
Pathology News

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Looking northwest from Richardson Labs



Looking southeast at Richardson Labs

From the Head

Iain Young

This issue of Pathnews is the first in a new quarterly format which will see it appear in March, June, September and December. Publishing four times a year will make each edition more substantial and, hopefully, a more effective means of communication for departmental activities, issues and achievements.

A Look Back at 2003

2003 was an extremely successful year for the department. The research enterprise continued to flourish with total annual external funding approximating \$6 million dollars. The Cancer Research Institute opened, Roger Deeley was named its Director and the CRI became the home for all our cancer researchers' laboratories.

The initiative to regionalize laboratory services gathered steam last year. The East 2 Laboratory Alliance was formed and, under John Stoneman's leadership, has made significant headway in advancing collaborative initiatives which will optimize management of regional lab services. After a hiatus of more than a decade, our department again entered into an agreement with Weenebayko Regional Hospital to provide directorship services for its laboratory. Mike Raymond became the Laboratory Director but we anticipate using a team approach to the provision of service which will involve a number of our professional, management and technical staff.

Over the course of 2003, our department undertook a comprehensive and integrated strategic planning process. These efforts have culminated in a renewed vision of the department as one that is recognized nationally for excellence in diagnostic services and clinical

care, educational programs and biomedical research. The Strategic Planning Steering Committee used information gathered from broad consultation within and outside the department to lay the groundwork for making this vision a reality. The plan, entitled "Excellence in Service and Discovery", has the following four overarching strategic priorities: People; Quality; Integration and Partnerships; and, Business Process Management. The strategic plan will roll out this spring and will form the foundation for the establishment of a comprehensive strategic management system for the department. A standing Strategic Management Committee will be established and be responsible for monitoring and governing our strategic initiatives. Strategic management will be results-based and a balanced scorecard approach will be implemented that will allow the measurement of key performance indicators. This will provide a framework in which the departmental mission, vision and strategy can be communicated effectively and the department informed and consulted about the drivers of current and future success.

What's Happening Now

The Department is now in a phase of renewal of faculty and management personnel which is unprecedented in its history. Last year, Tad Hiruki joined the Division of Anatomic Pathology, John Stoneman became Administrative Director, Maria Dickson was recruited as our Financial Administrative Assistant and Susan Pugh assumed the newly created position of Manager of Quality Assurance. We have just recruited Dr. Xiaolong Yang as a research scientist. Xiaolong is completing postdoctoral training at Yale and will join the department in September. We are in the final stages of recruiting to the pathologist position in Anatomic/Hematopathology and short listed candidates for the PhD clinician scientist position in Clinical Microbiology will be interviewed soon. We anticipate beginning the recruitment to the Bracken Research Chair in Genetics in the spring.

We are also now undertaking the challenging task of finding successors for two long-standing members of our clinical chemistry team. After twenty-nine years of distinguished service as a clinical chemist, the last sixteen years of which he was Service Chief, Dr. Mike Raymond has decided to retire, effective April 1. Apart from being a wonderful colleague, Mike has been instrumental in establishing and managing what is widely recognized to be an extremely efficient and effective core laboratory. His contributions over the years to the management of our laboratory information system have been of such importance that it is difficult to imagine where we would be without him. I am delighted that although Mike is retiring he will continue to be involved in the Laboratory Outreach Program. Mike will be the Laboratory Director at the Weenebayko Regional Hospital and also will provide clinical chemistry consultation at other Outreach sites.

Not to be outdone by Mike, Mary Waugh, our Manager of Core Laboratory Services, has also decided to retire and will leave us May 1. Mary has been a departmental member for thirty nine years and, for the last fourteen, has done an exemplary job in managing the Lab in what have been extremely challenging times. Our warmest wishes for enjoyable retirements go to both Mary and Mike.

Under the leadership of Caroline Rowlands, our Director of Postgraduate Education, our residency programs are enjoying a resurgence. Our compliment of residents is currently six and we anticipate it may number as many as ten come July.

