



**Annual Report 2015-16**  
**Eastern Ontario Regional Laboratory Association**

**DRAFT**



## *About EORLA*

### **History**

Operational for four years, The Eastern Ontario Regional Laboratory Association (EORLA) is a member-based, non-profit organization encompassing the operation of 18 licensed, acute-care, hospital-based clinical laboratories that service clinical programs across the Champlain Local Health Integration Network (CLHIN) of Eastern Ontario.

At EORLA over 800 medical, scientific and technical staff provides diagnostic testing to both hospital inpatients and registered outpatients, performing a total of approximately 13 million tests annually. Comprehensive testing in the disciplines of Anatomic Pathology, Biochemistry, Molecular Diagnostics, Transfusion Medicine, Hematopathology, and Microbiology/Virology is performed.

All EORLA laboratories are accredited by the Institute for Quality Management in Healthcare (IQMH) and the Tissue Typing Laboratory at The Ottawa Hospital site is accredited by the American Society for Histocompatibility and Immunogenetics (ASHI). In May 2013, EORLA received full Bone Bank accreditation that is valid for a period of two years.

The EORLA Biochemistry Laboratory at The Ottawa Hospital is a designated facility under the Trillium Gift of Life Network Act.

### **Purpose**

EORLA is a not-for-profit, charitable corporation created for the purpose of enhancing the quality, efficiency, sustainability and effectiveness of Laboratory Services provided to its Members.

To achieve its purpose, EORLA agrees to deliver high-quality, patient-focused, consistent and efficient Laboratory Services to its members on a cost-effective and cost-recovery basis and also agrees to support the academic mission of those Members who have an academic mandate.

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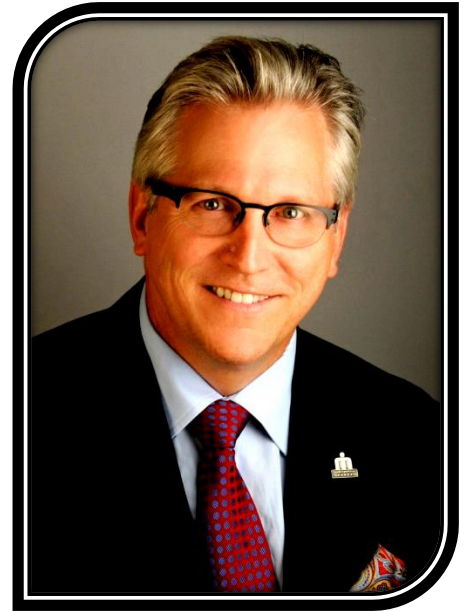
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## Welcome from the Chair of the Board of Directors, Dr. Bernard Leduc

On behalf of the EORLA Board of Governors, it is my pleasure to welcome readers to the 4th edition of the EORLA Annual Report.

As a Board of Governors, our accountability is to provide governance oversight of EORLA on behalf of our members. Our mandate is to ensure that EORLA meets its commitment, as part of the Champlain LHIN acute care health system, to provide high quality, cost effective and sustainable laboratory services to its members and its members' clinicians. The Board also ensures that EORLA is a progressive and effective employer for its staff and an organization that works within an ethical framework.

Over the past year the EORLA Board strengthened its governance processes. It established an Executive Committee and participated in its second Board Effectiveness Survey. The results were favourable and we continue to enhance the quality of our governance model. The Board also welcomed some new members: Linda Morrow, CEO of Hopital Glengarry Memorial Hospital as a hospital member representative replacing Jeanette Despatie; Dr. Ali Abdulla as an independent Community Board member; and Dr. Jeremy Grimshaw as the University of Ottawa representative, replacing Dr. Sherry Perkins.



The strength of our Board was tested in the fall of 2015 with the emergence of a funding rate error that placed significant stress on our Members, our Board and Management. This report provides a full accounting of the impact. As a Board, our first duty was to guide EORLA through this turbulence in a manner that sustained the trust of our Members. The funding rate error underscored the importance of trust, transparency and open communication. I wish to thank the Chief Financial Officers of our membership for the time and energy that each devoted to resolving these matters. I believe it was through the commitment of our members and the strength of our governance model that we successfully navigated this challenge.

Remarkably as well, it is important to note that the EORLA team was able to deliver on its quality and performance objectives and I want to thank the 925 employees and medical & scientific staff for their dedication. Notwithstanding the stresses that were faced, we see a strong future for the EORLA model in the delivery of a shared laboratory service. I also want to thank the Board for their commitment and acknowledge their sage advice as we navigated difficult issues during the past year. Finally, thank you to Leigh Fenton for her tireless and professional support to the Board of Governors.

I trust you will find the report informative.

Sincerely,

Dr. Bernard Leduc  
Chair, Eastern Ontario Regional Laboratory Association

## EORLA Board of Directors for 2015/2016

Board Member	Professional Title	EORLA Governance Appointments
<b>Dr. Bernard Leduc</b>	President & CEO, L'Hôpital Montfort	Board - Chair, Governance Committee - Chair, Board Member approved by L'Hôpital Montfort
<b>Mr. Tom Schonberg</b>	President & CEO, Queensway-Carleton Hospital	Board - Vice-Chair, Governance Committee - Member Board Member approved by Queensway-Carleton Hospital
<b>Mr. Eric Hanna</b>	President & CEO, Arnprior Regional Health	Patient Safety and Quality Committee - Chair Board Member approved by the Western Regional Hospitals
<b>Mr. Nicholas Vlacholias</b>	Chief Financial Officer, Children's Hospital of Eastern Ontario	Board - Secretary-Treasurer, Finance and Audit Committee – Vice Chair, Member, Board Member approved by Children's Hospital of Eastern Ontario
<b>Mr. Jeffrey Dale</b>	CEO, Snowy Cloud Inc.	Finance and Audit Committee, Chair - Member, Community Board Member
<b>Dr. Virginia Roth</b>	Director, Medical Affairs and Patient Advocate, The University of Ottawa	Patient Safety and Quality Committee, Vice Chair, Community Board Member
<b>Ms. Linda Morrow</b>	CEO, Glengarry Memorial Hospital	Governance Committee - Member, Board Member approved by the Eastern Regional Hospitals
<b>Mr. Patrick Dion</b>	Managing Partner, Greenbridge Consulting	Governance Committee - Member, Community Board Member
<b>Dr. Alykhan Abdulla</b>	Medical Director, Kingsway Health Centre	Governance Committee - Member, Community Board Member
<b>Dr. John Veinot</b>	Head, Department of Pathology and Laboratory Medicine, The Ottawa Hospital, CHEO and The University of Ottawa	EORLA Medical and Scientific Advisory Committee (EMSAC) – Chair Board Member appointed as EORLA Chief, Medical and Scientific Officer
<b>Mr. Cameron Love</b>	Executive Vice-President, Chief Operating Officer, The Ottawa Hospital	Finance and Audit Committee - Member, Board Member approved by The Ottawa Hospital
<b>Dr. Jeremy Grimshaw</b>	Senior Scientist, Ottawa Research Institute (OHRI) Professor, Department of Medicine, The University of Ottawa	Patient Safety and Quality Committee - Member, Board Member approved by the University of Ottawa



## A Word from the CEO, Craig Ivany

It is my pleasure to provide this message to accompany the 2015 – 2016 EORLA Annual Report. As highlighted in previous reports, EORLA is not a typical laboratory integration model and we exist in an era where Hospital funding is under extreme pressure as our health system evolves toward a patient centric delivery model. EORLA must continue to evolve to support and contribute to the successful delivery of the health care services by our 16 member hospitals.

The challenge we face places enormous stress on all facets of our business and I want to open by acknowledging the work and effort of every member of the EORLA team. EORLA has 832 committed employees and medical & scientific staff who are all advocates of high quality laboratory services and stewards of our operations and fiscal resources. The team did a great job managing this delicate balance.



EORLA responded to the changing and challenging environment through two core business objectives this year: improve our efficiency and improve our quality. The coming pages illustrate the success on both fronts with improvements in our quality and the delivery of significant annual operations savings.

