Colleagues,

As 2012 draws to a close, I would like to share a few thoughts and hopes with you. Our department and our profession face a compelling set of challenges and opportunities in 2013. The local and national health care environment is demanding even greater value from clinicians. The research funding by the federal government is constrained by concerns over the federal budget and by political gridlock. Our training programs will be required to more precisely define the achievements of our residents and fellows in meeting training milestones and a broad array of competencies. Yet, these challenges are shared with all academic medical centers. We are one of the few academic medical centers that provides high quality of care at relatively low cost and that is uniquely positioned as a national model of caring for a middle and low income urban patient population in an effective and efficient manner. Our research programs continue to define new models of investigation that generate substantial peer-reviewed extramural grant support and to successfully attract extraordinarily talented research faculty and fellows. The leaders of our training programs have a contagious passion for testing new teaching paradigms in the context of a faculty of gifted clinician educators and a rich patient population. These assets and successes can, however, be overlooked amidst the growing demands for higher levels of performance in all of our core missions. Indeed, the challenges can obscure the opportunities on many days.

I find it helpful to reflect on a couple of historical questions - Has our department had similar moments in the past? Have we demonstrated the capacity to meet even greater challenges and opportunities? The opportunity to reflect on our department’s remarkable history during the Centennial Celebration at the end of last year was very instructive. At so many points in our department’s history, financial pressures constrained the choices but not the ambitions of our predecessors. The constants throughout our history have been the focus on excellence in our clinical, educational, and research programs. Whether it was the fiscal challenges of running a homeopathic medical school in the late 19th century, creating a department of medicine in the 1930’s and 1940’s with a growing focus on disease-focused discovery before the federal government invested in biomedical research, successfully outbidding other medical schools for the primary affiliation with Boston City Hospital in the 1970’s, or forging the most successful merger of a private and public hospital in the 1990’s, our leaders succeeded by embracing excellence, relevance, value, academic ideals, and a commitment to patients. In each case, they shunned the perspective in the rear view mirror and peered through the front window at a future of possibility, promise, and service to our under-served patient population. The power of their example should illuminate our efforts to create a clinical practice that excels in quality and value, to create educational systems that employ new learning and assessment methods to enhance competencies in our trainees, and to improve the health of the public through the use of novel approaches to the discovery process. Our predecessors would expect nothing less from us!

In the coming New Year, we will accelerate our efforts to meet these challenges. Success will increasingly require every member of the department to serve, to suggest, and to persist in improving the effectiveness of our operations and our strategies. Every leader will need to mobilize, to encourage, and to invest in the success of the department’s faculty, staff, and trainees. I will redouble my efforts to encourage bi-directional communication, and to support, recognize, and invest in all forms of excellence in the department. Our department’s distinguished history should serve as an inspiring beacon for our efforts.

David Coleman, M.D.
CONGRATULATIONS!

Dr. Noyan Gokce, Associate Professor in the Section of Cardiology was inducted into the American Society for Clinical Investigation (ASCI) in an unusually competitive year. Congratulations!

Dr. Noyan Gokce

Dr. Matt Spitzer received the 2012 Annals of Internal Medicine Junior Investigator Award

Endocrinology Fellow, Matt Spitzer, received the 2012 Annals Junior Investigator award for his paper with Dr. Bhasin and Dr. Basaria titled “Effect of Testosterone Replacement on response to Sildenafil citrate in Men with erectile Dysfunction: A Parallel, Randomized Trial.” Annals and the American College of Physicians (ACP) established this award to recognize excellence among junior investigators who were the first authors of outstanding research or review articles published in Annals in each of the following categories:

- Most noteworthy article with a first author who was a trainee in an internal medicine residency or fellowship program at the time of article submission

Vanessa Xanthakis, Instructor of Medicine, in the Section of Preventative Medicine, PhD was awarded a grant from the American Heart Association (both National and Founders’ affiliate) that falls under the aegis of “Clinical research Program”. This is an exciting two year grant that will define new ways to screen for heart failure and its precursors with biomarkers. The title of her grant is “Screening for Left Ventricular Dysfunction/hypertrophy with Novel biomarkers to prevent Heart Failure.”
Promotions July– December 2012

Elaine Hylek, MD to Professor in the Section of General Internal Medicine
Thomas Perls, MD to Professor in the Section of Geriatrics
Louis Fiore, MD to Professor in the Section of Hematology/Oncology
Darrell Kotton, MD to Professor in the Section of Pulmonary
Satish Singh, MD to Associate Professor in the Section of Gastroenterology
Weining Lu, MD to Associate Professor in the Section of Nephrology
Fuzhong Qin, PhD to Research Associate Professor in the Section of Cardiology
Honghuang Lin, PhD to Assistant Professor in the Section of Computational Biomedicine
Kei Yasuda, PhD to Assistant Professor in the Section of Nephrology
Amanda Powell, MD to Assistant Professor in the Section of Endocrinology

Britt Simonsen elected as the CDIM Camp Project Manager

Britt was selected as the Clerkship Administrators Mentoring program (CAMP) Project Manager for the term August 2012-June 2013. This is a newly formed position for the CAMP project that is being re-implemented. It will require Britt to work closely this first year with the CDIM CAC Council and the Membership Committee. In 2012 this project will become part of the Membership Committee responsibilities and it was felt that a project manager was needed to help make that transition as well as be in on the beginning. Her responsibilities will also include reporting to the council after the transition. The letter stated that Britt was selected because she is highly motivated, organized and involved.