The establishment of the Cancer Research Institute has presented an excellent opportunity to develop translational oncologic research in the Department. Roger Deeley has stimulated the establishment of the Translational Research Working Group, the first Chair of which is David LeBrun. This group meets monthly and provides a forum for the discussion and identification of potential translational research

projects. The Department is also consolidating and expanding its infrastructure to support translational research. A tissue microarray unit, funded by the NCI Clinical Trials Group, is being established and the Department will be very soon establishing a frozen tissue tumour bank using funding from a contract with the OCRN. As well, the Department established an experimental pathology unit which will provide personnel and technical resources to support molecular translational studies and molecular diagnostic test development.

For the first time, a departmental logo is being developed. We have enlisted Queen's Graphic Services to develop creative ideas for the logo and, in the spring, the entire department will be involved in making the final choice from several candidate designs.

A Departmental Honor

I attended the annual meeting of the United States – Canadian Academy of Pathology which was held in Vancouver in March and I had the privilege of being present when the Counsel of the USCAP presented one of its two prestigious Distinguished Pathologist Awards to Dr. Daria Haust. This major award recognizes 'distinguished service in the development of the discipline of pathology and is presented to an individual who is recognized as making major contributions to pathology over the years.' Our department is privileged to have someone of Daria's stature continue to be involved on an ongoing basis. Daria has, over the last few years, made an enormous contribution to the creation of a written record of the history of the Department. She is the principal author of a chapter, entitled "The Role of the Department of Pathology in the Advancement of Patient-Care, Education and Research of the Faculty of Medicine at Queen's University, Kingston; 1954-2004", which will appear in a book to be published by the Faculty of Health Sciences as part of the upcoming sesquicentennial celebrations. As well, along with Howard Steele, Daria has been the force behind the establishment and maintenance of the Queen's

Pathology Alumni Group. Congratulations, Daria, on being honored by USCAP!
I.D. Young, MD

Congratulations John Stoneman

In keeping with the hospital's move toward programmatic structure, I am pleased to advise that clinical laboratories, diagnostic imaging and cardiovascular lab will be grouped as a diagnostic program under the leadership of John Stoneman.

Sharon Desrosiers and Gary Bedford will continue in their roles as Managers of Diagnostic Imaging and Cardiovascular Labs respectively.

John's title, effective Monday March 29, will be Program Director, Diagnostics. I know you will continue to support him in this new role.

Peter O'Brien
Vice President Program Support

Dr. Robert More

Dr. More passed away on Tuesday, August 5, 2003.

Born in Kitchener, Ontario in 1912, Dr. Robert More graduated in Medicine from the University of Toronto (U of T) and subsequently interned at the Toronto General Hospital (TGH). He spent the next two years as a Douglas Fellow at McGill University under the supervision of Dr. Lyman Duff, obtaining an MSc (Path) in 1942. Following a year as a senior intern and a fellow in surgery at the TGH and U of T, he returned to McGill as a Lecturer in Pathology and was certified in this specialty by The Royal College of Physicians and Surgeons of Canada in 1946. Subsequently, he spent a year (1946-1947) in research at Cornell University Medical College and another (1949-1950) at the Memorial Hospital for Cancer and Allied Diseases in New York before returning to McGill. His major areas of research were; the connective tissues, kidneys and arteriosclerosis.

In 1951 Dr. More was appointed Professor and Head of the Department of Pathology at Queen's University where he continued all three areas of investigations with colleagues and graduate students, and developed the Department into an Institute of Pathology. In recognition of his scientific contributions and as an educator, he was elected President of the Ontario Association of Pathologists, International Academy of Pathology (IAP) and was the Honourary President of the Canadian Atherosclerosis Society.

He published widely and served on many committees of professional and scientific societies and federal agencies in an advisory role. In 1985 the US/Canadian Academy of Pathology presented Dr. More with the F.K. Mostofi Distinguished Service Award and the Department of Pathology at McGill University honoured him by establishing The Robert More Fellowship for Graduate Studies in Pathology (as of 1994-1995).

