEO.



Dr. Walfish is first Canadian to receive Paul Starr Award



Dr. Paul Walfish of the Departments of Medicine, Otolaryngology and Head & Neck Oncology at Mount Sinai Hospital, has been selected by the American Thyroid Association to receive the 2004 Paul Starr Award, in recognition of his outstanding contributions to clinical thyroidology. He is the first Canadian selected for this prestigious international award.

As part of the award, Dr. Walfish will deliver a lecture, "Evolving Strategies in the Detection and Management of Thyroid Carcinoma" at the 76th Annual Meeting of the American Thyroid Association to be held in Vancouver, BC, September 29-October 3, 2004. This talk will build upon his lifetime of work in the detection and treatment of thyroid cancer. "Our work in fine-tuning the early detection of thyroid cancer has almost eliminated this problem in most affected patients," he says. "We now cure over 90 per cent of thyroid cancers."

Dr. Walfish has been the recipient of numerous national and international awards, including the Order of Canada. He says the Paul Starr Award is a particular honour because the American Thyroid Association is his most long standing professional association. "To be recognized internationally by your peers is a great honour," he says.

Dr. Walfish joined Mount Sinai in 1964 after completing a R.S. McLaughlin Travelling Fellowship at the Thyroid Unit of the Massachusetts General Hospital, Harvard University, Boston. He gained international recognition by the early 1970s with important breakthroughs in the detection and treatment of thyroid disorders. Among numerous achievements, he developed a test to screen newborns for congenital hypothyroidism that led to province-wide screening by 1978, virtually eliminating this cause of mental retardation in Ontario and worldwide. He also pioneered the use of ultrasound and fine-needle biopsy tests to screen thyroid nodules for cancer. These techniques have become the standard diagnostic tests for the earliest detection of thyroid cancer. He continues to publish extensively and contribute to medical knowledge as a clinician and researcher at Mount Sinai Hospital and the University of Toronto.

Reminder: Karen McGibbon Awards of Excellence – Seymour Schulich Honorariums

It's time to celebrate our outstanding colleagues with the Karen McGibbon Awards of Excellence. This year, for the first time, teams as well as individuals can be nominated. Another first for this year is that the awards also include the Seymour Schulich Honorariums, thanks to the generosity of a donor. The Honorariums are \$2,000 for individuals or \$5,000 for teams.

The awards are open to anyone who works in the Hospital, the Samuel Lunenfeld Research Institute and the Foundation. You can receive the award once every three years. To nominate a staff member for an award you must obtain three supporting sponsors, one of whom is from a department other than that of the person nominated. You can only make one nomination per year. Complete information regarding rules, regulations and nomination procedure are available on the Intranet – follow the link under "News and Information". All forms must be submitted electronically along with a hard copy containing the signatures of the supporting sponsors. If you need help filling out the form on-line or have further questions, please contact Philomena Hillick in the Office of Organizational Development and Strategic Projects at ext. 6528.

Three teaching awards for Dr. Windrim

Dr. Rory Windrim, the Department of Obstetrics & Gynaecology, has recently received three University of Toronto Teaching Awards.

He was awarded the Faculty of Medicine Award for Excellence in Postgraduate Medical Education in the area of Teaching Performance and Mentorship and Advocacy, which acknowledges continuous or long-term excellence in instruction, career counselling, promotion of collegiality and as a role model. He has also received the Department of Obstetrics & Gynaecology Chairs Award for Post-Graduate Teaching and the Maternal-Fetal Medicine Fellows Teaching Award.

"These are outstanding achievements for Dr. Windrim and a very appropriate acknowledgement of his tremendous contributions to our Hospital and University's teaching mission," says Dr. Alan Bocking, Obstetrician & Gynaecologist-in-Chief.

SLRI student finalist for cell signalling prize

Karen Badour, a PhD candidate in Dr. Kathy Siminovitch's lab in the Samuel Lunenfeld Research Institute, is the only Canadian among five finalists in the Upstate Young Cell Signaller Award.

The finalists will present their work on Tuesday, June 8 at the First Annual Cell Signalling Symposium, June 6-9, 2004, at the West Park Centre, Dundee, U.K. They will be judged by an experienced scientific panel including two of the world's most cited scientists, Sir Philip Cohen and Dario Alessi. Karen will be presenting: "The Wiskott-Aldrich syndrome protein: forging the link between actin polymerization and T cell activation".

The symposium is co-sponsored by Upstate, a cell signalling product supplier headquartered in Charlottesville, VA, and the University of Dundee.

Corporate Privacy Officer joins MSH

Jodi L.H. Butts joined the MSH team on May 25th as Corporate Privacy Officer. Ms. Butts brings with her an array of experience in the health law area gained during four years of private practice. She will be taking over these duties from Marilyn Sanli who has acted in the role since January 1, 2003, in addition to performing her regular duties as Manager, Information Systems. The Informatics Department extends a special thanks to Marilyn for her commitment to privacy issues in the Hospital.

