



MEMBERS, ASSOCIATE MEMBERS AND ADMINISTRATORS  
NEWS & VIEWS

DECEMBER 2002

**PRESIDENT'S PERSPECTIVE**

**SHOULD THE AUPO INCREASE ITS LEADERSHIP ROLE  
ON BEHALF OF ACADEMIC OPHTHALMOLOGY?**

By John P. Shock, MD



Like most organizations similar to the AUPO, evolution is slow and the changes that take place are generally not “earth-shattering”. On the other hand, the AUPO over the years has become stronger and is filling the needs of the membership as evidenced by excellent attendance at meetings by the chairs and the membership’s desire to increase the participation of program directors and administrators in AUPO activities. Additionally, most members are very willing to serve on the Board of Trustees and other committees when asked to do so. In recent years there have been some excellent attempts to make the AUPO an even stronger voice for our specialty by rewriting the by-laws, appointing an Executive Vice President, increasing the role of the Board of Trustees, and developing a strategic plan that deals with several areas important to academic ophthalmology. Yet, even with changes, we still do not have a remarkable history of being “out front” as an organization on most issues that significantly affect academic departments and their education programs. For example, as a group we have had difficulty preventing the erosion of Ophthalmology’s participation in the formal education of medical students, altering or modifying the training of residents, or providing formal input to the Residency Review Committee (RRC). Also, we tend to stay away from controversial issues because of the difficulty in arriving at a consensus from our loose confederation of independent members. As an organization we have had very

little influence on the ACGME (RRC), the American Board of Ophthalmology, or the American Academy of Ophthalmology. Although each make a presentation at the annual AUPO meeting, I have not seen these organizations ask for significant advice or input from us since I have been on the Board.

At the same time, Department Chairs, individually, seem to be constantly reacting to new proclamations either from the Federal government, accrediting organizations, or our home institutions. This is occurring primarily because the public has lost a great deal of confidence in the medical community, and until recently, national organizations have been slow to respond. On the other hand, we all know that when our backs are against the wall, we can act in a cohesive manner. For example, the AUPO’s recent involvement in the debate of the accreditation of fellowships and our insistence on providing input on measurements for the new competency-based standards for residency training are examples of organizational leadership. I am not making these points to be critical of our present leadership, of which I am a part, because I believe our leadership reflects the attitude of the membership. With few exceptions, as members, we simply have not been willing to delegate sufficient responsibility to AUPO leadership so they can speak with confidence on our behalf about important issues that affect our academic programs nationally. As a result, individual chairs are feeling great pressure from outside groups and university leadership to make changes which we often know are not always in the best interest of our departments.

*Continued on next page*

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When we feel these pressures, to whom can we turn for support? I believe it should be the AUPO. We are the logical group to address many of the needs which affect all departments. When one considers the climate of today's medical environment, ophthalmology chairs need to be united to adequately deal with the many changes that are impacting our specialty. As examples, there is an array of societal, economic and technological forces which are creating a new and yet uncharted path. We need additional resources and methods to address the new capabilities of information and communication technology, proposed change in standards from governing bodies, growing consumer desires for services equivalent to the best private practices, and a whole host of expectations from the public which may or may not be in the best interest of resident and fellow training and patient care.

These issues require that organizations assume new roles and acquire new capabilities. Obviously, most of the leadership and resources to deal with change must come from the Academic Health Centers (AHCs) but organizations that represent specific groups associated with the AHCs, such as the AUPO, must also provide leadership. This can be done by developing positions and becoming strong advocates on issues that affect ophthalmology. For instance, which of the following issues should we deal with as an organization and what should be our approach?

- Fellowship Training
- Residency Education Standards
- Accreditations, Certifications and Recertification
- Influence of Industry versus Conflict of Interest
- Unethical Behaviors
- Optometric Education
- VA Issues
- Allocation of FTEs
- Optometric Autonomy
- Competitive Salaries for Ophthalmology Faculty
- Possible loss of Departmental Autonomy
- Reductions in Patient Reimbursement
- Access to Philanthropist and to Philanthropic Dollars at our Home Institution
- Institutional Support for Department Education and Research Projects
- Opportunities to Provide Medical Students with Ophthalmic Education

If the AUPO is to be given additional leadership responsibilities, we must also give the leadership the authority to carry out this new role. As a result, there are at least three culture changes that need to occur.