Dr. More left Queen's for McGill at the end of 1996, and after 17 years, he and Mrs. More moved back to Kingston joining their son David and family, and many old friends. In acknowledgement of Dr. More's unique and outstanding contributions to the Department of Pathology at Queen's, the modernized library in the renovated and recently enlarged Department was dedicated to him.

From the Fall 2003 CAP Newsletter



New Staff

You will see two new faces in the Department since our last newsletter:

Welcome Susan Pugh

Susan Pugh – New Quality Manager – Clinical Laboratory Services

On August 5th, Susan assumed quality management responsibilities for Clinical

Laboratory Services. Susan's most recent professional tenure has been in a combined role supporting the Diagnostic Imaging Department and Clinical Laboratory Services at Kingston General Hospital, where she has utilized her medical laboratory technologist expertise to provide excellent services in radiation safety, in vivo non-imaging radioisotope diagnostic testing and point of care testing. Susan brings a wealth of expertise, and hands on experience, in quality management and will certainly be an invaluable asset to the hospital, and to the region as we move forward.

Welcome Maria Dickson!

Maria started her new position as Financial Administrative Assistant on Tuesday, August 5th, 2003. Maria brings a wealth of knowledge and experience to the department through her many years with Queen's University in similar financial and administrative assistant roles.

Cheers!

John Stoneman



Service Milestones

Queen's

10 years - Colleen Notley

KGH

30 years - Janet Boyle, Leona Curzon, Felicity George, Paul Manley, Suzanne Torgerson

25 years - Gerrette

Bradshaw, Lloyd Kennedy, Beverly Rostant, Leonida Sullivan

20 years - Judith Bertrand, Jillann Jaynes, Shari Neal, Donna Perry

15 years - Kelli Becker, Sandip SenGupta, Julia Sloan, Irene Thomas

10 years - Sandy Boag, Jane Burden, Laura Clark, Dawna Greer, Ruth Lokkesmoe

5 years - Sonya Cornelius

The Haust Trust Fund

Applications are once again invited for the above-mentioned fund. The Terms of Reference were recently revised. The purpose of the trust is now twofold:

a) to support scholarships for postdoctoral fellows and graduate students (MSc; PhD). These scholarships shall be awarded to physicians up to thirty-eight years of age ("38") who either reside in Canada, or are from underdeveloped countries of the Far East, Middle East, Africa, Central America, South America and Mexico or from Eastern European countries previously within the Soviet bloc. The scholarships shall be awarded in support of graduate (preferential) or postgraduate studies in pathology in the Department of Pathology and Molecular Medicine at Queen's University. The primary criteria for admission to these programs must be in keeping with the standard and other policies determined by the Department of Pathology and Molecular Medicine and Queen's University. The support shall be up to \$12,000 per year (and may be renewed under special circumstances). This is not intended to be the entire support for living and study expenses, but as a complement to the support derived from other sources (supervisor's grant-in-aid; granting agencies; fellowships).

b) to provide full or partial support ("grant") for educational leaves of primarily junior faculty members (pathologists) with primary appointments in the Department of Pathology and Molecular Medicine at Queen's University. The leaves may vary from a few days to three months, and shall be for purposes of education or research. The support shall be up to \$5,000.00.

NB: Should sufficient funds be available in a given year, support for applications of both above categories may be granted. Preference should be given to applicants in category a) when funds are limited.

Applications should consist of a one-page letter and should include details concerning the location, purpose, duration and estimate of expected costs of the leave or scholarship. Applications should be submitted to my office by **April 23rd, 2004.**

If you would like to review the Terms of Reference for the Fund please see Barb Latimer.



