Fall 2013 Promotion Workshops: Selecting Your Area of Excellence

The OFD held two well-attended workshops on promotion facilitated by HMS Office of Faculty Affairs experts, Zoe Fonseca-Kelly, PhD, Program Director, and Bethany Westlund, PhD, HMS Assistant Dean, as well as Frederick Lovejoy, MD, William Berenberg Distinguished Professor of Pediatrics, and S. Jean Emans, MD, Director, Office of Faculty Development. They emphasized the resources and tools available through the OFA and the OFD at Children’s.

Promotion requires the selection of an HMS “Area of Excellence.” Think about how you spend your time. How does your Dept/Division perceive your strengths? What are your achievements? What topics are the source of lecture invitations? Talking with one’s chief is a first step. In addition, both the OFA and OFD provide CV consultations and career counseling.

For faculty with Areas of Excellence of:

- **Investigation:** the key elements for promotion are grant funding and publishing your original research in important journals in your field.

- **Clinical Expertise and Innovation:** the emphasis is on a reputation for expertise in your field, invitations to give presentations, innovative approaches, and scholarship including original papers, reviews, and chapters.

- **Teaching and Education:** the portfolio requires writing course curricula, syllabi, and teaching materials, recognition as a valued teacher, and scholarship in medical education. All HMS faculty are expected to be involved with teaching activities.

For promotion to Associate Professor, faculty must demonstrate that they have achieved the following milestones: broad reputation in their field, usually national; significant accomplishments and innovation; demonstrated independence as a scholar. The metrics for evaluation include scholarship, speaking invitations, awards, service on national committees, funding, editorial work with journals, and educational activities. Supporting activities include Administration and Institutional Service as well as Education of Patients and Service to the Community.

Faculty are encouraged to maintain a working CV with all HMS headers; when the final version is prepared, categories that do not apply can be easily deleted to create the official CV. The working copy headings should be saved for updates. Dr. Lovejoy discussed the CV Narrative and how this section provides faculty with the opportunity to relate how their work pertains to their Area of Excellence, and he advises faculty to avoid being shy about outlining accomplishments. Networking at meetings and conferences is important for suggesting the name of a “blind” reference to one’s chief. The promotion process is initiated by the chief and the letters are also requested by the chief.

- **HMS Faculty Affairs Promotion Website:** [http://facultypromotions.hms.harvard.edu/](http://facultypromotions.hms.harvard.edu/)

- **HMS CV Instructions:** [http://cv.hms.harvard.edu/docs/CV_instructions_full.pdf](http://cv.hms.harvard.edu/docs/CV_instructions_full.pdf) (Check with your department to see if there is administrative support for CV revisions)

- The BCH Office of Faculty Development website also has links to the HMS OFA promotion tools: [http://www.childrenshospital.org/research/ofd](http://www.childrenshospital.org/research/ofd)

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**Congratulations:**

Marsha Moses, PhD, received Association of Women’s Surgeons Past Presidents’ Honorary Member Award – see p. 2

Don Bae, MD, honored with 2013 Robert P. Masland, Jr. Teaching Award – see p. 2

Jennifer Kesselheim, MD, EdM, received Arnold P. Gold Foundation Grant – see p. 3
Mentoring Resources Available Through the Office of Faculty Development

The Office of Faculty Development (OFD) has created a portfolio of tools to support mentoring at both the individual and departmental levels at Children's, including:

- Guidelines for Mentors and Guidelines for Junior Faculty, which outline the specific expectations and responsibilities of both mentors and mentees, are available as print booklets and posted on the OFD website.
- Checklists for mentors and mentees that outline the process of establishing a mentoring relationship and expectations.
- An exercise for faculty (and post-docs) to map and analyze their mentoring relationships and Developmental Networks.
- Annual Career Conference Form that is easily customized.
- A PowerPoint presentation about mentoring and Developmental Networks.
- An annual joint HMS hospital (1/2 day) course for faculty mentors (November 22, 2013). Register at https://hms.qualtrics.com/SE/?SID=SV_4V0vVNMpDbg81Tv
- OFD assistance to Chiefs (and PIs) interested in setting up or improving their mentoring programs, including training mentors, presenting to faculty meetings, or providing curricular resources.
- OFD one-to-one and group meetings with junior faculty to facilitate career development and their understanding of mentoring.