To be successful, EORLA must also be viewed as a trusted partner with our members. Our first Member survey completed last year, highlighted that the entire EORLA team needed to do more to effectively communicate with our members and strengthen these core relationships. During this past year our relationship with members was tested as a four year funding error between EORLA and 12 members was uncovered. This resulted in a tremendous amount of work to fully understand and resolve. The outcome of this effort resulted in a full review of the EORLA funding/billing model as well as a complete EORLA accounting of the impact of the error and restitution to affected members. I want to acknowledge the leadership of the EORLA Board and the work of all member CFOs as we worked through this matter. The error was approximately \$8.6M over four years, however it should be considered in the context of over \$430M of total member funding during the same period.

As we move beyond 2015 – 2016, we see a future that has a renewed and relevant funding model, a transformed microbiology service delivery model and a team that is engaged and looking ever forward to creating a culture of excellence in laboratory medicine.

In closing, a sincere thank you is sent to everyone who is a part of the EORLA effort. To our employees and medical & scientific teams, for living our values and your contribution to delivering high quality patient care in an ever changing environment, we are grateful for everything you do. To our Member organizations and clinical staff, thank you for your continuing support, guidance and feedback which will help us better meet your needs. Finally, to the EORLA Board of Directors, thank you for your insight, perspective and commitment providing us the direction to achieve our mission.

Craig Ivany

## Chief Medical and Scientific Officer Note, Dr. John Veinot

As with my greetings in prior years, it always amazes me how quickly time passes and how much change occurs in the course of a year. Like the entire health system, the EORLA team faced many challenges and we also celebrated many successes. I am very proud of the efforts that everyone made to continue to provide the best patient care.

In the pursuit of providing the best patient care, I want to note the efforts of our collective team working as strong dyads to improve quality and performance. This year we witnessed improvements in the quality of our work. Those improvements were measured and thoughtful and associated with the attention to detail of our front line staff, and the entire organization. This was the second year that the revised quality metrics were in place and I am pleased to see improvement year over year. Thank you to everyone.



The hospital sector continues to be faced with difficult fiscal realities that drive hard choices. Our teams responded in a collaborative way to ensure that we met the fiscal challenges placed before us by our hospital members.

This past year we completed the transfer of Medical and Scientific staff to EORLA. I want to especially acknowledge the efforts of Liz Glover, HR Leader who was instrumental in leading this effort. During the year we participated in a Medical and Scientific engagement survey for our TOH based staff and it was rewarding to see an improvement in the overall engagement and satisfaction of the team. There is work to do and we will take the results seriously and try to improve in the appropriate areas of interest.

Academic achievements continued this year with numerous successful educational and research activities. We provided leadership on a provincial and national level through educational activities, quality initiatives and innovative utilization approaches. Many of these activities continue to evolve. We had many successful posters and platform presentations reflecting our excellent trainees and those that supervise them. Our resident's research day was a success and we had invited several excellent guest speakers. This year we co-sponsored, with IQMH, a symposium on Quality in Laboratory medicine. We also organized an excellent Forensic Pathology symposium attracting pathologists and medicolegal participants internationally. Thank you to Doctors Padmore and Walker and their teams.

Education continued to be successful. We made significant contributions to the Faculties of Medicine, Science, and Health Sciences. We provided teaching to undergraduates, medical students, graduate students, nursing and allied health professionals and many other groups including our laboratory technologists. We are all teachers at one time or another. Our students are our greatest resource and we are delighted to see them do well.

In closing, the many achievements that are highlighted are only possible through hard work by everyone. I wish to thank the entire team for continuing to work together. Thank you for your dedication.

Dr. John Veinot

## Quality and Performance 2015 – 2016

Quality and Performance are the core strategic deliverables for EORLA. Through a constant and balanced approach to both dimensions we have successfully improved in both areas. Success on the operations front was an important achievement during a year where the billing system, pricing model and funding rate errors took the spotlight at the governance level.

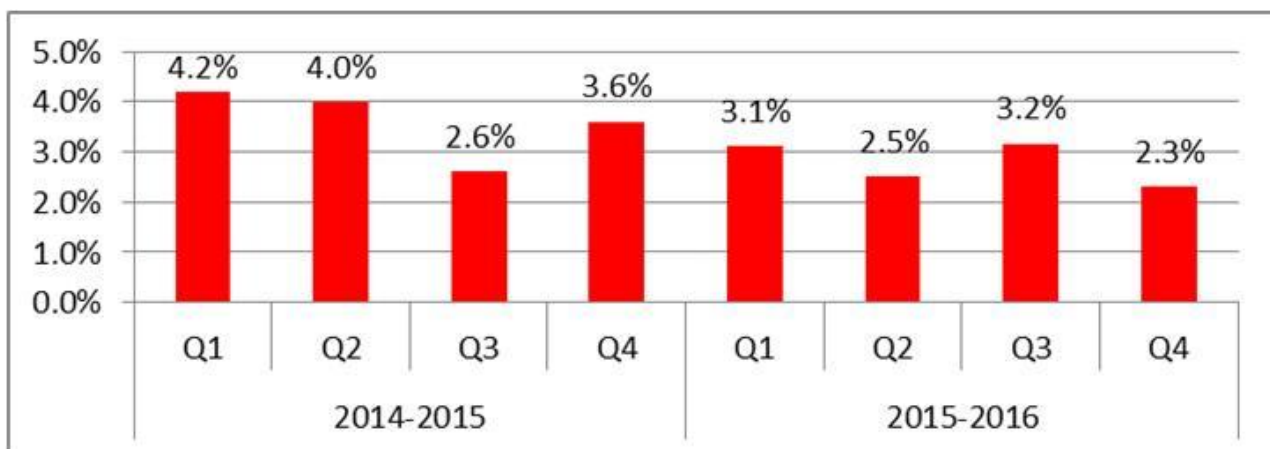
The 2015 – 2016 plan was guided by and fully linked to the EORLA strategic plan. The strategic plan embraces a commitment to meeting the initial expectations of Members, delivering further integration and preparing EORLA for the future.

The efforts of the full team over the course of the year delivered further improvements in our quality metrics. The focus on quality starts with the EORLA Board and flows through every aspect of the organization. Under the direction of Eric Hanna, Chair – Patient Safety and Quality Committee, the committee revised its terms of reference and added two additional members with Quality and Risk Management experience. Linda Hunter and Samantha Hamilton both joined the committee through a comprehensive recruitment process.

The Board Committee took an active role in elevating the quality agenda. Its most significant accomplishment was achieving Board approval of the Quality Improvement Plan (QIP). It is notable that this plan is consistent with the Excellent Care for All Act and the plan is tightly coupled to the core quality metrics that the organization adopted at the start of 2014 – 2015. Going forward the QIP will focus on those metrics that require our focus and attention; by focusing on the critical few we are confident that EORLA will continue to see improvements.

The Board is also supported by the EORLA Medical and Scientific Advisory Committee – Quality Sub-Committee. Under the leadership of Dr. Nathalie Lepage, this committee leads the clinical quality discussion for the organization and advises EMSAC as well as the Board Patient Safety and Quality Committee. This group was instrumental in the identification and refinement of the critical to quality metrics.

### Quality Improvement – Number of Indicators missing target by > 5%





One of the key tenants of quality management is an effective document management and control system. Under the leadership of Dr. John Veinot and Greg Doiron, EORLA issued an RFP to select a vendor that would support our regional model. We were pleased to select Bioleen Solutions Inc., a software supplier offering on-line quality management software exclusively for Medical Laboratories. Bioleen saw the relationship with EORLA as an essential element of their strategy to gain entry into the rest of the Canadian market beyond Quebec.

