

NEWSWORTHY

Suggestions for story ideas are always welcome. Stories can be about research, curriculum or programs of study, unique or interesting personal achievements, growing trends or patient care with an academic angle.

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inTOUCH

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Students draw the line on domestic violence

Strung with a clothesline hung with tee shirts depicting poignant messages from victims of domestic violence, the stairwell of the Medical Education Center offered a harsh reminder of the reality of violence against women and children.

For one week in February the College hosted the "Clothesline Project" to raise awareness about domestic abuse, displaying tee shirts designed by abused women and children to raise awareness. Its proponents say the project provides victims a way to express their painful experiences and helps them achieve healing and closure. Some of the shirts were designed in memory of women and children who died from violence.

Michele Laaksonen, M.S., sexual assault program manager of the Victims Assistance Services in Elmsford, N.Y., came to campus on February 19 to give students a presentation that included an overview of a sexual assault examination by a



healthcare professional, a discussion of the legal aspects and social implication of sexual assault cases, and guidelines for healthcare professionals on how to approach and care for victims of sexual assault.

Second-year medical student **Sokpoleak So**, left, and second-year M.D./M.P.H. student **Donna LaMonica**, who coordinated the domestic violence awareness events, took a moment to reflect on the exhibit. ▲

April 2009

inTOUCH



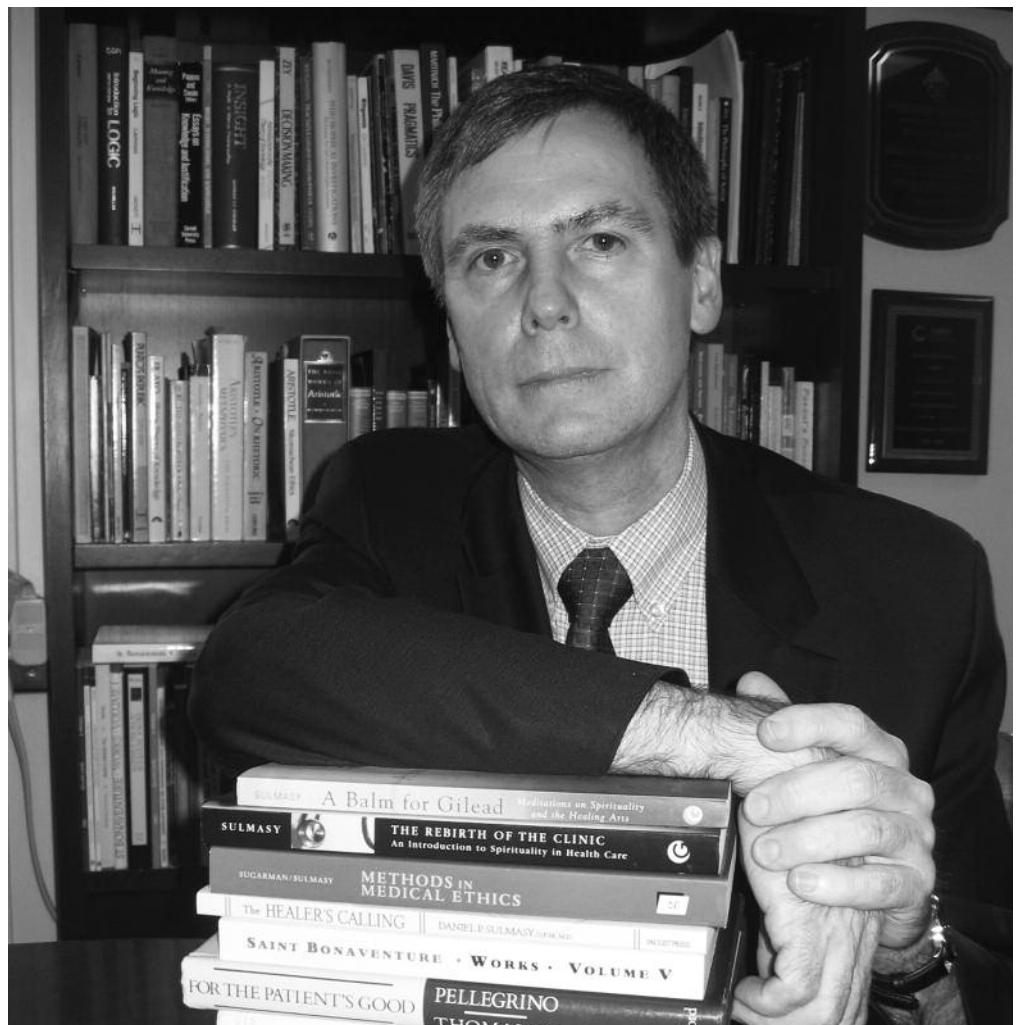
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# inTOUCH

