It’s always an exciting time in the fall, when we welcome the new class to the Larner College of Medicine and celebrate the beginning of another academic year. We are eager to get to know the Class of 2023 as well as our new residents and fellows, who joined us in July. Read more in this issue about Department of Medicine faculty member Jan Carney and her recent election to Mastership in the American College of Physicians. We are proud of this outstanding achievement!

As we continue the important work of the department, we are also taking on one of the most critical issues facing healthcare professionals: burnout. The Department of Medicine program called 1,000 Cuts aims to evolve our healthcare system so that it functions more smoothly. Its power comes from the physicians and healthcare professionals who participate by sending in the “mindless tasks” they’d like to see addressed – the “1,000 Cuts” that taken together can have a real impact on well-being. The dedicated faculty who read your suggestions and turn them into action items – a subcommittee that includes Benjamin Suratt, Christine Weinberger, Marios Prikis and Kristen Pierce – are the driving force behind the work that gets done. And progress has been made! Read more about how 1,000 Cuts is tackling challenges and addressing some of the underlying causes of physician burnout.

In this issue of The Chart, we also learn more about developments in the Division of Cardiovascular Medicine, including their move into the recently completed Miller Building. The new building provides state-of-the-art, patient-centered space for cardiac care, including 33 single occupancy rooms. New faculty members bring additional expertise in electrophysiology, structural cardiology, and heart disease prevention, while clinical operations continue to expand across the UVM Health Network.

Not only are our faculty engaged in their work, they take an active role in the community, and have fun doing it. We’ve got some great photos of the “superhero” teams at the 2019 Dragonboat Festival on Lake Champlain, to benefit the McClure Miller Respite House. And then there were the “Clotbusters” and “FloRiders,” who got decked out in red to cycle for the American Heart Association in August. Burlington is such a vibrant community thanks in no small part to leadership from members of our department, who take their passion for health and patient care with them wherever they go.
New and Notable

Carney Recognized with Mastership in American College of Physicians

Jan K. Carney, M.D., M.P.H., MACP, professor in the Division of Pulmonary Disease and Critical Care Medicine, has been awarded Mastership in the American College of Physicians (ACP). Election to Mastership recognizes outstanding and extraordinary career accomplishments. Masters must have made a notable contribution to medicine; this may include teaching, outstanding work in clinical medicine, contributions to preventive medicine, improvements in the delivery of health care, or contributions to the medical literature. Carney, who is also UVM’s associate dean for public health and health policy, is a national public health leader and an innovator in education. She developed Vermont’s first Master of Public Health degree and other online graduate level public health programs; she also directs the Rural Health Research and Community Engagement Core for the Northern New England Clinical and Translational Research Network. From 1989 to 2003, Carney served as Vermont Commissioner of Health. She recently served as vice chair of ACP’s Health and Public Policy Committee and was governor of the Vermont ACP chapter from 2015 to 2019.

New Faculty

Division of Pulmonary Disease and Critical Care Medicine
Ram Baalachandran, M.D., assistant professor
Suman Majumdar, M.D., assistant professor
Katherine Menson, D.O., assistant professor
Zachary Weintraub, M.D., assistant professor

Division of Cardiovascular Medicine
Magdalena Zeglin, M.D., assistant professor

Division of Dermatology
Julia Hobson Barker, M.D., assistant professor

Division of Endocrinology, Diabetes and Metabolism
Kaitlyn Vennard Barrett, D.O., assistant professor

Division of Gastroenterology, Hepatology and Nutrition
Joseph Frasca, M.D., assistant professor
Sheela Reddy, M.D., assistant professor

Division of General Internal Medicine and Geriatrics
Gary Gilmond, M.D., assistant professor
Emily Hadley-Strout, M.D., assistant professor
Susanna Thach, M.D., assistant professor

Division of Hematology/Oncology
Diego Adrianzen Herrera, M.D., assistant professor
Shahid Ahmed, M.D., assistant professor
Sakshi Jasra, M.D., assistant professor
Saranya Kodali, M.D., clinical practice physician
The Department of Medicine has launched a new Division of Geriatrics, with Associate Professor Michael LaMantia, M.D., M.P.H., named as its inaugural chief. The new free-standing division comes after geriatric medicine was established in 2016 as a section within the Division of General Internal Medicine. LaMantia is also the director of the UVM Center on Aging.