The OFD homepage is:
http://www.childrenshospital.org/research/ofd

Click on the Community of Mentors link for mentoring materials.
Click on the Annual Career Conference link for tips and forms.
The link to the program for the November 22 joint hospital mentoring course is available on the OFD homepage.

Marsha Moses, PhD, Receives AWS 2013 Past Presidents’ Honorary Award

Congratulations to Marsha Moses, PhD, the Julia Dyckman Andrus Professor of Surgery and Director of the Vascular Biology Program at Children’s, on receiving the Association of Women Surgeons (AWS) 2013 Past Presidents’ Honorary Member Award. This award recognizes individuals who advance the personal and professional goals of women in surgery through leadership, mentorship, and advocacy. Her many nominators included colleagues and mentees who wrote eloquently about her contributions to science and to the advancement of women:

“Dr. Moses has been instrumental in shaping the career paths of many surgical scientists and her steadfast support is evident in the ongoing successes of her mentees.”

“Dr. Moses has worked to advance women at all levels, mentoring local high school students, undergraduate interns, graduate students, surgical residents, surgical fellows and postdoctoral fellows.”

“Dr. Moses is a tireless and effective advocate for women in academic medicine and science. She has consistently demonstrated her commitment to the personal and professional advancement of women and actively works to promote accomplished women to leadership positions.”

Marsha Moses, PhD

Donald Bae, MD, Associate Professor of Orthopedic Surgery, received the 2013 Robert P. Masland, Jr. Teaching Award which honors faculty members dedicated to teaching HMS medical students. Dr. Bae’s students deeply appreciated his ability to design unique clerkships that suited their special interests, his willingness to act as a mentor, and to assist them in applying for residencies. Dr. Bae is also known for his research on sports’ injuries, particularly those affecting Little League players.
Our fall 2013 newsletter welcomes our most recent new faculty and encourages everyone to become involved in the BCH community. We spotlight the Women in Medicine Month Grand Rounds, in which Dr. Nancy Tarbell discussed both radiation therapy and HMS faculty development initiatives, as well as popular workshops on HMS promotion criteria, and recent awards and recognition of Children’s faculty. Congratulations to the 2013 Career Development Fellowship recipients who were honored at a special celebration on November 5.

Jennifer Kesselheim, MD, EdM, Receives Arnold P. Gold Foundation Grant

Congratulations to Jennifer Kesselheim, MD, EdM, a member of the Teaching Academy at Boston Children’s, for receiving an Arnold P. Gold Foundation Grant to pursue research in medical education and humanism; the grant provides $150,000 over 3 years. Dr. Kesselheim’s research project focuses on creating a humanistic curriculum for pediatric fellowships.

Director’s Perspectives by S. Jean Emans, MD

Congratulations to the 2013-2015 OFD/RRRC/CTREC Faculty Career Development Fellowship Awardees

Suneet Agarwal, MD, PhD; Assistant Professor of Pediatrics, Division of Hematology-Oncology; Manipulating Heteroplasmy in Mitochondrial Genetic Disorders

Jing Chen, PhD; Assistant Professor of Ophthalmology, Dept of Ophthalmology; A Novel Lipid Mediated Transcription Factor Controls Inflammation in Retinopathy

Jeffrey Dvorin, MD, PhD; Assistant Professor of Pediatrics, Division of Infectious Diseases; Molecular Characterization of Merozoite Organizing Protein-1 (MOP1), a Novel and Essential Protein for Replication of Malaria Parasites

Holly Gooding, MD; Instructor in Pediatrics, Division of Adolescent Medicine; Early Life Predictors of Cardiovascular Health

Alejandro Gutierrez, MD; Assistant Professor of Pediatrics; Division of Hematology-Oncology; Molecular Mechanisms of Chemotherapy Resistance in T-cell Acute Lymphoblastic Leukemia

Sun Hur, PhD; Assistant Professor of Biological Chemistry and Molecular Pharmacology, Program in Cellular and Molecular Medicine; Molecular Mechanism of Receptor Oligomerization During Innate Immune Signaling