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EDUCATION ▶ RESEARCH ▶ SERVICE

## Daniel P. Sulmasy O.F.M., M.D., Ph.D., will address graduates at Commencement



Franciscan friar, internist, philosopher and this year's Commencement speaker, Daniel P. Sulmasy, O.F.M., M.D., Ph.D., will receive an honorary doctor of science degree at the College's 150th Commencement exercises.

**O**n May 27 at Carnegie Hall, when the Class of 2009 takes its place in history as the 150th class to graduate from New York Medical College, they will hear an address given by Daniel P. Sulmasy, O.F.M., M.D., Ph.D., a world renowned scholar with degrees in philosophy and medicine. His name has become synonymous with biomedical ethics, especially as they pertain to the challenging moral decisions physicians will face during their careers. And they will surely appreciate the fact that for the past decade, this gentle but outspoken standard-bearer has moved among them as one of their own.

Throughout his tenure as a professor of medicine and director of the Bioethics Institute at New York Medical College, Dr. Sulmasy has engaged students and faculty here, as well as thinkers and practitioners all over the world, in discussions of

the deeper complexities of a field that confronts life and death at every moment. Through his thoughtful teachings and lecture series, his commentary in medical and philosophical journals, and his uniquely focused clinical research, he has urged his listeners and readers to think deeply about the meaning and reality behind such clinical terms as euthanasia, reproductive technology and end-of-life care.

Dr. Sulmasy joined the College faculty in 1998, the same year he was awarded the Sisters of Charity Chair in Ethics at St. Vincent's Hospital in Manhattan. At the end of this academic year, he will leave these posts to accept a position at the University of Chicago.

A Franciscan friar, general internist and philosopher, Dr. Sulmasy has also conducted significant

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### HIGHLIGHTS

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**4** SPH collaborates with seven county health departments



**5** Medical student volunteers with Doctors for Global Health



**7** College launches AAMC survey of faculty satisfaction



## Appointments & Promotions

### School of Medicine

#### Appointments:

Carol A. Eisenberg, Ph.D.  
*Associate Professor of Physiology*  
*Associate Professor of Medicine (secondary)*

Leonard M. Eisenberg, Ph.D.  
*Associate Professor of Physiology*  
*Associate Professor of Medicine (secondary)*

Christopher J. Linstrom, M.D.  
*Professor of Neurosurgery (secondary)*

John Rescigno, M.D.  
*Associate Professor of Clinical Radiation*  
*Medicine*

Edward J. Shin, M.D.  
*Associate Professor of Clinical Otolaryngology*

#### Promotions:

Caren Behar, M.D.  
*Associate Professor of Clinical Medicine*

Alan S. Berkower, M.D., Ph.D.  
*Associate Professor of Clinical Otolaryngology*

Lawrence J. DeLorenzo, M.D.  
*Professor of Clinical Medicine*

Alan M. Dietzek, M.D.  
*Clinical Associate Professor of Surgery*

Jack Drescher, M.D.  
*Clinical Associate Professor of Psychiatry and*  
*Behavioral Sciences*

Amr Hosny, M.D.  
*Associate Professor of Clinical Anesthesiology*

Sung H. Lee, M.D.  
*Clinical Associate Professor of Obstetrics and*  
*Gynecology*

Mary-Joan Marron-Corwin, M.D.  
*Professor of Clinical Pediatrics*

Kumara Nibhanipudi, M.D.  
*Associate Professor of Clinical Emergency*  
*Medicine*

Ahmed A. Rawanduzy, M.D.  
*Clinical Associate Professor of Neurosurgery*

Richard B. Rosen, M.D.  
*Professor of Ophthalmology*

John A. Seedor, M.D.  
*Clinical Professor of Ophthalmology*

Barry J. Segal, M.D.  
*Associate Professor of Clinical Anesthesiology*

Carmine A. Sorbera, M.D.  
*Associate Professor of Medicine*

Michael J. Walker, M.D.  
*Clinical Associate Professor of Surgery*

Neil Zolkind, M.D.  
*Associate Professor of Clinical Psychiatry*  
*and Behavioral Sciences*

