

# MEDSTAFF NEWSLETTER

## UPSTATE UNIVERSITY HOSPITAL

SUMMER  
2017

*IN THIS ISSUE:*

- MEC Candidates Needed
- New Medical Staff Members
- Teaching Medical Students
- Patient Experience Corner
- Save the Date-Annual Medical Staff Meeting

<mailto:askmec@upstate.edu>

A MESSAGE FROM  
THE MEDICAL STAFF PRESIDENT  
HOWARD M. WEINSTEIN, MD

This has been a most exciting Spring for Upstate Medical University. A new Dean has accepted the position and will begin in earnest in July. We must all thank our good friend Dr. Dewan for serving as the interim Dean and guiding all of us along in his gentle and gracious manner.

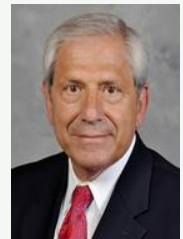
Dr. Laraque-Arena has instituted a wide ranging planning group that will shape the future of our entire campus. This is a bold and daunting task that will involve all aspects of our Medical Center and all of its branches. I look forward to regular reports and the implementation of change!

The Medical Staff has taken a bold step forward. Advanced Practice Providers (APP's) including NP's,

PA's and CNM's are the mainstay of the fine medical care that we provide to our patients. These wonderful practitioners have always been credentialed by the medical staff but have had no voice in medical staff issues. These APP's have now been approved by the medical staff as members with a vote in medical staff matters and will be allowed to have three representatives on the Medical Executive Committee. Their voice will now be heard. I offer my deepest congratulations to the APP's and welcome their input and involvement.

We have formally instituted an Antibiotic Stewardship Committee that will help direct our use (and overuse) of antibiotics and improve our patient care and utilization of hospital resources.

As we have reached a turning point in the medical staff, the University, and the future, I am looking out of my office window and finally see the sun, which I hope is a turning point from our incredibly wet spring to a bright and sunny summer! Wishing you all a wonderful, safe summer season.



## MEDICAL EXECUTIVE COMMITTEE SEEKS SIX CANDIDATES

Now is the chance for you and the members of your department to be part of the changing face of the medical staff at Upstate! The Medical Executive Committee (MEC) is seeking nominations for **6 Members-at-Large** to serve 3 year terms (January 1, 2018 to December 31, 2020).

Positions being filled this year:

- **Active staff**
  - 3 Members at Large, at least one from each campus
- **Associate staff**
  - 3 Member-at-Large, at least one from each campus

### HOW TO NOMINATE A COLLEAGUE FOR A MEMBER-AT-LARGE POSITION:

Write a statement supporting your colleague, including what expertise or experience that physician would bring to the position. Send your statement to Beth Erwin, Director of Medical Staff Services, or a member of the nominations committee. Ms. Erwin will follow up with the nominated individual to be sure that they are interested and willing to serve in this role, will ask for their personal statement, format it and include the candidate's name and specialty, then provide the nomination and statement to the committee for their review.

### HOW TO NOMINATE YOURSELF FOR AN MEMBER-AT-LARGE POSITION:

Write a personal statement that indicates why you are interested and what experience or special interest in medical staff governance you bring to the position. Send your statement to Beth Erwin, Director of Medical Staff Services, or a member of the nominations committee. Ms. Erwin formats the statements similarly, includes the candidate's name and specialty, and collects them for the committee for their review.

### QUALIFICATIONS:

Members-at-large must be a member of the Active category medical staff, may not be in provisional status, and must maintain status of good standing on the Medical Staff during their elected terms. Members-at-large serve three year terms, starting January 1, and ending December 31.

### DUTIES OF A MEMBER-AT-LARGE:

Members-at-large shall represent and act on behalf of the Medical Staff by serving as voting members on the Medical Executive Committee. The Medical Staff Bylaws, Article 9, Section 4 has a full description of the position (<https://upstate.ellucid.com/documents/view/75/8805/>, page 3). Article 10, Section 5 describes the responsibilities of the Medical Executive Committee (<https://upstate.ellucid.com/documents/view/76/8807/>, page 2).

