

# Baycrest Matters

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

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## Bilingualism delays onset of Alzheimer's symptoms

**A** research team led by scientists at Baycrest's Rotman Research Institute (RRI) have found more dramatic evidence that speaking two or more languages can help delay the onset of Alzheimer's symptoms by as much as five years. This research builds upon the findings of a previous study in 2007. The latest study is published in the November 9 issue of Neurology.

The team includes internationally-renowned cognitive researcher and co-editor of The Oxford Handbook of Memory, **Dr. Fergus Craik**, senior scientist, RRI; leading expert in bilingualism research **Dr. Ellen Bialystok**, professor of Psychology, York University, and associate scientist, RRI; and one of Canada's leading clinicians in the diagnosis and treatment of



Apotex 3 resident Ella Rind-Zelicovici, a former journalist, speaks several languages fluently, including Romanian (her native tongue), English, French, Hebrew and German.

Alzheimer's and other dementias, **Dr. Morris Freedman**, head of Neurology and director of the Sam and Ida Ross Memory Clinic at Baycrest.

From 2007 to 2009, 211 patients diagnosed with probable Alzheimer's at the Memory Clinic were examined. Just under half (102) were classified as bilingual and 109 patients as monolingual.

Continues on page 2

**COMING SOON**

The Engagement Survey!  
See details on Page 4



**Baycrest**

Enriching Care  
Enhancing Knowledge  
Enlightening Minds

Alzheimer's symptoms ... continued

The researchers found that bilingual patients had been diagnosed with Alzheimer's 4.3 years later and had reported the onset of symptoms five years later than the monolingual patients.

"We are not claiming that bilingualism in any way prevents Alzheimer's or other dementias, but it may contribute to cognitive reserve in the brain which appears to delay the onset of Alzheimer's symptoms for quite some time," says Dr. Craik.

The brains of people who speak two languages still show deterioration from Alzheimer's disease; however, their knowledge of two languages seems to equip them with compensatory skills to hold back the tell-tale symptoms of Alzheimer's, such as memory loss, confusion, and difficulties with problem-solving and planning.

"Although a great deal of research is being focused on the development of new and more effective medications for Alzheimer's disease, there are currently no

drug treatments that show any effects on delaying Alzheimer's symptoms, let alone delaying the onset of these symptoms by up to five years," says Dr. Freedman.

"These results are especially important for multicultural societies like ours in Canada where bilingualism is common," says Dr. Bialystok. "We need to understand how bilingualism changes cognitive ability, especially when there are clinical implications as in this case." **BM**

## Adult Day Program in York Region Helps seniors maintain independence

**W**hen Mrs. Jones\* was diagnosed in her mid-sixties with early-onset Alzheimer's disease, she still needed to be active and interact with people, but since her husband worked full time, it was challenging for him to take her to social activities. The solution was the Adult Day Program in York Region, which offers a variety of social, recreational, therapeutic and Jewish programming for seniors with Alzheimer's disease and other forms of dementia.

Hosting 20 people each weekday, the program addresses the needs of an increasing number of seniors with cognitive impairment living in the community.

*\*not their real names.*

Mrs. Jones attends the program five days a week. "Each morning, my wife can't wait to get on the bus to go to the program. She spends time with others, and gets the stimulation she needs, rather than stay home alone," says Mr. Jones\*. "It is very reassuring for me to know that she is in a safe environment, with healthcare professionals who understand her needs."

"Adult day programs, like the ones we have had at Baycrest for over 50 years, can help seniors maintain their independence, delay entry into long-term care facilities, reduce hospitalization and provide caregiver support," says **Faith Malach**, program director, Community Service. "By building partnerships with key community

health care agencies, and by expanding into York Region, we help a greater number of seniors to stay in their own homes and access community services."

The program was developed and is staffed by Baycrest and Circle of Care in partnership with the Alzheimer's Society of York Region, Reena, and Jewish Immigrant Aid Services Toronto. It recently celebrated its one-year anniversary. The program is funded by the Central Local Health Integration Network.