Kiho Im, PhD; Instructor in Pediatrics, Division of Newborn Medicine; MRI Quantification of Altered Brain Networks in Polymicrogyria: Correlation with Seizure and Genetic Subtype

Nasim Maleki, PhD; Assistant Professor of Anesthesia, Division of Pain Medicine, Dept of Anesthesia; Understanding the Role of Puberty in Migraine Evolution in Girls: Neuroendocrine, Neuroanatomical and Neurofunctional Interactions

Juan Melero-Martín, PhD; Assistant Professor of Surgery, Dept of Cardiac Surgery; Autologous Vascular Networks for Self-regulated Delivery of Therapeutic Proteins

Brian Polizzotti, PhD; Instructor in Pediatrics, Dept of Cardiology; Development and Testing of Polymer-based Oxygen Gas-filled Microparticles for Treatment of Severe Hypoxia

Christine Sieberg, PhD; Instructor in Psychology, Dept of Psychiatry; Division of Pain Medicine, Dept of Anesthesia; Persistent Postsurgical Pain: Characterizing Psychosocial and Quantitative Sensory Profiles in Adolescents Following Spinal Fusion Surgery

Dean Yimlamai, MD, PhD; Instructor in Pediatrics, Division of GI-Nutrition; Hippo Signalling in Liver Cancer Development

Jennifer Kesselheim, MD, EdM
Almost Anorexic: Is My (or My Loved One’s) Relationship with Food a Problem? Co-written by Jennifer Thomas, PhD, and Jenni Schaefer

Jennifer Thomas, PhD, is Assistant Professor of Psychology at Harvard Medical School and Co-Director of the Eating Disorders Clinical and Research Program at MGH.

Dr. Thomas discussed the prevalence of disordered eating amongst women, particularly young women, at the September 5th Library Lunch Topics Workshop, co-sponsored by the Office of Faculty Development, the Office of Fellowship Training, and the Library. As many women experience the social pressure to diet and become hyper-vigilant about weight, a murky line emerges between those who develop identifiable eating disorders (anorexia and/or bulimia) and those who might remain at normal weight but become obsessive with food restrictions. This line, emphasized Dr. Thomas, is the disordered eating gray area. These individuals may adopt unhealthy living habits and skip meals, exercise excessively, and generally ignore the pleasures of everyday life for a routine that revolves solely around diet. Dr. Thomas encourages these individuals to seek family-based and/or cognitive-behavioral therapies. A confidential self-screening and resources are available on the book website: http://www.thealmosteffect.com/books/almost-anorexic/.

Almost Anorexic is also available in the BCH Library.

9/20/13 BCH Latinos & Amigos Celebration and Latino Heritage Month Events

Children’s festivities for Latino Heritage Month were initiated by the annual BCH Latinos & Amigos Celebration held on Friday, September 20 in Folkman Auditorium. The event highlighted the importance of community relationships and, as Laura Wood, DNP, MS, RN, Senior VP of Patient Care Services & Chief Nursing Officer, expressed in her opening remarks, the value of sharing personal stories in a multi-cultural environment. Esther Lopez, MPA, Executive Director of the Martha Eliot Health Center (MEHC), the keynote speaker, shared how she sees her own background in the stories of the many immigrants and socially marginalized families that visit the Center and is proud that they appreciate the Center’s outreach and warmth.

The 2013 BCH Latino Achievers were announced at the celebration, each selected for services to the global Latino community. Paola Friedrich, MD, MPH, Instructor in Pediatrics, Hematology-Oncology, specializes in pediatric oncology and global health and studies cancer disparities by race and ethnicity. Jenny Aviles, BSN, RN, CPN, Staff Nurse II, provides leadership in intercultural communication. Margie Lorenzi, BS, Asthma Educator in Adolescent Medicine, makes home visits for children with asthma. Her work with patient families has been featured on both NPR and CNN.