Mitchell Brodey, MD  
Past President, MEC  
Nominations Committee Chair

David Halleran, MD  
Member, Medical Executive Committee  
Member, Nominations Committee

Sarah Fries, NP  
Member, Medical Executive Committee  
Member, Nominations Committee

Oleg Shapiro, MD  
Member, Medical Executive Committee  
Member, Nominations Committee



## WELCOME NEW MEDICAL STAFF MEMBERS

• Lori Baker, CRNA	Anesthesiology	• Clarissa Cassol, MD	Pathology
• Cara Buchanan, CRNA	Anesthesiology	• Rana Naous, MD	Pathology
• Paul Crescenzi, CRNA	Anesthesiology	• Bouraa Bou Aram, MD	Pediatrics
• Calvin Eng, MD	Anesthesiology	• Swati Murthy, MD	Pediatrics
• Jacqueline Madere, CRNA	Anesthesiology	• Ramesh Sachdeva, MBBS	Pediatrics
• Michael Miller, DO	Anesthesiology	• Erica Christensen, PA	PM&R
• Michael Natale, MD	Anesthesiology	• Michelle Woogen, PsyD	PM&R
• Lu' Ay Nubani, MBChB	Anesthesiology	• Stacey Elliott, DO	Psychiatry
• Laurence Pfeiffer, DDS	Dental Surgery	• Molly Fischer, NP	Psychiatry
• Andrea Ferrari, MD	Emergency Medicine	• Hilary Gamble, MD	Psychiatry
• Claire Wilsey, PA	Emergency Medicine	• Edward Zimmerman, NP	Psychiatry
• Linda Goff, NP	Family Medicine	• Sanjeev Athale, MBBS	Radiology
• George Gluz, MD	Medicine	• Douglas Bober, MD	Radiology
• Abha Harish, MD	Medicine	• Jason DiPoce, MD	Radiology
• Ingrid Martinez, NP	Medicine	• Gillan Griffith, MBBS	Radiology
• Ayan Mohamed, PA	Medicine	• Carole Hamburg, MD	Radiology
• Mohamed Munshi, MD	Medicine	• Vaseem Iqbal, MD	Radiology
• Amy Tucker, NP	Medicine	• Christopher Lawton, MD	Radiology
• Erin Catanzarite, NP	Neurology	• Christopher Morgan, MD	Radiology
• Awss Zidan, MD	Neurology	• Sreejit Nair, MD	Radiology
• Olivia Dixon, LM	OB/GYN	• Refky Nicola, DO	Radiology
• Kathleen King, LM	OB/GYN	• Susan Pinero, MD	Radiology
• Luis Saldana-Gautier, MD	OB/GYN	• Glenn Schultes, MD	Radiology
• Daniel Birklin, PA	Orthopedics	• Julie Shaffrey, MD	Radiology
• Jeremy Rose, PA	Orthopedics	• Terri Williams-Weekes, MD	Radiology
• Brandon Weaver, PA	Orthopedics	• Joshua Appelstein, MD	Surgery
• Jacob Feldman, MD	Otolaryngology	• Constance Duggan, PA	Surgery
• Mitchell Gore, MD	Otolaryngology	• William Thibault, MD	Surgery

## TEACHING MEDICAL STUDENTS

The College of Medicine (COM) is responsible for preparing everyone who works with and teaches medical students for their responsibilities. To assist with this, the Educational Program Objectives have been aligned with the ACGME objectives for residents, in order to better prepare medical students for their future role in residency. In addition, to be sure that the learning environment for medical students is conducive to the ongoing development of appropriate professional behaviors, faculty and staff treat all individuals with respect.

There are three policies you can review for additional information:

**COM Graduation Competencies and Educational Program Objectives**

**(EPOs):** <http://www.upstate.edu/com/document/objectives.pdf>

**Learning Environment and Mistreatment:** [http://www.upstate.edu/com/document/mistreatment\\_policy.pdf](http://www.upstate.edu/com/document/mistreatment_policy.pdf)

**Professionalism:** [http://www.upstate.edu/com/document/professionalism\\_policy.pdf](http://www.upstate.edu/com/document/professionalism_policy.pdf)

## PATIENT EXPERIENCE CORNER –

### A Message to Upstate University Hospital Physicians



Thank you so much for the difference you make in the lives of your patients! Your kindness, wisdom, caring and concern help to improve lives and heal hearts. We care about you and want you to know – most of us can see the amount of stress you bear every day - the long hours and endless number of patients that need your attention. Thank you so much for taking care of our patients and being so skilled at what you do!

With this being said, most providers are slow to acknowledge – to themselves or anyone – that they may be suffering the effects of burnout. As a result, physicians suffer alone, they burn out, and sometimes they leave the practice of medicine altogether, despite years of hard work to get there.

