

Perspectives



FROM THE OFFICE OF FACULTY DEVELOPMENT

Children's Hospital Boston

Perspectives on the Third Annual Faculty Development Month - May 2006

Drs. Jim Mandell and Jean Emans and the Office of Faculty Development announced the third annual **Faculty Development Month celebration in May**. Our communications were “decorated” with the symbol of a handshake to encourage faculty to complete their annual review conferences, meet with their mentors, update their CVs, and experience a healthy work-life balance.

Junior or senior faculty members selected from the following choices:

Menu of Opportunities:

- Plan ahead for your Annual Career Conference by considering your career trajectory; complete your Annual Career Conference form
http://www.childrenshospital.org/cfapps/research/data_admin/Site2209/Documents/career%20conference.doc and make an appointment with your Chief/mentor
- Re-read the Community of Mentors Guidebooks for Mentors or Junior Faculty
http://www.childrenshospital.org/cfapps/research/data_admin/Site2209/mainpageS2209P1.html
- Identify those who might be in your Community of Mentors and meet with each to create a new research/scholarship timeline for the upcoming academic year
- Specify skills that you would like to enhance and explore Office of Faculty Development programs/workshops – see p. 3, *Upcoming Workshops*
- Set goals for your clinical, teaching, and research projects: short-, mid-, and long-term goals
- Borrow a book from the Library's Career and Faculty Development Collection
- Start or re-start that elusive paper or encourage a colleague

- Contact potential readers of first drafts and let them know when to expect it
- Introduce yourself to a colleague who shares your research, clinical, or teaching interests

Work-life balance:

- Attend the Career-Family Network Lunches in June, July, and August and generate ideas for group activities
- Find enjoyable exercise programs for each season of the year, both indoors and outdoors
- Visit a new restaurant as featured in “Boston Bites,” *Perspectives*
- To de-stress, look over your work calendar and start to envision (and plot out) how you will spend your vacations
- Take time to organize - to save time, reduce pressure
- Join the CHB Book Club, a monthly discussion group on books with medical and ethical themes; contact alison.clapp@childrens.harvard.edu
- Network with peers, junior and senior colleagues

Director's Perspectives . . .

S. Jean Emans, MD

With the change in seasons, we encourage a renewal of your energies and commitments! This issue is dedicated primarily to the ever-challenging goal of work-life balance. If you are parenting and looking for new ways to accommodate your family and career, please read the p.2 summary of Drs. Shrier and Rich's article, "Pediatricians Leading the Way," recently published in *Pediatrics*. I hope all faculty members enjoy the upcoming summer and occasionally slow down the pace to reflect on personal direction.

Please join me as we welcome Valerie L. Ward, MD, MPH, and Alan Leichtner, MD, to our OFD Advisory Committee and congratulate them on their new leadership positions here.

Jean

Dr. Taylor's Gallery

You can now explore Dr. Taylor's photography by visiting a website. For more information, go to *Leisurely Learning* page 4.

Welcoming the new Faculty Co-chair of the Diversity and Cultural Competency Committee,

Dr. Valerie Ward

See page 3 for details.



Dr. Valerie Ward

Perspectives on Work-Life Balance

Drs. Lydia Shrier (Lydia.shrier@childrens.harvard.edu) and Michael Rich (Michael.rich@childrens.harvard.edu) join the national discussion on innovative work-life programs in this recent *Pediatrics* article. Contact them with your own ideas or participate in an upcoming Career and Family Network Luncheon (see schedule below).

Pediatricians Leading the Way: Integrating a Career and a Family/Personal Life Over the Life Cycle, by Diane Shrier, MD; Lydia Shrier, MD, MPH; Michael Rich, MD, MPH; Larrie Greenberg, MD
Pediatrics, Vol 117, Number 2, February 2006

This timely and succinct article, co-authored by CHB faculty members Lydia Shrier and Michael Rich, who are married with children, and Diane Shrier, Lydia's physician mother, takes into account the realities facing medical professionals who are trying to raise families during the most crucial years of their careers. The authors advise testing out methods for accommodating personal and professional lives, with an emphasis on communicating directly with partners, mentors, peers, and child care providers on how to reach your goals. In your career, "identify what you need in the work setting and advocate for yourself. Be creative and willing to compromise when necessary, while continuing to work toward your goals" (p.520). Leave perfectionism behind and attempt to gain expertise in time management and delegation of domestic and work-related duties.

In addition, helping to establish family-friendly policies in your immediate environment is necessary in loosening the stronghold of traditional expectations about career development. "Gender-neutral career tracks" that allow reduced hours and general workload can greatly benefit modern family life for both men and women. Become cognizant of the institutional resources already in place that might assist you in exploring and establishing a more flexible workplace (ombuds office, senior administration).