## Zvi Lefkovitz, M.D., is appointed chairman of the Department of Radiology

**Z**vi Lefkovitz, M.D., has been appointed chairman of the Department of Radiology at the College and director of Radiology at Westchester Medical Center (WMC). Prior to joining the College on March 1, he was associate professor of radiology at Mount Sinai School of Medicine and vice chairman of radiology at Mount Sinai Medical Center in New York City. He was responsible for all inpatient and outpatient radiology services at Mount Sinai and several of its major affiliated hospitals and he chaired the hospital's quality review board (HQRB), the major clinical review committee of the hospital from 2004 to 2007.

He has held faculty appointments at the Albert Einstein College of Medicine and at the State University of New York Health Science Center at Stony Brook. Dr. Lefkovitz also served as director of radiology at Brooklyn Hospital and at Queens Hospital Center, and was network director of radiology for Queens Hospital Center and Elmhurst Hospital Center.

Dr. Lefkovitz is nationally known for his skill in operations and administration and he has lectured nationally on radiology management topics. His academic interests include chest radiology and virtual colonoscopy. He is a diplomate of the American Board of Radiology, is active in scientific and professional societies, and is a past president of the Brooklyn Radiology Society.

Dr. Lefkovitz earned his M.D. degree from The Chicago Medical School. He completed an internship in general surgery and residency in diagnostic radiology at Maimonides Medical Center in Brooklyn, N.Y., followed by a fellowship in interventional radiology/CT at the State University of New York Health Science Center at Brooklyn.

Dr. Lefkovitz said he is looking forward to enhancing the residency program and medical student



Zvi Lefkovitz, M.D., is the new chairman of the Department of Radiology.

training by expanding the Department of Radiology at WMC. His plans include building and improving clinical programs in PET-CT, primarily for oncology staging and re-staging; CT and MRI angiography and advanced CT applications for trauma, cardiac, vascular, and liver disease; breast MRI; advanced MRI applications, especially for diagnosis of neurological disease; and advanced techniques in interventional radiology. Dr. Lefkovitz also has an interest in research and development of new applications, particularly in CT, MRI and PET-CT.

Dr. Lefkovitz was recommended for the position by a search committee chaired by John A. Savino, M.D., professor and chairman of the Department of Surgery. He succeeds Chitti R. Moorthy, M.D., professor of clinical radiation medicine and chairman of the Department of Radiation Medicine, who had been serving as acting chairman since 2003. ▲

## Two faculty are honored with emeritus status: Martin I. Horowitz, Ph.D., and George Bousvaros, M.D.

**T**wo longtime faculty members, Martin I. Horowitz, Ph.D., professor emeritus of biochemistry and molecular biology, and George Bousvaros, M.D., professor emeritus of medicine, have achieved the rank of emeritus.

Dr. Horowitz, who joined the faculty in 1961, is one of the College's longest standing faculty members. He served as the director of the core biochemistry course in the Graduate School of Basic Medical Sciences and directed the medical

## Edward Lebovics, M.D., is named the Sarah C. Upham Professor of Gastroenterology

**E**dward Lebovics, M.D., professor of medicine, has been named the Sarah C. Upham Professor of Gastroenterology, the College's oldest endowed professorship. The title was formerly held by William S. Rosenthal, M.D., professor emeritus of medicine.

Dr. Lebovics' clinical expertise and research have made significant contributions in the fields of gastrointestinal and liver disease. His special interests include advanced therapeutic endoscopy, hepatitis C virus infection, chronic liver diseases, and inflammatory bowel disease. He has authored numerous articles and book chapters and delivered many invited lectures.

**“The Division of Gastroenterology has really flourished under Dr. Lebovics’ leadership. His talent as a skilled clinician and an outstanding teacher is paralleled by his research capabilities and ethical standards.”**

— William H. Frishman, M.D.

Dr. Lebovics currently serves as the director of the College's Sarah C. Upham Division of Gastroenterology and Hepatobiliary Diseases. He is also chief of the Section of Gastroenterology and Hepatobiliary Diseases at Westchester Medical Center, which has become a leading liver transplant center. He has directed the College's gastroenterology fellowship training program since 1997. Dr. Lebovics also serves on the medical advisory Boards of the New York Chapters of the

American Liver Foundation and Crohn's and Colitis Foundation of America.

