

WORD ON THE STRIET

THE NEWSLETTER OF THE DEPARTMENT OF MEDICINE

NOVEMBER 2007



THE FIRST WORD

ROBERT M. STRIETER, MD
CHAIRMAN

This month's Word on the Striet is a little shorter than usual—an acknowledgement of those that made it through all 19 pages of last month's issue, as well as an acknowledgment that at this time of year we're

all distracted with thoughts of Thanksgiving.

However, there is still some important and interesting news in this issue. I am pleased to report that the Department has made budget on both Charges and Collections for October, continuing our trend of a positive fiscal year. Detailed graphs can be found on page 2.



This month's Clinical Affairs article contains some essential information about new Joint Commission medical staff standards. These standards will present new challenges to the Department and the Health System, so I encourage everyone to become familiar with the regulations.

I would also like to take this opportunity to congratulate the members of our Residency program who had abstracts accepted for the regional ACP meeting in January. A full list of participants and their abstract titles can be found on page 4.

Finally, I would like to again encourage all of our faculty to participate in our ongoing Residency recruitment season. This is an ideal opportunity for everyone to become involved in securing the future of the Department, as the residents we train over the next three years will become the faculty we work beside for the next 30. I have had the opportunity to attend several of the recruit-

ment days and meet the applicants, and I am continually impressed by the quality of the students our program attracts. These applicants are not only incredibly intelligent, but also have an impressively wide array of skills and interests. I look forward to the added depth and diversity that the 2008 Match will bring to our program.

If you have not yet signed up to participate in recruitment interviews, please contact Diane Farineau. It is essential that each division be represented so we can actively recruit trainees in each subspecialty.

Happy Thanksgiving!

This fall we were saddened by the loss of a dear friend and colleague, Dr Nuzhet Atuk. The family is having a memorial reception at the Colonnade Club on the Lawn.

Saturday, Dec. 1st
The Colonnade Club on the Lawn
4-6 pm

Many people have memories of Nuzhet to share but there probably won't be enough time for everyone to speak and not everyone likes to get up and speak in front of a crowd. The family invites them to write down their memories or anecdotes and they will gather them up to put into a scrapbook.

Please RSVP by Thanksgiving to:
DRouse8777@aol.com or matuk@yancey.main.nc.us

DATES AND DEADLINES

APRIL 28, 2008
Carey, Marshall, Thorner Scholars' Day

MAY 30, 2008
DoM Research Day

MEDICAL GRAND ROUNDS

UPCOMING SPEAKERS

NOVEMBER 27

STEPHEN RICH—ENDOCRINOLOGY

DECEMBER 4

GEORGE BELLER—CARDIOLOGY

DECEMBER 11

PRESTON REYNOLDS—GEN MED

DECEMBER 18

RICHARD GUERRANT—ID

DECEMBER 25—NO MGR

JANUARY 1—NO MGR

[Click to view the full schedule](#)

NAVIGATION

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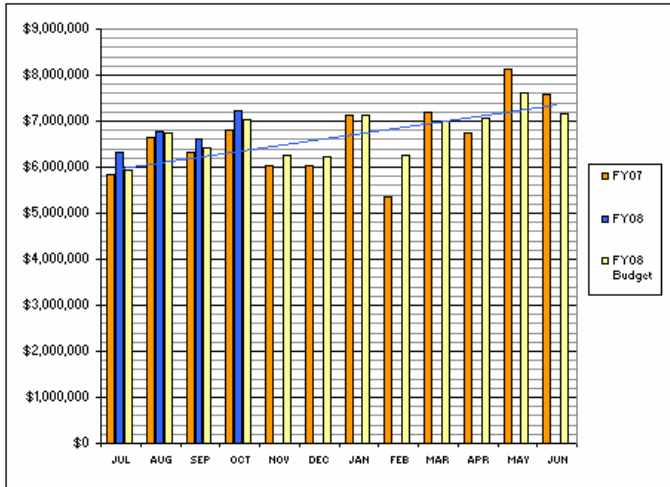


BESS WILDMAN

Charges and Collections were both above budget for October. Charges were 2.9% above budget for October, 3.1% for the year.