For more information, call the Adult Day Program for Seniors in York Region at 905-738-1128 or Baycrest's Seniors Counselling and Referral at 416-785-2500, ext. 2223.

# Virtual brain project receives \$6.3 million from American foundation

**T**he U.S.-based James S. McDonnell Foundation has awarded \$6.3 million in new funding over the next three years to an international project led by Baycrest to create the world's first functional, virtual brain. The funding is in addition to \$7.5 million the American foundation provided five years ago to help launch the endeavour which could revolutionize how clinicians assess and treat various brain disorders, including cognitive impairment caused by stroke and dementia.

“We are developing the first electronic atlas of human functional networks in the brain. The new funding helps our project move into its second phase and a step closer to creating a predictive modeling tool that will change the way we assess and rehabilitate brains that have suffered damage from stroke, epilepsy, or the early stages of Alzheimer’s,” says **Dr. Randy McIntosh**, vice-president of Research at Baycrest, senior scientist and project leader.

Baycrest’s Rotman Research Institute (RRI) partnered with scientists from the United States, Australia, Spain, France and the Netherlands to construct a virtual brain that will replicate typical patterns of brain activity that occur when people are engaged



Dr. Randy McIntosh, vice-president of Research, senior scientist and project leader of the virtual brain, an international endeavour which could revolutionize how clinicians assess and treat various brain disorders.

in a thinking task, such as remembering a phone number, reading a book, or solving a problem.

The virtual brain is made up of computers linked in a grid and racks of servers. It requires uploading thousands of brain pattern configurations from lab data into several super computers. Once that work is complete, the virtual brain will deliver the same observable measurements or functioning patterns as a real brain.

So far, Dr. McIntosh and his team have been able to recreate a real brain at rest which involves replicating a stereotypical pattern across the brain, documented by scans and equipment like functional magnetic resonance imaging. For now, the virtual brain is similar to a fetal brain, and the

next step is to replicate the brain as it matures.

The implications of this new tool for clinical interventions will be revolutionary. A clinician will be able to upload brain imaging data from a patient’s unique neural architecture after a stroke, for example, into the synthetic healthy brain model to see how it responds to the disruption of normal network patterns and attempts to re-stabilize. This will assist clinicians in determining the best treatment interventions for their patients.

In addition to the James S. McDonnell Foundation, the project is supported by the Ontario Innovation Trust and Rx&D (Canada’s Research-Based Pharmaceutical Companies). **BM**

# Every Voice Counts

Fill out the Engagement Survey starting November 15

*November 15 marks the start of the Baycrest Engagement Survey. It's time to speak out, be heard and make a difference.*

## How To Complete the Survey

You can complete the survey online or on paper. To ensure confidentiality, Metrics@Work (our survey company) will provide online access codes for participants to log on anonymously. Surveys will also be available in your work areas, on the intranet and in key locations throughout Baycrest. For more information, go to the intranet or visit the Engagement Survey displays outside the Cafeteria, in the second floor lunch room and at the Terraces.

**A**ll full-time, part-time and casual employees, physicians and volunteers are invited to complete the Engagement Survey. Last year, 1008 staff and physicians participated in the survey, a participation rate of 61 percent. We want to maintain that number and build on it.

“Completion of this survey is a really important contribution that each staff member and volunteer can make to help our organization become an even better place to work,” says **Dr. Bill Reichman**, Baycrest president and CEO. “We want to do all that is possible to ensure that Baycrest provides every one of us a great work environment where people want to stay and are gratified and excited about their contributions.”

**Joni Kent**, vice-president, Human Resources and Organizational Effectiveness, adds that the survey shows us where we have improved, helps us to recognize our successes and identify areas we need to focus on in the upcoming year. “It is especially important to acknowledge that we can make a difference in our workplace as we continue to work on our lead measures related to our Wildly Important Goal of employee engagement.”

The survey is an important part of our preparations for accreditation in June 2011.

