

Baycrest Matters

A bi-weekly update for Baycrest staff, families and clients

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www.baycrest.org

Baycrest is fully
affiliated with the
University of Toronto.

Baycrest appoints Dr. Randy McIntosh as vice-president and director of the Rotman Research Institute

Dr. Randy McIntosh joined Baycrest in 1994 and has held a variety of roles over the years including interim vice-president, Research, since September 2009. He is a professor in the Department of Psychology at the University of Toronto and is a world renowned-expert in the use of neuro-imaging methods (fMRI, PET, EEG and MEG) and computational modeling to understand how the brain recovers from damage or disease.

Currently, Dr. McIntosh is leading an international team of scientists to build the world's first functional virtual brain, a multi-million dollar project which could revolutionize how clinicians assess and treat various brain disorders, including cognitive impairment caused by stroke and Alzheimer's disease.

Baycrest Matters recently interviewed Dr. McIntosh. Here are some excerpts from the interview:

What is your vision for research at Baycrest? What do you think will be the next frontier?

I want to ensure that Baycrest continues to be a world leader in cognitive neuroscience research. I think our current strategic plan, and the



Dr. Randy McIntosh, vice-president of Research and director of the Rotman Research Institute (RRI).

focus on the integration of care, research and education, enables everyone to take their acquired knowledge and apply it to the care of our clients and their families as well as nationally and internationally.

We are getting into exciting new areas such as population neuroscience - the study of how genes and environment shape brain health from infancy to old

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Baycrest

Enriching Care
Enhancing Knowledge
Enlightening Minds

Meet **Dr. Randy McIntosh**...continued from page 1

age. This is why we recruited **Dr. Tomas Paus** to oversee the creation of the Toronto Trans-generational Brain and Body Centre.

We've teamed up with MaRS to create *Cogniciti*, a for-profit company that will produce scientifically-proven brain fitness products for aging boomers. As we move into the brain fitness market, we are in a great position to deliver novel understanding about aging and the brain, and innovative approaches to maintain brain health across the lifespan.

How does research impact the care that we provide at Baycrest and beyond?

All the research that is done here starts from a basic understanding of how human cognitive function and how mental processes like memory and aging work. We use these principles to figure out how mental processes change as we age, and if there are ways we can maintain those functions for longer periods of time, and to apply them to other areas around Baycrest. For example, psychologist **Dr. Brian Richards** used basic concepts on human memory to develop memory methods that not only help patients who suffer from amnesia from a brain injury, but can also be adapted to help those of us who are forgetting grocery lists or where we put our keys.

Research ensures that the care we provide is scientifically proven, the best it can be and acts as a vehicle to evaluate the current best practices and the future best practices. High-profile clinics like the Mayo Clinic, Memorial Sloan-Kettering

Cancer Center, Mount Sinai Hospital and Princess Margaret Hospital, all provide excellent clinical care and have very active research programs that directly inform the clinical care.

Research and clinical care are not mutually exclusive. They evolve together and ensure that the latest evidence-based findings can rapidly translate into improved care for clients at Baycrest and in the community.

What helped to establish Baycrest as world leader in cognitive neuroscience research?

Baycrest recruited **Dr. Don Stuss**, the founding director of the Rotman Research Institute and former vice-president, Research, who was my mentor. He established the RRI to focus on one thing - human cognitive function - and brought in the best scientists in this area like **Drs. Fergus Craik, Endel Tulving, Terry Picton and Morris Moscovitch**, and younger scientists who showed some promise, people like myself and **Dr. Cheryl Grady**. We all brought different skill sets to the table and complementary ways of addressing the issues related to cognition and executive functions. There were checks and balances to make sure that we were performing our best.

Our junior scientists, the senior scientists, the students and post-docs and other trainees have this drive to achieve excellence which permeated the research environment. I honestly think this makes Baycrest different from any other place.

What are the challenges for researchers / scientists, regardless of where they work?