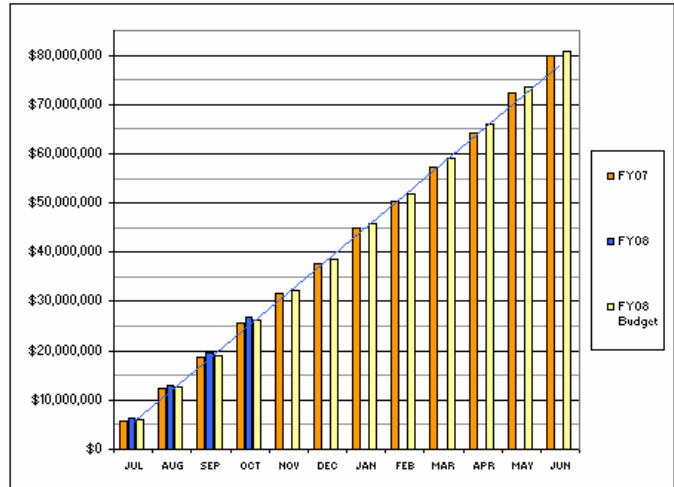
MONTHLY COMPARISON

	FY07	FY08	%Δ	FY08 Budget	Variance to Budget	%Δ
JUL	\$5,851,458	\$6,335,053	8%	\$5,949,448	\$385,605	6.5%
AUG	6,648,970	6,775,354	2%	6,734,458	\$40,896	0.6%
SEP	6,330,335	6,597,783	4%	6,412,767	\$185,016	2.9%
OCT	6,813,594	7,223,652	6%	7,020,101	\$203,550	2.9%
NOV	6,025,876			6,243,373		
DEC	6,046,370			6,219,174		
JAN	7,128,806			7,128,409		
FEB	5,366,035			6,265,316		
MAR	7,195,881			7,010,367		
APR	6,731,562			7,090,157		
MAY	8,119,214			7,619,024		
JUN	7,580,835			7,147,892		



YEAR-TO-DATE COMPARISON

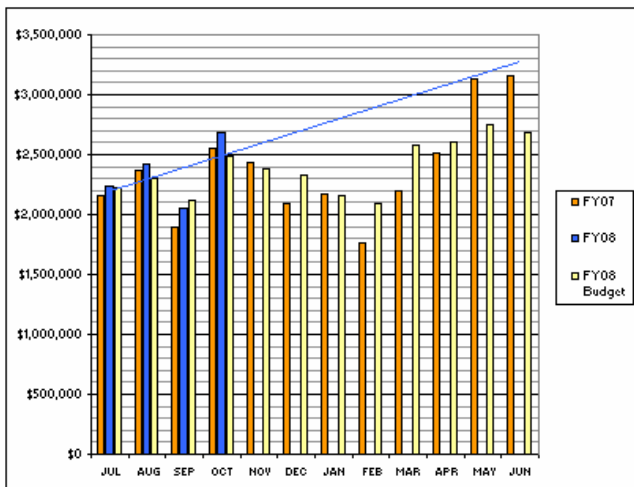
	FY07	FY08	%Δ	FY08 Budget	Variance to Budget	%Δ
JUL	\$5,851,458	\$6,335,053	8%	\$5,949,448	\$385,605	6.5%
AUG	12,500,428	13,110,407	5%	12,683,906	\$426,501	3.4%
SEP	18,830,763	19,708,190	5%	19,096,673	\$611,517	3.2%
OCT	25,644,357	26,931,842	5%	26,116,774	\$815,067	3.1%
NOV	31,670,233			32,360,148		
DEC	37,716,603			38,579,322		
JAN	44,845,409			45,707,730		
FEB	50,211,444			51,973,047		
MAR	57,407,325			58,983,413		
APR	64,138,887			66,063,570		
MAY	72,258,101			73,682,594		
JUN	79,838,936			80,830,486		



Collections were 7.8% above budget for October, 2.7% for the year.