Dr. Lebovics considers his greatest accomplishment as director of the Upham division to be the outstanding faculty he has assembled.

His achievements have been recognized by a Certificate of Special Congressional Recognition and by election to Fellowship at the American College of Physicians and the American College of Gastroenterology. Medical students and residents have also recognized his commitment to teaching through Excellence in Teaching Awards.

Dr. Lebovics received his M.D. degree from the New York University School of Medicine. He completed his residency in internal medicine at the Washington University School of Medicine in St. Louis, followed by a fellowship in liver diseases at Mount Sinai School of Medicine in New York and in gastroenterology at New York Medical College.

On the recommendation of William H. Frishman, M.D., the Barbara and William Rosenthal Professor and Chairman of the Department of Medicine, Ralph A. O'Connell, M.D., provost



His capabilities as an administrator, teacher, researcher and clinician, have earned Edward Lebovics, M.D., the title of Sarah C. Upham Professor of Gastroenterology.

and dean of the School of Medicine, gave his strong endorsement of the appointment to the Board of Trustees, which approved the measure at its March 11 meeting. Dr. Frishman praised his colleague for building a strong clinical and research program in gastroenterology and hepatobiliary diseases that has brought regional and national distinction to the College and the medical center. “The Division of Gastroenterology has really flourished under Dr. Lebovics’ leadership. His talent as a skilled clinician and an outstanding teacher is paralleled by his research capabilities and ethical standards,” said Dr. Frishman. ▲

biochemistry course for many years, incorporating increased self-study and small group activities into the program.

In addition to being a dedicated and enthusiastic educator, Dr. Horowitz is a distinguished scientist. He is responsible for major contributions to the understanding of biochemistry and physiology of glycol-proteins, mucosal cell membranes and carbohydrate metabolism. He was awarded multiple grants from the National Institutes of Health (NIH), the National Science Foundation and

other research foundations and served as a consultant to the NIH and member of several NIH study sections.

Dr. George Bousvaros was appointed to the faculty in 1987 after a distinguished career at Albany Medical College. The consummate clinical physician/academic scholar, Dr. Bousvaros' contributions as an educator covered an array of clinical, academic and administrative initiatives throughout his 22 years here.

He retired as chief of the cardiology section at Metropolitan Hospital Center in New York City in 2006. During his tenure there he revitalized the department, bringing in advanced technology and evolving clinical management practices. Dr. Bousvaros also served for a number of years as chief of the cardiology section at Lincoln Medical and Mental Health Center in the Bronx, N.Y., then a College hospital affiliate. He continues to work there part-time as a cardiologist and is still actively teaching medical students and residents. ▲

# School of Public Health lays groundwork for a unique collaboration with seven county health departments

The School of Public Health is working with the Rockland County Department of Health to analyze the health care needs and to identify the best and most cost-effective community-based delivery practices in seven counties in the Hudson Valley Region. The study, funded by a \$1 million state grant, is part of a \$13.8 million package of awards for community health care planning and development projects across New York State designed to improve the efficiency of health care services in New York's communities. The grant was announced in February by Governor David A. Paterson. The participants in the study are Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties. The Rockland County Department of Health was awarded the largest single portion of the grant.

Oscar Alleyne, an epidemiologist with Rockland's Department of Health and a doctoral student at the School of Public Health, will coordinate the program with Deborah Viola, M.B.A., Ph.D., assistant professor of public health and director of the M.P.H. program in Health Policy and Management, and Peter Arno, Ph.D., professor and director of doctoral studies in the Department of Health Policy and Management.

"It is awesome for us to be able to work with seven—that's right—seven counties," said Dr. Viola. "If you visualize a Venn diagram—two or more intersecting circles—that's what we'll be building. What are the needs? How does each county serve those needs? What are the best practices? It is a team effort, although Rockland deserves kudos for pulling this all together."

The College team will develop a regional performance monitoring tool to identify and track regional priority areas using questions that will help researchers keep tabs on the extent and pattern of respondents' public health partnerships (e.g., who communicates

with whom, how often, through what channels, and for what needs). The tool will also magnify priority areas and help counties give input in planning phases.

