Children’s Receives 3 HMS Mentoring Awards! See article on p 2

"It's important for mentees to seek out mentors whom they feel comfortable with and have confidence in. They can also recognize that not every mentor will be able to support them in every area that's important to them, so they may wish to find several mentors who can each advise them about different aspects of their career or life."

Mark Schuster, MD, PhD
General Pediatrics
HMS A. Clifford Barger Excellence in Mentoring Award

"I find clinical research fun – especially when I have the opportunity to work with excited novice investigators."

Lise Nigrovic, MD, MPH
Emergency Medicine
HMS Young Mentor Award

"Keep the mentor actively involved, and you will help to keep both the research and the relationship on track as well."

Caleb Nelson, MD, MPH
Urology
HMS Young Mentor Award

Focusing on Diversity and Inclusion at Boston Children’s Hospital

David Satcher, MD, Addressed Health Disparities in the 2015 Black History Month Grand Rounds

The Black History Month Grand Rounds Program was held Wednesday, February 25 and featured David Satcher, MD, Director of the Satcher Health Leadership Institute at the Morehouse School of Medicine in Atlanta. Previously, Dr. Satcher held appointments as US Surgeon General, Assistant Secretary of Health, and Director of the CDC.

Commended by the Black History Month Observance Grand Rounds Committee Chair, Jessica Daniel, PhD, as a visionary in his approach to health and social issues, Dr. Satcher emphasized how creating an equitable healthcare environment can be seen as a relay race. Every generation needs to develop its own leaders and goals. The issue of inequitable healthcare is rooted in American history and the discriminatory forces that afflict minorities, such as the Tuskegee Syphilis Study where black men were promised treatment and received none. Dr. Satcher suggests that healthcare providers ask themselves, “how does what you do relate to the goal of health equity?”

The Satcher Health Leadership Institute has designated programs to address health policy, sexual health, health promotion and disease prevention, behavioral health, and care for the underserved. Focusing on the interplay of social determinants that affect individual health, Dr. Satcher placed the individual within a network of forces: personal behavior and biology, both encompassed by the individual’s physical environment (e.g., housing, city, geography) and social environment (e.g., family, social class). In turn, the individual’s health is influenced by public policies and interventions and access to quality healthcare. “It is our responsibility to lead,” Dr. Satcher advised, so that a greater understanding of social determinants of health can help our patients and our communities.

Kevin Churchwell, MD, Executive Vice-President of Health Affairs and COO, in his closing remarks, urged BCH faculty and staff to continue to come together as a community to address health inequities.
First of all, mentors can encourage communication and discuss goals. Dr. Schuster helps trainees outline career strategies: “I primarily try to get a good understanding of what junior faculty and trainees are hoping to do with their future. I feel like my job is to help support them in achieving what it is they want to achieve, so I try to understand what they want to accomplish and at what pace. If they’re not sure, then I help them figure it out and support them in achieving that. I also try to be as accessible as possible and very honest and frank with them about my opinions.”

Junior faculty and other trainees can follow-up by maintaining a dialogue with their mentors as their careers progress. Don’t be tentative in seeking feedback on research and clinical issues. To Dr. Nelson, this dialogue is key to a strong, ongoing relationship. “Sometimes trainees feel like they are intruding or bothering the mentor when they send a note or stop by the office, but in general I think we want to hear about what is going on. We want to know how projects are developing, and it helps to avoid pitfalls like spending too much time pursuing a dead end.” Dr. Nigrovic also affirms the importance of honesty; “the more open a mentee is about their long-term research goals and objectives, the more fruitful the mentor-mentee relationship can be.”

Boston Children’s Hospital continues to strengthen its mentoring legacy by adding 3 recipients of the 2015 HMS Excellence in Mentoring Awards to its widespread “community of mentors.” The OFD encourages junior faculty to construct a developmental network to benefit from the advice and support of multiple mentors. Perspectives asked this year’s recipients for their thoughts on mentoring in Children’s diverse environment and how mentees can create favorable mentoring relationships.