It is expensive to do research, and there are dwindling resources to fund it. More than half of research is funded by external grants, which come from provincial and national governments and foundations like the Canadian Institutes of Health Research, the Heart and Stroke Foundation of Ontario and the James S. McDonnell Foundation in the United States. As a scientist, you spend a good portion of your time writing grant applications, which competes with the time you need to come up with novel ideas, design the experiments, analyze the data, write papers and present your research, whether at scientific meetings or with your peers.

Another challenge is how we communicate our research to the general public and make it relevant to the average person. There was recent media attention about the virtual brain. The specifics of this project are not easy to translate. When you meet with Baycrest clients and families, you need to explain how a virtual brain actually helps us understand the progression of dementia in their mother or grandmother.

How did this virtual brain project come to fruition?

We tried to amass neuro-imaging science studies, which measure brain structure and brain function, and other studies into these monstrous review articles, in hope that we would understand the brain if we got

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Meet Dr. Randy McIntosh...continued from page 2

enough data, but we really needed to find ways of combining these data.

Instead of trying to understand everything about how individual brain areas work, or what happens when a certain brain area is damaged, we decided to make a software model of a brain using powerful computers, which uses a lot of neuro-imaging data we acquired from infancy to old age to develop the first electronic atlas of human functional networks in the brain. The model mimics what we know about how the human brain functions, develops and changes when it gets damaged or diseased. The virtual brain ends up being a laboratory where we can test cognitive rehabilitation ideas and see how the brain responds, we can then

potentially translate the findings into diagnostic tools and therapies for people who have a brain injury or an early-stage dementia.

How has the Rotman Research Institute changed since you started in 1994?

When I first started, Baycrest was not really known outside of Toronto. Today our expertise in combining various brain imaging techniques to gain novel insights into how the brain changes with normal aging, or after stroke, head injury and in the presence of diseases such as Alzheimer's, is widely recognized around the world.

Even outside scientific circles there is growing appreciation of what makes Baycrest such a

special environment. Baycrest is viewed as an innovator that is helping to transform the journey of aging in ways that extend our physical and brain health longer in the lifespan. This vision is shared throughout Baycrest, across all the disciplines and at the executive level.

What would you say has been your greatest achievement?

My greatest achievement are the students and post docs that I have mentored. I have published a lot and my work has been recognized in the media, but I take the greatest pride in the people I've helped in the development of their careers. This is the next generation who will carry the ideas established at Baycrest forward. **BM**

Baycrest staff: Complete the Patient Safety Culture Survey June 7 to June 18

Staff ranked patient safety as one of the most important priorities and drivers of engagement in this year's Employee Engagement Survey.

As part of Baycrest's commitment to patient safety, all staff will be asked to complete a Patient Safety Culture Survey annually. This year's survey will take place from June 7 through June 18. Developed by Accreditation Canada, the survey is an important and mandatory initiative that will help prepare us for accreditation.

"Baycrest is committed to creating the safest possible

environment for its clients, and the survey will provide feedback from staff of what we are doing well, and what improvements we can make to our systems and processes," explains **Dr. Maria Huijbregts**, director, Quality, Risk and Patient Safety. "We want to address the right issues, and the participation of all staff is therefore important. Survey results will be available to us within a week of survey completion, and that will give us the opportunity to address important safety issues."

Staff can complete either the online version or a paper copy. Please check the June 2 issue of Baycrest Matters and the

intranet for further instructions on how to complete the survey.

Please visit the Safety at Baycrest website on the intranet to learn more about safety procedures, policies and best practices.

This initiative is tied to Baycrest's strategic goal to achieve excellence in patient safety, satisfaction and clinical outcomes using a continuous quality improvement and evidenced based approach to clinical practice and the Wildly Important Goal (WIG) of increasing client satisfaction.

Nursing is recognized during National Nursing Week

Registered nurses, registered practical nurses and personal support workers celebrated their profession last week during National Nursing Week with exciting events, games, contests and presentations.

