

# Rounds



A Publication of the Henry Ford Medical Group Alumni Association

**Brigitte Harris  
Cancer Pavilion  
OPENS**  
January 20, 2021

## IN THIS ISSUE

- 1 | FROM THE PRESIDENT
- 2 | FEATURE: THE LEADING EDGE
- 7 | GAME ON CANCER 2020 MVPs
- 8 | GAME ON CANCER DURING COVID
- 10 | FEATURE: HENRY FORD RAPID RESPONSE
- 14 | DIVERSITY, EQUITY AND INCLUSION
- 16 | BEHIND THE WHITE COAT
- 18 | STANDING FOR JUSTICE
- 19 | COVID EMPLOYEE RELIEF FUND
- 20 | N95 MASK DECONTAMINATION
- 22 | THE HENRY FORD STARS

The  
*Leading*  
Edge

PAGE 2



# Rounds

**HENRY FORD MEDICAL GROUP  
ALUMNI ASSOCIATION**  
EXECUTIVE COMMITTEE

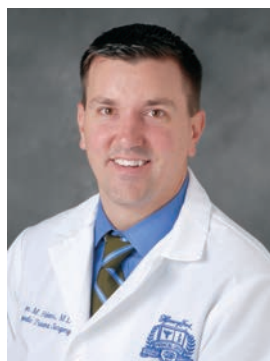
William Hakeos, M.D., *President*  
Lisa MacLean, M.D., *Vice President*  
Jan Rival, M.D., *Secretary*  
Kim Baker-Genaw, M.D., *Treasurer*  
Anne Chen, M.D., *Member at Large*

## **PUBLICATION STAFF**

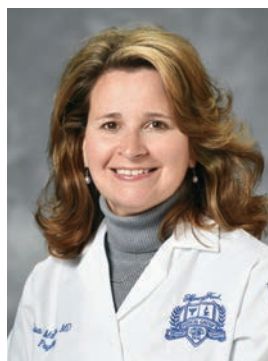
MANAGING EDITOR  
AMANDA BENNETT  
Manager, Physician and Alumni Relations  
ABENNET6@HFHS.ORG  
(313) 876-9871  
HENRYFORD.COM/ALUMNI

ART DIRECTOR  
JENNIFER WEAVER  
WEAVER DESIGN AGENCY

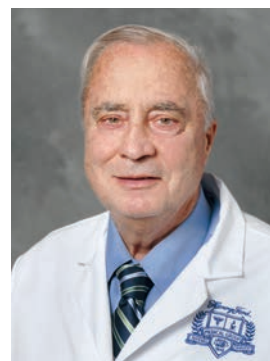
CONTRIBUTING WRITERS  
DEVON BARRETT  
DAVE OLEJARZ  
RACHEL REED  
DAN TRUDEAU



**William Hakeos, M.D.**  
President



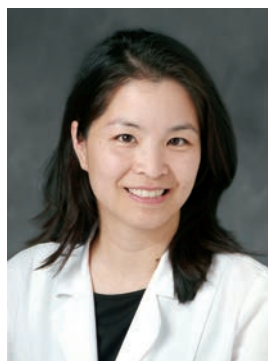
**Lisa MacLean, M.D.**  
Vice President



**Jan Rival, M.D.**  
Secretary



**Kim Baker-Genaw, M.D.**  
Treasurer



**Anne Chen, M.D.**  
Member at Large

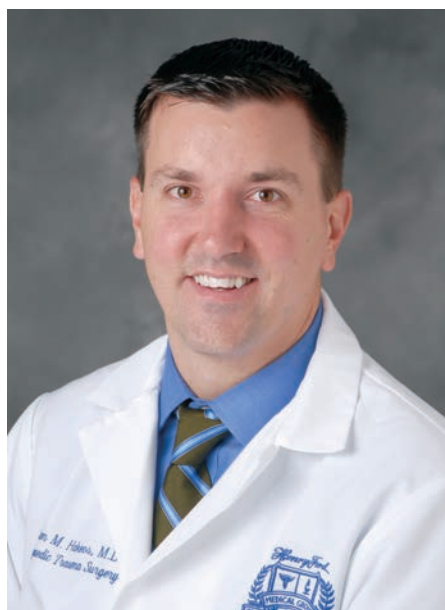


**Stay connected, join our Facebook group:**

[www.facebook.com/groups/HFMGAumni/](http://www.facebook.com/groups/HFMGAumni/)



# FROM THE PRESIDENT



**William Hakeos, M.D.**  
Henry Ford Medical Group Alumni Association

**W**e had just begun planning a summer issue of Rounds when the novel coronavirus began to spread in earnest across the country. In the ensuing weeks, we decided to put the publication on hold as we focused on the immense challenges before us.

As you know, COVID-19 hit Metro Detroit hard, but Henry Ford Health System continues to hit back in every way we know how, from deploying rapid-response tests to high-risk populations through our Global Health Initiative, to developing an innovative method of sterilizing PPE for the frontline healthcare workers in our ICUs and Emergency Rooms.

Personally, I have never been prouder to be affiliated with Henry Ford, first as a trainee and now as a Henry Ford Medical Group physician. I am extraordinarily proud of the way our system came together over the last year to address this ongoing crisis with grace, compassion and determination. I hope you feel this pride too—whether you trained here in the past, or I am lucky enough to call you my colleague today.

Because the purpose of this magazine has always been to foster pride, connection and inspiration, and as this unimaginably difficult year comes to a close, I thought all of us could use some of that. In this issue, you'll read about the way Henry Ford Health System is responding to the pandemic in the communities we call home.

You'll also read about how we're continuing to shepherd Henry Ford into the

future. In addition to sharing an update on our diversity and inclusion initiatives, we are so pleased to finally have the opportunity to feature our newly-named Henry Ford Medical Group CEO, Steven Kalkanis, M.D., who was appointed in January after years of distinguished work as a neurosurgeon, researcher and administrator. You'll also see some familiar faces in our Behind the White Coat column and our Henry Ford Stars section—great physicians who are doing great work... pandemic or not. And while we could not cover every amazing thing we've accomplished—including being the only clinical site in Michigan selected for the Moderna coronavirus vaccine trial—I hope this issue gives you just a glimpse of all we are doing to protect the health of our patients and communities.

If 2020 had gone differently, this issue of Rounds would've come to you on the heels of our October Alumni Jubilee in celebration of Henry Ford Medical Group's 105th anniversary. Though it will be some time before we're able to gather in person, I hope you're finding other ways to stay connected to your Henry Ford family, and I hope receiving this news from Detroit helps.

I wish you the best in the days that lie ahead. We will be back in touch soon.

