

Webcasts of HMS Promotion Seminars Now Available Online

The Office of Faculty Development has archived webcasts on "Promotion to Assistant and Associate Professor" with speaker Carol Bates, MD, HMS Assistant Dean for Faculty Affairs, and "Promotion to Professor" with speaker Bethany Westlund, PhD, HMS Assistant Dean for Faculty Affairs; these presentations are now available on the Office of Faculty Development website: www.childrenshospital.org/research/ofd (Click on the "Harvard Medical School Promotion Criteria" link on the left).

Frequently Asked Questions on Promotion: Updates from Carol Bates, MD, Assistant Dean for Faculty Affairs

1. How much teaching is expected for faculty?

All faculty are evaluated for teaching contributions to Harvard and its affiliates and are expected to teach Harvard medical, dental and graduate students, residents, fellows, and junior faculty at least 50 hours/year. Teaching includes lectures, seminars, lab supervision, clinical precepting, mentoring of scholarship and projects, etc. Faculty should keep track of teaching activities, types of learners, and time spent. While teaching students from other schools and regional and national lectures are important, these activities do not count toward the 50 hours.

2. What is the actual process for promotion?

Your promotion file follows the administrative route represented in the Promotion Process graphic. The first step is updating your CV and then meeting with your Dept or Division Chief about readiness for promotion. Many faculty also review their CV and narrative with Dr. Emans in the OFD. Depending on the level of promotion your Chief (not you) may collect letters of support. The promotion file is then reviewed by your Dept/Div Chief and Dept academic committee and then by the HMS Executive Committee (e.g. in pediatrics the Pediatric Executive Committee has members from MGH and BCH). Your departmental executive committee forwards your file to the HMS Office of Faculty Affairs where it will be evaluated by the Promotions, Reappointments and Appointments Committee (P & R) and the Dean's Office. Following these HMS approvals, the file is sent to Harvard University for the final approval of promotion.

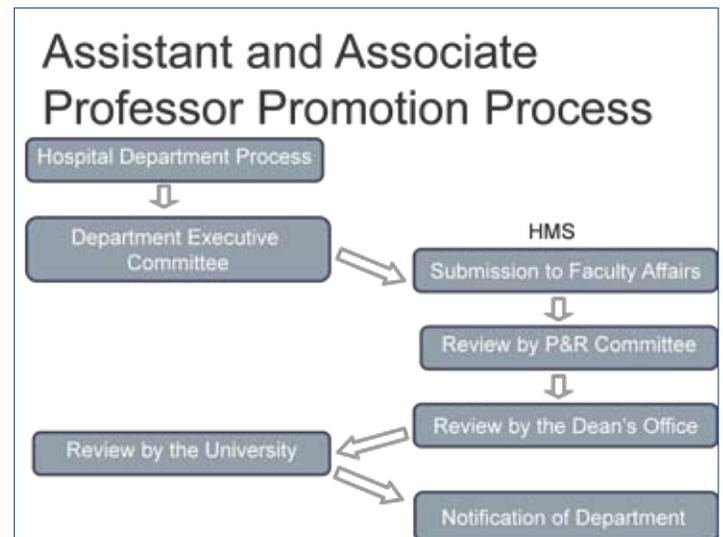
3. How can I track my file as it goes through the process?

HMS has constructed a website for you to track the file once it arrives to HMS for consideration by the P & R Committee. To track Promotions Milestones, you will receive a URL from the HMS Office for Faculty Affairs.

See p.2 for Table on New Policies for HMS Full and Part-time Faculty Appointments



*Carol Bates, MD,
HMS Assistant Dean for Faculty Affairs*



Director's Perspectives, by S. Jean Emans, MD, Faculty Director

To start off the spring season, take advantage of our updates on the HMS promotion process and become aware of new policies on HMS full and part-time faculty. While we are all glad to have the winter of 2014 behind us, let's also remember BCH's keynote events which bring together our community: Dr. Ray Hammond's lecture from the 2014 Rev. Martin Luther King, Jr. Observance and Dr. Windham-Bannister's Medical Grand Rounds on the multicultural programs of the Massachusetts Life Sciences Center. For your well-being, read Katrina Schroeder's health tips on the Mediterranean Diet and Jerel Calzo's thoughts on maintaining a yoga practice. Warmer days are ahead!