Your feedback from the 2009 survey and your recommendations to the Staff Engagement Task Force also led to many new initiatives to make our work environment more enjoyable including:

- Enhanced Recognition and Rewards Program which acknowledges individual staff, teams and leaders;
- Development of a wellness program to keep staff healthy;
- Workshops to help Apotex staff and families build relationships;
- The Canada Day barbeque in July, a social event for staff;
- The newly renovated second floor lunch room;
- A formal event for significant service anniversaries that includes an enhanced awards ceremony and sit-down meal.

**We need your help! Engagement Survey Ambassador Program**  
Are you known for your high energy and enthusiasm? Do you speak a language other than English that is common at Baycrest? Become an Engagement Survey ambassador to support your peers and help them to complete the survey.

## Motivator Ambassadors

Ambassadors encourage staff to complete the survey and answer any related questions. This takes only minutes each day.

## Language Ambassadors

We are looking for department bilingual or multilingual staff members who would be willing to work in a group, reading the questions and answers to staff in an informal setting. Language ambassadors need only participate in one group session.

Last year our energetic ambassadors helped increase our response rate to a resounding 61 percent. Both motivator and language ambassadors will help to increase the response rate from last year's survey.

If you would like to participate in either role, contact **Holly DeMarco**, Organizational Effectiveness, at ext. 2362 by November 11.

## How many lollipops?

### Engagement Survey – United Way 50/50 Draw

Holly DeMarco, Organizational Effectiveness specialist, loves to give lollipops along with paper copies of the Engagement Survey to everyone she meets. How many lollipops will she give out this year?

Buy a \$1.00 ticket at the engagement survey displays outside the Cafeteria, the second floor lunch room (11:45-1:15) and the Apotex Information Desk for a chance to guess the number of lollipops distributed this year. Fifty percent of the proceeds will go to the person who guesses the correct amount of lollipops and 50 percent will be donated to the United Way.



## Wellness Program

Live Well,  
Work Well,  
Be Well

## Baycrest Employee Wellness Fair

Wednesday, November 17  
and Thursday, November 18  
Wortsman Hall  
11:00 am to 3:00 pm

The Wellness Fair kicks off a multi-level health and wellness program to address the physical health, lifestyle factors, health services and psychological and spiritual wellbeing of our staff.

**Drop by and learn  
how to enhance your  
health and wellness!**



# Enhancing the student experience is wildly important at Baycrest

**T**reating students with respect, including them in rounds and offering them access to the same services as staff will help them feel part of the Baycrest community. That's why the Academic Education team chose student experience enhancement lead measures to contribute to Baycrest's Wildly Important Goal of client satisfaction. The team defines students as their clients - whether they are here for a day, a month or several years.

From May to August, the team (which includes the Library, Telehealth and Conference Services) conducted a student focus group and implemented a site evaluation tool to seek feedback from students about their educational experience at Baycrest. Responding students highly recommended Baycrest as a site for student placement. However, feedback also indicated areas for improvement including orientation, available parking and dedicated student space.

The team's lead measures to enhance the student experience and improve communication about educational resources and activities available to students include "meet and greet" welcome teas for students (launched on October 27) throughout the



Students get to know each other at the first meet and greet welcome tea on October 27. The tea is one of several initiatives that helps the Academic Education team enhance the student experience at Baycrest.

year; an online orientation manual (in development); and structured library information sessions.

Baycrest trains over 900 students per academic year. The students are placed across Baycrest as part of an academic degree or credit. They come from various disciplines, including medicine (trainees and residents), nursing, physiotherapy, occupational therapy, social work, speech language pathology, clinical nutrition, therapeutic recreation, research and library studies.

"Education is one of Baycrest's pillars, and as an academic health sciences centre we have a responsibility to provide a

positive and supportive learning environment for all students. We are assisting the next generation of health professionals with knowledge and skills and their experience here will influence how they interact with older clients throughout their careers," explains **Faith Boucher** director, Academic Education.

As a result of their measures, **Mary McDiarmid**, manager, Library Services, is now teaching more students how to use resources which are helpful both at Baycrest and for the rest of their academic career. "Students are granted the same library privileges as staff, which is not the case at other hospitals or placement locations," says Mary.

