Academic Case for Investment and Growth Published!
The 5th Annual
GLOBAL SURGERY SYMPOSIUM

WITH KEYNOTE SPEAKER
EWEN HARRISON
Professor of Surgery and Data Science, Honorary Consultant Surgeons
The University of Edinburgh
“Crowdsourcing Global Cancer Data”

02.13.2020
1:00-5:00 PM
PETER GILGAN CENTRE FOR RESEARCH & LEARNING
GALLERY (2ND FLOOR)

02.13.20
1:00 PM
OPENING REMARKS
JAMES RUPKA

1:00-2:00 PM
KEYNOTE LECTURE
EWEN HARRISON
“Crowdsourcing Global Cancer Data”

2:00-3:00 PM
PANEL DISCUSSION
EWEN HARRISON; JOSH NIGEGAMBA, JAMES MARTIN AND RICHARD SPENCE
“Multimodal mortality surveillance: a useful global indicator of infrastructures”

3:00-3:30 PM
COFFEE BREAK

3:30-4:45 PM
ADDITIONAL TALKS BY
ANNIA DAPI
“Is access to care the key to improving survival in South America’s cancer deaths?”

GRACE MUTHONE-KINGO
“Leaving no one behind: the role of surgical education and capacity building”

JOHANNA KEELE
“Reimagining global surgery: war, peace and children’s needs”

4:45 PM
CLOSING REMARKS
AVERY NATHENS

February 13th, 2020

Avery Nathens
Vice Chair, Integration and Outreach
Establishment of the George and James Swan Chair in Global Surgery, $3M Endowment

Efforts Supported through the Chair Fund:
Savana-la-Mar, Jamaica: Urology, general surgery, ophthalmology
China: Cardiac surgery, cardiology, obstetrics, thoracic surgery, urology, vascular surgery
Nunavut: Rankin hospital partnership

With Aihua Li, President of the Bank of China (Canada), accepting a shipment of PPE donations from China.
The Hospital for Sick Children has been utilizing 3D printed heart models to assist doctors in the management of patients with complex congenital heart disease. Doctors now have a new tool in their armory to diagnose and plan treatment strategies for these patients, some with the rarest and most complex heart defects. Recently, they have been able to simulate novel heart defects.

3D PrintHeart

Osami Honjo
Associate Professor, Cardiac Surgery
Faculty Development Day 2019

A collaborative endeavour between the Departments of Otolaryngology - Head & Neck Surgery, Surgery and Anesthesia at the University of Toronto.

Keynote Speaker: Dr. Mara Goldstein, MD
Assistant Professor, Department of Psychiatry, University of Toronto

Theme: “Challenges of Contemporary Practice - Finding Joy at Work

Monday, November 11, 2019
Chestnut Residence & Conference Centre, 89 Chestnut St, Toronto
8:00 am - 2:00 pm
WELLNESS AND BURNOUT

✓ Developing a comprehensive website with available resources

✓ Organizing rounds & lecture series with physician wellness experts

✓ Recently acquired generous donation that will catalyze academic efforts & tailored resources

✓ In the interim please do not hesitate to contact Dr. Giuseppe Papia or Ms. Joanna Giddens if you would like to be connected to professional resources or have any concerns.
“Not everything that is faced can be changed. But nothing can be changed until it is faced.”
— James Baldwin

Equity, Diversity, and Inclusion in the Dept. of Surgery

Laura Snell
Najib Safieddine
Joanna Giddens
EQUITY, DIVERSITY AND INCLUSION

Current Landscape

[Images of protest signs and gatherings, including "No Pipelines Without Consent," "Black Lives Matter," "My Ethnicity Is Not a Virus," "Defund the Police," and "No Homeless Shelter Here."]
“Canadian medicine has a diversity problem...”

A Kassam, 2017

- Diversity data in our profession is not collected or reported
- Lack of universal policy promoting or prioritizing equity in medicine
- Lack of updated and standardized selection processes when hiring and promoting within
EQUITY, DIVERSITY AND INCLUSION

Prioritizing vulnerable populations and women on the frontlines: COVID-19 in humanitarian contexts

Vandana Sharma, Jennifer Scott, Jocelyn Kelly and Michael J. VanRooyen

Female doctors are consistently paid less than male physicians. A new paper proposes ways to close Canadian medicine’s gender wage gap

Canadian doctors of colour offer a frank look at racism in medicine

Black, Indigenous and visible minority doctors speak about their encounters with systemic racism