FEATURE

# The *Leading* Edge

by Rachel Reed





---

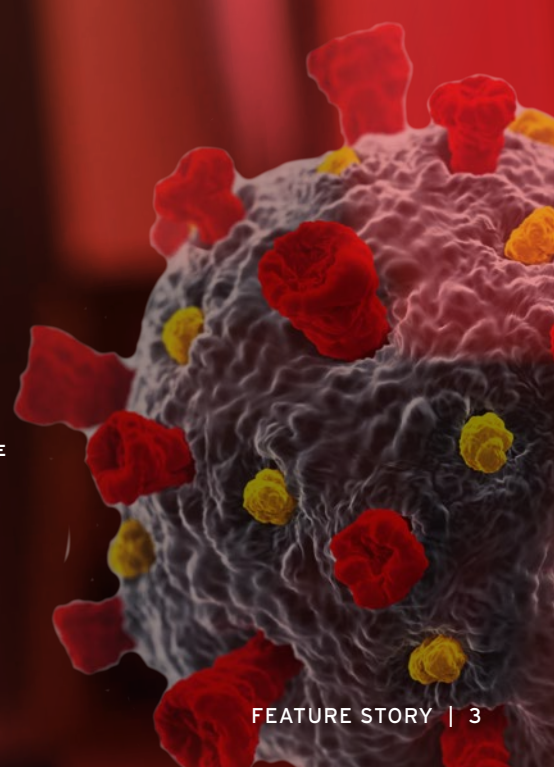
**STEVEN KALKANIS, M.D. BECAME CEO OF HENRY FORD MEDICAL GROUP JUST AS COVID-19 ARRIVED. HIS PAST PREPARED HIM TO LEAD THE TEAM TODAY—AND UNDERSCORES HIS GOALS FOR ITS FUTURE.**

**F**or most people, taking the reins of a world-class medical group on the eve of a global pandemic would be daunting—distressing, even.

But for Steven N. Kalkanis, M.D., it was revelatory.

“The silver lining is that for better or worse, we came together as a system,” says Dr. Kalkanis, CEO of Henry Ford Medical Group, Senior Vice President and Chief Academic Officer. “We fast tracked peoples’ ability to collaborate and overcome barriers. We kept patients and employees safe as we treated thousands with COVID-19. And rightfully, our team members are proud of the fact that we made it through the storm. We are in a better position than we could have been if we hadn’t gone through this.”

CONTINUED ON NEXT PAGE



## FEATURE

# The *Leading Edge*



*Dr. Kalkanis (right) with Mort Harris, whose \$20 million gift laid the foundation for the Brigitte Harris Cancer Pavilion.*

**D**r. Kalkanis was born and raised in Michigan, and became interested in medicine early in life, after his father passed away from cancer when he was just 14 years old.

“It was a tragedy for any family, but those types of experiences either make people run away from medicine or draw them to it,” he says. “I was one of those who was passionate about understanding more about it, about the human body.”

After high school at Detroit Country Day, Dr. Kalkanis attended Harvard University and then Harvard Medical School. As his studies progressed, he was particularly drawn to the brain, a complex, sometimes enigmatic and critical organ.

“I was interested in how the brain affects many of the things that define us as a human being, such as whether we can walk or speak. Helping patients who suffer from things like brain tumors can make a difference in their lives. With technology and surgery, we can take a disease like brain cancer, which used to have a nine-month life expectancy, and help people live 10 years or more. That’s one of the greatest inspirations.”

Dr. Kalkanis spent 15 years in Boston, completing his residency in neurosurgery at Massachusetts General Hospital, after which Mark Rosenblum, M.D., then the Chair of the Department of Neurosurgery at Henry Ford, approached him about returning to Michigan.

“Dr. Rosenblum painted a future for Henry Ford that enticed me, not only about all that it is today, but also all that it could be. I was interested in his vision to serve the community while also being a place that was a national leader in research and academics—the best of both worlds. It was a perfect fit for my interests,” says Dr. Kalkanis.

In 2004, Dr. Kalkanis joined Henry Ford as a neurosurgeon and professor and quickly ascended the ranks, becoming Chair of the Department of Neurosurgery and then Co-Director of the Hermelin Brain Tumor Center after Dr. Rosenblum’s retirement. In 2016, as the incoming Medical Director of the Henry Ford Cancer Institute, Dr. Kalkanis worked to create a comprehensive cancer patient experience and oversaw the building of the \$155 million Brigitte Harris Cancer Pavilion, which will open in January 2021.

In December 2019, Dr. Kalkanis was named CEO of Henry Ford Medical Group, responsible for overseeing the 1,900 physicians that comprise one of the largest organizations of its kind in the state. Not more than three months later, the COVID-19 pandemic made its way to Michigan, Henry Ford admitted its first COVID-19 patient—and Dr. Kalkanis’s first major test in his new role began.





**A**lmost immediately, the challenges seemed endless: How to best care for patients with this novel disease? How to keep patients and employees safe while doing so? How to inform the community, prevent deaths, build trust? And what would happen if facilities ran out of space?

Dr. Kalkanis, along with Chief Clinical Officer and Executive Vice President Adnan Munkarah, M.D., fellow Henry Ford leaders and physicians, sprang into action. First came a framework to protect patients and employees while providing the highest quality of care to an exponentially rising number of coronavirus patients. Hospital space was reconfigured to handle a surge, and staffing and resources were committed to the overflow hospital being constructed at TCF Center in Detroit. Residents and fellows were redeployed from their specialties to assist in the emergency department or with virtual care visits, which experienced an explosive growth in demand. Daily employee communications

kept team members across the system informed about rapidly evolving guidelines, while a free external hotline served members of the public. On the ground, Henry Ford's Global Health Initiative paired with the Detroit Health Department, Michigan Department of Health and Human Services and the CDC, to test residents of nursing homes, homeless shelters, detention centers, senior living facilities and adult foster care, to protect some of the most vulnerable people in Michigan.

"There is no playbook for something like this," says Dr. Kalkanis. "Having a foundation of a good track record with our leadership allowed us to gel and come together during those early days of our daily incident command. Open communication is the key to getting everyone on board."

Their nearly Herculean level of effort paid off: coronavirus deaths and infections at the health system and across the state began to tick downward. Patients were discharged. Untold lives were saved.



*Dr. Kalkanis presented on the main stage of the national Biden Cancer Summit in 2018 in Washington, D.C., reaffirming a commitment to cancer precision medicine and making a pledge to pave a path for health systems across the country to work together and share data for leading-edge cancer treatment.*



*"Understanding relationships and communication, and being able to put yourself in the shoes of others who are worried or concerned or frustrated helps us get through difficult times," says Dr. Kalkanis.*

"I am most proud of the fact that we were able to keep people safe," says Dr. Kalkanis. "We had universal masking and PPE, and we were the first in the state to require screenings for patients. We were the first and only to require testing for patients coming in for any kind of surgical procedure. This was a logistic feat, but we did it. Our rate of infection among patients and employees is one of our greatest achievements. It's a tribute to the power of this place."

Not only did Henry Ford physicians and scientists lead in safe care, they also mobilized to better understand COVID-19, looking for new ways to prevent and treat the disease while also uncovering solutions to avoid PPE shortages and other roadblocks to practitioners.

"I'm so proud of our research and academic enterprise," Dr. Kalkanis says. "What people don't realize is that at the peak of this pandemic, our researchers came together and developed over 50 IRB clinical research trials looking at prevention and treatment. We were one of the first places to use convalescent plasma to treat patients, and one of the first places for the Moderna vaccine trials. We were part of the solution to this problem."

Dr. Kalkanis was not the only one who was gratified by the Henry Ford community's response to COVID-19. One physician told him that before the pandemic, he hadn't thought a lot about his relationship to his workplace. But when he saw what his fellow physicians, nurses, medical technicians and many others have accomplished over the last few months, he changed his mind.

"Today, he refers to himself not just as a physician who happens to work at Henry Ford, but as a Henry Ford physician," says Dr. Kalkanis. "It was a sense of pride, of identifying with something larger than himself."

**A**s Henry Ford Health System moves into the next months and years, Dr. Kalkanis hopes to continue to foster that shared sense of mission as he builds his vision for the future of Henry Ford Medical Group. He is dreaming big but says that, thanks to Henry Ford's long legacy of innovation and world-class care, he is sure these goals can be achieved.