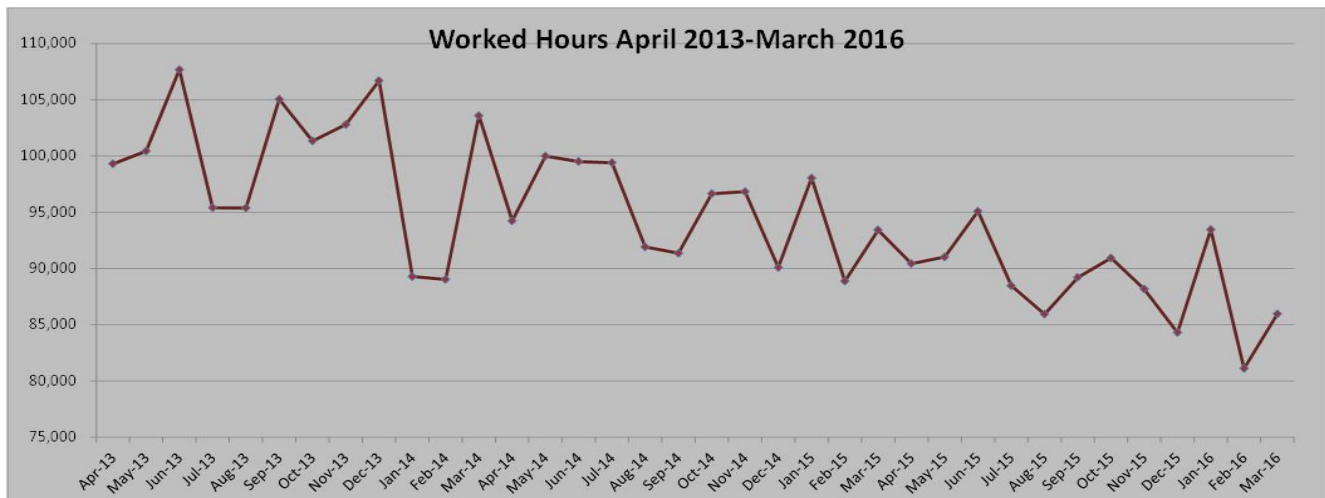
On a performance basis the plan delivered further integration and cost efficiencies. The 2015-16 Operating plan reflected the continued stabilization of the EORLA regional model and the strengthening of the integration model. Major integration accomplishments included:

- Anatomic Pathology (AP) integration and consolidation – Under the direction of Dr. Diponkar Banerjee, Bill Parks, Dr. Alex Halil at The Queensway Carleton Hospital and Dr. Nicholas Roustan Delatour at Hopital Montfort, both hospital AP programs were integrated with The Ottawa Hospital and Cornwall on the regional AP information system. This effort moves EORLA closer to a fully networked and integrated AP model which will ensures standard high quality service across the region.
- Laboratory Connectivity – Three hospitals' Laboratory Information Systems were electronically connected to the Reference Laboratory system. Hopital Montfort and Hopital Glengarry Memorial Hospital were linked via the CHAMP Meditech system and the CHEO core LIS, Beaker was connected. This enables the free flow of laboratory requisitions and results electronically, reducing turn-around-time issues, eliminating duplication of data entry and reducing data entry errors.
- Regional Point Of Care Testing Committee – Under the leadership of Dr. Julie Shaw, a regional committee was established. The committee purpose allows for knowledge and information sharing between member sites as well as for sites to support each other in dealing with challenges related to POCT. The committee has been successful so far in developing several regional recommendations related to process standardization for POCT.
- Regional Laboratory Safety Manual – Under the leadership of Lorraine Hart, Regional Quality Integration Manager, an integrated Lab Safety Manual was completed and implemented in all 18 Laboratory sites. This is a significant step in the pursuit of an integrated quality management system. Lorraine is leading the work to establish a Regional Laboratory Quality Manual for 2016-17. This effort along with the Safety Manual will set the groundwork to enable an integrated quality assurance program and an integrated auditing process.
- Regional Microbiology Reference Laboratory – Under the direction of Dr. Ramotar and Marie-France Jemus, the transformation of regional Microbiology services achieved a significant milestone in 2015-16 with the Board approval to acquire the equipment to move to Total Laboratory Automation. With this approval the Microbiology team will complete the 3 year journey to full integration and consolidation.

The cost efficiency goal was designed to pursue opportunities that would generate an on-going annual savings target of \$3.4M. This was achieved through hard work and a broad based approach to pursuing efficiencies across the organization. The plan incorporated several efficiency strategies focused on labour cost reductions. The sum of these initiatives impacted 41 Full Time Equivalent (FTE)

positions and yielded the savings target. This effort required that we put the right tools in the hands of our leaders. In 2015-16 we realized the benefits from the bi-weekly labour hours management reporting tool, the bi-weekly attendance at work tool and maturation of the automated employee scheduling system managed by our service provider, The Ottawa Hospital. Collectively these initiatives were designed to ensure consistent and rapid response to managing labour hours across 41 units in 18 different environments.

### **Performance Improvement – Worked Hours April 2013 to March 2016**



The operating plan also took into account an assumption of 0% growth in laboratory testing provided by the members and there were also approved program changes that reflected an increase in funding from members of \$2.3M.

- \$0.9M – New Molecular Oncology Diagnostics Laboratory
- \$0.8M – Tissue Typing growth and new test requirements related to the Transplant Program
- \$0.6M – Anatomical Pathology growth

In addition to these program changes, EORLA also supported several member driven clinical service changes without jeopardizing the success of the operational plan. These initiatives included the addition of several new clinics (Hepatitis, Obstetrics Low Risk, Hematology Autoimmune Clinic) as well as the addition of several new tests (EGFR Ki67), revised flu algorithm and growth in Bone Marrow testing.

### **Operations Key Performance Indicators 2014 – 15 and 2015 – 16**

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## Key Performance Indicators

	Fiscal Year 2014-15						Fiscal Year 2015-16							
	Actuals	Budget		%	PY 13-14	%	Actuals	Budget		%	PY 14-15	%		
Total Tests Performed	12,812,229	12,967,702	▲	-1.2%	12,839,428	▲	-0.2%	13,086,927	12,937,055	●	1.2%	12,812,229	●	2.1%
Cost per Test	\$7.65	\$7.09	◆	-7.9%	\$7.62	▲	-0.4%	\$7.43	\$7.56	●	1.7%	\$7.65	●	2.8%
Overtime (excl. IT & Call Back)	\$617,163	\$623,430	●	1.0%	\$1,047,866	●	41.1%	\$367,879	\$296,498	◆	-24.1%	\$617,163	●	40.4%
Call Back Overtime	\$429,671	\$354,917	◆	-21.1%	\$506,457	●	15.2%	\$330,305	\$353,552	●	6.6%	\$429,671	●	23.1%
UPP & MOS Training/Orientation (excl. IT)	\$465,229	\$208,709	◆	-122.9%	\$879,199	●	47.1%	\$413,873	\$524,279	●	21.1%	\$465,229	●	11.0%
FTE (UPP&MOS)	682	635	◆	-7.4%	697	●	2.2%	638	656	●	2.8%	682	●	6.6%
Average Monthly Test / FTE (UPP&MOS)	1,565	1,701	◆	-8.0%	1,484	●	5.4%	1,711	1,644	●	4.1%	1,565	●	9.3%
Paid Sick	\$1,110,755	\$657,239	◆	-69.0%	\$1,178,651	●	5.8%	\$1,011,233	\$952,259	◆	-6.2%	\$1,110,755	●	9.0%
Admin expense rate (% of Total)	4.8%	5.6%	●	13.5%	4.5%	◆	-5.8%	6.1%	7.1%	●	13.7%	4.8%	◆	-27.7%

Legend	
●	>= 0%
▲	0% - (-3%)
◆	<= (-3%)

### Testing Volume Performed for Member Sites

Invoiced Site	Test Volume			
	15-16 Actuals	14-15 Actuals	Variance	Var %
ALMONTE GENERAL HOSPITAL	28,541	25,259	3,282	13.0 %
ARNPRIOR & DISTRICT MEMORIAL HOSPITAL	97,934	89,705	8,229	9.2 %
CARLETON PLACE AND DISTRICT MEMORIAL HOSPITAL	65,275	64,593	682	1.1 %
CHILDRENS HOSPITAL OF EASTERN ONTARIO	621,041	653,117	(32,076)	-4.9 %
CORNWALL COMMUNITY HOSPITAL	600,980	563,773	37,207	6.6 %
DEEP RIVER AND DISTRICT HOSPITAL	45,792	103,792	(58,000)	-55.9 %
GLENGARRY MEMORIAL HOSPITAL	96,832	99,150	(2,318)	-2.3 %
HAWKESBURY AND DISTRICT GENERAL HOSPITAL	394,455	360,341	34,114	9.5 %
HOPITAL MONTFORT	939,552	1,012,292	(72,740)	-7.2 %
KEMPTVILLE DISTRICT HOSPITAL	72,264	79,178	(6,914)	-8.7 %
PEMBROKE REGIONAL HOSPITAL	556,195	549,869	6,326	1.2 %
QUEENSWAY CARLETON HOSPITAL	1,116,863	1,172,020	(55,157)	-4.7 %
RENFREW VICTORIA HOSPITAL	195,640	201,658	(6,018)	-3.0 %
ST. FRANCIS MEMORIAL HOSPITAL	48,808	47,633	1,175	2.5 %
THE OTTAWA HOSPITAL - CIVIC CAMPUS	3,199,201	3,152,135	47,066	1.5 %
THE OTTAWA HOSPITAL - GENERAL CAMPUS	4,051,930	3,728,963	322,967	8.7 %
THE OTTAWA HOSPITAL - RIVERSIDE CAMPUS	784,795	716,518	68,277	9.5 %
WINCHESTER DISTRICT MEMORIAL HOSPITAL	170,780	192,233	(21,453)	-11.2 %
Grand Total	13,086,927	12,812,229	274,698	2.1 %