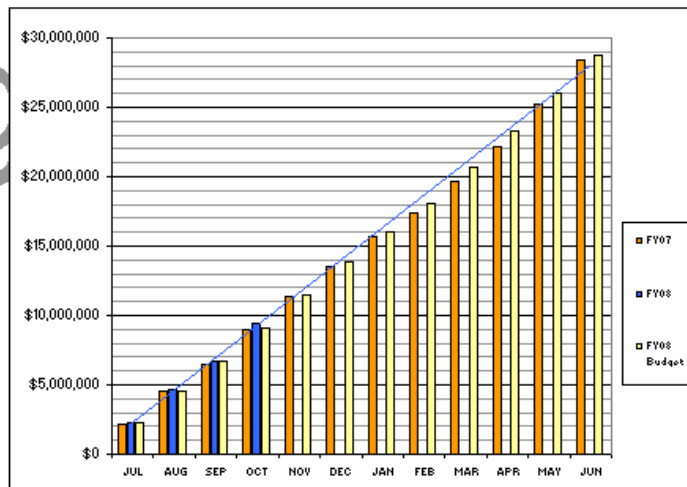
MONTHLY COMPARISON

	FY07	FY08	%Δ	FY08 Budget	Variance to Budget	%Δ
JUL	\$2,161,252	\$2,231,277	3%	\$2,226,213	\$5,064	0.2%
AUG	2,371,030	2,425,358	2%	2,306,907	\$118,451	5.1%
SEP	1,890,078	2,052,072	9%	2,115,559	-\$63,487	-3.0%
OCT	2,557,286	2,682,744	5%	2,489,178	\$193,566	7.8%
NOV	2,439,649			2,379,863		
DEC	2,092,441			2,335,238		
JAN	2,169,902			2,160,622		
FEB	1,759,901			2,089,261		
MAR	2,194,306			2,575,957		
APR	2,513,031			2,603,869		
MAY	3,131,764			2,748,586		
JUN	3,162,999			2,678,277		



YEAR-TO-DATE COMPARISON

	FY07	FY08	%Δ	FY08 Budget	Variance to Budget	%Δ
JUL	\$2,161,252	\$2,231,277	3%	\$2,226,213	\$5,064	0.2%
AUG	4,532,282	4,656,635	3%	4,533,120	\$123,515	2.7%
SEP	6,422,360	6,708,707	4%	6,648,679	\$60,028	0.9%
OCT	8,979,646	9,391,451	5%	9,137,857	\$253,594	2.7%
NOV	11,419,295			11,517,720		
DEC	13,511,736			13,852,958		
JAN	15,681,638			16,013,580		
FEB	17,441,539			18,102,841		
MAR	19,635,845			20,678,798		
APR	22,148,876			23,282,667		
MAY	25,280,640			26,031,253		
JUN	28,443,639			28,709,530		



ROBERT GIBSON & ALAN DALKIN

JCAHO MEDICAL STAFF STANDARD (MEDICAL STAFF 4.30)

The Joint Commission's 2007-2008 medical staff standards introduce three concepts that create significant challenge for the UVA Health System. These are:

- Privilege specific competency assessments (cognitive and procedurally- based)
- **Focused professional practice evaluation (FPPE)**
- Ongoing professional practice evaluation (OPPE)

Under JCAHO Medical Staff Standard 4.30 that goes into effect on January 1, 2008, the Medical Center will be required to adopt a consistent and predictable process for "focused professional practice evaluation (FPPE)" and apply it under three circumstances: 1) at the time of initial appointment for each new licensed independent practitioner; 2) when a member of the professional clinical staff requests a new privilege; and 3) when a single or sentinel event occurs and/or patterns or trends indicate potentially unsafe patient care. The FPPE and previously discussed OPPE requirements raise the bar for anyone involved in privileging since JCAHO standards include language that requires these evaluations to be "privilege specific".

FPPE will necessitate that the Chair and/or Division Chiefs focus their peer evaluations on specific aspects of a practitioner's performance to determine competencies based on criteria developed by the individual specialty Division. The intent is for the Chair/Division Chiefs to confirm competence in the UVA Medical Center setting by a variety of peer review methods such as:

- Proctoring
- Simulation exercises
- Chart review
- Monitoring clinical practice patterns
- Discussion with other care givers of specific patients (consulting physicians, assistants, nursing or administrative personnel)
- External peer review

Traditionally, the process for granting new privileges has been based on records of education, training and experience at another institution, letters of recommendations and board certification status. Effective January 2008, this is no longer adequate.

Based on the Credentials Committee's current understanding of the new standards, the Medical Center will be required to implement a meaningful process for verifying privilege specific competencies during the initial "provisional year" of all new physicians and independent advanced practice professionals (e.g., CRNAs, NPs and PAs, Certified Nurse Midwives, Clinical Nurse Specialists, Psychologists, LCSW etc who render primary care type services in the UVA Health System), and initiate a FPPE when new privileges are sought by a member or the professional clinical staff or if patient safety concerns arise.