Anne Dixon, M.A., BM BCh, professor and chief of the Division of Pulmonary Disease and Critical Care Medicine, has been named the new director of the Vermont Lung Center. Charles Irvin, Ph.D., professor in the Division of Pulmonary Disease and Critical Care Medicine, is stepping down after serving for 21 years. Dixon, a fellow of the American Thoracic Society, has served as the Vermont Lung Center Director of Clinical Research for the past 18 years.

Faculty Promotions

Joshua Farkas, M.D., promoted to associate professor in the Division of Pulmonary Disease and Critical Care Medicine
Prospero Gogo, M.D., promoted to professor in the Division of Cardiovascular Medicine
Michael LaMantia, M.D., M.P.H., promoted to associate professor with tenure in the Division of Geriatrics
Macaulay Onuigbo, M.D., M.Sc., M.B.A., promoted to professor in the Division of Nephrology
Renee Stapleton, M.D., Ph.D., promoted to professor with tenure in the Division of Pulmonary Disease and Critical Care Medicine
Christine Weinberger, M.D., promoted to associate professor in the Division of Dermatology
1,000 Cuts Program Takes Aim at “Mindless Tasks”

The Department of Medicine is on a quest to rid faculty members of “the paper cuts of everyday life,” the mindless tasks that can drain time and energy.

“They seem miniscule and unimportant, but when you have thousands of them a day you bleed to death,” says Benjamin Suratt, M.D., professor in the Division of Pulmonary Disease and Critical Care Medicine and vice chair for academic affairs.

The program—called 1,000 Cuts—leverages the wisdom of the group: Department members are invited to identify via email the “paper cuts” they experience through their work as physicians and educators. From nonsensical forms, to outdated processes, to confusing rules and regulations, the goal is to eliminate as much of the “stupid stuff” as possible. A subcommittee of the Faculty Development Committee reviews the suggestions faculty send in, identifying projects to tackle.

Christine Weinberger, M.D., a member of the subcommittee with Marios Prikis, M.D., and Kristen Pierce, M.D., says the group aims to have conversations with decision-makers at UVM and UVM Medical Center about how to make changes.

“There are colleagues who are working on this and we are collecting ideas,” says Weinberger, an associate professor in the Division of Dermatology. “This is an ongoing effort.”

In the program’s one and a half years of existence, the department has made some gains. Suratt points to the use of QR codes to submit continuing medical education credit as one game changer. Instead of a cumbersome online form for every conference or grand rounds attended, faculty now simply scan the QR code on a poster at the event to submit their credit.

“You scan the code; it pulls up the website, then you click and you’re done,” he says. “It probably takes one minute max.”

Now QR codes—piloted through the subcommittee’s collaboration with the Office of Continuing Medical and Interprofessional Education—are used across the department and have the potential to be “transformative in terms of how we communicate quickly and efficiently,” says Suratt.

“ACTUALLY FIXING SOMETHING FEELS GOOD.
THE HOPE WITH 1,000 CUTS IS THAT WE’RE INVITING PEOPLE INTO THAT PROCESS.” ~ Benjamin Suratt, M.D.

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Addressing the mandates process is another goal. Swamped with requirements for credentialing, faculty wrote in with suggestions for streamlining the workflow. Working with the UVM Medical Group, the 1,000 Cuts subcommittee slashed the number of requests providers receive, reducing redundant online modules or those not relevant to their work. Although the process is still not perfect, Suratt says feedback on the changes has been positive.

The list goes on: 1,000 Cuts has taken on how faculty members fulfill requirements from the Council for Affordable Quality Healthcare (CAQH). They’ve launched a pilot in two divisions to engage administrative assistants in the work, with a more robust roll-out to come. They’re also addressing requests related to parking at the medical center (still a work in progress).

“The goal is to address the unnecessary bureaucratic work by simplifying or removing what we can,” says Prikis, an assistant professor in the Division of Nephrology.