One of the highlights of the week was the Nursing Scholarship Awards Tea which brought this year's recipients together with the donor families who support these awards.

This year's recipients are:

Goldgrub Family Registered Practical Nurse Award:

- **Anna Yuniaeva**, registered practical nurse, 5 West, Baycrest Hospital
- **Peter-Gay Lambert**, former Baycrest personal support worker and senior fundraising clerk, Baycrest Foundation
- **Delrose Anderson**, registered practical nurse, 6 West, Baycrest Hospital

Jerry Solway Nursing Education Award:

- **Edlin Wilmot**, registered practical nurse, 6 East, Baycrest Hospital

Rose & Jonas Glowinsky Registered Nurse Award:

- **Joyce Tsui**, registered practical nurse, Apotex 5

Yetta Ungerman Nursing Scholarship Award:

- **Suman Iqbal**, unit director, Apotex 5 and assistant director, Apotex
- **Aysha Bandali**, clinical nurse specialist, Ambulatory Care Programs



"The generosity of the families in creating awards that allow nurses to pursue higher education is very commendable. The literature is unequivocal in demonstrating that higher education of nurses at the point of care creates safer and more superior outcomes for patients," commented **Dr. Karima Velji**, vice-president, Clinical and Residential Programs and chief nursing executive (CNE). "Each of the award winners represent excellence at the point of care - clinical scholars who go out of their way to balance life and work and create time to pursue life-long learning."

During Nursing Week, members of the Complex Continuing Care (CCC) Family Advisory Council delivered cookie trays as a special thank you to nursing staff. Pictured here are (left to right): Patricia Tucker, Esther Fairbloom, Vira Cabanus, Anne Clavir and Anne Jacob. Absent from photo: Anne Sketchley, Risha Balter and Maureen Damer.

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Nursing is...continued from page 4

In a presentation on clinical scholarships, Dr. Velji also stated the importance of clinical scholarship as a vehicle for integrating care, education and research in academic health science centres. "It is crucial of academic centres to keep care front and centre and to have the

outcomes for people we serve guide what we do in each of the three foci of practice, education and research. The outcomes that we create with those that we serve underpin the academic and scholarly mandates of teaching hospitals," she said.

Thank you to the Nursing Week Committee who worked very hard to offer an enjoyable experience for all nurses across the organization. **BM**

During Nursing Week, teams participated in a poster competition based on how Baycrest nurses contribute to the patients, to the organization and to the profession as a whole.

Congratulations to the winners:

First Prize - Apotex 3

Second Prize - 5 West

Third Prize - 7 West

External organizations honour some of Baycrest's nurses:

Congratulations to **Joyce Tsui**, Apotex 5, who received the Registered Nurses' Foundation of Ontario (RNFOO) Gala Scholarship award. This award goes to a candidate who is enrolled in a RN Baccalaureate program. She is also the recipient of the Glowinsky scholarship award at Baycrest. Joyce has completed her RN program and will be writing her exams in June.

Congratulations to **Beverly Campbell**, Apotex 7, and **Yvette Francis**, 6 West, Baycrest Hospital, who made the Toronto Star Nightingale Honour Roll. The Toronto Star Nightingale Award is presented each year to an Ontario nurse nominated for recognition by their patients or peers. The recipient and honourable mentions are selected by a panel of representatives from the Star and Ontario's nursing associations.



Happy Mother's Day!

Members of the Baycrest Women's Auxiliary distributed roses on Monday, May 6 to all the ladies in the Apotex, Jewish Home for the Aged, Baycrest Hospital and the Community Day Centre in honour of Mother's Day. Pictured here are (left to right): Janet Harris, Wendy Switzer Myles, Adrienne Levinter and Rhonda Wolf.