Department of Medicine Quality Update

Karin Sloan, MD, Director of Clinical Quality

Beginning this academic year, BMC has provided support for Quality Leaders in each section. The Department of Medicine Quality Leaders are: George Philippides, Cardiology; Sara Alexanian, Endocrinology; Winnie Suen, Geriatrics; Brian Jacobson, Gastroenterology; Karen Lasser – General Internal Medicine; Gretchen Gignac– Hematology-Oncology; Nahid Bhadelia – Infectious Disease; James Murphy – Pulmonary/Critical Care; Andrea Havasi – Nephrology; and Mike York – Rheumatology. These Quality Leaders, in conjunction with nursing partners, have been meeting biweekly as a Department of Medicine Quality Council. This is a forum to share ideas, foster collaboration, and promote scholarly output. They also participate in a BMC-wide Quality, Safety, and Patient Experience Council. These quality leaders have been provided opportunities to gain expertise in QI tools and to develop their leadership skills. Each quality leader has been asked to lead an inter-professional Quality and Safety Steering Committee in their clinical area.

We also seek to ensure that our trainees learn and apply Quality Improvement methodology. To that end, the residency Quality Improvement Curriculum for this academic year is about to kick off in mid-January. The course directors are myself, Winnie Suen, Craig Noronha, and Gouri Gupte from the School of Public Health. We are appreciative that a number of faculty throughout the department have submitted Quality Improvement projects to sponsor, and resident and Public Health Student groups will set out to analyze the current state and develop and test changes for these QI initiatives.
Faculty Development and Diversity Seminars

Tuesday, January 8  
Diversity Best Practices  
Samantha Kaplan, MD

Monday, February 11  
Residency Evaluation: Where are We and Where are We Going?  
Craig Noronha, MD

Monday, March 4  
Developing Leadership Skills  
Jane Liebschutz, MD, MPH

Monday, March 11  
Identifying the Struggling Resident and Remediating Successfully  
Sheliah Bernard, MD

Monday, March 18  
Giving a Talk at a Regional or National Meeting  
Emelia J. Benjamin, MD, ScM

Monday, April 22  
Appreciative Inquiry  
Matthew Russell, MD, MSc

Monday, May 20  
Mentoring in Academic Medicine: Giving and Getting  
Sharon Levine, MD

Monday, June 10  
CV Boot Camp  
Members of the Appointments and Promotions Committee

ALL OF THESE SEMINARS ARE 12-1 IN WILKINS BOARD ROOM

New to the Lending Library
The New York Times bestseller that gives readers a paradigm—shattering new way to think about motivation.

Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of To Sell Is Human: The Surprising Truth About Motivating Others). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world.

Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and offers smart and surprising techniques for putting these into action in a unique book that will change our lives.

Collins provides a rigorous analysis of how to apply business performance principles to the nonprofit sector of the economy. In these social sector organizations, in which the objectives are not primarily monetary, superior results depend on attracting talent and money and creating the brand momentum these agencies need to create the social good they intend. The author is a natural and perky narrator of this important little book—he's proud, enthusiastic, urgent, yet he charms his listeners rather than preaching or pushing them to buy into his ideas. This is a thinking person's piece that delivers new insights as well as gives clarity to well-known principles of organizational performance. As an audio experience, it's an expertly performed, indispensable lesson for anyone involved in running a nonprofit organization. T.W. © AudioFile 2008, Portland, Maine—Copyright © AudioFile, Portland, Maine - -This text refers to the Audio CD edition.
Faculty Development and Diversity

Networking Socials

All faculty are invited to Faculty Friday socials. Faculty Fridays will take place in the Wilkins Board Room from 4:00 to 6:00 p.m.:

- January 25, 2013
- March 29, 2013
- May 31, 2013
- July 26, 2013

In addition, Emelia Benjamin will host casual dinners for faculty groups from 6:30-8:30pm at her house, 112 Lancaster Terrace, Brookline, MA.

- Mid-Career Networking Dinner: February 13, 2013
- Diversity interests: April 10, 2013
- Investigators: June 12, 2013

GRANTS

Are you a clinician educator or researcher who seeks further professional development? Are you interested in developing leadership, administrative, or advocacy skills?

Apply for a faculty development grant
Quarterly deadlines are

- July 13, 2012
- October 15, 2012
- January 15, 2013
- April 15, 2013
- July 15, 2013

NEW FACULTY ORIENTATION
FEBRUARY 25, 2013
12-2 WILKINS BOARD ROOM

CV Consultation—Please contact Emelia Benjamin at emelia@bu.edu if you...
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<tr>
<th>SECTION</th>
<th>PI LAST NAME</th>
<th>PI FIRST NAME</th>
<th>PROJECT TITLE</th>
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