His aim is to promote Henry Ford as an important training ground for the best physicians of tomorrow, expanding our impact and reach across the globe. He is pushing to attract and retain the top talent in medicine, valuing diversity and inclusion, creative thinking and empathy. He wants Henry Ford to be the site of at least 25 practice-changing contributions to medicine over the next decade by supporting basic science and clinical research. And, of course, all of this is in service of providing the very best patient care possible—here at Henry Ford, and beyond.

"We will absolutely be a world leader, as we have been in so many ways over our last century," says Dr. Kalkanis. "Ultimately, at the end of the day, we will measure success one patient at a time." ■



"I am most proud of the fact that we were able to keep people safe," says Dr. Kalkanis. "We had universal masking and PPE, and we were the first in the state to require screenings for patients. We were the first and only to require testing for patients coming in for any kind of surgical procedure. This was a logistic feat, but we did it. Our rate of infection among patients and employees is one of our greatest achievements. It's a tribute to the power of this place."

**STEVEN N. KALKANIS, M.D.**, CEO OF THE HENRY FORD MEDICAL GROUP, SVP AND CHIEF ACADEMIC OFFICER



# Congratulations 2020 GAME ON CANCER MVPs

Most Valuable Physicians



Clara Hwang, M.D.



Mohan Kulkarni, M.D.



Kenneth Levin, M.D.



Eleanor Walker, M.D.



Jessica Bensenhaver, M.D.



Craig Rogers, M.D.



*THESE HENRY FORD CANCER INSTITUTE PHYSICIANS WENT ABOVE AND BEYOND BY FUNDRAISING TO ADVANCE LEADING-EDGE RESEARCH AND ALLEVIATE BARRIERS CANCER PATIENTS FACE ON THEIR ROAD TO RECOVERY.*

# Game On Cancer Shows Up for Patients in Tumultuous 2020

By Dan Trudeau



"If Game On Cancer can provide support for transportation so patients can get to appointments, or cover grocery costs so they can afford to pay for their treatments, those are direct health benefits."

**CLARA HWANG, M.D.,**  
ONCOLOGIST

In many ways, 2020 was a year defined by difficulties: uncertainty, fear and disruptions to daily life. For patients with cancer, these challenges were magnified by heightened threats to their personal and financial health. Their cancer didn't stop because of COVID-19, and fortunately, neither did Henry Ford Health System's Game On Cancer.

In partnership with the Detroit Lions and the Detroit Pistons, Game On Cancer raises funds to help cancer patients overcome barriers on their road to recovery, while contributing to research discoveries that can translate into better treatments.

Game On Cancer offers patients assistance with essential costs like transportation, housing, utility expenses, prescriptions and other needs that they must meet to continue their treatments. It also funds innovative research, survivorship groups and complementary therapies such as acupuncture, massage and exercise. Every dollar raised through Game On Cancer is used directly for these purposes, helping patients improve their outcomes and manage the financial toxicity of a cancer diagnosis.

Through the extraordinary efforts of sponsors, volunteers and the Henry Ford Cancer Institute Supportive Oncology staff, Henry Ford and Game On Cancer

continued to provide vital support to patients throughout 2020, despite the unique changes and challenges the year presented.

Now in its sixth year, Game On Cancer has raised more than \$5 million and served more than 10,000 cancer patients. These results are possible because committed teams of volunteer fundraisers step forward to contribute each year.

Most years, the Game On Cancer "season" culminates in fall with a celebration at Ford Field, meet-and-greets with Detroit Lions players and more. In 2020, the season went virtual, but the results for patients were tangible and real.

A field of more than 50 Game On Cancer teams and corporate partners came together to raise over \$700,000, with contributions from around the community. For the second straight year, the effort received a strong push from a group of MVPs – Most Valuable Physicians – who added to their results in the clinic and the lab by stepping into the fundraising arena.

Oncologist Clara Hwang, M.D., was one of six Game On Cancer MVPs in 2020. Dr. Hwang accepted the challenge to serve as an MVP because she has seen firsthand the benefits of the financial





Henry Ford Cancer Institute employees receive blankets from Roary and the Lions to distribute to cancer patients.



resources, supportive services and research innovations that Game On Cancer provides to her patients.

“If Game On Cancer can provide support for transportation so patients can get to appointments, or cover grocery costs so they can afford to pay for their treatments, those are direct health benefits,” Dr. Hwang said. “So, this is something that I really believe in, and I feel privileged to be a part of it.”

Patients like Mike Mallory can attest to the impact. After suffering complications and health setbacks through the course of his treatment for prostate cancer, Mike was left feeling financially stressed, discouraged and depressed.

After meeting with a Henry Ford Cancer Institute social worker, Mike received assistance from Game On Cancer to help with his car payments and utility bills. This support enabled him to maintain his treatments and sparked a renewed sense of hope.

“I have always been very proud of taking care of myself and my family. It didn’t feel right at first taking assistance, but it helped so much. I felt a huge relief off my shoulders,” Mike said. “I am so appreciative to all Game On Cancer donors. What you did, and the funds you raised or donated made a huge difference in my life.” ■

**To learn more about Game On Cancer and how you can make a difference for Henry Ford Cancer Institute patients, visit [gameoncancer.com](https://gameoncancer.com).**

FEATURE

---





# Test, Test and Test Again

by Devon Barrett



**NOBODY WISHES FOR A PANDEMIC. EVEN IN THE MEDICAL COMMUNITY, THOSE WHO HAVE DEVOTED THEIR LIVES TO HELPING SICK PATIENTS GET WELL, DO NOT SIT AROUND HOPING FOR THE CHANCE TO PUT THEIR EXPERTISE TO THE TEST AS A NOVEL VIRUS SWEEPS THE GLOBE.**

**BUT THE EVER-LOOMING THREAT OF A PANDEMIC IS PART OF THE REASON HENRY FORD HEALTH SYSTEM'S GLOBAL HEALTH INITIATIVE EXISTS—TO SHARE KNOWLEDGE AND BUILD PRODUCTIVE WORKING RELATIONSHIPS WITH HEALTH EXPERTS ACROSS DISCIPLINES, AND ACROSS OCEANS, WITH A FOCUS ON COMMUNITY HEALTH, PREVENTION AND COST-EFFECTIVENESS.**

CONTINUED ON NEXT PAGE

## FEATURE

# Keeping COVID *out of* Nursing Homes



*"Thanks to [Henry Ford and its partners], Detroit has been a national leader in protecting its most vulnerable citizens from the spread of COVID-19," said Detroit Mayor Mike Duggan.*

When COVID-19 outbreaks began popping up around Detroit, Henry Ford's Global Health Initiative led a Rapid Response Team to head off the virus in some of the city's most vulnerable populations.

It was immediately obvious, in the early stages of the pandemic, that SARS-CoV-2 was going to hit people who live in close quarters particularly hard. As the virus moved inland from its initial U.S. outbreaks on the east and west coasts, it left nursing homes ravaged in its wake, preying on dense populations of elderly folks, especially those with weakened immune systems and preexisting conditions.

By the time the virus appeared in Detroit, the Global Health Initiative was ready, and the COVID-19 Rapid Response Team, in collaboration with the Detroit Health Department, Wayne State University, and the Centers for Disease Control and Prevention (CDC) was able to immediately focus testing efforts on the residents and staff of 26 skilled nursing facilities in the City of Detroit.