Webster defines physician burnout as: “*the point at which missile fuel is all burnt up.*” Alternate meanings include “*damage caused by overheating,*” or “*a state of emotional exhaustion.*” Somehow, all three definitions are applicable to the malaise and discontent many physicians experience.

Physician burnout is more common among physicians than among other US workers; those at greatest risk are physicians in specialties at the front line of care access.

#### Physician Burnout: The Symptoms

- 1 **Emotional Exhaustion** – More than merely physical fatigue this is the feeling of an emotional tank that has been emptied.
- 2 **Depersonalization** – When those around you do not register as human beings, when patients become merely a medical record or a room number with a condition to be treated.
- 3 **Low Sense of Accomplishment** – Experiencing feelings of not making a difference, or fear that others will discover you're just a fraud.

The cost of a suffering physician's quality of life is *immeasurable*. This does not take into account the emotional cost to family and friends, or patients and the patients' families. The ripple effect – both emotional and financial – is huge.

Think about what types of things feed your spirit at work. Is it possible to structure your week so there is a higher likelihood of exposing yourself to those types of interactions? The goal is to develop new habits that maintain a positive balance in all areas of your life. Physicians should gravitate towards any person or activity that provides the most support; people and activities that hold meaning to them. Retreats and gatherings can promote resiliency and are highly recommended.

## ANNUAL UPSTATE MEDICAL STAFF MEETING

# Upstate Medical Staff 2017 Annual Meeting You're Invited

6:00 - 8:00 PM

KEYNOTE SPEAKER WILLIAM STRECK, MD  
HANYS CHIEF MEDICAL AND HEALTH  
SYSTEMS INNOVATION OFFICER

NEW ACADEMIC BUILDING, 4TH FLOOR B & C  
DATE: OCTOBER 17, 2017

OPEN BAR | HORS D'OEUVRES

RSVP: [medstaff@upstate.edu](mailto:medstaff@upstate.edu)  
PLEASE LET US KNOW IF  
YOU'RE UNABLE TO MAKE IT

## MEC MEMBERS

### VOTING OFFICERS

**Howard Weinstein, MD**; Medical Staff President,  
Chair, Medical Executive Committee  
(OB/GYN)

**Leslie Kohman, MD**; Medical Staff Vice-President  
(Surgery, Thoracic)

**Satish Krishnamurthy, MD**; Medical Staff Treasurer  
(Neurosurgery)

**Mitchell Brodey, MD**; Medical Staff Past President (Medicine,  
Infectious Disease)

### MEMBERS-AT-LARGE

**Lynn Cleary, MD**; (Medicine)

**Robert Corona, MD**; (Pathology)

**Timothy Creamer, MD**; (Medicine)

**Tanya George, MD**; (Medicine)

**David Halleran, MD**; (Colo-rectal Surgery)

**Jeremy Joslin, MD**; (Emergency Medicine)

**Geeta Sangani, MD**; (Urology)

**Oleg Shapiro, MD**; (Urology)

**Bettina Smallman, MD**; (Anesthesiology)

### EX-OFFICIO, NON VOTING MEMBERS

**Lisa Alexander, Esq**; Senior Managing Counsel

**Robert Carhart, MD**; Chair, Credentials Committee (Medicine)

**Hans Cassagnol, MD**; Chief Quality Officer (OB/GYN)

**Nancy Daoust, FACHE**; Chief Administrative Officer, Upstate  
University Hospital Community Campus

**Beth Erwin, CPCS, CPMSM**; Director, Medical Staff Services

**Sarah Fries, NP**; Associate Director of Nursing for Advanced Practice  
Services

**Matthew Glidden, MD**; Interim Associate Chief Medical Officer  
(Medicine)

**William Grant, EDD**; Associate Dean for Graduate Medical  
Education

**Danielle Laraque-Arena, MD**; President, SUNY Upstate Medical  
University (Pediatrics)

**Julio Licinio, MD, PhD**; Dean, College of Medicine, SUNY Upstate  
Medical University

**Robert Marzella, MHA**; Chief Operating Officer

**Nancy Page, RN**; Chief Nursing Officer

**Steven Scott, MPH, FACHE**; Interim Chief Executive Officer

**Anthony Weiss, MD**; Chief Medical Officer and Medical Director  
(Psychiatry)