January 16 Rev. Dr. Martin Luther King, Jr. Observance Program:
The Legacy of the Black Church and the Civil Rights Movement

The 2014 Observance Program, organized by Jessica Henderson Daniel, PhD, Associate Professor of Psychology and the Observance Committee, focused on how Dr. King’s deep-seated commitment to his pastoral role helped ignite his leadership in the civil rights movement and how his religious ideals of freedom and equity have inspired many individuals throughout the world in resisting oppression. Sandra Fenwick, President and CEO, congratulated Dr. Daniel for creating the overall vision for the BCH Observance tradition over the past decade as each year concentrates on one of the many legacies of Dr. King and his contributions to society. The ceremony opened with introducing this year’s Black Achievers: Vanessa Prosper, PhD, Instructor in Psychology, and Anthony Hill, PhD, Manager of the Intellectual and Developmental Disability Research Center (IDDRC). Dr. Prosper treats adolescent depression at Boston Latin School and has developed a suicide awareness curriculum for counselors with the Swensrud Depression Prevention Initiative. Dr. Hill manages the IDDRC, trains the researchers on how to use the facility, and explores new technology.

Rev. Ray Hammond, MD, MA, delivered the keynote address on Dr. King’s twofold identity as both church pastor and national civil rights leader. Dr. Hammond emphasized how Dr. King recognized a critical moment when the Rosa Parks protest emerged and knew that action on the part of black ministers and churches was necessary. The black church has always served as a foundation for achievement, education, and culture in the African-American community. To continue Dr. King’s dream of an equitable society, Dr. Hammond encouraged the Observance participants to ask the hard questions about why inequity still persists and to become involved directly in their communities’ efforts to help young people through partnerships with neighborhood and school programs. Kevin Churchwell, MD, Chief Operating Officer and Executive Vice President of Health Affairs, concluded the program by recounting his own family’s experience with segregation growing up in Tennessee and how segregation is still remembered by older generations.

The Observance is sponsored by the Diversity and Cultural Competency Council (DCCC), Human Resources, the Office of Faculty Development, and the Office of Fellowship Training.



Rev. Ray Hammond, MD, MA, with event organizer, Jessica Henderson Daniel, PhD

New HMS Policies for Full and Part-time Faculty Titles

Appointment	Overall Effort at HMS/HSDM affiliate	Time at HMS/HSDM affiliate*	Time at affiliate of affiliate**	Teaching
Full-time	≥ 4 days/week	≥ 3 days/week		≥ 50 hrs/yr
Example #1	4 days/week	≥ 3 days/week	≤ 1 day/wk	≥ 50 hrs/yr
Example #2	5 days/week	≥ 3 days/week	≤ 2 days/wk	≥ 50 hrs/yr
Part-time	< 4 days/week	≥ 1 day/week		≥ 50 hrs/yr

*HMS affiliates include hospitals such as Children’s, BWH, MGH, BIDMC, DFCI. Children’s as a HMS “primary affiliate” includes Longwood, MEHC, Lexington, Waltham, Peabody, and Weymouth

**Winchester and other BCH affiliated hospitals are considered “an affiliate of affiliate”

Lecturer appointments: the title of lecturer is for individuals whose primary role is to contribute to the teaching mission. Lecturers have a hospital appointment at a primary affiliate or quad department and teach ≥ 50 hrs/yr.

New HMS policies for full and part-time faculty coming in July 2014:

Full-time and part-time faculty appointments/promotions will be judged by the same criteria. Part-time faculty will be expected to have comparable achievements to full-time faculty at the same rank.

Titles that include the word ‘Clinical’ will automatically be converted to the new part-time designation (e.g., an Assistant Clinical Professor will be known as Assistant Professor, Part-time).

Full-time faculty are expected to work at least close to full-time for a primary HMS/HSDM affiliate. Part-time faculty with ladder titles are expected to have at least a nominal (i.e., 1 day per week) relationship with a primary HMS affiliate.

John Emans, MD, Receives 2013 ROFEH Award

John Emans, MD, Professor of Orthopedic Surgery, received a 2013 ROFEH (Reaching Out Furnishing Emergency Healthcare) International Award that honors outstanding service in treating international and national patients and families. ROFEH International supports patients and families travelling to Boston for medical care by providing medical referrals, transportation, housing, and meals at no cost.