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S. Jean Emans, MD, Named Inaugural Recipient of the HMS Mary Ellen Avery Professorship in Pediatrics

Congratulations to S. Jean Emans, MD, Director of the Office of Faculty Development and Chief of the Division of Adolescent Medicine, who has been honored as the inaugural recipient of the HMS Mary Ellen Avery Professorship in Pediatrics. Dr. Avery was a pioneer in the field of Newborn Medicine with her research on Respiratory Distress Syndrome in infants. Dr. Avery served as Children’s Physician-in-Chief from 1974 to 1985. Dr. Emans was honored with the 2006 American Academy of Pediatrics (AAP) Adele Dellenbaugh Hofmann Adolescent Health Award; the 2011 Children’s Hospital Boston Medical Staff Service Award; the 2011 Outstanding Achievement in Adolescent Medicine Award from the Society for Adolescent Health and Medicine (SAHM), the highest honor in Adolescent Medicine; and the 2012 Boston Children’s Hospital Alumni Association Distinguished Service Award. In addition, she is the recipient of the 2009 HMS William Silen Lifetime Achievement in Mentoring Award.

Director’s Perspectives, by S. Jean Emans, MD

One of the things I most admire about Boston Children’s Hospital is its capacity for growth on all levels: we are continually expanding our physical presence, our departments and their research/clinical functions, and, most importantly, our outreach to patients and their families from around the corner and around the world. Take a few minutes to review Judy Richardson’s MLK Observance presentation on community action in the 1960s and Dr. David Satcher’s Black History Month Grand Rounds presentation on the need to continue to address health disparities. Congratulations to HMS mentoring award recipients Drs. Schuster, Nelson, and Nigrovic who have demonstrated that generosity in teaching others is essential to Children’s mission of innovation and excellence.

From left to right: Jeffrey Flier, MD, HMS Dean of the Faculty of Medicine; S. Jean Emans, MD, HMS Mary Ellen Avery Professor in Pediatrics; Sandra Fenwick, BCH President and CEO; photo credit: Gretchen Ertl
The 2015 BCH Annual MLK Observance in Folkman Auditorium, held on Thursday, January 22, focused on the “Legacy of the Civil Rights Worker,” emphasizing the community bonds, idealism, and brave persistence of Dr. King and the era’s civil rights workers. A moment of silence for the tragic death of Dr. Michael Davidson at Brigham and Women’s Hospital on Tuesday, January 20, occurred at the start of the event. Sandra Fenwick, President and CEO, welcomed the participants and commented on how both Dr. King and Dr. Davidson were inspired by humanity’s best attributes and built their lives around healing, teaching, and family.

The Observance honored the 2015 Black Achievers recipients: Venee Tubman, MD, Instructor in Pediatrics in the Division of Hematology–Oncology, and Diane Odom, Practice Liaison Program Manager. Dr. Tubman was chosen for her innovative approach to treating Sickle Cell Disease as she established a newborn screening program in Liberia and her many contributions to mentoring, recruiting, and medical education. Diane Odom was recognized for her leadership in the Access Initiative to optimize the relationship between patients and families and care providers.

The keynote speaker, Judy Richardson, civil rights activist and education director for the PBS series "Eyes on the Prize," reviewed the 1950s–60s from the vantage points of the community organizers and civil rights workers. She discussed the bus boycott of 1955 that opposed the practice of bus segregation, supported by a well-organized community program to provide transportation to jobs. The planned one–week boycott actually lasted for more than a year. Throughout it all, boycott participants were driven by visions of a society that embraced equality, with the mindset that “if you do nothing, nothing changes.”

The event included musical performances by the Boston Arts Academy Spiritual Ensemble. The audience gave them a standing ovation after the second selection. The BCH MLK Observance Legacy Lecture Series was conceived and planned by Committee Chair, Jessica Henderson Daniel, PhD, Associate Professor of Psychology, who is stepping down from the Committee after 11 years. Kevin Churchwell, MD, EVP of Health Affairs and COO, thanked Dr. Daniel for her dedication to Dr. King’s ideals and her commitment to community education.

From left to right: Jessica Henderson Daniel, PhD, MLK Observance Legacy Lecture Series Committee Chair; Sandra Fenwick, BCH President and CEO; Judy Richardson, Civil Rights Activist; Kevin Churchwell, MD, Executive Vice-President of Health Affairs and COO

Venee Tubman, MD, MMSc, Awarded an HMS Office for Diversity Inclusion and Community Partnership Faculty Fellowship

Congratulations to Venee Tubman, MD, MMSc, Instructor in Pediatrics, Division of Hematology–Oncology, who was awarded a 2015 HMS Office for Diversity Inclusion and Community Partnership (DICP) Faculty Fellowship to pursue her research project, “The Impact of Increased Provider Knowledge of Sickle Cell Disease on Caregiver Perceptions of Disease in a Low-Income Country.” Dr. Tubman has worked with hospitals in Liberia to screen infants for sickle cell disease and will expand her project in Tanzania. The DICP Faculty Fellowship awards $50,000 per year over two years for faculty recipients to concentrate on research projects, to meet with mentors, and present research findings.