### Testing Volume Performed by Laboratory Division

Division	Test Volume			
	15-16 Actuals	14-15 Actuals	Variance	Var %
Anatomic Pathology	627,688	564,077	63,611	11.3 %
Biochemistry	9,199,999	9,111,196	88,803	1.0 %
Electron Microscopy	1,995	2,431	(436)	-17.9 %
Genetics	129	64	65	101.6 %
Hematology	1,746,199	1,668,305	77,894	4.7 %
Microbiology	505,389	515,179	(9,790)	-1.9 %
Molecular Oncology	375	0	375	0.0 %
Pre/Post Analysis	655,363	648,130	7,233	1.1 %
Tissue Typing	12,491	8,516	3,975	46.7 %
Transfusion Medicine	294,691	260,869	33,822	13.0 %
Virology	42,019	33,462	8,557	25.6 %
Grand Total	13,086,927	12,812,229	274,698	2.1 %

## Billing Adjustment and Pricing Model Review

Over the course of August and September 2015 a significant funding error related to EORLA cost recovery model was identified. The identification of the error resulted in concerns being raised regarding the billing system and the pricing model.

The funding formula error was isolated to certain tests performed by the EORLA Paediatric Reference Laboratory at CHEO and it affected 12 member organizations which referred testing there. The funding formula error was traced back to the “effective date” of April 1, 2012 and has affected the funding process since that time.

The EORLA Board was apprised of the situation in September and took full control of the resolution process. Through the Board leadership, a comprehensive process was established to evaluate the full impact of the error and ensured that all Members were engaged in the efforts to validate and adjust funding accordingly. A seven member Finance Advisory Committee made up of member CFOs, representative of the region, provided the Board with working oversight to the process of remediation.

Specifically the Finance Advisory Committee accepted three tasks:

- Conduct a review of the funding and member billings since inception. The resulting report would also outline remedies and restitution to the affected members to correct over or under billing if applicable.
- Engage an independent third-party to review the Billing System on an expedited basis.
- Establish a new funding model based on the results of the funding and member billing review and the Third Party Billing System Review.

By the end of fiscal 2015-16 the review of the Billing System was completed by a large public accounting firm, with the conclusion that the billing system functions as designed. The review also generated recommendations which management is pursuing under the oversight of the Finance and Audit Committee.

The results of the member billings review found that 12 member hospitals were over charged for testing services at the Paediatric Reference Laboratory. The total impact was determined to be \$8.66M over four years. The EORLA Board immediately moved to establish a credible restitution and resolution process. It was agreed that Members and EORLA would share equally in the restitution. The Board approve the recommendations of the Finance and Audit Committee based on advice from the Pricing and Budget Committee. EORLA would recover \$4.33M through savings over the remainder of the Membership Agreement and Members accepted accountability for the remaining \$4.33M, in restitution to EORLA. This approach to restitution met the contractual language of EORLA and more importantly fit the spirit of the member-based laboratory services partnership.

Work continues to establish a new pricing model. The FAC proposed to build and validate a revised funding model by the fall 2016. The goal is to establish a robust model that will serve EORLA for many years to come.

In closing, it is important to note that EORLA is a complex organization with a 4 year operation expenditure in excess of \$430M. There have been many accomplishments and EORLA has shown provincial leadership in laboratory integration, providing high quality laboratory results to the benefit of all the patients across the LHIN in a timely fashion. The funding error and the resulting efforts are an opportunity for EORLA to improve its business model. The Board remains fully committed to providing member hospitals with a high quality sustainable laboratory service.



## Academics and Education

### First Annual Conference in Forensic and Pediatric Pathology

The Department of Pathology and Laboratory, and the University of Ottawa joined with EORLA to put on the University of Ottawa's **First Annual Conference in Forensic and Pediatric Pathology** which took place on September 25<sup>th</sup>, 2015 in the OHRI Room of The Ottawa Hospital General Campus. This inaugural event was very successful as there were 68 registrants from across Canada, United States and Europe. The content of the programme was delivered by 9 conference speakers from Ontario, the USA and Australia which included the two feature speakers, Professor Roger Byard, George Marks Chair of Pathology, University of Adelaide, Australia and Dr Roger Mitchell, Chief Medical Examiner, Washington DC, USA. Some conference topics included *Injury Presentation Techniques for Court: The Role of Computer Images*, *"Shaking," Abusive Head Trauma and the Forensic Pathologist – a difficult interface*, *The Investigation of Unexplained Still Birth Deaths* and other interesting lectures.

*Speakers from top to bottom (left to right): Dr Jacqueline Parai and Dr Charis Kepron*

*Standing (left to right): Dr Jean Michaud, Dr Christopher Milroy, Dr Michael Pickup, Professor Roger Byard, Dr Roger Mitchell and Dr Alfredo E Walker.*



### Conference attendees



## **IQMH/EORLA Joint Symposium – Beyond quality: The laboratory as a high reliability organization**

Held at The Ottawa Hospital, over 100 attendees travelled from different parts of the province and beyond to listen to world-class speakers impart expert advice and share their experiences on how medical laboratories can rise to join the ranks of high reliability organizations.

On October 17, 2016, Dr. Greg Flynn, from IQMH, Dr. John Veinot and Dr. Ruth Padmore, program organizer, welcomed attendees with their inspiring opening remarks that encouraged participants to make the most out of this event by engaging in meaningful conversations with their peers, sharing experiences and solutions.

Topics covered at the IQMH/EORLA Joint Symposium – *Beyond quality: The laboratory as a high reliability organization* included:

- *Process redesign in Anatomical Pathology to enhance reliability*
- *Monitoring lot-to-lot variation*
- *Lab preparedness, EBOLA and other emerging infections*
- *Quality improvement in laboratory medicine*
- *Quality systems and risk management*
- *Big data analysis and management of information*
- *Contingency planning for the management of blood shortages*

The presentation illustrated the phases of a blood shortage and presented a rationale for having a blood shortage contingency plan. Provincial and national blood shortage plans as well as recent simulation exercises and their outcomes were also described. There was also a detailed discussion regarding the elements of a hospital blood shortage plan and its implementation.

More than 20 dedicated professionals from The Ottawa Hospital, Eastern Ontario Regional Laboratory Association, and Institute for Quality Management in Healthcare worked diligently to make this event happen.

Attendees were very pleased with the valuable information and high calibre of speakers that presented at the event. The feedback received through the evaluation forms was overwhelmingly positive with many indicating that they look forward to future educational events.