Dr. Viola said the study will also consist of a series of focus groups conducted with key stakeholders in each county. A web-based portal will facilitate planning and will provide access to informational databases and toolkits that support decision making about health assessments on a local and regional scale. In April of 2010 a summit for public health representatives will identify cost-effective models of care to improve regional outcomes.

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**"What are the needs? How does each county serve those needs? What are the best practices? It is a team effort, although Rockland deserves kudos for pulling this all together."**

**— Deborah Viola, M.B.A., Ph.D.**

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Producing events and gathering data will serve as powerful learning experiences for students from the School of Public Health, according to Dr. Viola.

"What a great opportunity for our students to be gaining applied experience and building a regional model—working in places where they eventually may be employed," she said. "It's going to take a lot of labor and communication to build our performance monitoring tool, but we're not reinventing the wheel. The students will be consulting with experts and will be able to closely examine different modes of service."

Dr. Viola pointed out that the region has already proven its commitment to collaboration and sharing best practices. As evidence, she pointed to a Children's Dental Health Program in Sullivan County.

A survey conducted in 1995 showed that 75 percent of Sullivan County children from low-income homes needed immediate dental care. Through consultations with local health and school officials, the Philanthropic Relief, Altruistic Service and Development (PRASAD) project, an international not-for-profit humanitarian organization, determined that a school-based program was needed—one that could provide comprehensive dental services, including education, prevention, detection and treatment. The outcome was the PRASAD Children's Dental Health Program, which began in 1996.

"Now they deliver services via a mobile clinic to accommodate the rural nature of the county and the lack of public transportation," Dr. Viola said. "They coordinate service delivery at schools and colleges; with local agencies such as Social Services, County Public Health, Head Start, and Youth Bureau; and with New York State officials."

Because the highly successful program addressed a problem also found in Ulster County, the program expanded into that county in 2004. The dental mobile clinic now visits 17 locations in the two counties.

"That's a perfect example of the kind of best practice modeling we want to discover and

encourage," said Dr. Viola. "We see this project as a major effort to communicate successes and eliminate deficiencies in the region, and to ensure the timely application of innovative public health solutions." ▲



This trio of public health professionals is spearheading a project to analyze health care needs in seven counties. From left are: Peter Arno, Ph.D., professor and director of doctoral studies in the Department of Health Policy and Management; Oscar Alleyne, an epidemiologist with Rockland's Department of Health and a doctoral student at the School of Public Health; and Deborah Viola, M.B.A., Ph.D., assistant professor of public health and director of the M.P.H. program in Health Policy and Management.

# Volunteering with Doctors for Global Health allows medical student to help provide care to villagers in Peru

**D**aniel Newman, a fourth-year medical student, thought he'd be shadowing a physician this past February during a one-month elective at a clinic in Cusco, Peru. To his astonishment, he sometimes found himself alone in a room examining patients on his own. Some of the more common illnesses seen in the clinic are intestinal parasites, back pain from manual labor, respiratory infections, and failure to thrive due to malnutrition. A few patients suffer from typhoid fever and other diseases rarely seen in the United States. So he rose to the occasion—and everyone seems to have benefited.



Villagers in the Santiago district of Cusco, Peru, were among the patients at a clinic where fourth-year medical student Daniel Newman volunteered for a one-month international elective.

Mr. Newman was volunteering for Doctors for Global Health, a private, not-for-profit organization promoting health, education, art and other human rights throughout the world.

“To be put in a role where I had some responsibility and autonomy was very different. It was a lot more autonomy than I ever would have in the United States at this time in my studies,” Mr. Newman said. “Of course, if I ever felt unsure about anything I would always get a second opinion from the Peruvian doctors. But I learned so much about how to deal with people and their situations in the context of disease.”

“Peru faces daunting challenges in basic medical care and public health,” Mr. Newman said. The infant mortality rate is among the highest in South America, as is the mortality rate for women during childbirth. Peru also suffers from relatively high rates of tuberculosis, dengue fever and malaria. Complicating matters is an underfunded and unevenly distributed health system that does not reach many of the remote Peruvian communities that are tucked away in the mountainous regions of the Andes.

About 25 percent of the population has no access to health care at all, and more than 50 percent of the population are so poor they could not afford medical care even if it were more accessible. Most people seek help only when they suffer an acute illness and often when symptoms are dire.