HMS Harold Amos Faculty Diversity Awards Recognize BCH PRADA Committee

A 2014–15 HMS Harold Amos Faculty Diversity Award was awarded to the BCH Executive Committee of the Program for Research Assistant Development and Achievement (PRADA); the Award specifically commended the work of Robert Li Kitts, MD, Assistant Professor of Psychiatry. The Harold Amos Diversity Awards honor HMS faculty and staff who have significantly aided HMS in becoming a diverse and inclusive community.
Dr. Isaac Kohane Appointed Director of the HMS Department of Bioinformatics

The new HMS Department of Biomedical Informatics will be directed by Isaac Kohane, MD, PhD, HMS Lawrence J. Henderson Professor of Pediatrics and Director of the BCH Informatics Program. Jeffrey S. Flier, Dean of Harvard Medical School, announced in January that the new Department will be established by July 2015. “The field represents two converging communities: one involving health care-related data, and the other addressing the study of health and disease at a molecular and naturally occurring systems level,” Dr. Flier commented in his announcement. Dr. Kohane has been Co-Director of the HMS Center for Biomedical Informatics, which was awarded many federal grants and maintained collaborations with other HMS-affiliated hospitals and Harvard University.

New HMS LGBT Office

The recent establishment of an LGBT Office within the HMS Office of Diversity Inclusion and Community Partnership highlights HMS’ commitment to providing support and responding to the needs of LGBT faculty, staff, patients, and their families. The Office is headed by Jessica Halem, former Executive Director of the Lesbian Community Cancer Project in Chicago, with a 17 member Advisory Committee, including Mark Schuster, MD, PhD, co-chair, and Robert (Rob) Kitts, MD. According to Jessica Halem, “the LGBT Office was established in 2014 to enhance diversity inclusion while fostering an open, affirming, and welcoming community for LGBT students, staff, faculty, trainees, and fellows at Harvard Medical School and the Harvard School of Dental Medicine (HMS/HSDM). Our goal is to identify key areas of importance, programmatic interventions, and resources that support LGBT issues.” The HMS Office actively collaborates with other hospital LGBT committees, such as Children’s, to build a more inclusive community.

For more information about the HMS LGBT Office and upcoming events go to: mfpd.med.harvard.edu/dcp-programs/lgbt

For more information about the BCH LGBT and Friends Committee go to: childrenshospital.org/about-us/diversity-and-cultural-competency/glbt-and-friends-group

Academy for Innovation in Education at Boston Children’s Hospital 2015 Award Recipients

The Academy for Innovation in Education’s April 8 Spring Retreat honored 2 “Academy Award” recipients. These Awards highlight member accomplishments in project presentation or publication, as well as success of mentees. In addition, Dr. Alan Leichtner, OFD Medical Education Director and Founder of the Academy, announced that Yee-Ming Chan, MD, PhD, Assistant Professor of Pediatrics in the Division of Endocrinology, is the 2015 Masland Teaching Award Recipient, sponsored by the HMS Academy for Teaching and Learning.

For more information on the BCH Academy for Innovation in Education, go to www.childrenshospital.org/research/ofd and click on The Academy for Innovation in Education link.

“Academy Awards:"
Mentor Award:
David Brown, MD, Associate Professor of Pediatrics in the Department of Cardiology
Scholar Award:
Christy Cummings, MD, Instructor in Pediatrics in the Division of Newborn Medicine
Project title: Ethics and Professionalism Curriculum for Neonatal-Perinatal Fellows and Its Assessments

Robert P. Masland, Jr., Teaching Award:
Yee-Ming Chan, MD, PhD, Assistant Professor of Pediatrics in the Division of Endocrinology

Catherine Stamoulis, PhD, Receives NSF Early Concept Grant

Catherine Stamoulis, PhD, Assistant Professor of Radiology, received a National Science Foundation (NSF) Early Concept Grant for Exploratory Research (EAGER) that provides $300,000 over 2 years for short-term, high-payoff projects regarding brain function. Dr. Stamoulis’ project falls in the category of “Directorate for Social, Behavioral and Economic Sciences.”