It was a monumental undertaking that required a team of nearly 100 people, including staff of partner institutions, City of Detroit emergency medical technicians and many volunteers.

The team administered up to 275 tests per day between March and April, and were able to successfully identify both symptomatic and asymptomatic cases, cohort and isolate positive patients from negative patients and drastically reduce the opportunity for the virus to spread.

The COVID-19 Rapid Response Team also took time to educate nursing home staff on best practices for surface cleaning, contact reduction and proper usage of personal protective equipment, to further protect personnel and residents from the virus.

## SHARING FINDINGS ON A NATIONAL PLATFORM

In July, a report co-authored by Henry Ford staff was published in the Centers for Disease Control and Prevention's "Morbidity and Mortality Weekly Report."

The CDC had already determined that symptom-based screening was not an adequate way of detecting the transmission of SARS-CoV-2, not just due to the prevalence of entirely asymptomatic cases, but also because, depending on an individual's viral load, he or she can begin to shed the virus before even experiencing symptoms.

The data in the report authored by Henry Ford experts supports the CDC's



conclusions that regular testing enables healthcare professionals in high-risk areas to detect and respond to *all* cases, not just the symptomatic ones.

The report provides a breakdown of the cases detected in the initial round of testing (44% tested positive) and in the two subsequent rounds of point prevalence surveys, where the percentage of laboratory-confirmed cases dropped from 35% in the first point prevalence survey to 18% in the second.

The results of each point prevalence survey informed swift, specific actions to help contain the positive cases and maintain the health of those who tested negative, such as:

- Using transmission-based precautions for resident care and excluding health care personnel with positive test results from work;
- Strict cohorting of residents and health care personnel;
- Active clinical monitoring of confirmed cases;
- Managing safe transitions of care to and from outside facilities;
- Discontinuing transmission-based precautions if a test-based strategy is used.

Shortly after this CDC report was published, 19 Detroit nursing homes did not have any residents with COVID-19, and the response led by the Henry Ford Rapid Response Team was lauded in an article in *Bridge Michigan* entitled “Here’s

what Michigan nursing homes that escaped coronavirus did right.”

### BEYOND NURSING HOME: TAKING TESTING EVEN FURTHER INTO THE COMMUNITY

The Global Health Initiative Rapid Response program, in partnership with the Detroit Health Department, later expanded their efforts to vulnerable populations in other congregate settings in Detroit. They visited homeless shelters, assisted living facilities, and affordable senior housing residences—hundreds of facilities where they tested over 10,000 Detroiters.

Even more recently, the team has partnered with PACE of Southeast Michigan to visit vulnerable populations outside the city limits, including elderly individuals in their homes.

“Any location where vulnerable individuals reside, especially in congregate settings, has been our focus,” said John Zervos, executive director of the Global Health Initiative. “Nursing homes were one of the hardest hit populations. Ongoing testing and support had a significant impact on saving lives in one of the communities hardest hit by COVID-19. The implications are significant both in Detroit and nationally and are a model for others around the world. Prioritizing this population was not only the right thing to do, but also a critical strategy in ending the pandemic for all of us.” ■



## Philanthropic partnerships make it happen

The work of Henry Ford's Global Health Initiative was supported by multiple sources, including a \$400,000 grant from Altimetrik—a Southfield-based global business transformation company—and the Vattikuti Foundation, a 501(c)(3) nonprofit that serves communities at home, in Southeast Michigan, and abroad, in India and other parts of the world.

Grants from Abbott, the maker of the Abbott ID-Now instruments and COVID-19 testing kits—which produce results in 15 minutes—allowed the Rapid Response Team to also deploy tests to first responders and essential city workers at a clinic set up at Detroit Health Department headquarters.

Henry Ford Health System also received \$300,000 from the United Way for Southeastern Michigan and BET.

**To make a gift to Henry Ford's Global Health Initiative, please contact Amanda Bennett at [abennet6@hfhs.org](mailto:abennet6@hfhs.org).**



# We Are for All

HENRY FORD'S DIVERSITY, EQUITY AND INCLUSION EFFORTS HELP US LIVE OUR VALUES AND PROMOTE WORLD-CLASS CARE FOR EVERYONE.



*The WIN Network helps new and expectant mothers and their babies to prevent infant mortality and foster better lifelong health.*

Henry Ford Health System knows that while healthcare may begin in a provider's office, it can't end there. That is why we are working to address disparities not only in our workforce, but in the entire way we deliver care and measure outcomes. It's a commitment that goes all the way to the top: After the death of George Floyd this summer, President and CEO Wright L. Lassiter III sent a powerful message to the Henry Ford community that reaffirmed our responsibility to promote diversity, equity and inclusion in all that we do.

"At times like these we all must decide if we will stand silent, turning away from the fray, choosing comfort over progress—in other words, indifference," says Lassiter, who is also a member of CEO Action for Diversity & Inclusion. "Or will we summon the courage that exists within us all when confronted with acts that violate our sense of decency and humanity? I am committed to ensuring

that our organization creates an environment where critical conversations about race, disparities, and bias can occur; where all individuals, irrespective of their points of view, have an opportunity to share their opinion."

This culture of open honesty and access is why DiversityInc. recently ranked Henry Ford as its #2 Top Hospitals and Health Systems, and why the Human Rights Campaign honored us as a LGBTQ Healthcare Equality Leader.

And our work does not end there. Kimberlydawn Wisdom, M.D., M.S., Senior Vice President of Community Health & Equity and Chief Wellness & Diversity Officer, has long been a champion for positive change in her tenure at Henry Ford. Under Dr. Wisdom's leadership, in collaboration with many leaders and partners across the health system, Henry Ford has expanded its commitment to healthcare equity, advancing community programs



and digging deep into social determinants of health to better serve all our patients.

In addition to the system's work to address bias, encourage more diverse hiring practices and more, Dr. Wisdom and others are developing programs that better ensure the health and wellness of our diverse communities. These programs include Generation With Promise, which works with students and families, teachers and schools, community and faith-based organizations to foster healthy and sustainable changes for young people.

It includes Henry Ford's school-based health program, which brings care to where patients are, in classrooms and schools throughout southeast Michigan. At these school-based health centers, including the Ruth Ellis Center for LGBTQ+ youth, young people have easy access to primary care and behavioral health services, regardless of insurance status or ability to pay. By providing these services earlier, when they are needed, we reduce barriers to care and facilitate better lifelong health.

Another program, Henry Ford's Women-Inspired Neighborhood (WIN) Network, aims to reduce infant mortality

through support for pregnant women and families, including home visits and guidance, skills and health workshops, access to outside resources and more. WIN also holds classes for physicians and other providers, to help them better understand patients' social determinants of health—such as lack of housing or transportation and food insecurity—and how they might help address these issues during visits.

Other key Henry Ford efforts supporting diversity, equity and inclusion:

- System-wide Healthcare Equity Campaign, focused on raising awareness, improving cross cultural communication and integrating changes into system policies.
- Training opportunities for health system leaders and team members in health care equity, culturally appropriate care and diversity and inclusion topics including Unconscious Bias training.
- Employee Resource Groups (ERGs) for women, veterans, caregivers, individuals living with a disability, Hispanic/Latino, Middle Eastern, African American, Millennials and LGBTQ team members.