1. We will need to shift away from a loose confederation of independent members towards an organizational culture that acknowledges interdependence of our departments and an organization focused on the needs of the entire ophthalmic academic enterprise.
2. We need to continue to foster a learning environment for our members on how to change and adapt to new, emerging values of the medical world.

*Continued on page 7*

## 37TH ANNUAL MEETING JANUARY 30-FEBRUARY 1, 2003

By now you should have received your 2003 Preliminary Program-In-Brief and registration materials for the 2003 Annual Meeting to be held January 30-February 1, 2003, at the Renaissance Esmeralda Resort in Indian Wells, California. Please review your registration material and call the San Francisco office at (415) 561-8548 if you have any questions. See this *News and Views* for the preliminary schedules for the meeting. Some topics are subject to change.

### THURSDAY, JANUARY 30, 2003

7:00am - 8:00am	<b>Registration and Continental Breakfast</b>
8:00am - 12:30pm	<b>Business Management: Faculty Compensation, Recruitment and Retention</b>
8:00 am	Introduction – <i>Bartly J. Mondino</i> , Moderator
8:10 am	Introduction of <i>David Lewin</i> – <i>Bartly J. Mondino</i> , Moderator
8:15 am	New Thinking about Paid and Non-Paid Dimensions of Attracting & Retaining Ophthalmologists – <i>David Lewin</i>
9:15 am	Questions and Answers
9:30 am	Introduction of <i>Janis A. Rogers</i> – <i>Cherly Formes</i> , Moderator
9:35 am	Organizational Culture to Recruit & Retain Quality People – <i>Janis A. Rogers</i>
10:00 am	Questions and Answers
10:15 am	<b>BREAK</b>
10:45 am	Departmental Compensation Especially with Regard to Recruitment & Retention <i>Mark S. Blumenkranz</i> <i>David L. Epstein</i> <i>Steven E. Feldon</i> <i>Barrett Katz</i> <i>Hilel Lewis</i> <i>Carmen A. Puliafito</i> <i>Joseph E. Robertson, Jr.</i>
12:00 noon	Round Table with Speakers for Comments, Questions & Answers
12:30pm - 1:30pm	<b>LUNCH</b> (on your own)
1:30pm - 4:30pm	<b>Program Directors Meeting</b>
1:30 pm	Report from the Residency Program Directors Advisory Council – <i>Alfredo A. Sadun</i>
1:40 pm	The Problem Resident Part I: Identification & Intervention – <i>Norman B. Kahn, Jr.</i>
2:30 pm	Questions and Answers
2:40 pm	<b>BREAK</b>
2:55 pm	The Problem Resident Part II: Probation and Dismissal – <i>Norman B. Kahn, Jr.</i>
3:35 pm	Questions and Answers
3:45 pm	Report from the ABO Task Force of Program Directors – <i>Paul D. Langer</i>

If you need to hold a small meeting during the 2003 Annual Meeting, please contact Denise De Losada Wilson at the San Francisco office to make arrangements.

- 3:55 pm Residency Education in Low Vision – *Darren L. Albert*  
 4:05 pm RRC Issues – *Patricia B. Levenberg*  
 4:15 pm Resident Advocacy Program and the Competencies –  
*Michael W. Brennan*  
 4:30 pm Adjourn

6:00pm - 8:00pm **New Members & Guests Buffet Reception** (*By Invitation Only*)

## FRIDAY, JANUARY 31, 2003

7:00am - 8:00am **Registration and Continental Breakfast**

8:00am - 10:00am **Symposium: Teaching Ethics in Residency Programs**

8:00 am Introduction and Ethical Dilemmas: What is the Role of Chairman and Program Directors? – *Samuel Packer*, Moderator

8:05 am **Why Organized Medicine is Paying More Attention to Ethics**  
*DeWitt Baldwin, Jr.*