The Credentials Committee views the new JCAHO standard (MS 4.30) as an organization wide opportunity to evaluate our current privileging process and with the assistance of the department chairs and division chiefs, to develop privilege-specific criteria to confirm competencies and ensure patient safety within the Medical Center.

The Quality/Performance Improvement Group in collaboration with the Credentials Committee believe the next steps include: 1) Complete its research on existing models to provide useful templates to Division Chiefs to assist them in defining privilege-specific criteria to be used in determining competency at the time of initial request for privileges. Examples of bundled or "core privileges" will be generated for each specialty and subspecialty and distributed to Division Chiefs in December for their review and recommended revisions based on expertise in that specialty. Revised privilege forms for each specialty and subspecialty will be submitted to the Credentials Committee for recommendation of final approval by the Clinical Staff Executive Committee. 2) Survey peer academic medical centers and obtain information on procedures and policies that clarify and support the JCAHO mandated FPPE and OPPE initiatives. Proposed centers include: Johns Hopkins, Duke, UNC, Wake Forrest, U Maryland, VCU and EVMS, Cleveland Clinic, Mayo, Penn State/Hershey, U Michigan and Stanford.

INFECTIOUS DISEASES & BIODEFENSE RESEARCH DAY

The annual Infectious Diseases & Biodefense Research Day was held on November 12, 2007, and was highly successful. Guest Speaker Dr. Steven Holland, Chief, Infectious Disease Program, NIH, spoke on "The Emerging Genetics of Infectious Disease Susceptibility", which was educational and inspirational.

Approximately 40 pre- and postdoctoral trainees and laboratory technicians presented their research, both orally and in poster format. Best Oral Presentation was awarded to Melissa Batonick, PhD. Her presentation was entitled "Role of Human Respiratory Syncytial Virus glycoproteins in apical targeting during viral maturation in polarized epithelial cells."

Best Poster Presentation was awarded to Christine Bousquet, Sarah Buss, Xiaoti Guo, and Jennifer Scarff.

Congratulations to all who participated. ☐

UNDERGRADUATE MEDICAL EDUCATION

The Student Medical Policy and Economics Seminar series, organized by the students and funded by the Department of Medicine, is in its second year. The first of this year's sessions featured Carolyn Engelhard, Assistant Professor of Health Sciences Administration, who discussed the relationship of physicians and academic medical centers to the pharmaceutical industry. The second involved Mr. Howell's discussing the future of graduate medical education. Both were very well attended by first and second-year students. ☐

28 STUDENTS FOR CATEGORICAL IM

At the end (one hopes) of the letter-writing season and the beginning of the interview season, we appear to have 28 students going on in categorical Internal Medicine, including one from last year's class who has decided to change fields. This is approximately the same number as in the recent past, which is comforting given that this class had only 8 weeks of Medicine in their third year, as opposed to the previous 12 weeks. Those going on in Internal Medicine include many of our best students. ☐

GRADUATE MEDICAL EDUCATION RESIDENCY RECRUITMENT DATES:

- November 29
- December 3, 6, 10, 17, 20
- January 3, 7, 10, 14, 17, 24, 28

We have held 6 interview days thus far, and have had an outstanding group of applicants. It is especially important that we have faculty from each division available each day so we can match students who have subspecialty interests with appropriate interviewers. If you have not yet signed up for interview days, please contact Diane Farineau. ☐

ACP ABSTRACT SELECTION

Congratulations to the following housestaff for having their abstracts selected for presentation at the January meeting of the Virginia chapter of the ACP.

CLINICAL VIGNETTES

- Bradley Javorsky MD -- Two "Hits" To Cushing's Syndrome: Carney Complex and ACTH Receptor Mutations in the Same Individual
- Henry Ho MD -- The Woman With Persistent Renal Fungal Balls
- Jonathan Bleeker MD -- Cutaneous Crohn's Disease in the Setting of Prolonged Intestinal Crohn's
- Michelle Loch MD -- Beware of the Silo
- Rene Claxton MD -- Genital Swelling in an Alcoholic
- Clay Cauthen MD -- Rhabdomyolysis Associated with Diabetic Muscle Infarction: A New Manifestation of a Rare Disease

RECENT ADVANCES IN CLINICAL MEDICINE CONFERENCE A BIG SUCCESS!