John Emans, MD

Elliot Meléndez, MD, Receives HMS DCP Fellowship

Congratulations to Elliot Meléndez, MD, Instructor in Pediatrics, Critical Care Program, who received a 2014 HMS Office for Diversity Inclusion and Community Partnership (DCP) Faculty Fellowship; the DCP Fellowship provides recipients \$50,000/year for 2 years to concentrate on a research project and encourages faculty to meet with mentors and attend Fellowship-related activities.



Elliot Meléndez, MD

John Graef, MD, Retires After 45+ Years on the Job

John Graef, MD, a 2013 recipient of the BCH Medical Staff Service Award, has retired from Boston Children's after 45+ years on the job. He received his medical degree from New York University School of Medicine, completed training in pediatrics at Bellevue, Floating, and Children's. Most recently he led the inpatient services for Harvard



John Graef, MD

Vanguard Medical Associates. Dr. Graef was President of the BCH Medical Staff Organization from 2009 to 2011. "Highly competent pediatrician, skilled teacher and educator, deeply committed toxicologist and passionate advocate for child health, John's contributions to pediatrics, to his patients and to this hospital for more than 45 years are a cause for celebration and our deep gratitude," commented Dr. Frederick Lovejoy, William Berenberg Distinguished Professor of Pediatrics, who has worked with Dr. Graef over the years.

February 12 Black History Month Medical Grand Rounds

Susan Windham Bannister, PhD (center) with Kevin Churchwell, MD (left) and Sandra Fenwick, President and CEO (right), at the 2/12 event. For more information on the MLSC, visit their website at: www.masslifesciences.com



Susan R. Windham-Bannister, PhD, President and CEO of the Massachusetts Life Sciences Center (MLSC), was the 2014 Black History Month Grand Rounds speaker, providing insights on "Creating a Diverse and Inclusive Life Sciences Workforce." The MLSC, funded by the Commonwealth, invests the state's \$1-billion Life Sciences Initiative that creates opportunities in biomedical education, job creation, workforce skills, and innovation including a \$4 million grant awarded to BCH to help establish the Children's Center for Cell Therapy (CCCT). The CCCT focuses on developing innovative stem cell therapies for untreatable or incurable diseases, drawing also upon research from zebrafish models. The project is led by Leonard Zon, MD, and George Daley, MD, PhD.

Dr. Windham-Bannister discussed how women and non-white minority groups have been reluctant to enter science, technology, engineering, and medical (STEM) fields, partly due to inaccurate stereotypes. As the US becomes increasingly diverse in population, gaining diverse perspectives in healthcare and STEM fields can improve product development/testing and healthcare deliverables. Currently, the MLSC funds internships as well as connects people with jobs and training organizations, and provides discretionary grants to programs that promote diversity in STEM fields.

Marsha Moses, PhD, Elected to National Academy of Inventors as NAI Fellow

Dr Moses is Chief of the Department of Vascular Biology and HMS Julia Dyckman Andrus Professor of Surgery. The election is a recognition of Dr. Moses' research in tumor progression and discovery of biomarkers. The NAI honors academic inventors whose work has created positive changes in quality of life, economic development, and the welfare of society.



Marsha Moses, PhD

A Taste of the Mediterranean at Your Table

By Katrina Schroeder, RD, LDN, LEAH Nutrition Fellow in the Division of Adolescent Medicine.

Scientific research has shown that following a Mediterranean-style diet reduces risk of heart disease, stroke, and type 2 diabetes. In contrast to the standard American diet, aptly abbreviated as SAD, which tends to include large portions of animal products and refined carbohydrates, the "Mediterranean Diet" focuses on plant-based fats, lean protein sources, and whole grain carbohydrates.

To help the public understand more about this healthful way of eating, the Harvard School of Public Health teamed up with Oldways, a non-profit that promotes health through heritage, to develop the Mediterranean Diet Pyramid.

The Mediterranean diet includes foods in their natural, unprocessed form – fresh, flavorful, and delicious.