8:30 am Topics - Pro and Con Discussions: *Samuel Packer*, Moderator

8:30 am **Academic relationships with industry**

ISSUES: Support of CME, GME, PhRMA regulation issues

*Mark S. Blumenkranz* - PRO / *Nancy Holekamp* - CON

PANEL: *Mark S. Blumenkranz*, *Nancy Holekamp*, *DeWitt Baldwin, Jr.* and *Steven M. Podos*

8:50 am **Industry support of research**

ISSUES: Conflicts of interest, consulting fees, equity positions, data ownership *Daniel M. Albert* - PRO / *Alex V. Levin* - CON

PANEL: *Daniel M. Albert*, *Alex V. Levin*, *DeWitt Baldwin, Jr.* and *Marco A. Zarbin*

9:20 am **Ethics and the learning curve and new technologies**

ISSUES: Informed consent, patient safety, training imperatives

*Charles Zacks*

PANEL: *Robert D. Yee*, *Susan H. Day*, *Nicholas J. Volpe* and *Richard L. Abbott*

9:35 am **Co-management**

ISSUES: Doctor-patient relationship, commercialization of medicine, faculty image, legal and ethical concerns

*James Lynch* - PRO / *Richard L. Abbott* - CON

PANEL: *David W. Parke II*, *Peter J. McDonnell*, *Steven E. Wilson*, *Richard L. Abbott* and *James Lynch*

9:55 am **Closing comments**

*DeWitt Baldwin, Jr.* and *Samuel Packer*

AUPO and the other professional organizations that represent ophthalmology must organize a comprehensive approach to deal with ethics. This will require a coordinated effort by the AAO, ABO, and the AUPO. Ethics education must become part of what we teach and do!

10:00am - 11:00am **Symposium: AUPO/RPB Resident & Fellow Research Forum**

*Stuart L. Fine*, Moderator

Adult onset neovascularization in the mouse caused by cell specific loss of the von Hippel Lindau gene

*Leonard Feiner, M.D., Ph.D.* – Scheie Eye Institute, University of Pennsylvania  
DISCUSSANT: *Lee M. Jampol*

Depsipeptide, a histone deacetylase inhibitor, inhibits proliferation, induces apoptosis and inhibits migration of primary and metastatic uveal melanoma cell lines in vitro: a potential therapeutic strategy for uveal melanoma

*Dino Klisovic, M.D.* – The Ohio State University

DISCUSSANT: *Barrett G. Haik*

Tumor necrosis factor (TNF) – related apoptosis-inducing ligand (TRAIL) induces apoptosis in human uveal melanoma cells

*David H. Ren, M.D., Ph.D.* – University of Texas Southwestern Medical Center at Dallas

DISCUSSANT: *Marco A. Zarbin*

Genetic switches for retinal gene expression

*Stephen H. Tsang, M.D., Ph.D.* – Jules Stein Institute, UCLA School of Medicine

DISCUSSANT: *Russell N. Van Gelder*

11:00am - 11:30am **BREAK**

11:30am – 1:00pm **Workshops and Discussion Groups**

**RRC: The Accreditation Process** – *Susan H. Day*, Moderator

**Chairpersons Forum** – *J. Bronwyn Bateman*, Moderator, with *Janet Wray*

**Core Competencies** – *Marco A. Zarbin*, Moderator

Re-accreditation in the Competency Era - *Patricia B. Levenberg*

The AUPO Resident Program Directors Advisory Group: Its Role and Structure – *Alfredo A. Sadun*

Review of the RRC-Approved Competency Evaluation Form for Ophthalmology – *Paul D. Langer*

Review of the ACGME Health Care Initiative Meeting in Orlando, FL - *James P Dunn, Jr.*

Discussion: Panel

**Department Development** – *David W. Parke II*, Moderator

6:00pm - 10:00pm **Reception and Banquet** (Buffet)

## SATURDAY, FEBRUARY 1, 2003

6:45am - 8:00am **Registration and Continental Breakfast**

7:00am - 8:00am **Slide Exchange** – *M. Edward Wilson*, Moderator

8:15am – 9:15am **Symposium: Subspecialty Accreditation Follow-up**  
*Stuart L. Fine, Ronald E. Smith and Gary W. Abrams*