Mr. Newman worked at the Belen Clinic in the Santiago district, one of the poorest and most populated areas in the city of Cusco. Santiago, home to the clinic, is located on a former

garbage dump, about a ten minute walk from downtown Cusco. Added to the dearth of health services for the impoverished population are high incidences of domestic violence, spousal abandonment, malnutrition, post-traumatic stress disorder, infectious diseases and labor exploitation.

The Belen Clinic provides services in general medicine, obstetrics, alternative medicine (used by most of the patients in conjunction with

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**“I saw numerous patients over the age of 50 who had never seen a doctor in their lives. It was incredible. Many of them have great mistrust of the medical system so I tried to listen to them and understand where they were coming from.”**

— Daniel Newman

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conventional therapies), a weekly orthopedics service, physical therapy, dentistry, basic laboratory services and a pharmacy. The clinic also has an ambulatory team that serves several outlying communities within a two-hour radius of Cusco. The team consists of a physician, a nurse, a dentist and an obstetrics nurse.

Mr. Newman said the patients pay about the equivalent of \$2.00 for a visit. “I learned a lot about how to weigh my patient’s economic situation when I managed their treatment course, because \$2.00 was a lot of money for many of them,” he said.

For example, often patients with sexually transmitted diseases would come to the clinic looking for treatment. In a more developed area, a physician would call for some laboratory tests to isolate the infectious agent before treating. But in the clinic, many patients were unable to pay the costs of outside laboratory testing. If they did not receive treatment during their initial visit, they might try to save money by not following up with lab studies. Instead they’d go directly to a pharmacy to purchase over-the-counter antibiotics. For this reason, some of the doctors in the clinic were in the habit of treating the most common STDs without testing and following up with the patient to make sure they had improved.

Mr. Newman also said there was a lot of discussion among the Peruvian doctors about an impending drug resistance epidemic.

“Antibiotics are sold over-the-counter almost like candy,” he said. “A patient complains of a headache or fever to the pharmacist and is given an antibiotic. The patient might take one or two doses. The physicians I spoke to are really fearful that they’ll be facing the repercussions of this soon.”

Belen Clinic is administered by the Santiago Parish. It began in 1987 through the efforts of Father Nicanor Acuna Yaya, who started offering basic health services in the parish house after witnessing the high infant mortality in the congregation. The Santiago Parish also has a farm where members of the young indigenous population can go to learn about organic farming, honey production and guinea pig breeding.

Twice Mr. Newman, who is fluent in Spanish, went with the ambulatory team to visit the mountain communities to treat patients who did not have access to medical care.

“The first time, we saw around 50 patients,” Mr. Newman said. “I saw numerous patients over the age of 50 who had never seen a doctor in their lives. It was incredible. Many of them have great mistrust of the medical system so I tried to listen to them and understand where they were coming from. It was an experience that I am sure I will always be able to draw on.” ▲

## Chaikin lecture will explore the management of dyspepsia

The 38th Annual Chaikin Lecture in Gastroenterology, set for Wednesday, April 29, will welcome guest lecturer Nicholas J. Talley, M.D., Ph.D., professor of medicine and epidemiology at the Mayo Clinic College of Medicine, who will present “Management of Dyspepsia.” Dr. Tully also serves as chairman of the Department of Medicine of the Mayo Clinic in Jacksonville, Fla., and holds a joint appointment in the Division of Gastroenterology and Hepatology at the Mayo Clinic in Jacksonville and in Rochester, Minn.

His research interests include functional gastrointestinal disorders, irritable bowel syndrome, gastroesophageal reflux disease and *Helicobacter pylori*. He is the author or co-author of many journal articles, several books and more than 50 book chapters. He has served on the editorial boards of several leading journals, including



Internationally renowned gastroenterologist Nicholas J. Talley, M.D., Ph.D., will present the 38th Annual Chaikin Lecture.

co-editor-in-chief of the *American Journal of Gastroenterology* in 2007. A worldwide lecturer, Dr. Talley is a past president of the Functional Brain Gut Research Group, and has served on several panels and committees of the National Institutes of Health. Dr. Talley received his M.D. degree from the University of New South Wales in Australia and his Ph.D. from the University of Sydney.