*Speakers - from top to bottom (left to right):*

*Dr. Stephen Raab (key note speaker), Dr. Diponkar Banerjee (EORLA), Dr. Katarina Pavenski (St. Michael Hospital), Dr. Andrew Don-Wauchope (Hamilton Regional Laboratory Medicine),*

*Dr. Greg Flynn (IQMH), Dr. Marc Desjardins (EORLA).*



## **Pathology and Laboratory Medicine (P.A.L.M) Ground Rounds 2015/16 Schedule**

Sep 15, 2015

Marisa Caruso The Evolving Role of the Cytotechnologist: Past, Present, Future  
Cytopathology

Sep 21, 2015

Dr Jeannelyn Estrella  
(External Speaker - USA)  
Pancreatic Neuroendocrine Neoplasms - An Update Anatomical Pathology

Sep 29, 2015

Prof Roger Byard  
(External Speaker - Australia) The Law and the Laboratory  
Forensic Pathology

Oct 13, 2015

Dr Marcio Gomes  
Competency Based Medical Education: A Paradigmatic Change  
Anatomical Pathology

Oct 27, 2015

Dr Christopher Milroy  
The Shafia Murders  
Forensic Pathology

Nov 10, 2015

Dr Alfredo E Walker  
A Disease That Should Not be of This Time; A Diagnosis Only Fit For Where The Sun Does Not Shine.  
Forensic Pathology

Nov 24, 2015

Dr Bojana Djordjevic  
Laboratory Testing for Lynch Syndrome in Endometrial Carcinoma Patients  
Anatomical Pathology

Dec 8, 2014

Dr Gerard Jansen  
Beef, Cataract, and Hysteria...where does it all connect? - the Wonderful World of Prions  
Neuropathology

Dec 15, 2015

Dr Bruce Burns  
The Classification of Lymphomas: A Historical Perspective.  
Anatomical Pathology

Jan 12, 2016

Dr Robert Slinger  
Molecular Diagnostics in Pediatric Clinical Microbiology  
Microbiology

Jan 26, 2016

Lorraine Hart

Root Cause Analysis for OFI and Non-Conformances

Laboratory Management

Feb 9, 2016

Dr Bryan Lo and Venus Chirip

Next Generation Sequencing

Molecular Pathology

Feb 23, 2016

Dr Marie-Anne Brundler (External Speaker - Alberta)

Eosinophilic Esophagitis – Is there more to it than just counting eosinophils?

Pediatric Pathology

Mar 8, 2016

Dr Guy Trudel and Dr Odette Laneuville

The Ottawa Bone and Joint Research Laboratory on board the International Space Station (ISS)

EORLA-Clinical Research Program & Division of Biochemistry

Mar 22, 2015

Dr Matt Henderson

Hyperbilirubinemia in Term and Late Pre - Term Infants

Biochemistry

Apr 12, 2016

Tracy-Anne Forrest

Tuberous Sclerosis: Review and Update

Anatomical Pathology

Apr 25, 2016

Dr Yasmine Ayroud

Inflammatory Skin Lesions

Anatomical Pathology

May 10, 2016

Michael Snudden

Laboratory Validation Automation

Microbiology

May 31, 2016

Dr Fawaz Halwani

A Real-time Dashboard for Managing Pathology Processes

Anatomical Pathology

June 14, 2016 Dr Elizabeth Nizalik

Primary Cilia Dyskinesia (Immotile Cilia Syndrome)

Pediatric Pathology

## **Anatomical Pathology Residency Program**

The Anatomical Pathology Residency Program at the University of Ottawa is a well-balanced program with a long tradition of excellence; an outstanding and dedicated teaching staff with national and international recognition and a strong teaching, clinical service, and academic environment. The program is fortunate to have a rich and adequate mix of accessioned specimens which provides a sound basis for learning in a state of the art facility. The Residency program has recently been nominated for the PARO Residency Program Excellence Award and for Resident Teaching Excellence Award 2016.

The Anatomical Pathology Residency Program is very consistent in matching all three positions in the 1<sup>st</sup> iteration in the CaRMS match for the past 6 years. This year the physicians, who will join us as PGY1 residents are Anthea Girdwood from the University of Ottawa; Alexandre Petiquan from the Northern Ontario School of Medicine and Osama Khan from Saba University School of Medicine.

The program prides in the success of its trainees at the Anatomical Pathology Specialty Certification Examination offered by the Royal College of Physicians and Surgeons of Canada. This year all three residents, Dr. Sarah Strickland, Dr. Shaheed Hakim and Dr. Soufiane Elhelani passed their Royal College exam and will now be pursuing their fellowships at prestigious centers across North America. All residents that graduated last year have found jobs all across Canada including positions at EORLA/TOH.

The program is fully-accredited and the regular On-Site Survey by the Royal College of Physicians and Surgeons of Canada will take place on December 1st, 2016.

The program is directed by Dr. Islam as the Program Director and Ms. Schnupp as the Program Administrator for the Royal College at the University of Ottawa under the guidance of Dr. Veinot as the Chair of the Department of Pathology and Laboratory Medicine and Dr. Wiesenfeld as the Dean Postgraduate Medical Education, Faculty of Medicine at the University of Ottawa.

- Dr. Shahidul Islam

## **Medical Microbiology Residency Program**

In the last few years the Medical Microbiology Residency Training Program at the University of Ottawa has placed graduates nationally in British Columbia, and Prince Edward Island. After a successful residency program, Dr Chelsey Ellis has returned to the Atlantic Provinces, where she is now the Microbiologist at the Moncton Hospital, and the Horizon Health Network which provides service to 12 local hospitals. It is with great pleasure that one of our own trainees, Dr. Nadia Sant, has been hired into the Division of Microbiology at The Ottawa Hospital. I believe that is a mark of success for a training program when you are able to train someone who has the desired qualities. Dr. Sant has already immersed into the future direction of the Eastern Ontario Regional Microbiology Laboratory. Both Dr. Ellis and Sant presented at the national meeting of the Association of Microbiology and Infectious Diseases in Vancouver in March of this year.

The Microbiology training program presently has 3 residents. Dr. Vincent Deslandes will be coming to the laboratory after having had a very successful 1<sup>st</sup> year, and no doubt his prior PhD in Microbiology will make him easy to train. Dr. Liu and Dr. Gosal continue to progress in their training.

-Dr. Peter Jassamine



## **Specialization Courses**

### **The Pathological Basis of Disease (3 cr.)**

An introductory course to general pathology for graduate students in the life sciences. This course teaches fundamental concepts of the basis of disease, as viewed from a general pathology perspective. It provides 3-hour weekly lectures during the winter term dealing with manifestation of disease at the macroscopic and microscopic levels. Background lectures are given on the morphology of normal tissues and organs and in investigative approaches used. General Pathology of the following topics is discussed in the different lectures: 1. Hypertrophy, atrophy, hyperplasia, aplasia, metaplasia, dysplasia, neoplasia. 2. Storage diseases. 3. Extracellular space pathologies. 4. Cell injury, necrosis and apoptosis. 5. Inflammation and edema. 6. Repair. 7. Immunopathology. 8. Neoplasia. Benign, malignant. 9. Blood vessels. Hemostasis, thrombosis and embolism. Atherosclerosis and arteriosclerosis. Heart disease. Heart failure, pathological hypertrophy, ischemic heart disease, infarction, myocarditis, cardiomyopathies, valvular disease. 10. Neuropathology. 11. Hematopathology. 12. Toxins/environmental injury. 13. Genetic Diseases.

### **Cellular And Molecular Basis Of Cardiovascular Function/Dysfunction (3cr.)**

Mechanism of failing heart and cardiovascular system, its associated functions and associated conditions. Therapies for restoring function. Topics include: regulation of heart development, cell signaling, cellular and molecular mechanisms of atherosclerosis and heart disease, hormonal regulation, hypertension, bioenergetics, cardiovascular genomics and genetics, cell therapy, and regenerative medicine.

### **Introduction To Cancer Biology (3cr.)**

An introduction to the biology of cancer. Major topics in cancer biology include the following: tumor suppression/oncogenes; apoptosis in cancer; cell immortalization and senescence; genomic instability; multistep tumorigenesis/inflammation in cancer; biology of angiogenesis; rational therapies.

### **Advanced Topics In Cancer Biology (3cr.)**

Advanced study of recent developments in the field of cancer biology with emphasis on cellular and molecular aspects. Specific topics to be covered include: angiogenesis, apoptosis, cancer genetics, cell signaling, genetic instability, oncogenes and tumour suppressors.

### **Advanced Topics In Structure And Function Of Plasma Lipoproteins (3cr.)**

Recent advances in our knowledge of the plasma lipoproteins with a special emphasis on their role in the etiology of atherosclerosis. The subject will be introduced by an overview of the general structural properties of lipoproteins which will be followed by detailed discussion of the structure, metabolism and genetics of the apolipoproteins, the proteins and enzymes that modify lipoproteins and cell surface lipoprotein receptors. Other topics will include cholesterol homeostasis, plasma cholesterol transport and disorders of lipoprotein metabolism.

# Undergraduate Medical Education

The Department of Pathology and Laboratory Medicine played a significant role in the development of the New Medical Curriculum. The department is still heavily involved in the teaching of Stage I (first and second year) at all levels including PBL, formal lectures and laboratory demonstrations. The Department is also involved in Stage II (third and fourth year) but to a lesser extent.