9:15am - 9:45am **Practice Benchmarking** – *Jeff L. Good*

9:45am - 10:15am **BREAK**

10:15am - 11:30am **Organization Reports:**

**AAO** – *H. Dunbar Hoskins*

**ABO** – *Denis M. O'Day*

**RPB** – *Diane S. Swift*

**NEI** – *Paul A. Sieving*

**ARVO** – *Robert N. Weinreb*

11:30am - 12:30pm **Business Meeting**

12:30pm **Meeting Adjournment**

## ADMINISTRATORS PRELIMINARY PROGRAM

### WEDNESDAY, JANUARY 29, 2003

7:30pm – 9:30pm **Dessert Reception and Opening Remarks**

### THURSDAY, JANUARY 30, 2003

7:00am – 8:00am **Registration and Continental Breakfast**

8:00am - 12:30pm **Business Management: Faculty Compensation, Recruitment and Retention**

8:00 am Introduction – *Bartly J. Mondino*, Moderator

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10:00 am Questions and Answers

10:15 am BREAK

10:45 am Departmental Compensation Especially with Regard to Recruitment & Retention

*Mark S. Blumenkranz*

*David L. Epstein*

*Steven E. Feldon*

*Barrett Katz*

*Hilel Lewis*

*Carmen A. Puliafito*

*Joseph E. Robertson, Jr.*

12:00 noon Round Table with Speakers for Comments, Questions & Answers

12:30pm - 1:30pm **LUNCH** (on your own)

3:00pm – 9:30pm **Palm Springs Tram, Dinner and Downtown Faire**

### FRIDAY, JANUARY 31, 2003

7:00am – 8:00am **Registration and Continental Breakfast**

8:00am - 10:45am **Administrators General Session** - Leadership and Positive Motivation - *Janis A. Rogers*

#### FUTURE ANNUAL MEETING DATES

2003	January 30-February 1	Renaissance Esmeralda Resort – Indian Wells, California
2004	January 29-31	The Ritz-Carlton - Sarasota, Florida
2005	January 27-29	The Westin Kierland Resort – Scottsdale, Arizona

10:45am – 11:00am **BREAK**

11:00am – 12:30pm **Cluster Groups**

- (1) Grant Management – *Diana Hammond*, University of Louisville
- (2) Satellites – *Brett Moran*, Duke University
- (3) Electronic Communication – *Dale Williams*, West Virginia University
- (4) HIPAA – *Alexandra Eads*, Indiana University
- (5) Electronic Medical Records – *Ricky Bass*, University of North Carolina

12:30pm – 12:45pm **BREAK**

12:45pm – 2:00pm **Administrators General Session - Internal Marketing in an Academic Setting**  
 Panel Moderator: *Cheryl Formes*, UT Southwestern Medical Center at Dallas  
 Panel: *Wayne Imbrescia*, University of Utah; *Larry McGranahan*, University of Iowa;  
*Cheryl Atkins-Lubinski*, Scheie Eye Institute, University of Pennsylvania

2:00pm – 3:00pm **Ground Zero at the World Trade Center – A Rescuer’s View - Ben Ho**

6:00pm - 10:00pm **Reception and Banquet** (Buffet)

## SATURDAY, FEBRUARY 1, 2003

6:45am - 8:00am **Registration and Continental Breakfast**

8:15am – 9:15am **Symposium: Subspecialty Accreditation Follow-up**  
*Stuart L. Fine, Ronald E. Smith and Gary W. Abrams*

9:15am - 9:45am **Practice Benchmarking – Jeff L. Good**

9:45am - 10:15am **BREAK**

10:15am - 11:30am **Administrators General Session – What’s Happening in My Backyard:**  
 (1) *Becky Fitz Maurice*, University of California, Irvine  
 (2) *Steve Coburn*, Washington University  
 (3) *Jeff Barr*, University of California, San Diego

11:30am - 12:00pm **Business Meeting**

12:00pm **Meeting Adjournment**

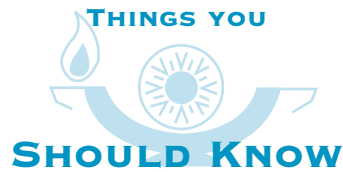
### *President’s Perspective, continued from page 2*

3. We need to strengthen organizational citizenship and sense of responsibility through mentoring, leadership training, and succession planning.