Worth Repeating: Here is the latest edition of Bill's Journal

May 11, 2010

Dr. William E. Reichman, Baycrest president and CEO

What can we do to enhance our clients' experience here at Baycrest? How can we make our work environment more fulfilling for all of us? It's been three months since we began asking every staff member to help answer these two critical questions through participation in WIG sessions in order to advance the implementation of our Strategic Plan.

The sheer magnitude of the learning required for leaders and staff and adopting such a different execution process across the entire campus is in itself a significant challenge. We knew it would be a learning process with curves in the road along the way.

There is no doubt that people have taken on this process with great seriousness and commitment. Every single area has adopted the process and is committing energy to moving forward in rallying around these goals with true hyper focus. It is really commendable how people have moved forward despite some uncertainties in how best to implement. I think it is clear that we have picked the right WIGS - client and staff satisfaction - and that everyone shares the desire to achieve really great results in these two areas.

However, what we have also learned from three months of experience is that while the Franklin Covey WIG methodology has been successfully used in all sorts of organizations, including healthcare, we need to massage it to make sure it works to its fullest potential in our specific Baycrest environment. One critical recommendation coming from leaders and their staff is that we must build in much more flexibility in our approaches at the program level to ensure that the WIG sessions themselves are not so onerous that they interfere with our day to day work. I am hearing that this has occurred in some areas which has been frustrating for some staff. Now is the time for some needed course corrections, while we are still early in the implementation process and can learn from our positive as well as negative experiences. Thankfully, in several other areas of our campus, the WIG sessions have been very successful and staff and leaders want to continue to move ahead.

As such, each vice president is now meeting with their leadership teams as well as with union leaders who represent employees in their areas to assess what types of changes and flexibility need to be incorporated into the process at the department and program level - for example, fewer WIG sessions in some areas, not requiring staff to have to

participate in WIG sessions in a number of different programs, or having a simpler score card approach. Also, we must ensure through our implementation that participation in WIG sessions is seen as a necessary and productive part of our everyday work; it has never been intended as something extra that takes us away from more important obligations or our rest and leisure breaks.

The feedback we have been getting across the campus has been clear. The goals we have chosen for the strategic plan and the WIGS have very broad appeal. However, we need some strong course correction in several areas to achieve greater success. We are now moving very firmly ahead in supporting the areas where these corrections are required in order to ensure that at the end of the day, we can collectively make the strongest contribution possible to a Baycrest in which client satisfaction and staff engagement are outstanding.

Bill
<http://intranet/ceo/>

Mark Gryfe receives prestigious community award

As a result of dedicating his professional career to the community for more than three decades, **Mark Gryfe**, president, Baycrest Foundation, was presented with the Gordy Wolfe Award for Jewish Communal Professional Leadership by the United Jewish Appeal (UJA). The award honours a visionary, professional communal leader who has made a substantive difference in the life of Jewish Toronto. He was presented with the award on Monday, May 17.

Mark's 32-year career began at the age of 21, working on UJA's Walk for Israel. Years later, he held UJA's top position of campaign director, and was international executive director of Canadian Friends of Hebrew University before joining Baycrest Foundation in 2000. No matter where he was, Mark never forgot the impact on the community that was made by his colleague, the late Gordy Wolfe, for whom the award is named.

"In short, Gordy was the consummate Jewish communal professional. As the executive director of Jewish Family and Child Service (JF&CS), he set the standard for others to follow and set it so very high that I'm not sure anyone has yet, or ever will surpass him," says Mark. "As the campaign director for UJA, and as the chair for the Friends Campaign for Jewish Family and Child Services, I enjoyed the many opportunities I had to work with Gordy. That's why I'm so honoured to have received an award bearing his name. To even be mentioned in the same sentence as Gordy is incredibly humbling. He was, and in many ways, remains a mentor, and I am deeply touched."

Mark's breadth of experience is unique in the community services field as he has headed up fundraising organizations in the social services,



Mark Gryfe, president, Baycrest Foundation.

education and health care sectors. Through these roles, he has brought to Baycrest Foundation, which provides critical funds to Baycrest through strategic fundraising initiatives, his leadership and donor development and stewardship skills that have been honed over time.