Although the cuts may be small, the goal is larger: To address some of the underlying causes of burnout, a constellation of symptoms that include emotional exhaustion and diminished sense of accomplishment. Burnout has been linked to disrupted personal relationships, substance abuse, and depression, and can also result in lower patient satisfaction and an increase in medical errors. One factor identified as contributing to the syndrome: A sense of powerlessness over a system that has evolved in ways no longer helpful to those living within it. 1,000 Cuts takes aim at those flaws.

“These are all inherently systems errors,” Suratt says. “How can we change globally what we’re doing? How can we redesign the system?”

The program also seeks to focus physicians’ time on what they were trained to do: Care for patients. When time gets wasted by administrative burdens and redundancies, a sense of helplessness can creep in. Through 1,000 Cuts, faculty can channel their energy into positive change.

“Actually fixing something feels good,” he says. “The hope with 1,000 Cuts is that we’re inviting people into that process.”

Want to help us reduce mindless tasks?

We hate CAQH, Medicare time studies, and the other 1,000 things that suck up your time too. To help us get rid of as much of the “stupid stuff” as we can we need your help to identify these things. If you have an idea how to get rid of it, that’d help too! Submit a candidate for the 1,000 Cuts to: Benjamin.Suratt@uvm.edu

Read more about research related to burnout and the Department of Medicine’s efforts to address it: go.uvm.edu/burnout
Several new physicians have added to the expertise of the Division of Cardiovascular Medicine as clinical operations continue to expand, with more than 36,000 ambulatory visits and over 2,000 hospitalized patients annually. Leading edge research has led to over 50 publications in high quality journals in 2018-19.

One major milestone: In June of 2019, the division celebrated the opening of the 33-bed cardiovascular care unit in the new Miller Building at UVM Medical Center. Patients benefit from single occupancy rooms, expanded space for family members, and state of the art technology. The new space has been designed for a team-based, patient-centered approach to care.

“This has been wonderful transition for us,” says Division Chief and Professor David Schneider, M.D.

Across the UVM Health Network, the Division of Cardiovascular Medicine staffs 10 clinical locations, including six in Vermont and four in northern New York. Efforts to integrate services across the network have been ongoing for several years, Schneider says, with positive results. Many of the division’s 32 physicians now routinely travel between locations to share expertise, helping to strengthen working relationships and improve patient care.

Cardiovascular Medicine has seen growth in the catheter-based structural heart disease program led by Professor Harold Dauerman, M.D. Members of the division have performed over 250 transcatheter aortic valve replacement (TAVR) procedures this past year and recently performed this procedure on patient number 1,000. This

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minimally invasive surgery is offered to patients who are ineligible or considered intermediate to high risk for open heart surgery. UVM was one of the first sites in the country to offer the procedure through its participation in a national clinical trial in 2012 that led to FDA approval and endorsement from the American Heart Association and American College of Cardiology. The division also performs roughly 25 to 50 mitral clip procedures annually, a minimally invasive technique targeting mitral regurgitation approved for certain patients. The growth of this program has led to the recruitment of Assistant Professor **Rony Lahoud, M.D.**, who has expertise in interventional cardiology, structural heart disease, coronary artery disease, aortic stenosis, angina, and mitral valve regurgitation. He completed interventional cardiology and cardiovascular disease fellowships at Cleveland Clinic Foundation, residency training at University of Michigan Medical School, and received his medical degree from the University of North Carolina School of Medicine.

The Division of Cardiovascular Medicine has also expanded their expertise in electrophysiology with the addition of Assistant Professor **Nathaniel Thompson, M.D.**, a cardiac electrophysiologist who specializes in treating ventricular tachycardia with catheter-based ablation. He completed fellowship and residency training at UVM Medical Center and the University of Bordeaux, and graduated from Saint Louis University School of Medicine.