With the inception of the Faculty of Medicine's new "Electronic Curriculum" and laptop program in 2001, the Department remains at the forefront of this endeavor. A number of web-based teaching modules are available that will enable students to review both lectures and laboratory sessions remotely.

## EORLA Undergraduate Courses

<b>Course Name</b>	<b>Instructor</b>
<b>Introduction to blood: (Week 4)</b>	
Lecture: Disorders of growth	Dr. Trevor Flood
Lecture: Hematopoiesis II: Red Cells & Platelets	Dr. Ruth Padmore
UDA: Diagnostic Tools in Hematology	Dr. Zhaodong Xu
Lecture: Genetic alterations in Cancer Groups I to Q	Dr. Bruce Burns
Lecture: Genetic alterations in Cancer Groups R to Z	Dr. Bojana Djordjevic
<b>Red Blood Cells: (Week 5)</b>	
UDA: Introduction to autopsy	Dr. Jacqueline Parai
Microscopic Lab: Hematology Normal Blood and Marrow and Red Cell Disorders Groups: R-Z	Dr. Ruth Padmore
Microscopic Lab: Hematology Normal Blood and Marrow and Red Cell Disorders Groups: I-Q	Dr. Luke Shier
<b>Coagulation and Tranfusion: (Week 6)</b>	
UDA: Introduction to inflammation	Dr. David Grynspan
<b>Leukemia: (Week 7)</b>	
Microscopic Lab-Hematology: White Cells Disorders Groups: R-Z	Dr. Ruth Padmore
Microscopic Lab-Hematology: White Cells Disorders Groups: I-Q	Dr. Luke Shier
<b>Immunology: (Week 8)</b>	
LAB: Acute inflammation Groups R-Z	Dr. Alfredo Walker
LAB: Acute inflammation Groups I-Q	Dr. Alfredo Walker
<b>Monoarthritis and microbiology: (Week 10)</b>	
Lecture: Pathology of Monoarthritis	Dr. Bibiana Purgina
UDA: Chronic inflammation Groups R-Z	Dr. Iris Teo
UDA: Chronic inflammation Groups I-Q	Dr. Iris Teo
<b>Introduction au sang: (semaine 4)</b>	
Cours: Troubles de la croissance	Dr. Marcio Gomes
Hématopoïèse 2: Globules rouges et plaquettes	Dr. John Leddy
Outils diagnostiques en hématologie	Dr. Melissa Toupin
Cours: Altérations génétiques du cancer	Dr. Marcio Gomes
<b>Globules rouges: (semaine 5)</b>	
Activité spécifique à l'unité: Introduction à l'autopsie	Dr. Éric Bélanger

<b>Course Name</b>	<b>Instructor</b>
Microscopie: Hematologie sang normal et maladies... moelle osseuse	Dr. David Allan
<b>Coagulation et transfusion sanguine : (semaine 6)</b>	
Activité spécifique à l'unité: Introduction à l'inflammation	Dr. Yyasmine Ayroud
<b>Leucémie: (semaine 7)</b>	
Microscopie: Hematologie Maladie des globules blancs	Dr. Pierre Villeneuve
<b>Immunologie (semaine 8)</b>	
<b>LAB: Pathologie, Inflammation aigue Groupes A-H</b>	Dr. Nicolas Roustan Delatour
<b>Monoarthrite et microbiologie: (semaine 9)</b>	
Cours: Pathologie de la monoarthrite	Dr. Denis Gravel
<b>Polyarthrite: (semaine 10)</b>	
LAB: Pathologie, Inflammation chronique Groupes A-H	Dr. Nicolas Roustan Delatour
<b>CAD- Cardio 3: (Week 3)</b>	
Lecture: Pathology of Atherosclerosis	Dr. John Veinot
<b>Valvular Heart Disease Cardio 4: (Week 4)</b>	
LAB: Unit directed activity: Pathology of valvular disease Groups R-Z	Dr. John Veinot
LAB: Unit directed activity: Pathology of valvular disease Groups I-Q	Dr. John Veinot
<b>Oncology: (Week 6)</b>	
Lecture: Introduction to neoplasia	Dr. Shahidul Islam
LAB: Pathology Neoplasms Groups: I-Q	Dr. Anna Adamiak
LAB: Pathology Neoplasms Groups: R-Z	Dr. Anna Adamiak
<b>Airway Disease (Resp/Ent 3): (Week 9)</b>	
Microscopic Lab: Airflow Diseases of the Respiratory Tract Groups: R-Z	Dr. Harman Sekhon
Microscopic Lab: Airflow Diseases of the Respiratory Tract Groups: I-Q	Dr. Harman Sekhon
<b>Pneumonitis (Resp/Ent 4): (Week 10)</b>	
Pathology: Interstitial Lung Disease: Group I-Q	Dr. Chi Lai
Pathology: Interstitial Lung Disease: Group R-Z	Dr. Chi Lai
Microscopic Lab: Pathology Respiratory Infections Groups: R-Z	Dr. Harman Sekhon
Microscopic Lab: Pathology Respiratory Infections Groups: I-Q	Dr. Harman Sekhon
<b>Lung Cancer Resp/Ent 5 : (Week 11)</b>	
Microscopic Lab: Pathology cancer of the lung and airways Groups: R-Z	Dr. Chi Lai
Microscopic Lab: Pathology cancer of the lung and airways Groups: I-Q	Dr. Chi Lai
<b>Lymphoma: (Week 12)</b>	
Lecture: Lymphatic Function & Anatomy	Dr. Bruce Burns
Lecture: Malignant Lymphomas and Plasma Cell Myeloma	Dr. Bruce Burns
Microscopy: Myeloma and Lymphoma Groups R-Z	Drs. Ruth Padmore/Ronald Booth
Microscopy: Myeloma and Lymphoma Groups I-Q	Drs. Ruth Padmore/Ronald Booth
<b>Chronic Renal Diseases (Renal 3): (Week 16)</b>	
Unit directed activity: Interactive discussion: glomerular diseases; clinical and pathological perspectives	Dr. Paula Blanco

<b>Course Name</b>	<b>Instructor</b>
Microscopic LAB: Pathology renal disease Groups:R-Z	Dr. Susan Robertson
Microscopic LAB: Pathology renal disease Groups: I-Q	Dr. Susan Robertson
<b>Coronaropathie (Cardio 3): (semaine 3)</b>	
Cours: Pathologie athérosclérose	Dr. Joseph de Nanassy
<b>Valvulopathie (Cardio 4): (semaine 4)</b>	
Activité spécifique à l'unité: Pathologie de la valvulopathie Groupe: A-H	Dr. Joseph de Nanassy
<b>Oncologie: (semaine 6)</b>	
Cours: Introduction à la néoplasie	Dr. Marcio Gomes
Microscopie-Pathologie: Néoplasmes Groupes A-H	Dr. Nicolas Roustan-Delatour
<b>Maladies des voies respiratoires (Resp/ORL 3) : (semaine 9)</b>	
Microscopie-pathologie: Obstruction à la circulation de l'air dans les voies respiratoires Groupes: A-H	Dr. Marcio Gomes
<b>Pneumonite (Resp/ORL 4): (semaine 10)</b>	
Pathologie: Maladie pulmonaire interstitielle Groupes: A-H	Dr. Marcio Gomes
Microscopie-pathologie: Infections respiratoires Groupes: A-H	Dr. Marcio Gomes
<b>Cancer du poumon (Resp/ORL 5) : (semaine 11)</b>	
Microscopie-pathologie: Cancer du poumon et des voies aériennes Groupes: A-H	Dr. Marcio Gomes
<b>Lymphome: (semaine 12)</b>	
Cours: Anatomie et fonction des noeuds lymphatiques	Dr. Marcio Gomes
Cours: Lymphomes malins et myélomes plasmocytaires	Dr. Marcio Gomes
Microscopie: Hematologie Myélome et lymphome Groupes: A-H	Dr. Marcio Gomes
<b>Maladies rénales chroniques (Rénal 3) : (semaine 16)</b>	
Discussion interactive: maladies glomérulaires, aspects cliniques et pathologiques	Dr. Éric Bélanger
Microscopie-pathologie:Maladie rénale Groupes: A-H	Dr. Éric Bélanger
<b>Week 2 (GI I):</b>	
Unit-directed activity: Clinical pathological conference: Barrett's esophagus, carcinoma, eosinophilic esophagitis	Dr. Celia Marginean
Unit-directed activity: Clinical pathological conference: H. Pylori, peptic ulcer disease, gastric cancer	Dr. Terence Moyana
<b>Week 3 (GI II):</b>	
Unit-directed activity: Clinical pathological conference: IBD & Other Colitides	Dr. Celia Marginean
Unit-directed activity: Clinical pathological conference: Colorectal Cancer	Dr. Fawaz Halwani
<b>Week 4 (GI III):</b>	
Unit-directed activity: Clinical pathological conference: Pancreatic and biliary tumors	Dr. Celia Marginean
<b>Week 5 (GI IV):</b>	
LAB: Pathology/Radiology Workshop PCR: Liver tumors Groups: I-Q	Dr. Nicolas Roustan-Delatour
LAB: Pathology/Radiology Workshop PCR: Liver tumors Groups: R-Z	Dr. Fawaz Halwani
Unit-directed activity: Clinical pathological conference:	Dr. Terence Moyana

