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MESSAGE FROM THE CHAIR



Robert C. Aber, M.D., M.A.C.P.

J. Lloyd Huck Chair in Medicine
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As we close the books on 2011, and look forward to a productive and prosperous new year, I can't help but reflect on the recent events which have shaken Penn State to its core. I don't think any of us know precisely what happened, what was said by whom and to whom and when, or who should have done more, but presumably the story will unfold over time. In the meantime, I think we can agree that our hearts and prayers go out to any and all victims of child abuse. I applaud Penn State Hershey's leadership in establishing the Center for the Protection of Children. Secondly, we can each take time to reassess our internal moral and ethical compasses, and prepare as best we can to respond in an appropriate way if we believe the line between right and wrong or good and evil has been crossed. This can be especially difficult in the social setting of differential power and authority such as exists in our institution. What if a nurse or medical student believes a resident or faculty member has falsified information in the medical record, or believes a faculty member is impaired while delivering medical care to a patient? What is he or she to do and why take the risk of doing so – it may be easier and safer (to oneself) to do nothing. These can be very challenging situations, but we must each be prepared to act deliberately and appropriately when we believe that line has been crossed. It takes courage and character sometimes to do the right thing. In this issue, Sue Glod reflects on the Millennials in her new role as director of our third and fourth year clerkships and electives for medical students. Wafik El-Deiry updates us on the Division of Hematology/ Oncology, and our chief residents highlight recent events and change in our residency program. Special kudos to Cindy Strine and Eileen Gagliardi as our Employees of the Third and Fourth Quarters. And one more thing - thanks for all you do to make this a great place to work!

Get Ready for the Millennials

Susan Glod, M.D., General Internal Medicine

I don't think I'm alone when I say that I sometimes struggle in my efforts to effectively teach and mentor the current generation of medical students. It can be tempting, when the interaction does not go as planned, to "blame the patient", or in this case, the learner. The Millennial, beloved and doted-upon offspring of the Baby Boomers, have been accused of being lacking in self-reliance, demanding of high marks just for showing up, and dressing for work as if they are on their way to a Jonas Brothers concert.

Is this a challenge unique to our time and place in history? I doubt it. It seems likely that at the end of a long day, Dr. Osler probably let loose a few soliloquies in the privacy of his office that didn't survive as quotations. And yet he was a dedicated, well-intentioned educator who taught hundreds of intelligent, enthusiastic, and equally dedicated learners. So how can we, the stalwart, workaholic Boomers and self-reliant, latchkey Gen-Xers, succeed as educators to our Millennial charges without getting nicked by a hovering helicopter blade? By understanding and adapting!

"The young do not know enough to be prudent, and therefore they attempt the impossible- and achieve it, generation after generation."

- Pearl S. Buck

Although no one individual demonstrates all of the characteristics ascribed to his or her generation, the Millennials in general possess a number of traits that will serve them well in the changing environment of healthcare:

The Millennials are collaborative – Now more than ever, collaboration in healthcare is vital. If good communication between specialists and subspecialists, nursing staff, care coordination teams, and outside providers were the norm, we would be many steps further towards our goal of providing seamless patient care. Millennial, who spent a good deal of time in childhood participating in structured group activities, are accustomed to working in teams. As this newsletter is published, James Ballard, Beth Bates and Paul Haidet are exploring the interactions between nursing and medical student through an interdisciplinary educational experience in end of life care.

The Millennials are technology-savvy – If you are still struggling to upload voice recognition software onto your iPad so that you can dictate your progress notes, just ask one of the students for help. By the time most Millennials could say their first words, the floppy disk was becoming obsolete, and these "technology natives" are completely comfortable in a world of electronic medical records, smartphones, and social networking. As Colleen Rafferty and her team work towards streamlining the electronic medical record, Jamie Hansen and other technology-adept residents on the fringe of the Millennial generation provide invaluable guidance.

The Millennials are open to new things – Parents of Millennials waited until later in life to have children, and thus were in a financial position to expose their kids to new experiences on a regular basis. As long as the purpose of a change is made clear, this generation is ready and willing, as evidenced by the number of our current students who have participated enthusiastically in the ongoing Curriculum Renewal Project led by Eileen Moser.