There are many simple ways to work a little bit of the Mediterranean into your meal plan:

- Use olive oil instead of butter when cooking or on bread
- Replace red meat or pork with fish or beans at least twice per week
- Make fruits and vegetables the foundation of your meal and complement with lean protein and grains
- Snack on Greek yogurt with mixed berries, vegetables with hummus, pita and tabouli, or make a salad with olives, feta cheese, and cucumber
- Put down the salt shaker and head to the spice cabinet; you'll get less sodium and more potentially beneficial antioxidants
- Don't forget the wine! Red wine in moderation has been linked with anti-aging effects

Even small dietary changes can lead to large health outcomes. Take time to examine your dining habits and consider adding a splash of Mediterranean flavor today.

Joseph Volpe, MD, Becomes a "Legend of Neonatology"

Congratulations to Joseph Volpe, MD, Bronson Crothers Distinguished Professor of Neurology, who was honored with a "Legends of Neonatology" award at NEO: The Conference for Neonatology in February 2014. Dr. Volpe's research focuses on hemorrhagic and ischemic lesions and their prevention in the newborn. He was previously honored with two awards from the Child Neurology Society, the Hower Award for Lifetime Achievement in Child Neurology and the Sachs Award for Scientific Achievement.



Joseph Volpe, MD



see <http://oldwayspt.org> for more information

Michael Cunningham, MD, Earns Advocacy Award

Congratulations to Michael Cunningham, MD, Chief of the BCH Department of Otolaryngology and HMS Professor of Otolaryngology, for receiving the Section on Otolaryngology Advocacy Award from the American Academy of Pediatrics (AAP). Dr. Cunningham, who has served on AAP committees and is a former president of the American Society of Pediatric Otolaryngology, was recognized for his advocacy on behalf of children.



Michael Cunningham, MD

Alison Clapp, MLIS, Earns an MAHSLIN Award and a Disney Medal

Alison Clapp, MLIS, Manager of Library Services, received the Massachusetts Health Sciences Libraries Networks (MAHSLIN) 2014 Hall of Fame Award. Alison Clapp is not only an extraordinary librarian who assists faculty in making use of library resources but is also an accomplished competitive runner; she recently won 2nd place in her age group at the Disney Princess Half Marathon on February 23.

Boston Bites

by Lydia Shrier, MD, MPH

Ribelle: tel: 617-232-2322; website under construction at <http://www.ribellebkline.com/>

On our way to Ribelle (1665 Beacon Street, Brookline), my family and I ran into a colleague who warned that the food was “weird.” He looked askance at my children like, what are you possibly going to find to eat there? Well, I’d have to agree, but “weird” only in the most interesting of ways!



Lydia Shrier, MD, MPH

And fortunately, the kids were game to try anything with pasta or a funny name (moo-saa-kaa!) A relative newcomer to the Washington Square dining scene, Ribelle offers an upscale (translate, pricey) yet casual and creative experience for culinary adventurers. The food is Italian, but this ain't your Nonna's kitchen.

Let's start with the menu. A self-proclaimed foodie, I was surprised to find that there was at least one food I didn't recognize in almost every entry on the menu. Testa in cassetta? Squid ink fideos? Shrimp escabeche? Thankfully, our knowledgeable waiter clued us in: many unfamiliar words were types of pasta or Mediterranean foods. The menu was divided into alla carta— dishes that can be ordered separately and shared, like large tapas – and degustazione –dishes the whole party could order as a tasting menu or have alla carta. We enjoyed picking and choosing, and were quite pleased with the results. Grilled bread brushed with EVOO whetted our appetite. My husband enjoyed a tasty grilled sardine with pea shoots, Asian pear, and black sesame vin, while the kids and I loved the perfectly cooked pappardelle in a decadent bolognese sauce with sweet kale and salty pork rinds. The eagerly-awaited moussaka had heavenly béchamel and juicy duck that our 9-year-old inhaled, leaving me a consolation prize of its bed of braised endive and grapefruit. A subtle black bass with crisped mint leaves atop golden rice was a nice complement to the richer dishes. Not wanting the adventure to end, we managed two desserts – rich olive oil ice cream (weirdness that worked!) in a chocolate shell and a less successful black sesame ice cream (billed by the waiter as “like tahini” but our 7-year-old declared that it “looked and tasted like clay!”). The wine list used numbers and adjectives instead of names, confusing rather than clarifying. The ambience is, well, loud. The space is punctuated by a gorgeous planed-wood communal table that seemed to discourage the munchkins from wandering. Rebellious indeed, Chef Tim Maslow invites you to set aside your preconceptions about food pairings and try something different...sometimes weird, often wonderful. Not for the faint of heart or timid of tongue!