Judy Trinh, CBC News - Posted: Jun 23, 2020 4:00 AM ET | Last Updated: June 23

Recruiting women to vascular surgery and other surgical specialties

Leigh Anne Dageforde, MD  Melina Kibbe, MD

Gretchen Purcell Jackson, MD, PhD

Published: November 09, 2012

DOI: https://doi.org/10.1016/j.jvs.2012.07.029
U of T Dept of Surgery can lead the way...
EQUITY, DIVERSITY AND INCLUSION

Equity

EQUALITY

EQUITY
EQUITY, DIVERSITY AND INCLUSION

Diversity

- Race, ethnicity, gender and gender identity, sexual orientation, religious affiliation, spoken languages, socioeconomic status, ability status, political affiliation, nationality, and culture

- Stronger together
  - Decision making, problem solving
  - Research productivity and innovation
  - Community engagement
  - Patient care
  - Worker satisfaction and engagement
EQUITY, DIVERSITY AND INCLUSION

- Commitment to ensuring a sense of belonging through welcoming, engagement, and leverage of different perspectives
Landscape of the Department of Surgery

What do we know so far?
Surgery has great potential for growth with respect to equity, diversity and inclusion (EDI), particularly in Toronto.

- Racism
- Community outreach
- Search committee policies
- Complaint policies
- Surgical hierarchy
- Microaggressions
- Pay inequities
- Leaky pipeline
- Retention policies
- Lack of diverse Mentors
EDI Survey: September 2020

- 5-10 minutes
- No professional identifiers
- Demographic categories
- Workplace environment

- Membership profile
- EDI barriers and enablers
- Human and infrastructural issues

- Close data gaps
- Inform priorities: Policies and strategies
- Measure and evaluate impact over time
EDI Strategy

Informed by Data and Best Evidence

A Department of Surgery where equity and diversity are core values that shape its culture, inform its academic mission and policies and inspire its members.
1. Structural Change:

- Search committee make up and process
- Academic promotion process
- Research grants and equity
- Complaints process
- Parental leave
- Other (e.g. resident selection process)

2022/23 Sequential review and implementation to be completed by end of the 2022-23 academic year
2. **Cultural Change**

- **Education & Training**
  - i. Leaders/Administrators ........ Yearly starting 2021
  - ii. General membership ........ Incorporate in current Fac. Dev. strategy
  - iii. Learners ........ 2021/2022

- **Member empowerment**

- **Community engagement** ...... 2021/2022
The Process

Guiding Principles

- Representative working group (2020)
- Ongoing consultation
- Synergy with the Faculty of Medicine initiatives
- Transparency in implementation
- On-going re-evaluation
- Communication
Next Steps

- Survey
- Working group
- Invited speakers
- Workshops on allyship and microaggression
- Update to faculty in Spring of 2021
You don’t have to see the whole staircase just take the first step.
HONOURS AND AWARDS 2019-2020

Inaugural Merit Award Recipients

Kathryn Howe  
Vascular Surgery  
UHN

Augusto Zani  
General Surgery  
HSC

Jonathan Yeung  
Thoracic Surgery  
UHN

Kim Tsoi  
Orthopaedic Surgery  
MSH
HONOURS AND AWARDS 2019-2020

Michael Fehlings
Vilhelm Magnus Medal from the Norwegian Neurosurgical Association
Neurosurgery
UHN

Carin Wittnich
Sustained Excellence and Innovation in Life Sciences Education
Cardiac Surgery
HSC

Kyle Wanzel
Chairs Above and Beyond Award (Plastics)
Plastic & Reconstructive Surgery
SJHC

Jim Mahoney
Lifetime Achievement (Plastics)
Plastic & Reconstructive Surgery
SMH
HONOURS AND AWARDS 2019-2020

Najma Ahmed
2020 Council Award from the Council of the CPSO
General Surgery
SMH

Osami Honjo
HSC President’s Award (Commitment to Compassion)
Cardiac Surgery
HSC

Ren-Ke Li
2019 Naranjan Dhalla Award for Innovative Investigators
Cardiac Surgery
UHN

Kazuhiro Yasufuku
3rd Japan Medical Research and Development Grand Prize
Thoracic Surgery
UHN

Department of Surgery Annual Address 2020
HONOURS AND AWARDS 2019-2020

Charles De Mestral
Blair Foundation Vascular Surgery Innovation Fund
Vascular Surgery
SMH

Ahmed Kayssi
Blair Foundation Vascular Surgery Innovation Fund
Vascular Surgery
SHSC

Mohammad Qadura
Blair Foundation Vascular Surgery Innovation Fund
Vascular Surgery
SMH