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Divisional Spotlight

Division of Hematology & Oncology

Wafik El-Deiry, M.D., Ph.D.

Chief of Hematology & Oncology

The Hematology/Oncology Division encompasses several areas including Solid Tumor Oncology, Benign Hematology, Cancer Genetics, Clinical and Basic Research, Malignant Hematology, and Bone Marrow Transplantation. Outpatients are seen both within the Cancer Institute Building (PSHCI), the Benign Hematology Clinics, and at affiliated sites. There are 40 inpatient beds allocated to four inpatient services to Solid Oncology, BMT, Malignant Hematology, and a Hospitalist service. Faculty, fellows, residents and rotating students regularly attend to consultations throughout the medical center. The faculty is primarily located within the PSHCI and the Crescent. The Division is committed to the service and teaching missions, and numerous improvements have been implemented in the past year to improve the quality and safety of patient care and to improve the teaching experience for medical students, house staff and fellows.

The Hematology/Oncology Division has been undergoing growth in the past year with the recruitment of several new clinical and research faculty. We are building up disease areas within Hematology/Oncology through these recruitments and this will continue. The goal is to strengthen specific disease areas to improve multi-disciplinary care, as well as clinical and translational research.

Dr. Cristina Truica joined the division in September of 2011 as an Associate Professor of Medicine in Hematology/Oncology. She was previously the director of the Breast Oncology Service at Sinai Hospital in Baltimore with a joint affiliation at Johns Hopkins.

Prior to that she was a faculty member at Vanderbilt University for several years with grant funding, after completing fellowship training at Georgetown and residency at York Hospital. Her expertise is in the treatment of breast cancer, and she was recruited to serve as the Director of Breast Medical Oncology and to develop translational clinical trials for patients with breast cancer.

Dr. Nelson Yee joined the division in July of 2011 as an Assistant Professor of Medicine in Hematology/Oncology. He was previously at the University of Iowa on faculty after completing fellowship and residency training at the University of Pennsylvania. Dr. Yee has a basic research lab focused on pancreas development with interest in cell surface transporters as well as Wnt signaling. His clinical expertise is in the treatment of patients with pancreatic cancer.

Dr. Michael Evans joined the division in July of 2011 as an Assistant Professor of Medicine in Hematology/Oncology. He recently completed his fellowship training at the University of Maryland. He has a research interest in HIV-associated lymphomas and his clinical practice is primarily in the area of benign hematology.

We have focused in the last year on developing the oncology practice at State College. This began with the recruitment of Dr. Jeffrey Allerton as the Medical Director of the Penn State Hershey Cancer Institute affiliate at State College. He joined our faculty in August of 2010 as an Associate Professor of Medicine in Hematology/Oncology. Dr. Kamal Sharma

joined the practice at State College in April of 2011 as an Assistant Professor of Medicine in Hematology/Oncology. Prior to that she spent 3 years at the FDA after completing a fellowship at the National Cancer Institute. Dr. Sharma has been spending part of her time at Hershey in order to bridge to State College to facilitate the development of clinical trials. Dr. Vikas Ghai joined the practice at State College in July of 2011 as an Assistant professor of Medicine in Hematology/Oncology after completing his fellowship training at Hershey Medical Center.

I visited the oncology practice on Friday November 4, 2011 and was very impressed by the facilities, and all the staff including the outstanding nursing staff, and nurse practitioner Tara Baney. The great attention to high quality of care delivery as well as institution of 18 clinical trials at the State College site bode very well for the future impact on the community.

We have begun more recently an affiliate relationship in oncology with St. Joseph's Medical Center in Reading, PA. We have recruited Dr. Marc Rovito as the Medical Director of the Penn State Hershey Cancer Institute affiliate at St. Joe's. He was previously in private practice in the Philadelphia area and joined the faculty as an Assistant Professor of Medicine in Hematology/Oncology. Dr. Ayoola also joined the practice and our faculty as an Assistant professor of Medicine in Hematology/Oncology after completing a fellowship at Hershey Medical Center.