And lastly, we need to define a vision that members can rally around, develop a strategy to achieve the vision and then motivate the membership to

accomplish it. I can think of no other organization that can better articulate our needs than the AUPO. In the past we have had difficulty obtaining a consensus on difficult issues primarily because many of us are afraid the consensus view will not be in the best interest of our individual departments. We must find ways to overcome these fears through better collaboration and improved communication. I believe our well-being depends on it unless we are satisfied with other special interest groups dictating our future. ■





## SLIDE EXCHANGE

We will once again offer the annual Slide Exchange at the 2003 Annual Meeting. Be sure to bring your favorite "Wowser" worthy slides to the meeting and turn them into the registration desk by noon on Friday, January 31<sup>st</sup> for viewing Saturday morning. Last year's "wowser" winner was Dr. Elias I. Traboulsi from the Cole Eye Institute at the Cleveland Clinic Foundation.

## DUES REMINDER

Please remember that AUPO Members, Associate Members and Department Administrators will not be allowed to register for the Annual Meeting unless their dues are current. For AUPO Members and Associate Members, contact the San Francisco office at (415) 561-8548 if you have questions regarding your dues status; Department Administrators need to contact Thelma de Souza at the University of California, San Francisco at (415) 502-1127.

## AUPO/UCLA MANAGEMENT COURSE

Mark Your Calendars...The next AUPO/UCLA Management Course will be held **June 12-14, 2003** on the UCLA campus. This program is designed to provide necessary management principles and approaches for ophthalmology leaders including department chairs, vice-chairs, chief administrators, financial officers and

other top administrators, program directors and faculty with leadership potential. The 2003 course will have new information incorporated. More information to follow in the coming months.

## 2002 HEED AWARD

Hans E. Grossniklaus, M.D. received the Heed Award during the recent 2002 meeting of the American Academy of Ophthalmology in Orlando, Florida. The award was presented by Dr. Lee Jampol, Chairman of the Board of Directors of the Heed Ophthalmic Foundation. Dr. Grossniklaus received the award in recognition of his leadership and contributions in the field of ophthalmology.

Dr. Grossniklaus has been a Professor of Ophthalmology at Emory Eye Center, Emory University since 1989. He is the Director of the L.F. Montgomery Ophthalmic Pathology Laboratory, and Vice-Chairman of Ophthalmology at Emory.

## KNIGHTS TEMPLAR EYE FOUNDATION: PEDIATRIC OPHTHALMOLOGY RESEARCH GRANTS

The Knights Templar Eye Foundation, Inc. announces the opportunity for support for disease-related research, which will impact ultimately the care of infants and children. Awards have a maximum of \$30,000 for one

year. Young investigators are given priority for funding. No institutional overhead will be permitted. Application guidelines are available from:

Marvin L. Selock  
Knights Templar  
Eye Foundation, Inc.  
5097 N. Elston Avenue, Suite 100  
Chicago, IL 60630-2460

or by calling (773) 205-3838; completed applications must be received by **January 15, 2003** for the funding cycle beginning June 1.

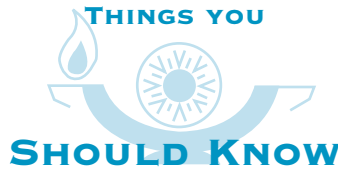
## CLINICIAN- SCIENTIST FELLOWSHIP

The Heed Ophthalmic Foundation is providing a new two-year postgraduate Clinician-Scientist fellowship. Individuals who are committed to a full-time academic career, which will include research and clinical care, are encouraged to apply. Annual Stipend is \$40,000. Applicants must be citizens of the United States, graduates of medical schools accredited by the AAMC and the fellowship must be conducted in the United States. Deadlines for receipt of applications is January 15, 2003 for fellowship beginning in July 2003. For information, please contact (*see below*):