The annual Chaikin lecture was established in 1969 and is named in honor of its founder, Nathan W. Chaikin, M.D., a clinical professor of gastroenterology at the College for many years. It is sponsored by the Sarah C. Upham Division of Gastroenterology and Hepatobiliary Diseases. Since Dr. Chaikin's death in 1985 the lectureship, which continues to be supported by his family, has featured talks by some of the most prominent leaders in the field of gastroenterology. ▲

## Class of 2012 prepares for SPAD

The Class of 2012 is gearing up for the 24th Annual Student Physician Awareness Day on Thursday, April 23.

Better known as SPAD, the annual event, coordinated entirely by first-years, provides an opportunity for medical students to delve into topics that serve as a complement to the medical school curriculum. This year SPAD will be held in the CWPW Conference Center in the Maria

Fareri Children's Hospital at Westchester Medical Center.

The theme of “Innovations in Medicine” will be explored by keynote speakers W. Adam G. Hill, D.Phil., director, Hits Discovery Group, Novartis Institutes for BioMedical Research, Inc., and Mary O'Brien, M.D., associate clinical professor of medicine, Columbia University College of

Physicians and Surgeons. Breakout sessions will be led by Keith Boniface, M.D., associate professor of emergency medicine, George Washington University Medical Center, and College faculty Gary P. Wormser, M.D., professor of medicine, director of the Division of Infectious Diseases and vice chairman of the Department of Medicine, and Larry Baskind, M.D., clinical assistant professor of pediatrics. ▲

### Daniel P. Sulmasy O.F.M., M.D., Ph.D. will address graduates at Commencement

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research that spans theoretical and empirical studies of end-of-life decision making, ethics education and spirituality in medicine. He has been invited to weigh in on some of the most pressing bioethical questions, including those concerning reproduction, genetics, cloning and stem cell research—a long-simmering controversy that was reignited in March when President Barack Obama lifted the ban on embryonic stem cell research that had been enacted by his predecessor, George W. Bush.

While he has always reminded students that good ethics depends on good science, Dr. Sulmasy has never shied away from the difficult and personal issues that each patient, and his or her physician, must face. Whether it is talking candidly about the trend of physicians “fudging” records to get insurers to pay for patient care, or asking dying patients about their spiritual needs,

he has urged an open, honest evaluation and encouraged meaningful dialogue on those and many other sensitive issues.

In 2004, Dr. Sulmasy initiated a year-long interfaith conference series called “Spirituality, Religious Wisdom and the Care of the Patient.” These monthly sessions, presented alternately in Valhalla and at St. Vincent's, featured talks by religious leaders from six faith traditions. Each examined a clinical case study followed by an interactive dialogue. The colloquia lectures were published online in the *Yale Journal for Humanities in Medicine* and were incorporated into a 40-minute DVD to be distributed to all U.S. medical schools.

Dr. Sulmasy was appointed by Governor George Pataki to the New York State Task Force on Life and the Law in 2005. Two years later Governor Eliot Spitzer appointed him to the Ethics Committee of the Empire State Stem Cell Board. Currently he serves as editor-in-chief of the journal, *Theoretical Medicine and Bioethics*, and is the author of four books: *The Healer's Calling* (1997), *Methods*

*in Medical Ethics* (2001), *The Rebirth of the Clinic* (2006) and *A Balm for Gilead: Meditations on Spirituality and the Healing Arts* (2006). He is the author of more than 300 articles and chapters that have appeared in medical, philosophical and theological journals. He has lectured widely, both in the U.S. and abroad, and his expert opinion is frequently called upon for news reports on physician-assisted suicide, life-extension technologies, stem cell research and cloning.

Before coming to the College, Dr. Sulmasy served as director of the Center for Clinical Bioethics as senior research scholar of the Kennedy Institute of Ethics and was an associate professor of medicine at Georgetown University.

He received an A.B. degree with honors from Cornell University College of Arts in 1978 and his M.D. degree from Cornell University Medical College in 1982. He completed his residency, chief residency, and post-doctoral fellowship in internal medicine at the Johns Hopkins Hospital. He received his Ph.D. with distinction in philosophy from Georgetown University in 1995. ▲

# College launches AAMC survey of faculty satisfaction

New York Medical College is about to begin participating in a nationwide faculty satisfaction survey. The Faculty Forward program, which will be launched this month, is a collaborative effort between the Association of American Medical College (AAMC) and the nation's medical schools aimed at measuring and enhancing medical school faculty satisfaction.