A Tree Pose a Day: Interview with Jerel Calzo, PhD, certified yoga instructor

Jerel Calzo, PhD, Instructor in Pediatrics, Adolescent Medicine, has generously taught a free yoga class to BCH faculty and staff throughout the past year. Dr. Calzo discussed his yoga background and how to develop a consistent yoga practice with Perspectives:



Jerel Calzo, PhD

What is your “yoga story?” How did you start out in yoga and why did you decide to become an instructor?

I started a regular yoga practice to help me recover from repetitive injuries from cycling and running and to help me cope with the stress of graduate school. Beyond getting hooked by the fun of it all, I saw that the physical and spiritual aspects of yoga were helping me to become more present-minded, and to approach everything in life, whether it was a ridiculous looking pose or a challenging new research project, from a place of kindness, forgiveness, and acceptance. I decided to become an instructor to deepen my practice and to share this process of compassion and self-discovery with others, especially health providers, researchers, and staff in hospital settings.

Can you share some tips for people on starting a home practice?

A few minutes of yoga a day is better than no yoga, so don't beat yourself up if you can't carve out a whole hour. So, if you can only do a few sun salutations in the morning, focus on enjoying every breath and movement, not on all the poses you can't fit in. You can also spread your poses and meditation throughout the day— do a downward facing dog or an easy forward fold to help breakup your time at the desk, do a tree pose while you cook dinner, give yourself a luxurious spinal twist before bed. Your home practice is your own practice, so get creative! I always recommend that students attend at least few drop-in classes at a local studio throughout the year. Taking a class can be a good way to learn a new pose or sequence, to discover imbalances in your practice, and to learn how to modify poses in the face of illness or injury.



May is Faculty Development Month!

Sponsored by President and CEO Sandra Fenwick, Jean Emans, and the Office of Faculty Development (OFD) The Office of Faculty Development offers a menu of activities and workshops to promote professional and personal development.

Join us for seminars and schedule an Annual Career Conference with your chief or mentor to discuss how you can achieve your clinical, research, teaching, and worklife goals. And remember to refresh the map of your Developmental Networks; see "Community of Mentors" link on the OFD website. Register for workshops by emailing ofd@childrens.harvard.edu.

GME Day and The Academy at Children's Hospital Spring Retreat The Future of Board Certification

Keynote Speaker: David Nichols, MD, MBA, President and CEO, American Board of Pediatrics

Wednesday, April 30, 12:00 to 1:00 PM, Folkman Auditorium

Other GME and Academy events, 9 AM – 5 PM

Strategies for Saving for College

Speaker: Jonathan Griswold, MD, Instructor in Anesthesia

Thursday, May 1, 12:00 to 1:30 PM, Karp 8 Conference Room

Co-sponsored by the Faculty Career and Family Network

Dr. Griswold will discuss various strategies for saving for college and types of college savings plans.

Negotiating Up

Speaker: Melissa Brodrick, MEd, HMS/HSDM/HSPH Ombuds Office

Tuesday, May 6, 12:00 to 1:00 PM, CH Library's Gamble Room

This interactive workshop will identify and examine power differentials in the workplace and how to influence those you work with most effectively.

Leadership in Research: Building Your Team and Managing People

Speakers: Melissa Brodrick, MEd; Joanne Doherty, MS; Jordan Kreidberg, MD, PhD; Chris Newell, PsyD; Alan Paret, MBA; Ellen Rothstein, JD; Lydia Shrier, MD, MPH

Monday, May 19, 9:00 to 2:00 PM, Karp 8 Conference Room

Co-sponsored by the Office of Fellowship Training (OFT)

Successful basic science and clinical research projects require a proficient team. If you are a PI or an aspiring leader, come learn about hiring, supervising, and managing your staff.