<b>Course Name</b>	<b>Instructor</b>
NASH, Alcohol and other hepatitis	
<b>Week 7 (Endo II):</b>	
LAB: Pathology in diabetes Groups: I-Q	Dr. Paula Blanco
LAB: Pathology in diabetes: Groups R-Z	Dr. Paula Blanco
<b>Week 8 (Endo III):</b>	
LAB: Parathyroid/thyroid metabolic disease Groups: I-Q	Dr. Bibianna Purgina
LAB: Parathyroid/thyroid metabolic disease Groups: R-Z	Dr. Bibianna Purgina
<b>Week 10 (Repro I):</b>	
Unit-directed activity: Abnormal uterine bleeding	Dr. Shahidul Islam
<b>Week 11 (Repro II):</b>	
Lecture: Pathology of Pregnancy Groups: R-Z	Dr. David Grynspar
Lecture: Pathology of Pregnancy Groups: I-Q	Dr. David Grynspar
<b>Week 12 (Repro III):</b>	
Unit-Directed activity: Benign breast disease	Dr. Susan Robertson
LAB: Pathology/Radiology Breast: Group I-Q	Dr. Susan Robertson
LAB: Pathology/Radiology Breast: Group R-Z	Dr. Susan Robertson
<b>Semaine 2 (Digestif I):</b>	
Activité spécifique à l'unité: Conférence anatomo-clinique: oesophage de Barrett, carcinome, oesophagite éosinophile	Dr. Cherif Ibrahim
Activité spécifique à l'unité: Conférence anatomo-clinique: H. pylori, ulcère gastro-duodénal, cancer gastrique	Dr. Nicolas Roustan-Delattour
<b>Semaine 3 (Digestif II):</b>	
Activité spécifique à l'unité: Conférence anatomo-clinique: MICI et autres colites	Dr. Nicolas Roustan-Delattour
Activité spécifique à l'unité: Conférence anatomo-clinique: cancer colorectal	Dr. Nicolas Roustan-Delattour
<b>Semaine 4 (Digestif III):</b>	
Activité spécifique à l'unité: Conférence anatomo-clinique: Tumeurs pancréatiques et biliaires	Dr. Marcio Gomes
<b>Semaine 5 (Digestif IV):</b>	
LAB: Atelier pathologie/radiologie: Conférence en radio-pathologie: Tumeurs du foie	Dr. Nicolas Roustan-Delattour
Activité spécifique à l'unité: conférence anatomo-clinique: stéatohépatite non alcoolique, hépatite alcoolique et autres	Dr. Cherif Ibrahim
<b>Semaine 7 (Endo II):</b>	
LAB: Pathologie du diabète	Dr. Marcio Gomes
<b>Semaine 8 (Endo III):</b>	
LAB: Pathologie: Maladies métaboliques des os liées à la parathyroïde et à la thyroïde	Dr. Denis Gravel
<b>Semaine 10 (Repro I):</b>	
Activité spécifique à l'unité: saignement utérin anormal	Dr. Nicolas Roustan-Delattour
<b>Semaine 11 (Repro II):</b>	
Cours: Pathologie de la grossesse	Dr. Nicolas Roustan-Delattour
<b>Semaine 12 (Repro III):</b>	
Activité spécifique à l'unité: Les maladies bénignes du sein	Dr. Denis Gravel
LAB: Pathologie: sein Groupes A-H	Dr. Denis Gravel
<b>Week 1 (Mood Disorders):</b>	



<b>Course Name</b>	<b>Instructor</b>
LAB: Dementia: Pathology & Pathophysiological concepts Groups I to Q	Dr. John Woulfe
LAB: Dementia: Pathology & Pathophysiological concepts Groups R to Z	Dr. John Woulfe
<b>Week 5 (Neuro I):</b>	
Lecture: Primary Tumors of CNS	Dr. John Woulfe
<b>Week 6 Stroke and Trauma (Neuro II):</b>	
LAB: Pathology Stroke Groupd R-Z	Dr. John Woulfe
LAB: Pathology Stroke Groupd I-Q	Dr. John Woulfe
<b>Week 7 (Infectious,Inflammatory and Demyelinating disorders):</b>	
LAB: Pathology: Infections and demyelinating disorders Group R-Z	Dr. Gerard Jansen
LAB: Pathology: Infections and demyelinating disorders Group I-Q	Dr. Gerard Jansen
<b>Week 8 (Neuromuscular, Degenerative and Developmental Disorders):</b>	
LAB: Pathology of movement disorders and muscle disorders Group R-Z	Dr. Gerard Jansen
LAB: Pathology of movement disorders and muscle disorders Group I-Q	Dr. Gerard Jansen
<b>Week 9 (Neuro V):</b>	
LAB: Pathology: Epilepsy Groups I-Q	Dr. Gerard Jansen
LAB: Pathology: Epilepsy Groups R-Z	Dr. Gerard Janssen
<b>Semaine 1: Trouble de l'humeur:</b>	
LAB: Pathologie: Démence, pathologie et concepts physiopathologiques	Dr. Jean Michaud
<b>Semaine 5: Neuro I:</b>	
Cours: Tumeurs primaires du SNC (pathologie)	Dr. Jean Michaud
<b>Semaine 6: Neuro II:</b>	
LAB: AVC	Dr. Jean Michaud
<b>Semaine 7: Neuro III:</b>	
LAB: Pathologie: Infections et maladies demyelinisantes	Dr. Jean Michaud
<b>Semaine 8: Neuro IV:</b>	
LAB: Pathologie: Troubles du mouvement	Dr. Jean Michaud
<b>Semaine 8: Neuro V:</b>	
LAB: Pathologie: Épilepsie	Dr. Jean Michaud

## Annual Research Day

Each year, as part of the academic program supported by EORLA and the University of Ottawa, residents are encouraged to participate in a learning day. During the day, they have the opportunity to share their work, to learn from peers and to recognize those who have excelled in their area.

### List of Winners at the 2016 Department Of Pathology and Laboratory Medicine Annual Research Day

#### Nadia Mikhael Award for Best Paper presented by a Junior Resident (Aurelia Busca)

##### IFITM1 IS SUPERIOR TO CD10 IN THE EVALUATION OF MYOMETRIAL INVASION IN ENDOMETRIAL ENDOMETRIOID ADENOCARCINOMA

Aurelia Busca, Bojana Djordjevic, Shahidul Islam, Ana Giassi, Carlos Parra-Herran  
Department of Pathology and Laboratory Medicine, Eastern Ontario Regional Laboratory Association & The Ottawa Hospital, Faculty of Medicine, University of Ottawa.

#### 2nd Best paper by a Junior Resident (Kevin Hogan)

##### DO SPECIFIC GLEASON PATTERN 4 MORPHOLOGIES DETECTED ON TRANSRECTAL ULTRASOUND (TRUS)-GUIDED BIOPSIES PREDICT UPGRADING OR UPSTAGING IN GLEASON SCORE 3+4=7 PROSTATE CANCER?

Kevin Hogan, Susan J. Robertson, Nicola Schieda, Kien T. Mai, Daniel T. Keefe, Eric C. Belanger, Rodney H. Breau, Chris Morash, Trevor A. Flood  
Department of Pathology and Laboratory Medicine, Eastern Ontario Regional Laboratory Association & The Ottawa Hospital, Faculty of Medicine, University of Ottawa.