"Many organizations treat their high-profile donors as an elite club, but at Baycrest we see these donors as being the foundation of a pyramid rather than sitting at the top. They are the visionary ones who have proudly built a strong base, which has allowed the organization to reach new heights," Mark says. "At the same time, we are engaging an entirely new donor base with innovative fundraising campaigns such as the Women of Baycrest, which is reaching out to a particular segment of the population."

He adds that events like the Scotiabank Pro-Am for Alzheimer's hockey tournament, which raised \$2.6 million earlier this month, and a grand total of \$10 million for Alzheimer's care and research since the event's

launch in 2006, has attracted thousands of donors who would have never otherwise supported Baycrest, and helped to form key relationships across Canada. In a collaborative effort, this year Baycrest partnered with the Alzheimer Society of Canada and held the Pro-Am in Edmonton. Half of the money raised by the Edmonton tournament went to the Gordie and Colleen Howe Fund for Alzheimer's at Baycrest and the other half supported Alberta-based causes. This raised a significant amount of money for both organizations, and the same model may be implemented in Calgary and Montreal next year.

"Mark is well-known for his creativity, which is how last year's Dancing With Our Stars gala was born, his close relationships with donors and his uncanny knack for bringing a genuine smile of appreciation to the faces of those donors." says **Florence Weinberger**, director of development. "Gordy Wolfe was my boss at JF&CS; Mark is my boss at Baycrest. I know Gordy would be proud of Mark for receiving this honour."

"In a world where materialism often trumps basic human need, and where personal gain can outweigh social justice, it is incredibly rewarding to go to work every day and be surrounded by people who care for others ahead of themselves. Serving as a communal professional has been a dream job...exposing me to an incredible cadre of volunteers I have had the privilege of working with over the years," said Mark in his speech upon receiving the award. "Never in a million years could I have dreamed of working side by side with, let alone even getting to know, the likes of business titans and community leaders I have had the good fortune of meeting over the years." **BM**



Baycrest Boardwalk

What's *your* pace?

**Monday, June 28,
5:00 p.m. start**

Have you registered yet?

The Baycrest Boardwalk is off to an excellent start. Although there is less than six weeks to go, there is still opportunity for teams to sign up.

The Boardwalk, which takes place on Monday, June 28 at 5:00 p.m. immediately following the Baycrest and the Baycrest Foundation's Annual General Meeting, is a short stroll around our campus, complete with a checkpoint snack of herring and schnapps and a down-home barbeque at the finish line.

All Baycrest staff members, clients, families and volunteers are encouraged to join this fun event to help to raise funds for Baycrest while

enjoying the fresh air, the company of their peers, great food and entertainment.

You will also be eligible to win great weekly prizes just by registering!

Congratulations to the latest prize winners:

- **Paula Ferreira**, coordinator, Conference Services, who wins a gift certificate for dinner for two at the Studio Cafe, Four Seasons Yorkville (valued at \$140);
- **Carole Cowper**, community member, will enjoy a \$50 gift certificate to Davids Footwear and a \$25 gift certificate to Capezio Shoes;

- **Saeideh Mohammadnabi**, community member, wins a \$50 gift certificate for a gift basket at the Nutcracker Sweet.

Have you registered yet? On-line registration at www.baycrest.org/boardwalk makes it easy to register and to collect donations from family and friends.

Boardwalk off-line sponsor forms can be picked up at different locations around the campus (the Cafeteria, the WA Café, the information desk and many of the entrances), or simply contact the Baycrest Foundation by calling 416-785-2500 ext. 2035.



10th Annual Behavioural Neurology Clinic Day Program

Hosted by the Behavioural Neurology Section,
Division of Neurology, University of Toronto

Friday, June 4, 2010
8:00 a.m. to 12:30 p.m.

“Stop 33” Sutton Place Hotel, Toronto

Register on site: 7:30 to 8:00 a.m.