The division has a long history of cutting edge research in cardiovascular rehabilitation and prevention. Professor **Philip Ades, M.D.**, is a national leader in the field; he’s played a role in the expansion of cardiac rehabilitation services to Medicare recipients with chronic heart failure, and his exercise physiology research program has received consistent NIH funding since 1998. New faculty member Assistant Professor **Sherrie Khadanga, M.D.**, brings additional focus to the prevention of heart disease in women. She joins

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**ACROSS THE UVM HEALTH NETWORK, THE DIVISION OF CARDIOVASCULAR MEDICINE STAFFS 10 CLINICAL LOCATIONS, INCLUDING SIX IN VERMONT AND FOUR IN NORTHERN NEW YORK.**

the division after receiving her medical degree from the University of South Alabama College of Medicine and completing residency training and a cardiac disease fellowship at UVM Medical Center.

Researchers are breaking new ground in electrophysiology and precision medicine. A novel technique that uses the heart’s intrinsic electrical conduction system to improve cardiac pacing, developed by Professor **Daniel Lustgarten, M.D., Ph.D.**, is becoming the standard of care around the world. Schneider has identified a new biomarker for patients at high and low risk of cardiovascular events; he recently received a patent for an assay to guide therapy. Professor **Peter Spector, M.D.**, continues to refine a new method to enhance understanding of atrial fibrillation through advanced mapping, with a goal perform ablation more effectively.

The division’s three fellowship programs—in cardiovascular disease, electrophysiology and interventional cardiology—attract top candidates from around the world. Founded in 1956, the cardiovascular disease fellowship welcomes four physicians per year to the three-year program. The one-year interventional cardiology fellowship program was among the first ACGME-certified interventional programs in New England in 1998, with two fellows accepted annually. Faculty members also teach medical students in courses throughout the Vermont Integrated Curriculum; many also serve as research mentors. 

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Menon Garners UVM Spark Funding

Prema Menon, M.D., Ph.D., assistant professor in the Division of Pulmonary Disease and Critical Care Medicine, has been awarded a 2019 SPARK grant by the UVM Offices of the Provost and Vice President for Research for a project called the Ventalex. The device allows ICU patients with acute respiratory failure on mechanical ventilation to communicate, even though they are unable to talk. The device is based on the experiences of patients, family members, and clinicians. A tablet enabled with Menon’s algorithm and two-button controller could serve the estimated 800,000 patients in the U.S. who are awake and need to be able to participate in their own treatment decision-making.

The SPARK program, designed to cultivate faculty entrepreneurship and technology commercialization, was founded by the Department of Medicine before it expanded university-wide in 2014-15.

UVM Hosts International Stem Cell Conference

Top researchers from around the world attended the biennial Stem Cells, Cell Therapies, and Bioengineering in Lung Biology and Diseases conference at UVM July 15-18, 2019. The event included dozens of presentations on leading edge research on a range of topics, a professional skills workshop, an elevator pitch competition and more. UVM President Suresh Garimella and Larner College of Medicine Senior Associate Dean for Research and Professor of Medicine Gordon Jensen, M.D., Ph.D., provided opening remarks and a welcome.
Research and Grant Highlights

**Sherrie Khadanga, M.D.**, assistant professor in the Division of Cardiovascular Medicine, received the 2019 American Association of Cardiovascular and Pulmonary Rehabilitation Beginning Investigator Award for “Superior Effects of High Intensity Interval vs Moderate Continuous Exercise in Women: A Randomized Control Trial.”

**Bonita Libman, M.D.**, professor and chief of the Division of Rheumatology and Clinical Immunology, is the principal investigator of a pharmaceutical sponsored trial of upadacitinib in patients with giant cell arteritis.

**Neil Zakai, M.D., M.Sc.**, associate professor in the Division of Hematology/Oncology, has received an R01 grant from the National Institutes of Health/National Heart, Lung and Blood Institute for “Thrombosis and Bleeding Risk Assessment in Medical Inpatients.” The goals for the project, in two complementary healthcare systems at the University of Vermont and the University of Washington, are to develop and validate robust models to assess hospital-acquired bleeding and venous thromboembolism (VTE) risk, and determine the period of increased risk for bleeding and VTE after discharge from the hospital.