ANATOMIC PATHOLOGIST HEALTH CARE CORPORATION OF ST. JOHN'S

The Laboratory Medicine Program of the Health Care Corporation of St. John's invites applications for a full-time Anatomic Pathologist. The

competitive applicant will have strong diagnostic skills in surgical pathology. Expertise in ENT pathology, breast pathology, and cytopathology, would be an important asset. Candidates should hold Canadian specialty certification in anatomic pathology or general pathology, or the equivalent, and be eligible for licensure in Newfoundland and Labrador. The candidate will be eligible for a part-time faculty appointment at the rank of Assistant or Associate Professor in the Discipline of Laboratory Medicine, Memorial University of Newfoundland.

The Laboratory Medicine Program has excellent material in anatomic pathology, approved residency training programs in anatomic and general pathology, and opportunities for research.

Salary is commensurate with experience and in accordance with the salary scales for specialists in the province of Newfoundland and Labrador.

In accordance with Canadian employment and immigration requirements, preference will be given to Canadian citizens and permanent residents.

Please send applications with curriculum vitae and the names of three referees to: Dr. Donald M. Cook, Acting Clinical Chief, Laboratory Medicine Program, Health Care Corporation of St. John's, c/o St. Clare's Mercy Hospital, 154 LeMarchant Road, St. John's, NL, Canada A1C 5B8

Clinical Cytogeneticist

The Department of Pathology at Brigham and Women's Hospital, a principal teaching affiliate of Harvard Medical School, is seeking a clinical cytogeneticist for appointment to its faculty. The successful candidate will join a group of 10 cytogeneticists who evaluate a large and richly varied case mix including prenatal, postnatal and cancer samples originating from multiple Harvard-affiliated institutions including Brigham and Women's Hospital, Massachusetts General Hospital, Dana Farber Cancer Institute and Beth Israel Deaconess Hospital. State-of-the-art molecular technologies are implemented in all areas of diagnostic testing. Applicants should be committed to excellence in patient care, research, scholarship, and teaching. The Department of Pathology provides unparalleled opportunities for clinical, basic and translational research, and interaction with a large and diverse academic faculty in multiple Harvard-affiliated institutions. M.D. or Ph.D. and ABMG certification in Clinical Cytogenetics are required. Academic appointment will be at the Harvard Medical School commensurate with expertise and experience. Outstanding candidates should submit a curriculum vitae, statement of research and clinical experience, and the names of three individuals who could provide letters of reference to Cynthia C.

Morton, Ph.D., Director of Cytogenetics, Brigham and Women's Hospital, 75 Francis Street, Boston, MA 02115.

Virginia Commonwealth University School of Medicine

1. The Department of Pathology, Virginia Commonwealth University School of Medicine/VCU Health System is seeking a full-time Surgical Pathologist/Cytopathologist. The position will be offered at the academic rank of Assistant or Associate Professor, commensurate with experience. The successful candidate will be board certified/board eligible in Anatomic Pathology (AP or AP/CP) and Cytopathology. This individual will instruct medical students and participate in the training of Pathology residents and Cytopathology fellows. Must have demonstrated interest and ability in research and scholarly activity. Opportunities exist for mentored research in genomics and proteomics. Send CV and three professional references to: Celeste N. Powers, MD, PhD Chair, Division of Anatomic Pathology, Virginia Commonwealth University, Department of Pathology, PO Box 980662, Richmond VA 23298-0662

2. The Department of Pathology, Virginia Commonwealth University School of Medicine/VCU Health System is seeking a full-time Neuropathologist/Surgical Pathologist. Academic rank for this position will be commensurate with experience. The successful candidate will be board certified/board eligible in Anatomic Pathology (AP or AP/CP) and Neuropathology. This individual will instruct medical students and participate in the training of Pathology residents and Neuropathology fellows. Must have an interest in research and scholarly activity. Send CV and three professional references to: Celeste N. Powers, MD, PhD, Chair, Division of Anatomic Pathology, Virginia Commonwealth University, Department of Pathology, PO Box 980662 Richmond VA 23298-0662

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ews from
the PITS



(Pathology Information Technology Services)

Pathnet Computer News: New Hard Drives went into the Richlab1 File Server (Drives F:, G:, H:, I:) as they were getting a little full.