Baycrest raises \$10 million for Alzheimer's care and research

The Scotiabank Pro-Am for Alzheimer's hockey tournament has now raised more than \$10 million over the past five years to support Alzheimer's care and research at Baycrest.

That's the cumulative grand total after the recent three-day hockey tournament, where 700 participants raised \$2.6 million to benefit the Gordie & Colleen Howe Fund for Alzheimer's at Baycrest. Amateur hockey enthusiasts were joined on the ice by NHL alumni and Canadian Women's Gold Medal winners.

Canada's largest hockey fundraiser for Alzheimer's, the Scotiabank Pro-Am is the ultimate hockey experience for men and women aged 25 years and up. This year's top fundraising team was the Geri Hat-Tricks, captained by Irv Kleiner, who chose hockey legend Borje Salming as his draft pick. Harry Lebovic was the number one individual fundraiser, and was presented with the 'Gordie Howe Award' by Mr. Hockey® himself!

"The funds raised by the Scotiabank Pro-Am will benefit our local community as well as people around the world through the continuation of our research

into the aging brain," said **Mark Gryfe**, president, Baycrest Foundation. "Everyone involved in the event deserves a huge thank you."

In addition to the Toronto Pro-am, the event was launched in Edmonton this year and was a huge success with 18 teams raising more than \$1 million for Baycrest and the Alzheimer's Society in Alberta and the Northwest Territories.

Registration for the 2011 Scotiabank Pro-Am is already open in both cities. To register, visit www.scotiabankproam.com



The Scotiabank Pro-Am hockey tournament was a great success, raising \$2.6 million. Pictured here are (left to right): Hockey legend Guy Lafleur; Shari Silverstein, one of the top Pro-Am fundraisers; NHL alumnus Darryl Sittler; and **Mark Gryfe**, president, Baycrest Foundation.

Baycrest Speaker Series Aging, Innovation and the Mind

On Thursday, May 13, close to 400 people attended the last talk in the 2009/2010 season of the Baycrest Speaker Series Aging, Innovation and the Mind at Baycrest. Featured speaker **Dr. David Conn**, vice-president, Education and chief of Psychiatry at Baycrest, and guest host Dr. Marla Shapiro, Health and Medical Contributor to CTV's Canada AM, discussed how having a positive attitude towards aging can help to add years to your life. The popular talk, entitled Positive Attitude, Longer Healthier Life also helped dispel the myth that depression is a normal part of aging and offered tips and simple strategies to help keep aging boomers mentally fit as they age. Joining Drs. Shapiro and Conn on stage for the audience questions and answer



part of the evening was **Dr. Nasreen Khatri**, clinical psychologist and clinician leader of the Mood and Related Disorders Clinic in the Brain Health Centre at Baycrest. The evening was a huge success!

Plans for the 2010/2011 season are underway. Our sincere

thanks to everyone who has participated, attended and supported the series since its launch in September 2008.

Watch our video library of the Speaker Series at www.baycrest.org.

Live

Learn

Volunteer

Volunteer Appreciation Week

May 31 - June 4, 2010

Monday, May 31, 2010

Wellness Library
Presentation

1:30 - 3:00 p.m.

Wortsman Hall

Registration required by
May 25

Tuesday, June 1, 2010

Volunteer
Information Fair

10:00 - 3:00 p.m.

Wortsman Hall

Volunteers are invited to

An Evening of Appreciation

Wednesday, June 2, 2010

Main Dining room

Terraces of Baycrest

55 Ameer Ave.

Doors open 5:00 p.m.