**See SPOTLIGHT
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Congratulations!

Employee of the 3rd Quarter



Cindy Strine

Cindy has been an employee of the Hershey Medical Center since 1987. She is a valued member of her division, Gastroenterology and Hepatology, and performs at an outstanding level. Cindy demonstrates true leadership in her work performance as shown in her role as Fellowship Coordinator where the program received the maximum 5-year accreditation. She is a very dedicated and loyal employee to both her division and the department. She is a team player, accountable, reliable, very supportive and essential to running the office. She is always on top of her job responsibilities and goes above and beyond what is expected of her. She has a positive attitude and is always looking at ways to improve communication. Cindy is well deserving of this award.

Employee of the 4th Quarter



Eileen Gagliardi

Eileen has been an employee in the GI Division since 1991. She is a valued member and a key part of the Interventional Endoscopy group within the Division of GI/Hepatology. Eileen's dedication to the excellence of patient care is unmatched. Her level of accountability and trust is that of high quality. She is a team player, reliable and goes above and beyond the call of duty. It has been noted from her division that she would be impossible to replace. All of this most certainly makes Eileen worthy of the award.

Chief Resident UPDATE

Continued Success for Internal Medicine

Rayford R. June, M.D., Amy L. O’Gurek, M.D., and Rahul Sharma, M.D.

The Internal Medicine Residency Training program has continued to excel in its mission to provide a global clinical and educational training experience for its residents. Since the ‘Chief Resident Update’ last year, our program has successfully placed 15 residents into competitive Fellowship programs, instituted a comprehensive reform to our ward services and revamped our call schedules to preserve regulated duty hours. With regards to the 2011 Fellowship Match, we placed six graduating residents into Cardiovascular Medicine, four in Hematology/Oncology, and others in Rheumatology, GI, Nephrology, Palliative Medicine and Allergy/Immunology. Our program has adopted a new approach to medicine admissions and created a balance patient census on our teaching services. Interns are increasingly involved with admissions while senior residents supervise the medical decision-making and hone their teamwork skills. The paradigm shift in the approach to Medicine admissions had directly augmented the educational experience on daily rounds and increased the time commitment towards bedside teaching of clinical concepts.

As our program enjoys the benefits conferred by ‘drip system’ of admissions and restructured call schedules, we have also made great strides in expanding the repertoire of available training pathways for our residents. With the support and hard work of our program administration, this year we have proceeded with a variety of clinical/research pathways available to interested residents. These pathways include: Primary Care, Hospitalist Medicine, Longitudinal Research Block, and the Certificate in Clinical Science degree through our Public Health Sciences Department. Our residents

also have an opportunity to participate in the American Board of Internal Medicine Research Pathway or Masters in Public Health (MPH) Degree. These pathways and educational opportunities will continue to enrich the Internal Medicine Residency experience at Hershey in the years to come.

Residency recruitment has continued to become increasingly competitive and thus far we have interviewed strong candidates from premier medical schools. In particular, candidates have cited the excellent collegiality and academic tradition within our program. They have particularly been impressed by our daily morning report conference and continued growth in resident research participation. Our recent Department of Medicine Resident Grand Rounds demonstrated the level of commitment our residents have to clinical research; Drs. Galen Foulke (PGY-1), Brian McAllister (PGY-2), Amy Welch (PGY-2) and Ajit Bisen (PGY-3) provided stellar presentations at our DOM Grand Rounds. Additionally, we believe that the institutions designation as one of 60 Clinical and Translational Science Institute (CTSI) Centers will create further opportunities in translational research in Cardiovascular and Cancer Medicine for our residents and fellows.

The Pennsylvania State University Internal Medicine Residency Program continues to provide excellent training ripe with rigorous clinical exposure, interactive educational opportunities and an environment conducive to meaningful research. Our residents are trained to be future leaders in their chosen fields and preserve the proud traditions of our program. We are confident

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The Millennials like feedback, and lots of it – Sure, sometimes it can be challenging to satisfy the Millennial appetite for feedback, but rest assured, your words are not wasted. Members of this generation expect praise and recognition for a job well done, but are just as willing to incorporate constructive feedback into their performances. As Ted Bollard takes the helm as Vice Chair for Medical Education, plans are underway to develop more opportunities for faculty development in the art of giving good feedback.