Thanks to the wonderful contributions of 36 of our own faculty, 5 extra-departmental faculty, and a malpractice attorney, the 34th Annual Edward W. Hook, Jr., M.D. Recent Advances in Clinical Medicine Conference was by all accounts a great success. A horde of 232 registrants descended on the Omni Hotel on Wednesday October 24th for the three-day conference, topping last year's tally of 228. Attendees traveled from both far (Texas, Oregon, Alaska, and -- yes -- Reykjavik, Iceland!) and near (East Market Street) to learn about topics that ranged from "Recent Advances in Cardiac Imaging" to "Sex & the Senior." Dr. Andy Wolf, Course Director, attributes the success of the conference to great topic and speaker selection, for which he thanks his Planning Committee, Drs. Bickston, Clines, Houpt, Koenig, Leiner, Macik, Amy & Mike Mangrum, and Tammy Eberly of the CME Office. ☐

AIM COMMUNITY FACULTY APPRECIATION

15 community faculty members from disparate sites across the Commonwealth, gathered in the Omni the evening of Oct 24th. The event was the annual Ambulatory Internal Medicine Clerkship Faculty Appreciation Dinner. AIM Clerkship Director, Evan Heald, was joined by Drs Robert Strieter, Michael Rein, and Eugene Corbett to express UVA's gratitude for the critical role that community preceptors play in educating UVA students. AIM preceptors devote a month to each student and many sites mentor multiple students annually. During the one month AIM rotation, community faculty members provide students a rare window on continuity with patients and an opportunity for mentorship. At the event, preceptors offered UVA valuable insight on issues such as clinical skills education, cultural competency, and professionalism. Attendance at the dinner was facilitated by tuition support for the concurrent Recent Advances in Clinical Medicine Conference and was generously provided by Dr Strieter and Mr Ed Howell. ☐

RESEARCH

- John Tumeh (medical student) -- A Markov Model Assessing the Effectiveness and Cost-Effectiveness of FOLFOX Compared with FOLFIRI for the Initial Treatment of Metastatic Colorectal Cancer
- David Winchester MD -- Novel Precipitants of Apical Ballooning Syndrome
- Deeptankar Demazumder MD -- Kinetic Measurements at 37 degrees Celsius are Necessary to Understand the Dynamic Molecular Nature of Ligand-Receptor Interactions