She also tracks the number of students using library services.

Another example of the team's increased communication with students is to welcome all student participants to Telehealth rounds with health care facilities across the world including the Middle East, Europe, South Africa, South America and the United States. "Baycrest is a leader in Telehealth services, which provides our students with an added component to their education," says **Tim Patterson**, Telehealth coordinator. "Students often participate in case-based learning, explore how a particular issue would be managed in other places and see how Baycrest differs from our peers in other countries and even in our own city."

As an added bonus, students can attend Baycrest conferences free of cost or for a nominal fee. "By offering a reduced rate, we are able to make conferences more accessible to students, which gives them the opportunity to learn but also to network with professionals in their field," says **Paula Ferreira**, conference coordinator.

Faith notes that the Academic Education department may be small, but their actions can make a big difference in how students perceive Baycrest. "During their placement, we want to create lasting impressions for students so they will always remember Baycrest, and can't wait to come back." **BM**

## Flu season is here!

### The Baycrest flu clinic behind the diorama is open.

This year, it's a regular flu season with one injection only. While flu shots are voluntary, it is strongly recommended that all health-care workers get vaccinated. As always, healthcare workers are a priority for influenza vaccination.

**Drop by the clinic for your flu shot:**  
Until November 19  
1:00 to 4:00 p.m.



## Jazz for Juniors and Spirited Seniors

**Thursday, November 18, 7:00 to 8:00 p.m.**  
**Baycrest Winter Garden 3560 Bathurst Street**

## Announcements

Following an extensive internal and external search, **Suman Iqbal** was appointed director of care, Apotex, as of Monday, November 1. With over 20 years of nursing and leadership experience, including her most recent position of interim executive director, Long Term Care (Apotex), Suman is the ideal candidate to continue the leadership of the Apotex. Suman has just completed her dual masters degree in Nursing and Health Administration. She is located in the Brain Health Complex, Nursing Administration, and can be reached at ext. 3019.

## Interim chief of Psychiatry

After an 18-year tenure, **Dr. David Conn** has decided to step down from his position as chief of Psychiatry at Baycrest effective December 31, 2010, in order to focus on his role as vice-president, Education.

**Dr. Rob Madan** will be interim chief of Psychiatry until this position is filled. Dr. Madan is medical program director of the Psychiatric Day Hospital and director of postgraduate education for the Division of Geriatric Psychiatry at the University of Toronto and the Department of Psychiatry at Baycrest. He has served as president of the Medical Staff Association and chairs Baycrest's Medical Education Committee.

## Baycrest welcomes:

**Rhonda Schwartz**, director, Quality, Safety and Best Practice. Rhonda is a speech language pathologist with over 10 years of leadership experience in quality, patient safety and risk management. Rhonda was most recently in a dual director position of Quality, Patient, Safety and Risk Management and Quality of Care and Patient Relations at North York General Hospital. Rhonda joins Baycrest on Monday, November 8 and will be located in the Brain Health Complex, Nursing Administration.

**Sue Woodard**, administrative secretary to **Dr. Gary Naglie**, chief of medicine. Sue was administrative secretary at Toronto Rehabilitation Institute (TRI) for the past eight years. Sue is located in Room 278, second floor Brain Health Complex and can be reached at extension 2073.

### ONE OF A KIND TERRACES/WAGMAN CENTRE

## Creative Arts Sale

All crafts are lovingly hand-made by our members  
Special prices for the Holidays!

Wednesday, November 24 and Thursday, November 25  
10:00 am to 3:00 pm Khedive Entrance, in front of the Cafeteria

### RAFFLE

One ticket for \$2, three tickets for \$5  
Raffle tickets are available at the Creative Arts Studio and the  
Terraces/Wagman Centre  
Draw Date: November 29, 2010

### PRIZES

Hand Crocheted Afghan  
Hand-Painted Ceramic Bowl  
Vintage Wood-Carved Duck