Lisa Gruenberg, MD, Selected for a Fulbright Specialists Project

Congratulations to Lisa Gruenberg, MD, Assistant Professor of Obstetrics, Gynecology and Reproductive Biology in the Division of Adolescent Medicine who has been selected for a Fulbright Specialists project located at the University of Melbourne (Australia) Medical School’s Rural Health Academic Centre; Dr. Gruenberg will assist the training programs for interns on women’s and pediatric health.
Relieving Stress at Children’s by Maxine Milstein, MBA

In addition to the usual daily stressors, this past winter has brought ice dams, roof leaks, school cancellations, and torturous commutes. The following BCH resources are available to BCH faculty and staff, without charge, to help cope:

The Office of Clinician Support (OCS) is an onsite resource for clinical faculty and staff seeking to manage stress and reduce anxiety. Short term (1–3 sessions) stress reduction coaching is available, based on the work of the Benson–Henry Institute for Mind Body Medicine. Specific techniques are recommended, based on an initial assessment, such as relaxation breathing, progressive muscle relaxation, visualization, and cognitive restructuring.

Contact: Lauren Coyne RN, MS, LICSW, lauren.coyne@childrens.harvard.edu

Human Resources offers a 1½ hour Stress Management: Building Habits Through Resilience Course focusing on time management, communication, and overall wellness to reinforce feelings of empowerment and manage anxiety. Times vary. See NetLearning for details.

Vipassana Meditation Sessions: this ancient technique involves focusing on breathing and observing bodily sensations. Sessions take place at:

- 7N–NICU (7th floor of the Main Hospital) in the Parents’ Relaxation Room
  Wednesdays from 11.30-11.50am, led by Pankaj Agrawal, MD, MMSC
  Contact: Pankaj Agrawal, MD, MMSC, pankaj.agrawal@childrens.harvard.edu

- The BCH Chapel
  Mondays from 7:30-7:50am, led by Dianne Cella
  Contact: Dianne Cella, dianne.cella@childrens.harvard.edu
  Wednesdays from 7:45-8:05am, led by Rabbi Susan Harris
  Contact: Rabbi Susan Harris, susan.harris@childrens.harvard.edu

Yoga: The Office of Faculty Development sponsors hour long yoga classes led by Jerel Calzo, PhD, a certified yoga instructor, registered with Yoga Alliance. Dr. Calzo practiced yoga for seven years before completing his yoga teacher training at South Boston Yoga. The focus is on improving alignment and building strength and students at all levels are welcome.

Dates and times vary, check the OFD website: www.childrenshospital.org/research/ofd

Contact: Jill Dobriner, OFD Program Coordinator, ofd@childrens.harvard.edu

Recommended by Alison Clapp, MLIS: new books in the BCH Library

The Patient Will See You Now: the Future of Medicine is in Your Hands (2015), by Eric Topol

The Opposite of Spoiled: Raising Kids Who Are Grounded, Generous and Smart About Money (2015), by Ron Lieber

Save the Date: Thursday, October 29, 12 – 1 PM (location TBA); Ron Lieber will present a BCH Library Lunch workshop

The Empathy Exams: Essays (2014), by Leslie Jamison


America’s Bitter Pill: Money, Politics, Backroom Deals, and the Fight to Fix our Broken Healthcare System (2015), by Steven Brill

OFD Advisory Committee

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May is Faculty Development Month!

Sponsored by President and CEO Sandra Fenwick, Executive Vice President and COO Kevin Churchwell, 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. Are you preparing to assume greater administrative responsibilities? Or to launch a QI project or new research focus? 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

How to Plan a Productive Annual Career Conference
Speakers: Margaret Kenna, MD, MPH, Professor of Otolaryngology; Alan Leichtner, MD, MSHPEd, Associate Professor of Pediatrics and BCH Medical Education Director
Moderator: Jean Emans, MD, Mary Ellen Avery Professor of Pediatrics and Director of the Office of Faculty Development
Tuesday, April 28, 12 to 1 PM, CH Library’s Gamble Room, lunch provided
Learn how to make the most effective use of your Career Conference. This workshop will introduce you to the OFD Career Conference Form, how you can prepare responses/questions throughout the year in advance of the meeting, and tips for interacting with your chair/mentor. Participants are encouraged to bring questions to this workshop.

Faculty Appointment Changes 2015
Speaker: Maureen Connelly, MD, MPH, HMS Dean for Faculty Affairs
Tuesday, May 5, 12 to 1 PM, CH Library’s Gamble Room, lunch provided
Learn about how to fulfill the new requirements for 50 hours of teaching/yr, how to tell if you’re FT or PT, key changes in the HMS CV template, and expectations for career conferences and mentors.

Running Effective Meetings
By Frederick Lovejoy, MD, William Berenberg Distinguished Professor of Pediatrics
Tuesday, May 12, 12 to 1 PM, Karp 8 Conference Room, lunch provided
Learn strategies to facilitate a meeting in academic medicine and keep the discussion on track.