- A supplier diversity program nationally recognized for fostering the growth of small, women-owned and minority-owned businesses.
- Institute on Multicultural Health (IOMH) is working to develop effective and innovative approaches to providing quality healthcare to underrepresented racial and ethnic populations who are disproportionately affected by serious and chronic medical conditions.
- The Multicultural Dermatology Clinic specializing in hair, tissue and skin treatment for patients from diverse ethnicities.

Although we have a way to go, Henry Ford is dedicated to addressing disparities—in health outcomes, in our workforce and in our communities. We are all for equality. ■

---

**If you're interested in learning more about our diversity and inclusion initiatives, or to make a gift to support one of the many funds, please contact Amanda Bennett at [abennet6@hfhs.org](mailto:abennet6@hfhs.org).**



# Q

## WHAT INSPIRED YOU TO GET INTO MEDICINE?

I knew I wanted to be a physician from the time I was five years old. My infant brother woke up one morning drooling profusely and leaning forward (tri-poding) in his crib. My mom insisted my dad not go to work (they shared our family car), and she called our pediatrician. I listened as he put the seemingly vague pieces together into a diagnosis of epiglottitis. I saw medicine as this beautiful melding of science and listening, and from that moment, it was all I ever wanted to be. I spent the next three decades following a really linear path, through graduate school, medical school and residency and fellowship training in pulmonary and critical care, believing I would emerge transformed and able to heal. It wasn't truly until I became critically ill myself that I understood how much of my training was clinically focused, rather than focused on true healing, connection and compassion. My illness informed my practice in ways I couldn't have imagined.

# Q

## WHAT DO YOU LOVE ABOUT PRACTICING MEDICINE?

It's the most humbling and rewarding work there is. We are so fortunate to be trusted and able to receive the story of our patients, and to be present at the most critical moments of their lives. Medicine is all about stories. And historically as physicians we've been trained to listen to them in a very specific way... we're trained to distill out what is relevant and frame it in the context of illness. What I think is remarkable that is happening now is that we are reexamining stories with a much more open and generous lens. We are listening for how they are told and why they are told. We are recognizing that stories tell us about ourselves, and each other, and who we hope to be. If you talk to anyone in healthcare, stories about people are why we got into medicine in the first place. Helping people through careful listening combined with scientific knowledge is the most beautiful job description I can imagine. And I'm so lucky I get to do it today.

# BEHIND The White Coat

**RANA AWDISH, M.D.**, is Henry Ford Health System's Medical Director, Care Experience, Director of the Pulmonary Hypertension Program at Henry Ford Hospital and an advocate for patient-centered approaches to health and wellness. Dr. Awdish is also the author of the critically acclaimed book *In Shock: My Journey from Death to Recovery and the Redemptive Power of Hope*, about how her own healthcare experience led her to become a more empathetic physician.



# Q

**DURING THE FIRST SURGE OF COVID-19 IN DETROIT, YOU WERE CARING FOR PATIENTS BUT ALSO THE CAREGIVERS ON THE FRONTLINES. HOW DID THIS EXPERIENCE ALTER YOUR PRACTICE?**

# Q

**WHAT ADVICE DID YOU GIVE RESIDENTS WHO WERE WORKING WITH COVID-19 PATIENTS ABOUT WHAT THEY WERE GOING THROUGH AS NEW PHYSICIANS?**

So much of those drop-in visits were really just about creating safe spaces to talk about the things that we don't always talk about in medicine - the shame of losing a patient and worrying that you failed somehow, the exhaustion and the fear of contracting the virus as you cared for your patients, navigating being a mom and a working physician. We were all having "moments" when we didn't really believe in our own ability to withstand what we were facing. Moments of doubt that really turned into informal coaching moments. I was able to reflect back to them that what they were experiencing was difficult and would be difficult at any stage of training, that what they were living through was an incredible moment in medicine and would shape them in ways they couldn't imagine, and really urge them to still make themselves a priority in any way they could. In medicine we don't often allow ourselves that space.

What was very clear from the beginning of COVID-19 was that the challenge was going to be different. The patients were so isolated, and so many of our traditional means of connecting with our patients were no longer available to us. The teams couldn't spend time at the bedside with patient families, there was the very real barrier of the personal protective equipment that obscured our faces and there was fear. It was very unclear at the outset what danger we were putting ourselves or

our families in. Then we had to find a way of attending to the communal grief. Fortunately, our System had set up so many resources that we were able to process and attend to our grief in a way that was not only healing, but helped our community to strengthen. I don't think I will ever again take for granted the ability to sit down in a patient room, and just receive the story that the patient and family want to share with me, and get to know them as a whole family unit.

# Q

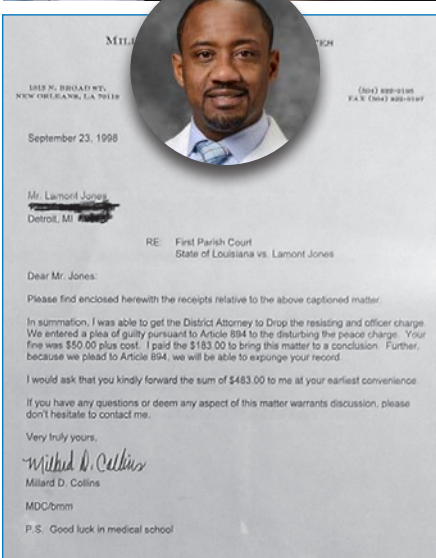
**WHAT IS NEXT FOR YOU? DO YOU HAVE ANY FUTURE GOALS AND PLANS YOU ARE WILLING TO SHARE?**

My goals right now are intentionally small. I'm allowing myself some space to process what we've just been through. I've been holding the emotions of many people through this time, and I recognize that I need to process all of it. Which happens for me in different ways. I've been writing short essays, and painting which has always been a form of therapy for me. Thinking of ways that we can carry forward the lessons we learned and some of the good that came out of the past six months, and use it to shape a way forward.

# Standing for Justice

Within the backdrop of the COVID-19 pandemic, a national movement to address systemic racism arose following the killing of George Floyd by police in Minneapolis on May 25, 2020. On June 5, Henry Ford Health System physicians and employees held a moment of silence as part of White Coats for Black Lives.

Here, Lamont Jones, M.D., M.B.A., Vice Chair of Henry Ford's Department of Otolaryngology, Head and Neck Surgery, and Director of its Clef and Craniofacial Clinic recounts his personal experience with injustice—and perseverance.



In his office, Dr. Jones keeps a copy of the letter announcing that charges against him had been dropped next to his awards as a powerful reminder to push forward.