The authors also look more broadly and experimentally to alternative patterns of professional life, such as ones where careers peak in the 2nd half of middle age, when children leave home, "when experienced clinicians and researchers can focus their time, energy, and wisdom to the benefit of the profession." At any time of life, pediatricians, with their considerable knowledge of both families and career pressures, can greatly aid the discussion and outcome of the contemporary life cycle.

If you would like to discuss the myriad issues that comprise work-life balance, make plans to attend one or more lunches hosted by Drs. Jenifer Lightdale and Lydia Shrier.

Email ofd@childrens.harvard.edu to register.

Career-Family Network luncheons:

Friday, June 9, 12 - 1 PM, Enders Sem 1

Tuesday, July 11, 12 - 1 PM, Gamble Rm

Tuesday, Aug 15, 12 - 1 PM, Gamble Rm

OFD Advisory Committee

Nancy Andrews, MD, PhD
Elizabeth Armstrong, PhD
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Lynda Schneider, MD
Robert Shamberger, MD
Michael Shannon, MD
George Taylor, MD
Valerie Ward, MD

The Career and Family Network Goes to Guggies!

On February 20, CHB faculty members from the new Career and Family Network and their children celebrated President's Day (and the first day of school vacation) by enjoying an afternoon at Guggies, a Brookline arts and crafts playspace. Children, from 3 months to 6 years, splashed in the purple sandbox, took turns on the merry-go-round, and played dress-up by making use of special costumes. Guggies' helpful staff also set up art projects for any willing and interested children. Faculty facilitators, Drs. Lydia Shrier and Jenifer Lightdale, were thrilled by the enthusiasm demonstrated by both children and parents and look forward to planning future events. "Many children were so happy that they did not want to leave at the end of the afternoon, and parents appreciated having a place to interact with each other," commented Dr. Shrier. If you have any suggestions for a family outing, please email



Drs. Schutzman, Chung, and Ackerman with children at Guggies

ofd@childrens.harvard.edu or contact Drs. Shrier and Lightdale, lydia.shrier@childrens.harvard.edu, jenifer.lightdale@childrens.harvard.edu

New additions to the Library's Career and Faculty Development Center Collection:

The Life of Martha Ballard, Based on Her Diary, 1785-1812, by Laurel Ulrich, Vintage Books, 1990.

This study broke barriers in cultural scholarship when it was first published in 1990. Ulrich explores the social medicine of early New England by concentrating on the words and actions of Martha Ballard, the midwife who delivers babies, gathers herbs, and who is central to the health of her community.

Love and Modern Medicine: Stories, by Perri Klass, MD, Mariner Books, 2001.

The arresting cover art of a woman pulling a bedspread over her head will capture your attention, as will the stories' fictional portrayals of medical/scientific staff adjusting to new expectations and pressures in their lives. Her characters cope with blended families, emergency childcare, friends with contrary lifestyles, workplace crises, and still manage to retain their vibrant sanity.

Valerie L. Ward, MD, MPH has recently been appointed Faculty Co-chair for the new Children's Hospital Diversity and Cultural Competency Committee. Dr. Ward will co-chair this Committee with Elvira Paulino, Director of Diversity.

In addition to her dedication to patient care, Dr. Ward's impressive background includes basic and clinical research aimed at improving child health outcomes. In addition, Dr. Ward has been a valued research mentor to junior faculty and fellows, and a mentor to premedical college students. In 2004, Dr. Ward participated in the Fellows Program of The Partnership, a Boston organization committed to workplace diversity and inclusion through professional and organizational development.

The Children's Hospital's Diversity and Cultural Competency Council, formerly known as the Diversity Council, will expand its focus and become a standing hospital committee, reporting to senior administration.

Upcoming OFD Workshops - To register, email ofd@childrens.harvard.edu; lunch provided at all workshops**The Ins and Outs of Promotion to Professor**

Jean Emans, MD, Professor of Pediatrics; Chief, Division of Adolescent Medicine; Faculty Director of the Office of Faculty Development

Gary Fleisher, MD, Professor of Pediatrics; Chief, Department of Medicine

Ellice Lieberman, MD, DR.PH, Professor of Obstetrics, Gynecology, and Reproductive Biology, HMS Dean for Faculty Affairs

Tuesday, June 20, 12 –1 PM, Gamble Room

This workshop will highlight the HMS criteria for promotion to professor, required evidence, and the appointments process.

Also, watch your email for information on these upcoming programs!