## ONE-YEAR HEED FOUNDATION FELLOWSHIP

A one-year Heed Foundation fellowship for postgraduate studies in





ophthalmology provides an annual stipend of \$15,000 for fellowships beginning on or after July 1, 2003. To be eligible, applicants must be graduates of medical schools accredited by the AAMC, United States citizens, and fellowship training must be conducted in the United States. Deadline for receipt of applications is January 15, 2003. Please contact:

Froncie A. Gutman, M.D.  
 The Heed Foundation  
 Cleveland Clinic Foundation  
 9500 Euclid Avenue, Desk i-32  
 Cleveland, OH 44195  
 (216) 445-8145  
 FAX (216) 444-8968

**OPHTHALMIC  
 PATHOLOGY  
 FELLOWSHIP**

Research to Prevent Blindness and the American Ophthalmological Society – Knapp Fund is offering a two-year postgraduate fellowship for training in ophthalmic pathology with an annual stipend of \$52,500. The first year of the proposed fellowship program will be spent in the study of diagnostic pathology and in the initiation of experimental eye pathology laboratory research. The second year of fellowship training will include experimental pathology research combined with exclusive time in diagnostic pathology or time in a relevant clinical subspecialty. Applicants must be graduates of a medical school accredited by the AAMC, citizens of the United

States, and have plans for an academic career. Deadline for submission of applications: January 15, 2003 for fellowship starting in July, 2003. Please direct all inquiries and requests for application materials to (*see below*):

**AOS-KNAPP FUND  
 FELLOWSHIP**

The Knapp Fund, a supporting organization of the American Ophthalmological Society, provides funding for the second or third year of postgraduate study in ophthalmology. An annual stipend of \$20,000 is available for postgraduate study beginning on or after July 1, 2003. To be eligible, applicants must be United States or Canadian citizens, the fellowship training must be conducted in the United States and applicants must have completed a residency program in ophthalmology accredited by the ACGME or the Royal College of Physicians and Surgeons of Canada. Deadline for receipt of applications is March 15, 2003. Contact:

Froncie. A. Gutman, M.D.  
 AOS-Knapp Fund  
 Cleveland Clinic Foundation  
 9500 Euclid Avenue, Desk i-32  
 Cleveland, OH 44195  
 (216) 445-8145  
 FAX: (216) 444-8968

**NEW  
 MEMBERS**

The San Francisco office has learned of the following member-

ship changes since the publication of the last newsletter:

**MEMBERS**

**Donald R. Bergsma, M.D.\***  
 Louisiana State University  
 (New Orleans, LA)

**P. Andrew Pearson, M.D.**  
 University of Kentucky  
 (Lexington, KY)

**Keith A. Warren, M.D.**  
 University of Kansas  
 (Kansas City, KS)

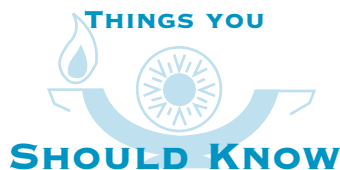
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**RESEARCH  
 TO PREVENT  
 BLINDNESS**

RPB operates in the belief that the great strength of a voluntary organization is its ability to be both creative and flexible. RPB always appreciates receiving ideas from the AUPO membership concerning ways to strengthen the pursuit of our ongoing goals and mutual interests. Please feel free to share your ideas with Diane Swift, President of RPB.

**DEADLINES  
 FOR  
 SUBMISSION**

<b>Issue:</b>	<b>Deadline:</b>
March 2003	February 15, 2003
June 2003	May 15, 2003
September 2003	August 15, 2003
December 2003	November 15, 2003



## FACULTY POSITIONS AVAILABLE – DECEMBER

*The faculty positions section lists positions available within the AUPO Member Departments of Ophthalmology. If your institution is interested in advertising ophthalmology positions (at no charge), type your advertisement for publishing and submit it to the AUPO San Francisco office.*

### CORNEA/GLAUCOMA/PEDIATRIC OPHTHALMOLOGY AND STRABISMUS/RETINA

The University of Colorado Health Sciences Center Department of Ophthalmology is accepting applications for faculty positions in the subspecialty areas of Cornea, Glaucoma, Pediatrics, and Retina. Full-time, tenure track appointments are available at the rank of Assistant Professor or above, depending on qualifications. Successful candidates will demonstrate a record of commitment to quality patient care, resident education, and research. The University of Colorado Health Sciences Center is an Affirmative Action/Equal Opportunity Employer. Qualified individuals should send a letter of interest, curriculum vitae and a list of references to:

J. Bronwyn Bateman, M.D.  
Professor and Chair  
Department of Ophthalmology  
Rocky Mountain Lions Eye Institute  
University of Colorado Health Sciences Center at  
Fitzsimons  
PO Box 6510  
Campus Box F-731  
Aurora, CO 80045

### VITREO-RETINAL DISEASES

A Vitreo-Retinal position at the Assistant/ Associate/Full Professor level is currently available in the Department of Ophthalmology, University of North Carolina-Chapel Hill. An M.D. degree is required. Duties include clinical retinal care and establishment of a laboratory for investigation of retinal disorders. Requirements include an approved ophthalmic residency training program, retina

fellowship, Board certification or eligibility, and eligibility for licensure in North Carolina. Academic rank and salary are negotiable. UNC at Chapel Hill is an Equal Opportunity/ADA Employer. Contact:

Travis A. Meredith, M.D.  
Professor and Chairman  
Department of Ophthalmology  
UNC School of Medicine  
617 Burnett-Womack CB# 7040  
Chapel Hill, NC 27599-7040  
(919) 966-5296; FAX (919) 966-1908

### COMPREHENSIVE OPHTHALMOLOGY

Saint Louis University, a Catholic, Jesuit institution dedicated to education, research and healthcare, is seeking applications for a full-time, faculty position in the Department of Ophthalmology at the Assistant Professor level. Applicant must be Board-eligible by the American Board of Ophthalmology. The successful applicant will be responsible for direction of an expanding academic comprehensive ophthalmology clinic with both urban and suburban locations including a V.A. Hospital. A strong commitment to clinical and surgical excellence as well as resident teaching is required. The position is available July 1, 2003. Saint Louis University is an Equal Opportunity Affirmative Action Employer. Interested applicants should send a current C.V. to:

Oscar A. Cruz, M.D.  
Department of Ophthalmology  
Saint Louis University Eye Institute  
1755 South Grand Boulevard  
St. Louis, MO 63104  
(314) 577-8660; FAX (314) 771-0596

### VITREO-RETINAL DISEASES

The Department of Ophthalmology at UT Southwestern announces an opening for an additional Assistant Professor or Associate Professor or Professor. We seek an outstanding individual with an M.D. degree who is ABO boarded or Board eligible in ophthalmology with at least two years of subspecialty training in Vitreo-Retinal Diseases. Must have demonstrated skills in the area of surgical vitreo-retinal disease and medical retina and background interests in clinical or basic science research in retinal vascular diseases. Duties will include sharing in the responsibility, with existing faculty, for didactic and clinical training of residents, fellows and practicing ophthalmologists in vitreo-retinal and medical retinal diseases. Provide high quality clinical care to patients with vitreo-retinal and medical retinal diseases at UT Southwestern Medical Center. Candidates must be interested in collaborative laboratory research on retinal vascular diseases with established investigators in our department. The University of Texas Southwestern Medical Center at Dallas is an Equal Opportunity Employer. Applications from new or established clinician scientists are encouraged. Interested individuals should send curriculum vitae, with a cover letter to (see below):

### VITREO-RETINAL DISEASES

The Department of Ophthalmology at UT Southwestern announces an opening for an additional Assistant Professor or Associate Professor or Professor. We seek an outstanding individual with an M.D. degree who is ABO boarded or Board eligible in ophthalmology with at least two years of subspecialty training in Vitreo-Retinal Diseases. Must have demonstrated skills in the area of surgical vitreo-retinal disease and medical retina. Duties will include sharing in the responsibility, with existing faculty, for didactic and clinical training of residents, fellows and practicing ophthalmologists in vitreo-retinal and medical retinal diseases. Provide high quality clinical care to patients with vitreo-retinal and medical retinal diseases at UT Southwestern Medical Center. Must have demonstrated skills in the area of medical and surgical vitreo-retinal disease and may or may not have an interest in clinical or basic science research. The University of Texas Southwestern Medical Center at Dallas is an Equal Opportunity Employer.