The provincial government recently passed legislation setting out a new mandatory policy regarding maintaining the privacy of patients' personal health information. This policy takes effect on November 1, 2004. While patient privacy has always been a priority at MSH, this new legislation will require amendments and refinement to our current practices. As Corporate Privacy Officer, Jodi will assist with this process and field any questions you may have.

In the coming months, additions to the General Manual will be posted on the Intranet, as well as dates for information sessions to assist with the transition. New postings will also be added to the MSH Internet Site and in patient care areas to advise patients of their privacy rights. "It is my goal to make the transition as easy and as painless as possible for you," says Ms. Butts. "I look forward to working with all of you to maintain our strong commitment to patients privacy."

Ms. Butts can be reached at ext. 2101 or at privacy@mtsina.on.ca.



Hand hygiene promotion: Individual or institutional challenge?

Professor Didier Pittet will present Medical Grand Rounds at Mount Sinai Hospital Wednesday, June 16th, 9 – 10 a.m., Ben Sadowski (18th Floor) Auditorium.

Dr. Pittet is the Director of Infection Control and attending physician at the University of Geneva Hospitals and Clinics (2500 beds) and Professor of Medicine and Hospital Epidemiology at the University of Geneva. He has more than 200 publications and several textbook chapters, and serves on the editorial board of several journals, including the *Lancet Infectious Diseases*. He is associate editor of *Infection Control and Hospital Epidemiology*, and an external consultant to the UK National Patient Safety Advisory Committee. His research interests include the epidemiology and prevention of infections, particularly nosocomial infection. Other major interests include methods for improving compliance with the use of barrier precautions and hand hygiene practices. See www.hopisafe.ch, or check out his original publication on the University of Geneva's hand hygiene program (*Lancet*. 2000 Oct. 14:356(9238):1307-12).

Following Rounds, there will be an opportunity for a discussion with Dr. Pittet from 10 – 11 a.m. in the Microbiology Classroom, 14th floor for those who are interested. If you would like to take part in this discussion please RSVP to Jackie Deane at jdeane@mtsinai.on.ca.

H.R. recruitment staff move to OPG

The recruitment team in Human Resources has moved to offices in the Ontario Power Generation building, in room 8-200. The team's telephone extensions, mailing address and e-mail addresses will remain the same.

Please continue to send Recruitment Requests, Personnel Action Forms (PAFs), internal applications to posted positions and other recruitment-related correspondence to the main H.R. department (Rm. 301). The one significant change is that effective immediately the deadline for H.R. to receive PAFs and new-hire paperwork is **4 p.m. on the Monday prior to the end of a pay period** (deadline was previously Tuesday). This change is necessary to allow for the additional time for transfer of paperwork. The H.R./Payroll calendar and list of deadlines on the H.R. Department Intranet site has been updated to reflect this deadline change.

D-Day parade will block University Ave.

On Sunday, June 6th, there will be no access to vehicles on the north-bound side of University Avenue between 3 and 5 p.m. to accommodate a March of Remembrance in honour of the 60th Anniversary of D-Day.

Dragonboat season: coming at lightning speed

The first race of the season for Sinai Lightning, Mount Sinai's Dragonboat team, will be the Pickering Dragonboat Festival, June 5th, 2004. "We posted an amazing time of 2:06 for the 500 metres here in the 2003 season," says Team Spokesperson Roger Pielechaty. "So we're looking forward to it." For more information, see: www.pdbc.ca.

Following the season start in Pickering, the team will take part in the Toronto International Dragon Boat Race Festival on Toronto Island June 19th – 20th. "Come to beautiful Toronto Island on Saturday and cheer on Sinai Lightning as we race against over 200 teams from all over the world...it's a great way to get in the Sinai team spirit before you 'Run for *The Best Medicine*' on Sunday," says Mr. Pielechaty, referring to the Mount Sinai Hospital Run/Walk for *The Best Medicine* on Sunday, June 20th. For more information, see: www.dragonboats.com.

For all the Sinai Lightning news, please visit: www.mtsinai.on.ca/sinailighting.

Sinai's hockey Stars



The victorious Sinai Stars hockey team, pictured here following their recent win in the St. Michael's Hockey Tournament - Division B.

Mountains of Social Happenings: Canada's Wonderland Day

All are welcome to take advantage of reduced prices for Canada's Wonderland on Sunday June 27, 2004. Please fill out the form (from your paystub or the Intranet) indicating the number of day passes you would like. Take the form with cash or cheque (payable to Mount Sinai Hospital) to the Public Relations Office, Room 341 - Attention Kathy Pyatt. All forms need to be in by June 24th.

Sinai Scene welcomes your input. The newsletter is published every other week by the Public Relations Department, Mount Sinai Hospital, in cooperation with the Image Centre and Printing. If you have a story or event to share, please contact *Sinai Scene* Editor Sheena Kennedy at shkennedy@mtsinai.on.ca or 416-586-8309. We reserve the right to edit for space.

DEADLINE FOR NEXT ISSUE: JUNE 11, 2004