No other real hardware upgrades have taken place for over two years now and the KGH Douglas Wing Project has stalled in its tracks.

The department's main web page was redesigned in mid November 2003 for a more pleasant experience for browsers :)

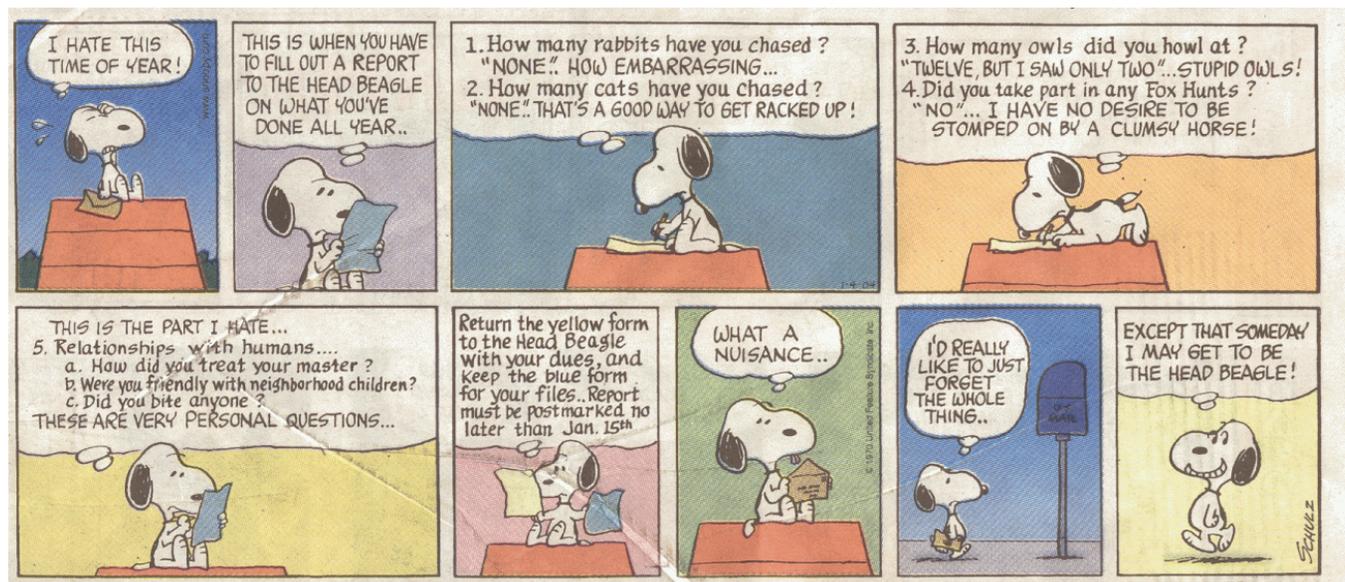
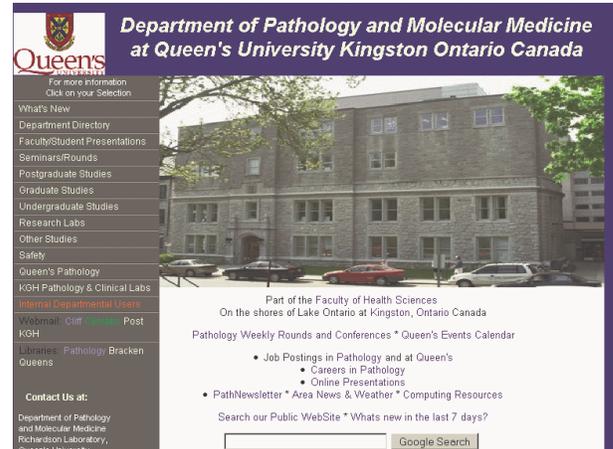


Figure 7 - Dedicated to those tireless few who have to deal with the dreaded "Annual Report"