Graham Roche-Nagle
Blair Foundation Vascular Surgery Innovation Fund
Vascular Surgery
UHN
HONOURS AND AWARDS 2019-2020

Mohammad Qadura
Society for Vascular Surgery Research Career Development Travel Award
Vascular Surgery SMH

John Byrne
Society for Vascular Surgery Research Career Development Travel Award
Vascular Surgery UHN

Oleh Antonyshyn
Governor General Award for Global Outreach
Plastic & Reconstructive Surgery SHSC

Tim Sproule
Governor General Award for Global Outreach
Plastic & Reconstructive Surgery Scarborough Hospital
HONOURS AND AWARDS 2019-2020

Michael Fehlings
Ryman Prize
Neurosurgery
UHN

John Byrne
2019 Research Career Development Travel Award
Vascular Surgery
UHN

Stefan Hofer
Swushruta Medal
Plastic & Reconstructive Surgery
UHN

Kathryn Howe
2020 Wylie Scholar
Vascular Surgery
UHN
Tirone David
AATS Lifetime Achievement Award
Cardiac Surgery
UHN

Steve McCabe
Co-Winner CSPS President’s Medal
Plastic & Reconstructive Surgery
UHN

Barbara Haas
2020 Lois H Ross Resident Advocate Award
General Surgery
SHSC

Robin McLeod
Officer of the Order of Canada
General Surgery
MSH
HONOURS AND AWARDS 2019-2020

Catherine O’Brien
CRC Tier 2 - Translational Research in Colorectal Cancer
General Surgery
UHN

Charles Tator
Order of Hockey in Canada
Neurosurgery
UHN

John Semple
OCAD Honorary Doctorate
Plastic & Reconstructive Surgery
WCH

Ron Zuker
William A Zamboni Travelling Fellowship
Plastic & Reconstructive Surgery
HSC
GRANT RECIPIENTS 2019-2020

Nancy Baxter
CIHR Project Grant
$360,000

Adena Scheer/Nancy Baxter
CIHR Project Grant
$500,000

Earl Bogoch
CIHR Project Grant
$200,000

Mark Cattral
CIHR Project Grant
$900,000

Marcelo Cypel
CIHR Project Grant
$480,000

James Drake
CIHR Project Grant
$400,000
NFRF Grant

James Eubanks
CIHR Project Grant
$950,000

Gregory Fairn
CIHR Project Grant
$950,000

Rebecca Glady
CIHR Project Grant
$950,000
C17 Research Network Grant

David Gomez/Nancy Baxter
CIHR Project Grant
$100,000

Julie Hallet/Natalie Coburn
CIHR Project Grant
$200,000

Natalie Coburn/Julie Hallet
CIHR Project Grant
$250,000
GRANT RECIPIENTS 2019-2020

Erin Kennedy
CIHR Project Grant
$750,000

John Marshall
CIHR Project Grant
$1,000,000

Unni Narayanan
CIHR Project Grant
$800,000

Katalin Szaszi
CIHR Project Grant
$600,000

David Urbach
CIHR Project Grant
$600,000

Subodh Verma
CIHR Project Grant
$1,700,000

Christian Veillette
CIHR Project Grant
$900,000

Earl Bogoch
PSI
$100,000

Kristen Davidge
Canadian Society of Plastic Surgeons Outcomes Grant

Frances Wright
CIHR Project Grant
$1,300,000

Peter Dirks
CIHR Project Grant
$950,000

Barbara Haas/Avery Nathens
CIHR Project Grant
$400,000
GRANT RECIPIENTS 2019-2020