Publication Highlights


Awards and Recognition

The Department of Medicine is proud of the following internal medicine residents who were honored for their exemplary achievements:

The Harriet P. Dustan, M.D. Award
In recognition of acquisition of new knowledge through research performed during residency
Kramer Wahlberg, M.D.

The Frank L. Babbott, M.D. Memorial Award
For idealism and integrity, dedication to patient care, and commitment to the educational mission of the Department of Medicine
Kramer Wahlberg, M.D.

Richard E. Bouchard, M.D. Excellence in Primary Care Award
For providing high quality comprehensive care, for dedication as an educator of patients, medical learners and support staff, and for sincere and genuine concern for patients
Emily Hadley Strout, M.D.

Experts Visit Campus

On September 26 and 27, 2019, the Cardiovascular Research Institute of Vermont welcomed Paul M. Ridker, M.D., M.P.H., (at right, with Mary Cushman, M.D., M.Sc.), as the 2019 Burton E. Sobel Visiting Professor. Ridker is the Eugene Braunwald Professor of Medicine at the Harvard Medical School and directs the Center for Cardiovascular Disease Prevention, a translational research unit at the Brigham and Women’s Hospital in Boston. He presented a talk for Medicine Grand Rounds titled “100 Years from CRP to Anti-Cytokine Therapy for Atherosclerosis: A History of Discovery.” Additional events he hosted included a Scholar’s Tea and career development talk for early career junior investigators, fellows and trainees, and a Cardiology Case Studies Conference.

Joan Von Feldt, M.D., past president of the American College of Rheumatology, hosted a presentation on systemic lupus erythematosus for Rheumatology Grand Rounds on July 29, 2019. She is an emeritus professor at the Perelman School of Medicine at the University of Pennsylvania.
**Q&A with Charles Irvin, Ph.D., professor in the Division of Pulmonary Disease and Critical Care Medicine and chair of the Research Committee**

**Q. What is the mission of the Research Committee?**

**A:** With faculty and staff representation from each division and center, the Research Committee is focused on facilitating an environment of innovation and collaboration for the department’s diverse interests. We strive to promote an atmosphere of discovery, collaboration, and mentorship across our campus and network in basic, clinical, translational, and commercial research. The deliverables of our work include the development and review of policies and procedures, creating pilot funding opportunities, and ensuring the dissemination of information throughout the department.

**Q: What are some important current projects from the committee?**

**A:** The committee meets monthly to discuss topics such as:
- internal and external funding opportunities
- new and existing research resources
- new research policies/initiatives/funding trends/opportunities
- nominees for faculty research awards
- applications for Department of Medicine internal funding awards

The committee also invites guests with research-centric topics to discuss. Current initiatives include planning for a Department of Medicine Research Day in mid-2020. A subcommittee is exploring themes and options.

**Q: Are there resources that faculty should be aware of that are provided through the committee or related staff?**

**A:** We continue to highlight the research support structure in the Department of Medicine, which includes both a Pre-Award Office and Post-Award Support. We strongly encourage all new faculty to meet with either Gagan Bajaj or Bridget Carney in the Pre-Award Office to discuss the process of submitting both internal and external grants, proposal development, budgeting.

**Key points:**
- All research proposals submitted through UVM are required to run through the Department of Medicine Pre-Award office.
- We strongly encourage all internal grants be routed through the Pre-Award Office.
- Assistance with clinical trial submissions/management is available from Michaelanne Rowen, Department of Medicine Clinical Research Manager.
- Most every Department of Medicine division has a representative on the committee who can be a good resource at the division level.

For more information, contact Tina Mazuzan, Tina.Mazuzan@med.uvm.edu, administrator in the Department of Medicine.
Faculty Presentations

Jennifer Kelly, D.O., course director and associate professor in the Division of Endocrinology, Diabetes and Metabolism; Kaitlyn Barrett, D.O., assistant professor in the Division of Endocrinology, Diabetes and Metabolism; and Morgan Merchand, APRN, a nurse practitioner in the Division of Rheumatology and Clinical Immunology, were among the presenters at the “Osteoporosis Update for Primary Care” on September 27, 2019.