#### Virbala Acharya Award for Best Presentation by a Senior Resident or Fellow (Jason Wasserman)

##### CORE NEEDLE BIOPSIES HAVE LOWER DIAGNOSTIC YIELD AND DELAY TREATMENT FOR PATIENTS WITH LYMPHOMA: AN INSTITUTIONAL REVIEW OF ALL LYMPH NODE BIOPSIES FOR SUSPECTED LYMPHOMA

Jason K. Wasserman, Kevin Hogan, Bruce F. Burns, Iris Teo, Philip Berardi, Diponkar Banerjee  
Department of Pathology and Laboratory Medicine, Eastern Ontario Regional Laboratory Association & The Ottawa Hospital, Faculty of Medicine, University of Ottawa.

#### 2nd Best paper by a Senior Resident or Fellow (Nina Chang)

##### LUNG ADENOCARCINOMA WITH AEROGENOUS SPREAD: DESCRIPTION OF HISTOLOGICAL FEATURES AND RADIOLOGICAL-PATHOLOGICAL CORRELATION

Nina Chang (1), J Inacio (2), C Lai (1), A Gupta (2), CA Souza (2), HS Sekhon (1), MM Gomes (1)

(1) Department of Pathology and Laboratory Medicine, (2) Department of Diagnostic Imaging, The Ottawa Hospital, University of Ottawa, Ottawa Hospital Research Institute, Ottawa, ON, Canada.

### **Best Poster Presentation by a Resident (Nina Chang)**

#### **A RANDOMIZED, DOUBLE-BLIND, PLACEBO-CONTROLLED WINDOW OF OPPORTUNITY TRIAL EVALUATING CLINICAL EFFECTS OF HIGH DOSE VITAMIN D IN PATIENTS WITH BREAST CANCER**

Nina Chang, K Keyhanian, Arnaout A, C Addison, M Clemons, G Pond, R Vieth, SJ Robertson

Department of Pathology and Laboratory Medicine, Eastern Ontario Regional Laboratory Association & The Ottawa Hospital, Faculty of Medicine, University of Ottawa.

### **2nd Best Poster Presentation by a Resident (Aurelia Busca)**

#### **ROLE OF PATHOLOGIC EVALUATION OF ENDOMETRIAL ABLATION RESECTIONS IN PREDICTING ABLATION FAILURE AND PRESENCE OF ADENOMYOSIS IN HYSTERECTOMY**

Aurelia Busca and Carlos Parra-Herran

Department of Pathology and Laboratory Medicine, Eastern Ontario Regional Laboratory Association & The Ottawa Hospital, Faculty of Medicine, University of Ottawa.

### **Dr. M. Orizaga Award for Best Teacher (Dr. Bibianna Purgina)**

## **EORLA Academic Staff**

EORLA's partnership with the University of Ottawa has been well-established. Most of the Medical and Scientific Staff that support EORLA hold appointments with the University of Ottawa. EORLA's Academic Staff, by site:

### **Children's Hospital of Eastern Ontario**

Melanie	Beaulieu-Bergeron	Assistant Professor
Pranesh	Chakraborty	Assistant Professor
Francis	Chan	Assistant Professor
Joseph	de Nanassy	Associate Professor
Dina	El Demellawy	Associate Professor
Michael	Geraghty	Full Professor
David	Grynspan	Assistant Professor
Ashok	Kumar	Full Professor
Nathalie	Lepage	Associate Professor
Elaine	Leung	Assistant Professor
Brian	Luke	Adjunct Professor
Jean	McGowan-Jordan	Assistant Professor
Jean	Michaud	Full Professor
Elizabeth	Nizalik	Assistant Professor
Robert	Slinger	Assistant Professor
Baldwin	Toye	Assistant Professor

### **Health Canada**

Syed	Aziz	Adjunct Professor
Harpal	Buttar	Adjunct Professor
Susie	Elsaadany	Adjunct Professor
Santokh	Gill	Adjunct Professor
Olga	Pulido	Adjunct Professor
Collin	Rousseaux	Adjunct Professor

### **The Montfort Hospital**

Maggy	Kyrollos	Assistant Professor
Nicolas	Roustan-Delattour	Assistant Professor

### **National Research Council**

Wandong	Zhang	Adjunct Professor
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### **Ottawa Regional Cancer Centre**

Manijeh	Daneshmand	Assistant Professor
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### **Queensway Carleton Hospital**

Vivien	Frenkel	Assistant Professor
Garth	Perkins	Assistant Professor

### **The Ottawa Hospital**

Anna	Adamiak	Assistant Professor
Yasmine	Ayroud	Assistant Professor
Diponkar	Banerjee	Full Professor
Paul	Beaulé	Full Professor
Eric	Bélanger	Assistant Professor
Paula	Blanco	Assistant Professor
Ronald	Booth	Assistant Professor
Janis	Bormanis	Full Professor
Seymour	Brownstein	Full Professor
Bruce	Burns	Full Professor
Marc	Desjardins	Assistant Professor
Bojana	Djordjevic	Assistant Professor
James	Farmer	Assistant Professor
Trevor	Flood	Assistant Professor
Antonio	Giulivi	Associate Professor
Marcio	Gomes	Assistant Professor

Denis	Gravel	Assistant Professor
Donald	Greenway	Assistant Professor
Fawaz	Halwani	Assistant Professor
Matthew	Henderson	Assistant Professor
Shahidul	Islam	Associate Professor
Bruce	Jamison	Assistant Professor
Gerard	Jansen	Associate Professor
Peter	Jessamine	Assistant Professor
Charis	Kepron	Assistant Professor
Zuzana	Kos	Assistant Professor
Thomas	Lagacé	Assistant Professor
Chi	Lai	Assistant Professor
Goo	Lee	Assistant Professor
Manisha	Lamba	Assistant Professor
Kien	Mai	Full Professor
Esmeralda Celia	Marginean	Associate Professor
Christopher	McCudden	Assistant Professor
Christopher	Milroy	Full Professor
Terence	Moyana	Full Professor
Bernhard	Olberg	Assistant Professor
Ruth Frances	Padmore	Associate Professor
Carlos	Parra-Herran	Assistant Professor
Jacqueline	Parai	Assistant Professor
Sherry	Perkins	Associate Professor
Robert	Prokopetz	Assistant Professor
Bibianna	Purgina	Assistant Professor
Sergey	Pyatibrat	Assistant Professor
Karamchand	Ramotar	Associate Professor
Susan	Robertson	Assistant Professor
Elianna	Saidenberg	Assistant Professor
Harman	Sekhon	Assistant Professor
Mary	Senterman	Assistant Professor
Julie	Shaw	Assistant Professor
Luke	Shier	Associate Professor
Iris	Teo	Assistant Professor
Alan	Tinmouth	Assistant Professor
John	Veinot	Full Professor
Alfredo	Walker	Assistant Professor
Don	Wang	Assistant Professor
John	Woulfe	Associate Professor

### **University of Ottawa**

Marilyn Ann	Keaney	Associate Professor
Qiao	Li	Assistant Professor



## **University of Ottawa Heart Institute**

Adolfo	De Bold	Emeritus Professor
Mercedes	De Bold	Assistant Professor
Thomas	Lagacé	Assistant Professor
Yves	Marcel	Emeritus

## **2015/16 Academic Publications by EORLA Medical and Scientific Staff**

### **2015**

1. Genevieve Bondy , Donald Caldwell, Syed Aziz , Laurie Coady, Cheryl Aramstrong , Ivan. Curran, Robyn Koffman , Kamla Kapal , Lefebvre DE, and Rekha Metha. Effects of Chronic Ochratoxin A Exposure on p53 Heterozygous and p53 Homozygous Mice. Toxicol Pathol July 2015 vol. 43 no. 5 715-729.
2. Syed A. Aziz, Shamoon Noushad, Sadaf Ahmed. Generalized review of the successes & challenges of medicine; an insight of the past, present and future prospects. International Journal of Endorsing Health Science Research Volume 3 Issue 1, March 2015.
3. Xu Z, Padmore R, Shier L and Beaulieu Bergeron M. A rare case of acute leukemia of ambiguous lineage overexpressing C-MYC with monosomy 7 and Philadelphia chromosome. Annals of Hematology 94:1761-1763, 2015. PMID: 26159563
4. Bichitra N. Nayak., Buttar, HS  
Herbal therapy for men with erectile dysfunction. Curr Res Cardiol 2015; 2 (1): 30-34.
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