*On November 29th, 1997, in Metairie, Louisiana I was arrested and charged with assault and battery of a police officer, resisting arrest and disturbing the peace. I was young, black and male, all the ingredients necessary for many to assume it a forgone conclusion.*

*However, the truth of the matter was the charges were 100% fabricated. That day, the officer did not see a young, black, male, from Detroit, with zero blemishes on his record, an honor premedical student at Xavier University of Louisiana that had been accepted and would be matriculating to the top 10 ranked University of Michigan School of Medicine in 6 months, a future physician scientist and leader, a future husband and father, a brother, a son, a NIH grant recipient, a mentor, a role model, someone that would volunteer medical services in his local community and travel the world to provide care to those in need.*

*However, he had to know his premeditated actions that day would have a negative effect on my life. Maybe he thought It would be buried under a list of past transgressions. He obviously did not know or would not have cared to know that a felony charge would have prohibited*

*me from becoming a physician, something that I had earned with blood, sweat and tears.*

*I offer my #MeAlso story as another example of how in 8 minutes and 46 seconds a life or a life's work can be stolen. Nevertheless, with God's grace, family support and aided by Xavier University administration, unlike many others, I was able to successfully clear my name, while focusing on my first year of medical school.*

*Until this point, I haven't told this #MeAlso story to many people. But in times like these and in the midst of discussions of current events when colleagues and friends have doubt or question how one's life or life's work could be in danger not because of one's own actions or character but solely because of the color of one's skin, I offer my #MeAlso story so they can put a familiar face on the current situation that our country faces. This letter hangs on the wall in my office alongside many certificates and awards that I have received over the years, as a reminder that only God can stop me now. It's time to stand for justice and do away with fear because fear leads to inaction or mis-action. Now is the time for honest dialogue and purposeful action. ■*



# Saving Lives in a New Way

HENRY FORD PHYSICIANS MOBILIZED TO SUPPORT COLLEAGUES ACROSS THE SYSTEM THROUGH THE COVID EMPLOYEE RELIEF FUND

From the beginning of the COVID-19 pandemic, Henry Ford Health System physicians and employees worked tirelessly to treat patients, support our mission and ensure the safety of our communities. Unfortunately, our frontline heroes were not always spared from the pandemic's devastation.

Even as they were diligently caring for patients, some employees began to experience emergencies of their own, including family members who contracted or even died of the disease, lack of adequate childcare and spouses who lost their jobs or were furloughed. Henry Ford knew it had to act, not only because it was the right thing to do, but also because supporting our employees means supporting our patients. Immediately, we harnessed existing philanthropic assistance funds while working to create the COVID Employee Relief Fund.

One recipient, B, a Henry Ford client services representative, was devastated when her father contracted COVID-19 and died in early April. But her grief became terror when she realized she did not have the money needed for his cremation and funeral, and the funeral home refused to help until it received payment. B heard about and applied for the COVID Employee Relief Fund, which

quickly paid B's outstanding funeral home bill so she could properly pay her respects. "I'm eternally grateful for my Henry Ford friends, who helped me through one of the roughest times of my life," says B. ■



More than

900

Henry Ford leaders, physicians and employees contributed \$1.4 million to support colleagues with a financial emergency resulting from the pandemic.

\$1.3M

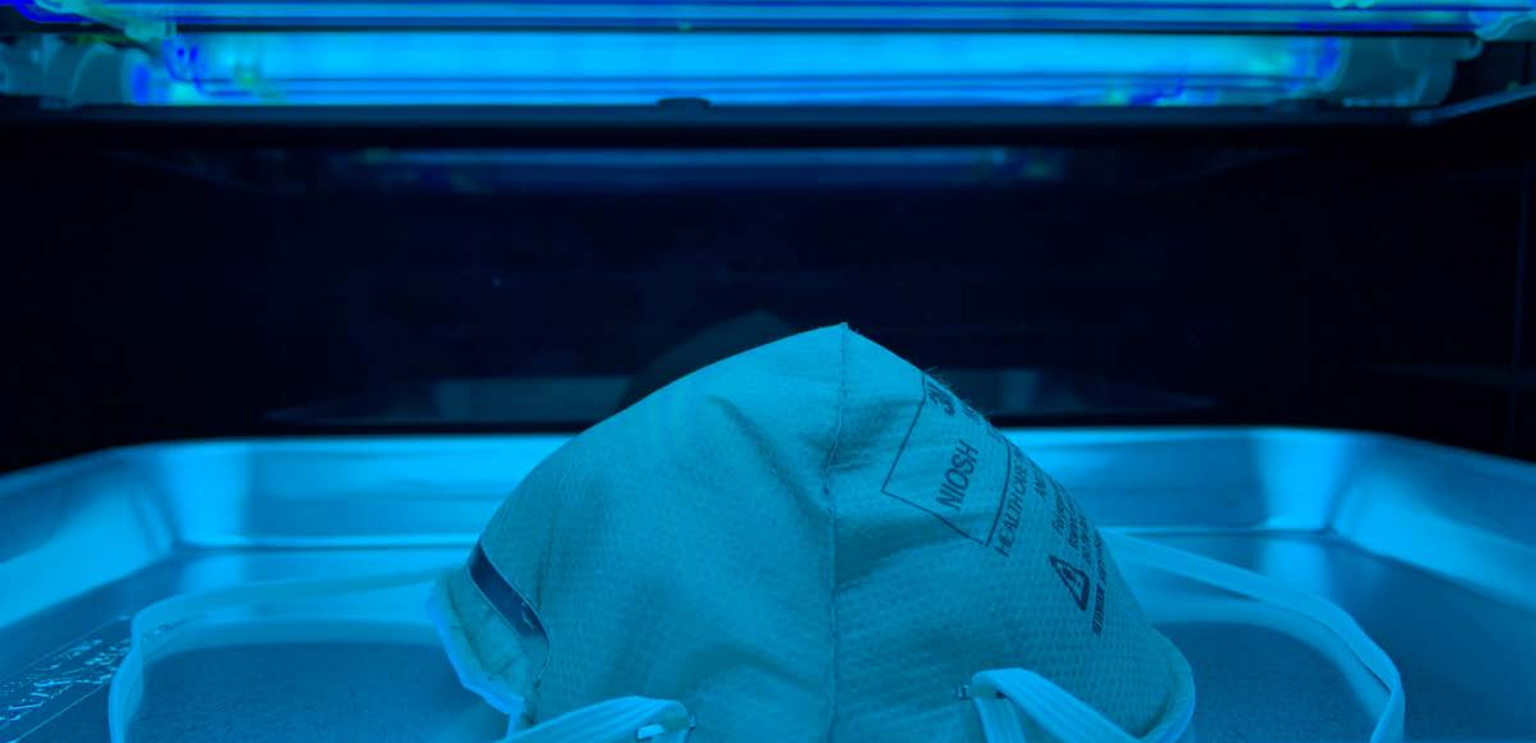
Has been distributed to over

1,300

employees across Henry Ford from the Covid Employee Relief Fund and other employee support funds

Employee needs have ranged from help to cover rent or a mortgage, to grocery bills, childcare support, transportation and more.

**\*We welcome additional gifts as we continue to support team members experiencing need. Please contact Amanda Bennett at [abennet6@hfhs.org](mailto:abennet6@hfhs.org).**



# Shedding Light

HOW HENRY FORD DERMATOLOGISTS ARE WORKING TO MAKE N95 MASK SHORTAGES A THING OF THE PAST

by David Olejarz

The COVID-19 pandemic exposed a critical flaw in the global PPE supply chain as the health care industry struggled to obtain supplies of N95s, other facemask types, gowns, gloves and face shields to meet demands. As a result, decontaminating N95s to be reused safely became essential for many health care systems and providers until new shipments of supplies arrived.

Recently, Dermatology researchers at Henry Ford Health System, in collaboration with a team at the University of Michigan, have demonstrated that certain N95 respirators tainted with COVID-19 can be effectively and safely decontaminated for reuse using ultraviolet-C light (UV-C), a method commonly utilized for treating rare skin diseases.

Researchers say the outside and inside of the facemasks were decontaminated in

a prototype phototherapy unit that dispenses a UV-C dosing level high enough to effectively kill the virus in less than two minutes while still preserving the facemask's breathability, fit and overall integrity.