In June of 2019, Glenn Goldman, M.D., professor and chief of the Division of Dermatology, gave a lecture and performed Mohs surgery at the Tel Aviv Sourasky Medical Center at the invitation of Dr. Yoav Metzger, who was a recent UVM Medical Center Mohs fellow and is now in active practice at the Tel Aviv Sourasky Medical Center.

In the Media

Harold Dauerman, M.D., professor in the Division of Cardiovascular Medicine, commented for a report that aired on NBC 5 October 2, 2019, regarding U.S. Senator and 2020 presidential candidate Bernie Sanders’s emergency procedure to open a clogged artery in his heart.

On September 16, 2019, New England Cable News reporter Jack Thurston interviewed Matthew Gilbert, D.O., M.P.H., associate professor in the Division of Endocrinology, Diabetes and Metabolism, for an NBC 5 segment regarding a medication recall that left some patients who suffer from hypoparathyroidism without a viable alternative.

On July 10, 2019, Michael LaMantia, M.D., M.P.H., associate professor and chief of the Division of Geriatrics, was featured in a Vermont Edition segment on Vermont Public Radio, titled “Caring for Those with Memory Loss and for Their Caregivers.”

News and Notes

Sean Bullis, M.D., joins the Division of Infectious Disease as a first-year fellow.

Kristin Pierce, M.D., associate professor in the Division of Infectious Disease, has been appointed chair of the Department of Medicine’s Promotions Committee.

Joseph Pierson, M.D., associate professor in the Division of Dermatology, has been appointed chair of the Department of Medicine’s Faculty Development Committee.
In the Community

Two teams represented the Department of Medicine at the 14th annual Lake Champlain Dragon Boat Festival on August 4, 2019, with leadership from Kim Dittus, M.D., Ph.D. The teams had a “super hero flare,” with the names of Cancer Avengers and Justice League Against Cancer. Participants included a large number of internal medicine residents, as well as attending physicians, staff and researchers from the UVM Cancer Center. This year, the event raised funds for the McClure Miller Respite House.

At left, teams Cancer Avengers (top) and Justice League (below)

Participants from the Larner College of Medicine, UVM Medical Center, and UVM Health Network turned out in force for Vermont’s first-ever American Heart Association CycleNation fundraising event, which took place on the Burlington waterfront on August 15, 2019. Two teams—“Clotbusters!” captained by Mary Cushman, M.D., M.Sc., (right) and “FloRiders,” featuring top individual fundraiser Farrah Khan, M.D. (left)—were the top two fundraising teams, respectively. All combined, the UVM contingency raised a total of almost $8,000.
In 2009, Chris Huston, M.D., treated a patient who had contracted *Cryptosporidium*—a parasite that causes acute diarrhea and dehydration—while tending to the cows on her dairy farm in Vermont. A suppressed immune system made her more susceptible to illness from the parasite, which often infects cattle. Unfortunately, Huston didn’t have much to offer his patient, as immunocompromised people with cryptosporidiosis or “crypto” cannot be cured.

That encounter with the Vermont dairy farmer changed the course of Huston’s research career. The parasite—which is the third most common cause of life-threatening diarrhea worldwide and is especially deadly for children in the developing world—receives scant attention from researchers.

“It made me angry,” says the professor in the Division of Infectious Disease. “There’s nothing better than a sugar pill.”

That emotion fueled a change in his lab’s focus. Now one of the most preeminent crypto researchers in the world, Huston and his team are closing in on potential drugs. Huston has received several grants from the Gates Foundation, including a $1.86 million award in 2015, to fund research supporting other scientists within a global consortium dedicated to accelerating the development of crypto therapeutics. Huston’s lab has developed screening assays used to prioritize drug compounds and their targets. So far, the consortium, which includes biologists, geneticists, chemists, nonprofit leaders and pharmaceutical company scientists, has assessed upwards of one million compounds. With medications in varying stages of the development and approval process, the most promising ones have received their own grant funding and have proven efficacious in large animal models, including dairy calves. Huston is optimistic about the consortium’s chance for success, as their strength is in the diversity they bring to the effort.

“This group of people will get a drug eventually,” he says.