Applications from new or established clinician scientists are encouraged. Interested individuals should send curriculum vitae, with a cover letter to:

James P. McCulley, M.D.  
Professor and Chairman  
Department of Ophthalmology  
The University of Texas Southwestern  
Medical Center at Dallas  
5323 Harry Hines Blvd.  
Dallas, TX 75390-9057

### CORNEA & EXTERNAL DISEASES

Full-time faculty position in the Department of Ophthalmology at Rhode Island Hospital/Brown Medical School. Applicant must be fellowship-trained in Cornea & External Diseases and be ABO certified or eligible. Responsibilities include clinical care of patients with corneal diseases, education of residents and medical students, and participation in clinical and/or basic research. Interested applicants should send three references and CV to (see below):

### VITREO-RETINAL DISEASES

The Department of Ophthalmology at Rhode Island Hospital/Brown Medical School is accepting applications for a full-time Medical and/or Surgical Retina specialist who has attained Assistant or Associate Professor of Ophthalmology status. Applicant must have a strong interest in diabetic retinal diseases and be ABO certified or eligible and have completed a fellowship in vitreo-retinal diseases. Responsibilities include the care of patients with medical and/or surgical retinal diseases, resident and medical student education, and participation in clinical and/or basic research. Interested applicants should send 3 references and CV to:

William G. Tsiaras, M.D.  
Chairman, Department of Ophthalmology  
Rhode Island Hospital  
593 Eddy Street, APC 712  
Providence, RI 02903  
401-444-4669 - FAX 401-444-6187

### GLAUCOMA

The Emory University Ophthalmology Department is seeking a full time clinician-scientist with Glaucoma

fellowship training to join two full-time glaucoma specialists in an academic practice. Applicants must be Board certified or eligible. The position will be approximately 60% clinical and 40% research. Responsibilities will include patient care, research, and teaching in the Emory University Hospital and Clinic system. Full-time research faculty in the ophthalmology department are available for collaboration. Emory University is located in Atlanta, Georgia and is an Affirmative Action, Equal Opportunity Employer. Forward curriculum vitae to:

Patricia Bennett  
 Administrative Assistant  
 Emory University Department of Ophthalmology,  
 1365-B  
 Clifton Road, NE  
 Atlanta, GA 30322  
 e-mail: abeck@emory.edu - Allen Beck, M.D.,  
 Director of Glaucoma Section

### COMPREHENSIVE OPHTHALMOLOGY/RETINA

The Department of Ophthalmology at the University of Virginia is seeking two full-time faculty members. Professorial positions available are Comprehensive Ophthalmologist and Retina Specialist (fellowship-trained). Candidates should have completed an accredited ophthalmology residency and be Board certified or eligible. Responsibilities include patient care and resident teaching and supervision. The positions are full-time and tenure track. Rank and salary commensurate with experience and accomplishments. The University of Virginia is an Equal Opportunity/Affirmative Action Employer. Send CV and three letters of reference by January 31, 2003 to:

Brian P. Conway, M.D.  
 Chairman, Department of Ophthalmology  
 University of Virginia Health System  
 P.O. Box 800715  
 Charlottesville, VA 22908



## POLICY STATEMENT TEACHING ACTIVITIES OF DEPARTMENT FACULTY

Teaching activities of department faculty should be governed by the following principles:

- That educational personnel and resources should serve the education of ophthalmologists and medical students above all other groups.
- That educational programs geared to other groups should not be in conflict with or negatively impact the education of ophthalmologists and/or medical students.
- That all educational programs should be consistent with the highest goals of service to patients and to the profession of ophthalmology.
- That the objectives of educational programs should be appropriate to the prior training and experience of the trainee group, consistent with all relevant laws and statutes, congruent with the standards of the profession of ophthalmology, and above all serve the best interests of patients and community.
- That educational program faculty will be chosen based on their mastery of the subject, teaching ability, and congruence with the interests of the department and the profession of ophthalmology.

*Adopted, October 20, 2002*