The Society of Multicultural Women in Medical Sciences Dinner Event: Building Negotiation Capacity

Speaker: Kimberlyn Leary, PhD, ABPP

Monday, May 19, 5:00 to 8:00 PM, Brigham and Women's Hospital, One Brigham Circle

To register, visit <http://bwhcfd.partners.org/Listing.aspx?courseId=167>

Participants will explore the basic principles of resolving, managing, and transforming conflicts through negotiation.

Running Effective Meetings

By Frederick Lovejoy, MD, William Berenberg Distinguished Professor of Pediatrics

Tuesday, May 20, 12:00 to 1 PM, CH Library's Gamble Room

Learn strategies to facilitate a meeting in academic medicine and keep the discussion on track.

OFD Website: childrenshospital.org/research/ofd

Are You Exploring Childcare Options? Here are some resources to check:

BCH Family Support Services: Children's Hospital Child Care Center was created to provide high quality child care for children of hospital employees and staff.

Web: <http://web2.tch.harvard.edu/hr/mainpageS2652P15.html> | Phone: 617-355-6006; Child Care Center Fax: 617-730-0133

Email: donna.warner@childrens.harvard.edu

Donna Warner, Manager of the Child Care Center and Family Services

LMA Family Childcare Network: A program serving families looking for high quality, licensed family childcare providers who provide care in their home.

To find out more:

Web: <http://www.masco.org/working/lma-family-childcare> | Phone: 617-603-4676 | Email: lma.fccn@associatedecec.org

Nina Dickerman, Program Director, LMA Family Childcare Network

Harvard Medical Center Office of Work and Family: Educational Work/Life Seminars & Webinars Open to BCH Faculty and Staff

Web: <http://www.hsph.harvard.edu/human-resources/worklife/seminars/> | Phone: 617-432-1048 | Email: skatsman@hsph.harvard.edu

Susanna Katsman, Work/Life Program Manager

Kathleen Greer Associates (Children's Employee Assistance Program): Provides information, consultation and referral on parenting, child, pregnancy and family issues and does customized childcare searches at no charge to employees.

Web: http://www.kgreer.com/child_info.aspx | Phone: 800-648-9557 | Email: info@kgreer.com

The Brigham and Women's Hospital Nanny Network—available to BCH faculty

Resource for parents seeking a nanny – sign up for weekly email announcements

Web: http://www.brighamandwomens.org/medical_professionals/career/cfdd/OWC/NannyNetwork.aspx

Please encourage new faculty to attend:
Luncheon and Career Development Orientation for
New Faculty

Learn about programs and services that support your
career in academic medicine

Tuesday, July 15, 2014

12 Noon – 1 PM, BCH Library's Gamble Room,
lunch provided

Hosted by:

Sandra Fenwick, MPH, President, and CEO

S. Jean Emans, MD, Professor of Pediatrics, Director,
Office of Faculty Development

New faculty can RSVP to ofd@childrens.harvard.edu

SAVE THE DATE: Women in Medicine Month
Grand Rounds:

Wednesday, September 10, 12 – 1 PM

**Speaker: Nawal Nour, MD, MPH, HMS Associate
Professor of Obstetrics, Gynecology and Reproductive
Biology; Director of the Ambulatory Obstetrics Practice
at Brigham and Women's Hospital and Founder of the
African Women's Health Center**

Dr. Nour is an internationally known researcher on the
practice of female genital cutting (FGC). While advocating
for the eradication of FGC, she meets frequently with
African immigrants and refugees at special workshops
to discuss medical management of the condition. She
received a 2003 MacArthur Foundation Fellowship for
creating the African Women's Health Center in Boston.



*Sandra Fenwick, President and CEO (left), and Jean Emans, MD (right),
with some of the 2013 BCH Research Awards recipients*

SAVE THE DATE: Our 2014 Research Awards
Ceremony is scheduled for November 4, 12 – 1,
Folkman Auditorium, lunch provided

Every year the Office of Faculty Development sponsors
an awards ceremony for BCH junior faculty who have
received research fellowships/grants from Boston
Children's or Harvard Medical School (see 2013 photo
on the left). The event also includes lectures on research
progress from previous recipients and is open to the BCH
community.

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OFD Save the Dates



Boston Children's Hospital
Until every child is well™

Office of Faculty Development

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