Of the five N95s used at Henry Ford and tested for the coronavirus in the study, the decontamination process worked best on two models—facepieces on 3M 1860 and Moldex 1511 and straps on 3M 8210 and Moldex 1511. The effects of the dosage varied on the other tested models and their straps, suggesting that the UV-C radiation can degrade them. Researchers say wiping the straps with ethanol before decontamination would likely be required as an additional disinfection step in the process to maximize the wearer's safety.

Researchers emphasized that fit testing be required each time a

disinfected facemask is returned for use or a new model is being worn for the first time.

The research, conducted in partnership with the University of Michigan, is published in the *International Journal of Infectious Diseases*.

“Our findings reveal a practical, and viable option should hospitals encounter shortages of N95s in the future,” says David Ozog, M.D., chair of Henry Ford’s Department of Dermatology. “Using UV-C has been shown to be effective in killing other coronaviruses and the flu virus. We were able to replicate that sterilization effectiveness with COVID-19.”

Dr. Ozog stressed that facemask sterilization should only be used in severe shortages of N95s.

The research culminated the work of a team of dermatologists and researchers who have devoted more than 400 hours since the pandemic hit Michigan to investigating how phototherapy—a type of medical treatment used for treating certain skin conditions—could serve a role in the global health emergency. The Henry Ford team includes Henry Lim, M.D., and Iltefat Hamzavi, M.D., both of whom are internationally recognized for their expertise using phototherapy for treating rare skin diseases like vitiligo and hidradenitis suppurativa.

The team’s focus centered on the potential of decontamination contaminated N95s for reuse by healthcare workers. They examined the reliability of the prototype unit and ultraviolet light, the minimum dosage needed for decontamination, the importance of fit testing post-decontamination and four common methods associated with facemask decontamination.

“The beginning of the pandemic was physically and mentally overwhelming for everyone. We desperately wanted to help our front-line workers, who were crushed with COVID-19 cases at Henry Ford,” Dr. Ozog says.

UV-C is one of the four methods considered for facemask decontamination. It is well known for its ability to penetrate the DNA of bacteria and microorganisms and prevent them from multiplying or replicating. Previous research has shown UV-C to be effective at killing the flu virus as well two other well-known coronaviruses: severe acute respiratory syndrome (SARS-CoV) and Middle East respiratory syndrome (MERS-CoV). Whether it could work on

the novel COVID-19 virus was previously unknown.

Henry Ford’s phototherapy unit was modified with the help of engineers at Daavlin Co., a phototherapy manufacturer based in Bryan, Ohio. It sits on a flat surface and is about five feet long. The decontamination field measures 15 inches deep by 45 inches long—plenty room to treat up to 27 facemasks at one time. The ultraviolet light is powered by at least 10 but not more than 20 UV-C lamps.

For the study, five types of N95s used at Henry Ford were tested at the U-M BSL3 biosafety lab. Indermeet Kohli, Ph.D, a Henry Ford dermatology physicist, developed a formula by which the UV-C dose delivered to the exterior and interior parts of the facemasks can be assessed for decontamination and safe use. She says the curvature of the facemask and the distance between its surface and the lamps are crucial factors in achieving the proper dosage.

“It is imperative that this type of assessment be performed to make sure that the decontamination process is done properly,” Dr. Kohli says. “Failure to do so could result in catastrophic consequences for the front-line healthcare workers.”

Researchers cautioned that none of the N95s tested were visibly soiled. Most health systems including Henry Ford prohibit the reuse of soiled N95s.

Still, Shanthi Narla, M.D., a Henry Ford dermatology fellow, urged caution about using UV-C decontamination due to the variety of N95s in use across the country. “This process should only be considered as a risk mitigation effort during severe shortages,” she says. ■



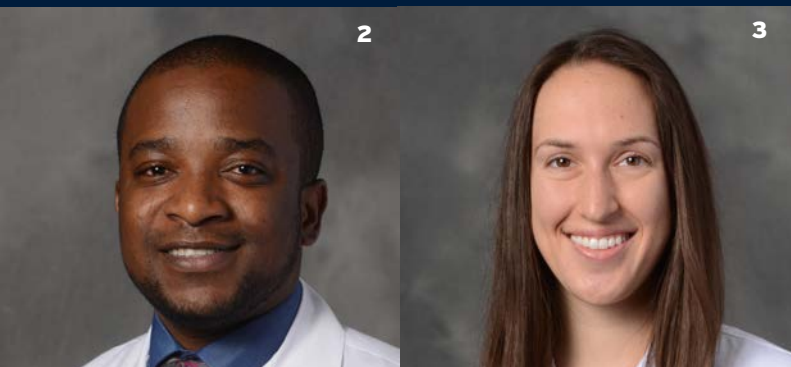


# HENRY FORD Stars

The Henry Ford Star, given quarterly, honors up to four residents and/or fellows who have gone above and beyond in one of the following areas:

- Consistently spreads the joy of medicine
- Provides/provided extraordinary patient care
- Outstanding humanitarian service
- Above and beyond in the support of peers/colleagues
- Behind the scenes superstar





2

3

**1. Dr. Shalini Mehta**  
Pulmonary Critical Care Fellow  
*Provides extraordinary patient care*

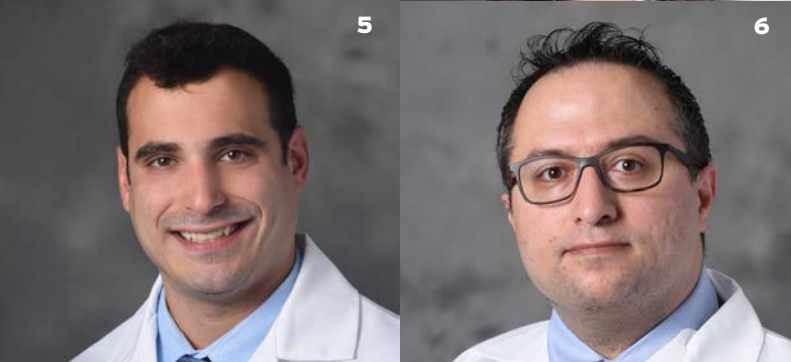
**9. Dr. Mariam Ayyash**  
OB/GYN  
*Consistently spreads the joy of medicine*

**2. Dr. Ayodeji Omosule**  
Anesthesiology  
*Provides extraordinary patient care, Above and beyond in support of peers/colleagues*

**10. Dr. Smitha Gudipati**  
Infectious Disease  
*Provides extraordinary patient care, Behind the scenes superstar*

**3. Dr. Monica Kole**  
OB/GYN  
*Above and beyond in the support of peers/colleagues, Behind the scenes superstar*

**11. Dr. Alex Kuley**  
Ophthalmology  
*Provides extraordinary patient care, Above and beyond in the support of peers/colleagues*



5

6

**4. Dr. Elizabeth Bistrong**  
Neuropsychology  
*Provides extraordinary patient care, Behind the scenes superstar*

**12. Dr. Ifeoma Onwubiko**  
Pathology  
*Provides extraordinary patient care, Behind the scenes superstar*

**5. Dr. Ismail Gregory**  
Emergency Medicine  
*Provides extraordinary patient care*

**13. Dr. Cletus Stanton**  
General Surgery  
*Provides/provided extraordinary patient care*

**6. Dr. Mohamed Fayed**  
Anesthesiology  
*Provides extraordinary patient care*

**14. Dr. Megan Scott**  
Internal Medicine  
*Behind the scenes superstar*



10

11

**7. Dr. Chaun Gandolfo**  
Internal Medicine  
*Above and beyond in the support of peers/colleagues,*

**15. Dr. Sean Yaphe**  
Family Medicine  
*Outstanding humanitarian service*

**8. Dr. Varidhi Nauriyal**  
Infectious Disease  
*Above and beyond in the support of peers/colleagues, Behind the scenes superstar*

**16. Dr. Tanya Belle**  
Critical Care Medicine  
*Provides/provided extraordinary patient care*



15

16



“The Henry Ford Star Award celebrates people who are recognized by their colleagues and teaching faculty as truly special. Every winner contributes to our community in a variety of ways, and it’s important to show appreciation for the clinical care that our residents and fellows provide each and every day.”