CARDIOVASCULAR MEDICINE

PUBLICATIONS/PRESENTATIONS

- Three of the Cardiovascular Fellows are presenting at AHA in November:
 - Justin Anderson: “Uncoupling of Skeletal Muscle Perfusion” and “Metabolism in Peripheral Arterial Disease.”
 - Jason West: “Characterization of the Mitral Isthmus during Atrial Fibrillation Ablation Using Intracardiac Ultrasound from Within the Coronary Sinus.”
 - Hemant Solomon: Invited Speaker on the topic of “Medications and Sexual Dysfunction.”
- Rembold CM. To statin or to non-statin in coronary disease--considering absolute risk is the answer. *Atherosclerosis*. 2007 Nov;195(1):1-6. Epub 2006 Oct 24.
- Task Force Members, Thygesen K, Alpert JS, White HD; Biomarker Group, Jaffe AS, Apple FS, Galvani M, Katus HA, Newby LK, Ravkilde J; ECG Group, Chaitman B, Clemmensen PM, Dellborg M, Hod H, Porela P; Imaging Group, Underwood R, Bax JJ, Beller GA, Bonow R, Van Der Wall EE; Intervention Group, Bassand JP, Wijns W, Ferguson TB, Steg PG, Uretsky BF, Williams DO; Clinical Investigation Group, Armstrong PW, Antman EM, Fox KA, Hamm CW, Ohman EM, Simoons ML; Global Perspective Group, Poole-Wilson PA, Gurfinkel EP, Lopez-Sendon JL, Pais P, Mendis S, Zhu JR; Implementation Group, Wallentin LC, Fernandez-Aviles F, Fox KM, Parkhomenko AN, Priori SG, Tendera M, Voipio-Pulkki LM; ESC Committee for Practice Guidelines, Vahanian A, Camm AJ, De Caterina R, Dean V, Dickstein K, Filippatos G, Funck-Brentano C, Hellemans I, Kristensen SD, McGregor K, Sechtem U, Silber S, Tendera M, Widimsky P, Zamorano JL; Document Reviewers, Morais J, Brener S, Harrington R, Morrow D, Sechtem U, Lim M, Martinez-Rios MA, Steinhilb S, Levine GN, Gibler WB, Goff D, Tubaro M, Dudek D, Al-Attar N. Universal definition of myocardial infarction: Kristian Thygesen, Joseph S. Alpert and Harvey D. White on behalf of the Joint ESC/ACCF/AHA/WHF Task Force for the Redefinition of Myocardial Infarction. *Eur Heart J*. 2007 Oct;28(20):2525-38.
- Akosah KO, McHugh VL, Barnhart SI, Mathiason MA, Schaper AM, Perlock PA. Pilot Results of the Early Detection by Ultrasound of Carotid Artery Intima-Media Thickness Evaluation (EDUCATE) Study. *Am J Hypertens*. 2007 Nov;20(11):1183-8.
- Park D, Tosello-Tramont AC, Elliott MR, Lu M, Haney LB, Ma Z, Klibanov AL, Mandell JW, Ravichandran KS. BAI1 is an engulfment receptor for apoptotic cells upstream of the ELMO/Dock180/Rac module. *Nature*. 2007 Oct 24; [Epub ahead of print]
- Rembold CM. Screening ultrasonography for abdominal aortic aneurysm reduced mortality in older men and was cost-effective in the long term. *ACP J Club*. 2007 Nov-Dec;147(3):57.
- Shailja V. Parikh, M.D., Joshua A. Jacobi, M.D., Edwin Chu, B.S., Tayo A. Addo, M.D., John J. Warner, M.D., Kathleen A. Delaney, M.D., Darren K. McGuire, M.D., M.H.Sc., James A. deLemos, M.D., Joaquin E. Cigarroa, M.D., Sabina A. Murphy, M.P.H., and Ellen C. Keeley, M.D. Treatment Delay in Patients Undergoing Primary Percutaneous Coronary Intervention for ST Elevation Myocardial Infarction: A Key Process Analysis of Patient and Program Factors. *Am Heart J* (in press).
- Beller, GA. Michael Moore's Sicko: A critique of the US health care system. *J Nucl Cardiol*: 14(5): 629-630

ENDOCRINOLOGY AND METABOLISM

NEWS

- John Marshall received the 2008 Clinical Investigator Award from the Endocrine Society, and was an invited lecturer at a symposium on PCOS in Italy. He was also an invited speaker at the NIH symposium on Adolescent health Oct 17-19
- Zhenqui Liu was invited to serve on the editorial boards of both the *American Journal of Physiology Endocrinology and Metabolism* for a three year term, and *The Open Physiology Journal*. Dr. Liu was also recently interviewed for *Diabetes Forecast*, a major lay publication of the American Diabetes Association
- Dr. Gregory Clines received a New Investigator Award from the Department of Defense Prostate Cancer Program.
- Dr. Ade Alagbala, mentored by Dr. Theresa Guise, received a postdoctoral fellowship award from the Department of Defense Prostate Cancer Program.
- Dr. Morris has been selected as a travel scholarship recipient for the next IDS-ADA Conference in Miami, Florida, USA, next month. This scholarship of \$1,000.00 USD is made possible with funds contributed to a special symposium to celebrate the careers of Drs. Edward Leiter and Art Like, held in Boston, Massachusetts, in July 2007.

PUBLICATIONS/PRESENTATIONS

- Collins QF, Liu HY, Pi J, Liu Z, Quon M, Cao W. Epigallocatechin-3-gallate (EGCG), a green tea polyphenol, suppresses hepatic gluconeogenesis through 5'-AMP-activated protein kinase. *J Biol Chem*. 2007 Aug 27; [Epub ahead of print]
- Caldwell SH, Ikura Y, Iezzoni JC, Liu Z. Has natural selection in human populations produced two types of metabolic syn-

drome (with and without fatty liver)? J Gastroenterol Hepatol. 2007 Jun;22 Suppl 1:S11-9.