Negotiating Up
Speaker: Melissa Brodrick, MEd, HMS/HSDM/HSPH Ombuds Office
Tuesday, May 19, 12 to 1 PM, CH Library’s Gamble Room, lunch provided
Co-sponsored by the Office of Fellowship Training (OFT)
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: Joanne Doherty, MS; Jordan Kreidberg, MD, PhD; Chris Newell, PsyD; Alan Paret, MBA; Ellen Rothstein, JD; Lydia Shrier, MD, MPH
Monday, June 1, 9 AM to 1:30 PM, Karp 8 Conference Room, breakfast and lunch provided
Co-sponsored by the Office of Faculty Development, the Office of Fellowship Training, Human Resources, and the Office of General Counsel
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.

OFD Website: childrenshospital.org/research/ofd
New HMS Requirements for Documentation of Mentors, Career Conferences, and Teaching

Effective July 1, 2014, HMS requires that department chiefs assign a faculty mentor to all term faculty, complete an annual career conference, and document hours of teaching, which are to be reported back to HMS at the time of their reappointment (see grid on right). Term faculty includes Instructors (annual reappointment), Assistant Professors (3 years) and Associate Professors (5 years). Junior faculty will be encouraged to create their own mentor team with the support and advice of their division or department senior faculty.

To help you prepare for your conference with your department/division chief, the OFD has an Annual Career Conference Form that inserts sections for you to note career accomplishments and question prompts to get you started in assessing the past year. It also includes a sheet for you and your chief/mentor to fill in at the conference that will help in mapping out the next set of goals.

Download the OFD Career Conference Form and prepare responses:
http://www.childrenshospital.org/clinician-resources/office-of-faculty-development/annual-career-conference

New HMS documentation:

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<td>Faculty Mentor Name</td>
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<td>Hours of Teaching Students in Courses</td>
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<td>Hours of Formal Teaching Residents, Fellows, Post-Docs</td>
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<td>Hours of Clinical Supervision and Training</td>
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<td>Hours Formal Teaching of Peers (eg, CME)</td>
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Leisurely Learning, by Jill Dobriner, PhD

Louisa May Alcott’s Orchard House
399 Lexington Road, Concord, MA
Website: http://www.louisamayalcott.org/index.html
Telephone 978–369–4118
Print a coupon prior to visit: http://www.louisamayalcott.org/coupon.html

While most readers have toured the home of Little Women’s author in their minds, living in New England provides access to the real doors, rooms, windows, and vistas. At age 25 Louisa May Alcott moved into Orchard House with the Alcott family in 1858; she wrote her most famous novel 10 years later in 1868 in her bedroom at a small desk built by her transcendentalist father, Bronson Alcott. Little Women was published by Louisa May Alcott after writing many gothic tales and a realistic account of her life as a Civil War nurse in Hospital Sketches. The house itself expresses the Alcotts’ creative resilience and their idealists’ dreams. Orchard House has daily tours that can appeal to older children and grown-ups still drawn by the Alcott magnet and each begins with an informative video screened in Louisa’s sister May Alcott’s artist studio.

Highly skilled in carpentry, a rare practical attribute that served him well through decades of poverty, Bronson Alcott renovated the original property in 1857–58 by conjoining two dilapidated houses to form “Orchard House,” named for the apple tree orchard that grew on the grounds. He constructed furniture, including bookshelves and a laundry drying rack, and hosted gatherings in the dining room and family parlor where his eldest daughter Anna (“Meg”) was married in 1860. Artwork by May (“Amy”) Alcott is found throughout the house, lovely depictions of mythology as well as an owl painting and a panel of lilies in Louisa’s bedroom. Sadly, Lizzie (“Beth”), as Alcott readers know, died young in 1858 and did not move with the family to Orchard House. Most of the childhood stories that Little Women captures derived from the years that the family spent in the nearby Wayside House (called “Hillside” at the time), eventually owned by Nathaniel Hawthorne. The inspiring force of those stories was Louisa’s greatly loved mother, Abigail (“Marmee”), a social worker whose advocacy for women’s rights and abolition merged with 19th-century child-rearing.

Although Orchard House faces Lexington Road, its landscape is wooded and if you turn your back to the road at a quiet moment, you might actually be able to mentally transport yourself to 19th-century Concord and enroll yourself in Bronson Alcott’s School of Philosophy.

Other Alcott Historic Sites in Massachusetts:
Fruitlands Museum: http://www.fruitlands.org/fruitlands_features/farmhouse
The Wayside: http://www.nps.gov/nr/travel/pwwmh/ma47.htm
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