Tony Finelli
CIHR Project Grant

Girish Kulkarni
Bladder Cancer Canada
Grant

Charles De Mestral
Early Researcher Award Grant
$200,000

Jeff Wilson
Early Researcher Award Grant

Abhayah Kulkarni
NIH Grant
$9,600,000

Jeff Wilson
Ont Ministry of Economic Dev,
Job Creation & Trade Grant
$140,000

Marc Jeschke
NIH
$1,300,000
OIRM
$50,000
CIHR Project Grant
$1,000,000

Alain Rogers
AFP Grant
$100,000

Najma Ahmed
2019 Fall Medical Humanities
Grant from PGME

Jory Simpson
2019 Fall Medical Humanities
Grant from PGME

Mohit Kapoor/Rajiv Gandhi
CIHR Project Grant
GRANT RECIPIENTS 2019-2020

Cindi Morshead
EMH Seed Grant

Unni Narayanan/Mark Camp/George Ibrahim
CIHR Catalyst Grant

Nathan Perlis/Antonio Finelli
CIHR Catalyst Grant

John Byrne
NFRF Grant

Andrew Howard
CIHR Project Grant
$99,000

Sevan Hopyan
NFRF Grant

Shaf Keshavjee
CIHR Project Grant
$970,000
CIHR COVID-19 Grant

Mohammad Qadura
SVS Clinical Research Seed Grant

Taufik Valiante
CIHR & NSERC - CHRP NFRF-E NSERC Discovery

Department of Surgery Annual Address 2020
GRANT RECIPIENTS 2019-2020

Frances Wright
CCSS Innovation Grant

Raja Rampersaud/
Anthony Perruccio
CIHR Project Grant
$94,000

David Wasserstein/
Bheeshma Ravi
CIHR Project Grant
$86,000

Cari Whyne/Jeff Fialkov
CIHR Project Grant
$100,000

Girish Kulkarni
CIHR Project Grant

Cindi Morshead at al
Canada-UK-Artificial Intelligence Initiative
$1,000,000

Gelareh Zadeh
Brain Tumor Charity,
UK Grant

Bheeshma Ravi
CIHR Project Grant
$83,000
2020 GALLIE DAY & GORDON MURRAY LECTURE

A Virtual Success!
**GORDON MURRAY LECTURE**

Professor David A. Rogers

Senior Associate Dean of Faculty Affairs and Professional Development, UAB Medicine Chief Wellness Officer, The University of Alabama at Birmingham

“A Multi-Level Approach to Improving Provider Well-Being”

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**VIRTUAL ZOOM WEBINAR**

Department of Surgery

**46TH ANNUAL GALLI-e DAY**

Friday, May 8th, 2020

Gallie-Bateman, M’Murrich and Translational Research Presentations

Surgical Education: Physician Wellness and Burnout

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**GORDON MURRAY LECTURE**

**“A Multi-Level Approach to Improving Provider Well-Being”**

Senior Associate Dean of Faculty Affairs and Professional Development, UAB Medicine Chief Wellness Officer, The University of Alabama at Birmingham

**DATE**

**THE**

**SAVE**

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**Presenter:** David A. Rogers

**Title:** "A Multi-Level Approach to Improving Provider Well-Being"

**Department:** Surgery

**Event:** 46th Annual Galli-e Day

**Dates:** May 8th, 2020

**Format:** Virtual Zoom Webinar

**Schedule:**

- **8:00 AM:** Opening Remarks - Dean L. Trevor Young, Drs. James Rutka & Michael Fehlings
- **8:20 AM - 10:00 AM:** Gallie-Bateman, M’Murrich and Translational Research Presentations
- **10:00 AM - 11:00 AM:** Online-E-Poster Viewing and Judging via Zoom/Thread
- **11:00 AM - 12:30 PM:** Gallie-Bateman, M’Murrich and Translational Research Presentations
- **12:30 - 1:30 PM:** Break for Lunch
- **1:30 PM:** Symposium: Physician Wellness and Burnout
  - Dr. Barry Robbins, "Physician and nurse burnout and distress in the Peter Munk Cardiac Centre comparison with AHSUs in the United States"
  - Dr. Giuseppe Pappal, "Burnout and wellness in academic surgeons"
- **3:00 PM - 4:00 PM:** Online-E-Poster Viewing and Judging via Zoom/Thread
- **4:00 PM - 5:00 PM:** Gordon Murray Lecture - Professor David A. Rogers, "A Multi-Level Approach to Improving Provider Well-Being"
- **5:00 PM:** Wrap-up/Closing Remarks - Drs. James Rutka & Michael Fehlings

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**Department of Surgery Annual Address 2020**
2020 GALLIE DAY AWARD WINNERS

- Jeff Wilson: George Armstrong-Peters Prize
- Natalie Coburn: Lister Prize
- Tyler Chesney: Zane Cohen Clinical Fellowship Achievement Award
- Anna Dare: Shafie Fazel Award
- Abdollah Behzadi: Tovee Undergraduate Award
- Tom Forbes: Tovee Postgraduate Award
2020 Gallie Day Award Winners

- **Caleb Zavitz**
  - DR Wilson Award

- **James Waddell**
  - Bryce Taylor Mentoring Award

- **John Semple**
  - Lavina Lickley Lifetime Achievement Award

- **David Urbach**
  - Charles Tator Award

- **Jesse Wolfstadt**
  - Surgical Skills Centre Distinguished Educator Award

- **Aaron Nauth**
  - B Langer Surgeon Scientist Award
DEPARTMENT OF SURGERY

In the News
Founded in 1933, the US News and World Report has published rankings of top institutions throughout the world in education, health, and technology. It is the oldest and best-known ranker of academic institutions.