- Liu Z. Insulin at Physiological Concentrations Increases Microvascular Perfusion in Human Myocardium. Am J Physiol Endocrinol Metab. 2007 Aug 14; [Epub ahead of print]
- Dr. Helmy M. Siragy presented a plenary lecture at the Annual meeting of the American Heart Association Council for High Blood Pressure Research on "Regulation of (Pro)renin receptor expression in the kidney".
- Dr. Helmy M. Siragy published a review in Nature Reviews Drug Discovery on the clinical benefits of renin inhibition.
- Helmy M. Siragy, Santwana Kar, Peter Kirkpatrick. Aliskiren. Nature Reviews Drug Discovery 6, 779-780, 2007.
- Weaver, AM and Silva CM 2007 "S731 in the transactivation domain modulates STAT5b activity" Biochemical and Biophysical Research Communications 362(4):1026-1030.
- Weaver AM and Silva CM 2007 "Signal transducer and activator of transcription 5b (STAT5b): A new target of breast tumor kinase/ protein tyrosine kinase 6 (Brk/PTK6)" Breast Cancer Research 9:R79 (doi:10.1186/bcr1794).
- McDuffie M, Maybee NA, Keller SR, Stevens BK, Garmey JC, Morris MA, Kropf E, Rival C, Ma K, Carter JD, Tersey SA, Nunemaker CS, Nadler JL. Non-obese diabetic (NOD) mice congenic for a targeted deletion of 12/15- lipoxygenase are protected from autoimmune diabetes. Diabetes. 2007 Oct 24; [Epub ahead of print]

GRANTS

- Dr. Nunemaker received a small grant from the Mouse Metabolic Phenotyping Center (\$60,000 for one year) Title: "Innovations in phenotyping islet function in mouse metabolic disorders" Major Goal of Proposal: to develop and test efficient and sensitive methods to evaluate pancreatic islet health and function for use in phenotyping mice with metabolic disorders. PI: Craig S. Nunemaker

GENERAL MEDICINE, GERIATRICS, AND PALLIATIVE CARE NEWS

- Emily Hopkins was awarded SoM Employee of the Month

PUBLICATIONS/PRESENTATIONS

- Mary McMasters is co-author of the "Prescription Drug Abuse" chapter in the upcoming edition (2008) of the American Society of Addiction Medicine's textbook, *Principles of Addiction Medicine*, 3rd edition.
- Joseph Aloï delivered the diabetes update for the Virginia Association of Free Clinics on November 11, 2007.

GRANTS

- Mary McMasters is co-Medical Director of Project REMOTE, a 1.5 million dollar SAMHSA treatment grant for opioid addiction in the southwestern counties of Virginia

INFECTIOUS DISEASES AND INTERNATIONAL HEALTH NEWS

- Elaine Day received the School of Medicine Employee of the Month Award for November.
- Dr. Rebecca Dillingham received a commendation from the Lantern Society, a University-wide women's society, for her dedication to serving vulnerable patient communities, her work with Partners in Health, her compassion, insight and humility, and for serving as a role model to many University women in a traditionally male-dominated field.
- Dr. Eric Houpt and Dr. Richard Pearson chaired the Education Committee for the Clinical Group of the American Society of Tropical Medicine and Hygiene, Nov 5, 2007, whose efforts are to create a Global Health LCME standard for undergraduate medical students.
- Dr. Michael Rein has been appointed to an NIH Consensus Committee on the Management of Hepatitis B.
- Dr. Michael Rein has been invited to give the Edward W, Hook, Jr. Memorial Lecture.
- The Scheld Laboratory had 8 of 8 submitted abstracts accepted for presentation at the 45th annual meeting of the Infectious Diseases Society of America in San Diego this October: 5 were posters and 3 were orals. Those presenting included: John Hogan, Edward Martin, Amy Mathers, Christopher M Moore, and Edgar Musie

PUBLICATIONS/PRESENTATIONS

- Legionella Pneumophila Pathogenesis and Immunity, edited by Paul Hoffman, Herman Friedman and Mauro Bendinelli Infectious Agents and Pathogenesis Series. Springer, 2007.

RESIDENCY NEWS

- Jerry Donowitz, Diane Farineau, Jason Lewis, and David Winchester had a workshop accepted for the next APDIM meeting, on April 1, 2008 in New Orleans. Their workshop is titled: "Career Development Curriculum: Bridging the Gap."