Curriculum Development Workshop, Tuesday, June 27, Janet Hafler, EDD, 12 –1 PM, Karp 8 Conference Room

Orientation for New Faculty, Tuesday, July 18, 12 – 1 PM, Gamble Room

KUDOS TO Children's Faculty

Alan Leichtner, MD, Associate Professor of Pediatrics, Division of GI-Nutrition, has been named to lead a new educational initiative linking the Academy at HMS with the training of medical students, residents, and fellows at CHB. In his new capacity, he will collaborate with all Dept/Divisions.

John Meara, MD, DMD, MBA, FACS, FRACS, has been appointed Chief of the Department of Plastic Surgery, effective July 1, 2006. Dr. Meara's most recent appointment was Surgeon-in-Chief of Royal Children's Hospital in Melbourne, Australia.

David Pellman, MD, was awarded the one of the prestigious E. Mead Johnson Awards for Research in Pediatrics from the Society for Pediatric Research. This award honors outstanding clinical and laboratory research achievements in pediatrics.

Marie McCormick, MD, ScD, was honored with the Douglas K. Richardson Award for Perinatal and Pediatric Health Care Research, from the Society for Pediatric Research. Dr McCormick is recognized for her lifetime achievement and her sustained record of excellence as a clinical investigator.

Tracy Lieu, MD, is a recipient of the acclaimed A. Clifford Barger Excellence in Mentoring Award, from HMS. She is honored for distinction in sponsorship, encouragement, and support for the career and development of junior faculty, fellows, and students in the Harvard community.

Michael Greenberg, PhD, is a 2006 winner of the HMS A. Clifford Barger Award for Excellence in Mentoring; the prize is awarded annually to HMS faculty members who have established a long-term commitment to fostering strong mentoring relationships with students, trainees, and junior faculty.

Time Out with . . .

Lydia-“Not-the-Famous-Chef”-Shrier

Boston Bites – LiNEaGe

Filling a long-empty niche in Coolidge Corner, **LiNEaGe** (242 Harvard Street, 617-232-0065) offers fine dining the likes of which you would expect to see downtown. Jeremy Sewell, formerly of Great Bay in Kenmore Square, delights the palate with fresh seafood (menu changes daily!) and wood-grilled fare. On my recent visit, we started with the tuna tartare and the crab cake (both excellent); other appetizers (\$8-14) included smoked salmon, oysters, mussels, lobster minestrone, and spicy ceviche tacos, as well as three different salads. Things really took off with the wood oven offerings (\$9-23) and entrees (\$17-34). The braised cod cheeks were delicious and nicely complemented by the sweet-and-spicy-and-aromatic chorizo, golden raisins, and oregano in a fresh tomato sauce. The fluke was perfectly roasted and tasted like it was caught 5 minutes ago; it was served with peas and wild ramps, befitting a spring meal. The pork porterhouse was thick and juicy, served with yummy creamy white grits. For dessert (\$7-9) I went with the highly recommended butterscotch pudding and was not disappointed. Avoiding a common pitfall – cloying sweetness – the confection struck a perfect balance of creamy and tempered sweet, which was nicely complemented by chantilly cream and toasted pecans. Similarly, the fruit cobbler was more about the in-season fruit and the buttery pastry, and less about the sugar. The wine list is innovative and remarkably reasonable, price-wise, given the sophistication of their buyer’s palate – the Qupe 375 was complex, but retained the vigor of the fruit. The service was friendly and very accommodating of our toddler, if a little slow. The ambience was pleasant and not too loud, although I hear the volume has gotten higher, perhaps since the word has gotten out. We did not hang out at the bar, but noted the presence of Sean McKeown, formerly of The Fireplace and one of Boston’s hot (in every sense of the word!) bartenders. **LiNEaGe** is open for dinner Tue-Sun and for brunch on Sun. The restaurant’s name refers to Chef Sewell’s family roots in the founding of Brookline and in the local fishing industry. Let’s hope it also refers to the beginning of a long tradition of him cooking for us in Coolidge Corner!

Rx Leisurely Learning

Dr. Taylor’s Gallery

George Taylor, MD, HMS Professor of Radiology and Department Chief of the Children’s Hospital Department of Radiology,



Dr. George Taylor

has a long and well-regarded history in fine art photography, with interests that range from travel to abstract photographs (including x-rays!). A new website,

www.taylorimaging.net, provides an excellent viewing opportunity, creating a virtual tour through places, nature, and societies. The online gallery has portals for each major group of photographs: Cape Cod, Flowers, Portraits, Travel, Street, X-Ray Art, Abstract, Performers, and Surfaces, with images ranging from the transcendent to the unsettling. While the scope is truly global, elegant details emerge. Strikingly, a pair of pink and yellow sunglasses draped over a driftwood fence captures the whimsy of a Cape Cod day.

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