Registration ticket required

and can be picked up in the

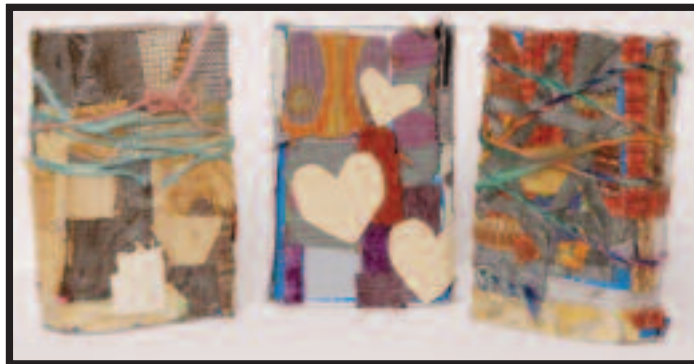
Volunteer Services Department

Baycrest

“TZEDAKAH BOXES”

Come visit us in the
Baycrest Winter Garden Court

May 25, 2010 from 12:00 - 3:00 pm



An intergenerational tzedakah box display created by students and seniors in partnership with...

Netivot Hatorah Day School

Zareinu Educational Centre

Yeshiva Bais Shalom

Bernard Betel Centre

Pomegranate Guild of Judaic Textiles

Jewish National Fund of Canada

Baycrest Culture & Heritage Department

Announcements

- Congratulations to social worker **Adriana Shnall** on receiving the Social Sciences and Humanities Research Council of Canada (SSHRCC) Doctoral Fellowship. Adriana will receive this award for the next three years which will enable her to combine her advanced social work experience and knowledge with research and scholarly activity.
- Baycrest welcomes **Isabel Silva**, manager, Customer Support and Retail, Support Services. Isabel's responsibilities include Communications and Retail Management, as well as leading the development of a new Customer Support Centre for Support Services. She can be reached at ext. 3174.
- Farewell to **Lisa Lun**, clinical manager, 6 West, Baycrest Hospital. She is wished success in her new role as clinical nurse specialist at Humber and she is thanked for her administrative and clinical contributions to Baycrest's Palliative Care Program. A search for a Clinical Manager for 6 West has already begun.

Occupational Health and Safety Week - Safety is a bright idea at Baycrest

Baycrest recently acknowledged North American Occupational Health and Safety Week earlier this month to bring awareness of the importance of preventing injury and illness in the workplace, at home and in the community. It was also an opportunity for individuals to speak with Baycrest's Joint Health and Safety Committee members. The event focused on the rights and responsibilities of workers, ergonomics and kitchen safety, prevention of repetitive strain injuries, computer safety and the use of personal protective equipment.

For people who visited the interactive display outside the cafeteria, there were daily random prize draws which included mouse pads, first aid kits, bowls and leather agendas.

Congratulations to the winners:

Carmen Walsh - Environmental Services
Shawn Fremeth - Terraces
Hyacinth Willis - 3 West
Sabiya Yan - Clinics
Beverly Adler - Seniors Counselling
Faiza Dirir - Food Services
M. Anderson - Physical Plan
Sandra Speisman - Gift Shop
Kelly Connelly - Public Affairs
Jim McIndoe - Facilities Services
Alsia Gregory - Food Services
Michael Shnaidman
Olive Walcott - Community Day Centre
Anu Gajeeban - Informatics
Jing Tao - 3 West
Angelieta Ailey - Communications
Hayley Demone - Therapeutic Recreation
Luis Rendon - Environmental Services
Elayne Clarke - Public Affairs

Raul Emerciana - Food Services
Dorothea - Housekeeping
Jeremy Young - Research
Mark Chiew - Research
Dianne Cullen - Wagman Centre
Taryn Scott - Social Work
Ezra Rajman - Laboratory
Renuka I. - Terraces/Wagman
Lucie Holynaty - 3 West
Chris S. - IT
Chantal Bennett - Terraces
Sabina Ntim - Wagman Centre
Naomi Stowe - Environmental Services
Mirjana Tomic - Housekeeping
C. Chernenko - Research
Diana Colucci -Wagman
Sharon Fiorelli - 3 West
Doug McQuiggan - Rotman
Christine Connor - Apotex 7
Geva Lindsay - Housekeeping