LISA MACLEAN, M.D., DIRECTOR OF PHYSICIAN WELLNESS



## WE WILL MISS: 2020 Obituaries

### **ALVIN L. BOWLES, M.D.**

Alvin L. Bowles, M.D., age 72, passed away on February 8, 2020. Dr. Bowles graduated with honors from Wayne State University and went on to become the first African American Pulmonary Fellow at the University of Pennsylvania. Wanting to be close to family, he chose to practice medicine in Michigan at the Detroit Medical Center, Harper-Hutzel University Hospital, and finally retired from Henry Ford Hospital after more than 50 years of medical service.

### **KEN GREENAWALD, M.D., PH.D.**

Ken Greenawald, M.D., Ph.D., passed away on June 14, 2020 at the age of 84. Dr. Greenawald went to Thomas Jefferson Medical School in Philadelphia, then to a residency in pathology at Henry Ford Hospital. Following two years of service at Brooke Army Medical Center in San Antonio, Tx, he returned to Henry Ford Hospital, where he was Chief of Pathology until his retirement in 2000.

### **STEVEN HABEL, M.D.**

Steven Habel, M.D. passed away on January 26, 2020 at the age of 52. Dr. Habel joined Henry Ford Medical Group in 1996 after completing his undergraduate and medical school studies from Wayne State University, and Internal Medicine residency at William Beaumont Hospital. He was widely known as an excellent internist, and in 2019 was the recipient of the Joseph L. Ponka Caring Physician Award.

### **ANGELO N. PATSALIS, M.D.**

Angelo N. Patsalis, M.D., age 63, passed away on April 6, 2020 of complications from the coronavirus. He was born in Detroit and graduated from Wayne State University, and the University of Ioannina Medical School in Greece. He completed his residency at Henry Ford Health System, became an exceptional Family Practitioner and served on the Board of the Michigan Academy of Family Practitioners.

### **VINCENT SCEGLIO, D.O.**

Vincent Scoglio, D.O., age 57, passed away on September 2, 2020 from Covid-19. For the past five years, Dr. Scoglio was an anesthesiologist at Henry Ford and provided exceptional care for his patients.





# THINGS OF NOTE



## Henry Ford Allegiance Health Achieves ANCC Magnet Recognition

This fall, Henry Ford Allegiance Health in Jackson achieved Magnet recognition status from the American Nursing Credentialing Center's Magnet Recognition Program®. Henry Ford Allegiance Health joins a small and select group of health care organizations in the U.S. to have earned this recognition, which is the gold standard for nursing excellence.

Said Wendy Boersma, DNP, Vice President and Chief Nursing Officer at Henry Ford Allegiance Health: "Magnet recognition provides our community with the ultimate benchmark to measure the quality of patient care. Achieving Magnet recognition reinforces the culture of excellence that is a cornerstone of how we serve our community. It's also tangible evidence of our nurses' commitment to providing the very best care to our patients, of which we are extremely proud."



## Building Hope: New Cancer Pavilion Opening in 2021

The Brigitte Harris Cancer Pavilion, funded in part by a \$20 million gift from Detroit businessman and philanthropist Mort Harris in honor of his late wife Brigitte, will open January 20, 2021, ushering in a bold new era for the Henry Ford Cancer Institute's fight against cancer.

Once open, the 187,000 square-foot, six-floor facility will centralize all of the treatment and support services a patient needs on their cancer journey, among them: nurse navigators who manage the care process; extended weekday and weekend hours; lab services with rapid test results; on-site exercise, nutrition, and wellness planning; and integrative medicine and personal care items, including food services directed to the tastes of cancer patients.

## Michigan State University and Henry Ford Health System Announce Plans for Primary Affiliation

Henry Ford Health System and Michigan State University have signed a letter of intent to significantly expand their long-term partnership. This affiliation is among the first of its kind for the region between a fully integrated academic health system and a major state university.

This enhanced collaboration, which emphasizes redesigning care around patients and communities through education, research and clinical care, will focus on improving access, affordability and outcomes, especially for Detroit and Michigan's vulnerable populations.

The hallmark elements of the partnership include a primary affiliation for a shared research enterprise, expanded opportunities for health students, and a long-term plan to build a joint Research Institute in Detroit. Combined research areas will include Health Inequities and Disparities, Social Determinants of Health, Primary Care, Implementation Sciences, Precision Health and Cancer.

## Henry's Groceries for Health wins Gage Award

Henry's Groceries for Health has received the 2020 Gage Award for Population Health, in recognition of its success in addressing food insecurity in vulnerable communities in Southeast Michigan.

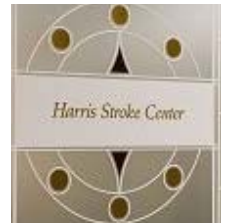
Over a 12-month time period, Henry Ford Health System, in partnership with Gleaners Community Food Bank, delivered biweekly food boxes to 340 food-insecure patients (276 of which remained in the program for the full 12 months) recruited from four Henry Ford Medical Group clinics. Emergency department visits among the intervention group declined 42 percent, while hospitalizations declined 56 percent.



## Henry Ford Stroke Centers Earn American Heart Association Quality Awards

In August, all five Henry Ford Health System hospitals that treat stroke patients were awarded the American Heart Association/American Stroke Association Get With The Guidelines - Stroke® recognition, for the hospitals' commitment to following nationally recognized, research-based guidelines—based on the latest scientific evidence—when providing treatment to stroke patients.

Each hospital achieved either a Silver Plus or Gold Plus recognition, which indicate adherence to advanced criteria for 12 consecutive months (Silver) and 24 or more consecutive months (Gold). Henry Ford Hospital, Henry Ford Macomb Hospital, and Henry Ford Allegiance Health were awarded additional distinctions as Target: Stroke Honor Roll Elite designees.





NON-PROFIT ORG  
US POSTAGE  
**PAID**  
DETROIT, MI  
PERMIT #6785

# Rounds

HENRY FORD MEDICAL GROUP  
ALUMNI ASSOCIATION  
1 Ford Place, 5A  
Detroit, MI 48202

Address Service Requested

**STAY CONNECTED** with friends and colleagues, the latest Henry Ford news, and updates about alumni events and happenings by joining us on **Facebook**.

[www.facebook.com/groups/HFMGAlumni/](http://www.facebook.com/groups/HFMGAlumni/)

## OF LASTING INTEREST

THANKFULLY, THERE'S NO NEED TO SOCIAL DISTANCE WITH OUR THERAPY DOGS! LIKE MANY, THEY WERE WORKING FROM HOME DURING THE COVID-19 CRISIS, BUT WERE HAPPY TO RETURN TO THE HOSPITAL IN OCTOBER WITH THEIR COLLIE-GUES TO GIVE PATIENTS AND EMPLOYEES SOME MUCH-NEEDED PUPPY LOVE.