None of us can fully predict how the healthcare climate will change over the coming decades, but we do know that the enthusiasm, flexibility, and optimism of the Millennial generation will help them to take on whatever challenges they may face. Our continued dedication to medical education can only help. Thank you for your efforts on behalf of our great students!

“Email is for old people”
-paraphrased, from the
**Pew Internet and
American Life Project**

We want to hear from you!

This newsletter is made possible by the submissions from the department’s faculty and staff. If you wish to prepare a submission for publication, please e-mail your file as a Microsoft Word document to Patty A. Shipton (pshipton@hmc.psu.edu). Please include word count in your e-mail and enter “Lions of Medicine Submission” in the subject line. We also welcome comments about our publication via e-mail or telephone to any member of the editorial board.

The Hematology/Oncology Fellowship has heard that the fellowship was approved by the ACGME for five years. The fellowship has made remarkable progress in the last two years to improve the quality of the training experience and prepared very well for a site visit in the Spring of 2011. Congratulations are in order for Drs. Harold Harvey, Leah Cream, and to the coordinator, Christine Hepler, on an outstanding job with improving the fellowship.

Two basic science faculty have joined the Division at the rank of Assistant Professor. Please welcome Niklas Finnberg and Nathan Dolloff. Dr. Finnberg works on in vivo models of cancer development with a focus on DNA damage signaling and efforts to understand and reduce the toxicity of chemotherapy and radiotherapy. Dr. Dolloff is developing a multiple myeloma research program with a tissue bank and efforts to develop novel therapeutics that can be tested in models and translated to the clinic. He published as first author in Science Translational Medicine this summer, an article describing an off-target effect of the kinase inhibitor lapatinib. This work provides insight for alternative dosing of lapatinib and combinations with death receptor targeted therapeutics.

Congratulations to Dr. Yixing Jiang on her promotion to Associate Professor of Medicine in Hematology/Oncology with tenure. Congratulations to Dr. Cream on being appointed as Vice Chair of the Institutional Review Board.

The division is undergoing a strategic planning process that began in the Spring of 2011. All division faculty are involved and there are five working groups. The Clinical Service Working Group is chaired by Dr. Chris Ehmann, the Community Affiliates and Outreach Working Group is chaired by Dr. Vitek Rybka, the Research Working Group is chaired by Dr. David Claxton, the Education and Fellowship Working Group is chaired by Dr. Leah Cream, and the Benign Hematology Working Group is chaired by Dr. Elaine Eyster. The charge to these groups has been to meet regularly, perform a SWOT analysis of their area of focus, report back to the entire Division at scheduled faculty meetings, and to develop a vision for the next 5-10 years, to articulate that vision and recommendations in presentations as well as a written document that will be referred to as the Hematology/Oncology Division Strategic Plan 2012.

One of the goals of our Division is to increase collaborative research, to increase the impact of the academic activities including more publications and grant submissions, and clinical translational research. Efforts to promote these directions include a new section in our regularly scheduled faculty meetings where faculty speak about their ‘academic pursuits.’ These unstructured discussions serve to inform faculty colleagues of new and exciting work within the division with the hope this may spark some new interactions among our faculty. These discussions that began in the Spring of 2011 have been enjoyable.

The Hematology/Oncology Division will continue to grow over the next few years by developing expertise in disease-specific areas such as GU Medical Oncology, Benign Hematology, Malignant Hematology, and GI Oncology among others. We will continue to interact with colleagues in radiation Oncology and Surgical Oncology to improve multidisciplinary patient care and will continue to interact with colleagues throughout the medical center to improve translational research on cancer. The Division will continue to work on improving quality of care and patient satisfaction and on making it known that there is something very special going on at the Hershey Medical Center in the area of cancer care. This includes new clinical trials for patients and a caring environment for the delivery of personalized medicine.

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