“The objective of this study is to measure job satisfaction, improve faculty retention and vitality and enhance institutional culture, issues that are extremely important to our school,” said Randi Schwartz, M.B.A., associate dean for academic administration. “We are pleased to be among the 25 medical schools participating in the AAMC Faculty Forward survey. We hope that the results obtained from this national study will enable us to be more responsive in meeting the needs of new and current faculty.”

The AAMC developed the survey instrument and diagnostic benchmarking tool for medical schools in partnership with the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education. Approximately 1,200 full-time faculty members will be receiving the survey during the week of April 6. The survey will be open for a ten-week period.

The AAMC-COACHE Medical Faculty Job Satisfaction Survey is the only national survey of its kind tailored specifically to physicians and scientists who work in academic medical centers.

The survey has been developed and reviewed by experts in survey design, statistics, economics, psychology, and medical faculty affairs, and was based on in-depth focus groups with medical school clinical and basic science faculty members.

The survey provides a comprehensive statistical assessment of the strengths and weaknesses of the institution's faculty work environments as perceived

by full-time faculty. Data are presented by satisfaction levels, thematic clusters, appointment type, and other variables.

It also allows for comparison of the College's results to peer institutions, providing the understanding of the data in the context of other medical schools.

Faculty Forward goes beyond the traditional tendency to think of faculty strength in quantitative terms such as overall numbers, grant dollars per investigator, or clinical earnings. It examines motivations and desires and avoids making assumptions about what constitutes faculty satisfaction.

For example, some may expect that higher salaries are linked to higher satisfaction, yet AAMC research indicates that academic physicians and scientists value other factors more. Equally important motivators include relationships with colleagues, students, and patients; institutional commitment to core values; meaningful feedback regarding expectations and performance; and opportunities for mentoring, among others.

Ms. Schwartz said understanding what factors drive job satisfaction has both human and business dimensions. Studies show a consistent, positive correlation between job satisfaction and intent to remain with an organization—all the more important when factoring in the high cost of job turnover for an institution. The AAMC estimates that the turnover cost for one physician in a clinical department is between \$75,000 and \$100,000. On the average, a medical school spends about \$2 million per year on turnover costs.

In addition to the survey, participation in the three-year Faculty Forward program allows the College to learn from other institutions through shared learning opportunities and to measure faculty satisfaction and benchmarks with those institutions. Webcasts and seminars with other participating medical schools will allow sharing of ideas and strategies for faculty development and improvement.

## Accolades

■ *Felipe C. Cabello, M.D.*, professor of microbiology and immunology, was invited to speak at the American Association for the Advancement of Science 2009 Annual Meeting held in Chicago in February. He participated in a symposium on aquaculture impacts, standards and sustainability and presented “Impacts from Antibiotic Use in Aquaculture on the Environment and Human Health.” He was also invited to be a member of the Merck Irving S. Sigal Memorial Young Investigator Awards Selection Committee of the American Academy of Microbiology.

■ *Soonjo Hwang, M.D.*, a resident in the Department of Psychiatry and Behavioral Sciences, has been chosen as an APA/Shire Child and Adolescent Psychiatry Fellow for 2009-2010. The fellowship is awarded to only five residents nationwide each year.

The electronic survey is being administered by the AAMC and COACHE. During the week of April 6 all full-time faculty will receive an email invitation from [coache@gse.harvard.edu](mailto:coache@gse.harvard.edu) to complete the anonymous survey, which is expected to take 20 to 25 minutes to complete. ▲

## Save the dates

### 2009 Commencement Activities

For complete details, please visit [www.nymc.edu/Commence/2009](http://www.nymc.edu/Commence/2009).

#### Thursday, May 21

- Luncheon, Graduate School of Basic Medical Sciences
- Distribution of Academic Attire and Rehearsal, Graduate School of Basic Medical Sciences and School of Public Health
- Reception, Dinner and Awards, School of Public Health

#### Friday, May 22

- Completion Ceremony, Anointing of Graduates' Hands and Reception, Fifth Pathway

#### Tuesday, May 26

- Breakfast, Distribution of Academic Attire and Rehearsal, School of Medicine
- Commencement Mass and Anointing of Graduates' Hands
- Senior Honors Convocation
- Reception for All Graduates, Faculty, Families and Guests

#### Wednesday, May 27

- 150th Commencement Ceremony, Carnegie Hall