University of Toronto’s Department of Surgery
Ranked #4 in the World by US News!
Toronto neurosurgeon marks 1,000th operation treating ‘excruciating’ facial pain syndrome

About 5 out of 100,000 people may suffer from trigeminal neuralgia, though it’s often misdiagnosed.

Nick Boisvert · CBC News · Posted: Jan 15, 2020 4:00 AM ET | Last Updated: January 15

Dr. Mojgan Hodaie treats patients from across Canada and around the world seeking relief from their debilitating pain. (University Health Network)

Dr. Mojgan Hodaie marks her 1,000th operation treating trigeminal neuralgia!
A handheld 3D skin printer developed by researchers at the University of Toronto and Sunnybrook Health Sciences Centre can deposit sheets of skin to cover large burn wounds – and its “bio ink” can accelerate the healing process.
The study’s goal, Lipsman says, is to raise awareness of the disease, and to validate the growing awareness that alcohol addiction is likely a brain-based illness.

“And there should be no better way to treat a brain-based illness than a brain-based intervention.”
Meet the brains behind the push to get more women in neurosurgery

Canada has approximately 333 practicing neurosurgeons, only 36 are women.

Gelareh Zadeh
Neurosurgery, UHN

Advocating for more females in Neurosurgery

“...The talent has always been there but we haven’t been making the space for it.”

- Dr. Michael Cusimano, St. Michael’s Hospital
DEPARTMENT OF SURGERY IN THE NEWS

Researcher Uses Diagnostic Lung Test to Identify Patients at Highest Risk of COVID-19 Complications

Shaf Keshavjee
Thoracic Surgery, UHN

UHN’s Dr. Ren-Ke Li’s New conductive biomaterial helps damaged hearts beat normally by reconnecting healthy tissue

Ren-Ke Li
Cardiac Surgery, UHN
Dr. Peter Stotland talks about patient care in the COVID-19 era.

Going it alone

While hospitals may have passed the most critical stage of the COVID-19 outbreak, new safety protocols are having an isolating effect on non-COVID patients - and the medical staff who care for them.
DEPARTMENT OF SURGERY IN THE NEWS

Teodor Grantcharov
General Surgery, SMH

Learning from Medical Mistakes
Surgical Safety Technologies Operating Room Black Box

TIME | BEST INVENTIONS 2019
Could COVID-19 be a Vascular Virus?

Kathryn Howe
Vascular Surgery, UHN

Could COVID-19 be a Vascular Virus?
The field has postulated for years that cancer stem cells are a small population within the tumor but critical because they mediate treatment resistance and cancer resistance. We've now found proof of that speculation.
David Urbach discussion talking about the checklist, the impact of the word "cancer" on patient decision-making, wait-times in Canada in the face of COVID, and medical devices in surgery.
COMING YOUR WAY!

Academic Year 2020-2021
• Bigelow Lecture........................................ Joanna Chikwe, Chair, Cedars Sinai, October 2\textsuperscript{nd}, 2020

• Lister and George Armstrong Peters Lectures.... Jeff Wilson, Natalie Coburn, November 6\textsuperscript{th}, 2020

• Robin McLeod Lecture.................................. Dana Telem, University Michigan, December 11\textsuperscript{th}, 2020

• Ben Alman Lecture........................................ Steve Scherer, Director, McLaughlin Centre, January 8\textsuperscript{th}, 2021

• Kergin Lecture............................................. Lindsey Fitzharris, “The Butchering Art”, February 5\textsuperscript{th}, 2021

• Palmer Lecture............................................. Vincenzo Mazzaferro, University of Milan, March 5\textsuperscript{th}, 2021

• Harland-Smith Lecture................................... Sigurd Berven, Orthopaedics, UCSF, April 9\textsuperscript{th}, 2021

• Tile Lecture.................................................. TBA, June 4\textsuperscript{th}, 2021
DEPARTMENT OF SURGERY EXTERNAL REVIEW

POSTPONED TO
February 25th & 26th, 2021

Professor Nita Ahuja
William H. Carmalt
Professor and Chair
Yale University

Professor Susan Reid
John A. Bauer Chair
Department of Surgery
McMaster University
GALLIE DAY 2021

Friday, May 7th

Venue: TBD
THANK YOU!

James T. Rutka

Questions? Comments?
Please email James Rutka at james.rutka@sickkids.ca