The Annual Milagros Para Niños Gala, held on the evening of September 20, honored Dr. Patricio Vives who has supported Latino families at Boston Children’s for over 39 years and initiated the Spanish Consultation Program at Boston Children’s Primary Care Center. “My work with Latino families is rewarding,” says Dr. Vives. “We at Children’s have come a long way in providing the best care to families of different cultural backgrounds.” The Gala raised over $450,000 and funds will be dispersed to 4 beneficiaries: Children’s Hospital Primary Care Center (CHPCC); Martha Eliot Health Center (MEHC); BCH International Health Services; and BCH Center for Families. Andrés Treviño, Boston Children’s Hospital Trust; Rebecca Smith, Human Resources; and Pamela Chamorro, Social Work, assisted the Office of Faculty Development in writing this article.

Congratulations to Tina Young Poussaint, MD, Professor of Radiology, who has assumed the responsibility of IRB Chair.
2013 Children’s GLBT & Friends Celebration

The 5th Annual Children’s GLBT & Friends Celebration, held June 12, commenced with a welcome by GLBT and Friends co-chairs Todd Katzman and Allison Scobie-Carroll, and highlighted the themes of inclusion and advocacy. Honored at the Celebration were the 2013 Prism Award recipients: Luz Maria Davila, BSN, RN, CCRN, and Todd Katzman, CPA, CMPE. The Prism Award recognizes members of the BCH community who have increased tolerance and awareness regarding GLBT issues. Luz Davilla, a gay veteran and a member of the Latina community, brings her understanding of diverse cultures to the GLBT committee and Children’s at large. Todd Katzman has served as Co-Chair of the GLBT and Friends Committee since its inception in 2008, including coordinating the annual Children’s GLBT Celebration and spearheading the hospital’s participation in Boston’s Pride Parade.

The keynote speakers were Lori Dali, a member of Parents, Families & Friends of Lesbians and Gays (PFLAG), who discussed her son’s strength of character as he comes to terms with his gender identity, and Karin Weldon, MD, MPH, a physician and former Cub Scout Den Leader involved in advocacy efforts to end the Boy Scouts’ ban of gay scouts and leaders. Sandra Fenwick, President and CEO and Dick Argys, CAO, provided opening remarks and introductions of the speakers. A large contingent of BCH faculty, fellows, staff, and their friends and families also marched at the June 8 Boston Pride Parade in the South End.

Save the Dates:

The Dr. Martin Luther King Jr. Observance
Thursday, January 16, 2014, 11am – 12noon, Folkman Auditorium

Speaker: The Rev. Dr. Ray Hammond (HMS and HDS Graduate)
Topic: The Legacy of the Black Church and the Civil Rights Movement

The Black History Month Grand Rounds
Wednesday, February 5, 2014, 12noon – 1pm, Folkman Auditorium

Speaker: Susan Windham-Bannister, PhD, President and CEO, Massachusetts Life Sciences Center

Upcoming November Library Lunch Topics:

Author and Speaker: Perri Klass, MD, Professor of Journalism and Pediatrics at New York University and the National Medical Director of the Reach Out and Read Program
Thursday, November 21, 1pm – 2pm, CLS 12th Floor Conference Room, lunch provided; cosponsored by the Office of Faculty Development and the Library

Second Impact: Making the Hardest Call of All
This new book examines a topic very much in the news these days – concussions in young athletes. Told in a back-and-forth blog-style format between the star football player and a local newspaper journalist, the book leaves readers asking important questions about high school/college sports.

To register: https://www.surveymonkey.com/s/lunch_topics

September is Women in Medicine and Science Month Grand Rounds

Nancy J. Tarbell, MD, CC Wang Professor of Radiation Oncology and HMS Dean of Academic and Clinical Affairs presented A Tale of Two Lives: Radiation Oncology and Faculty Development, highlighting her dual roles, at Medicine Grand Rounds on September 22. Dr. Tarbell discussed how medical advances in radiation treatments have reduced the long-term cognitive side effects for survivors. For some tumors such as medulloblastoma, proton beam therapy, though more costly, allows for greater targeting of tumor with greater sparing of normal organs.

Dr. Tarbell also reviewed the outcome of recommendations made by the HMS Task Force on Faculty Development and Diversity which she chaired. These include new faculty orientations, the streamlining of the senior promotion process, and the strengthening of the link between mentoring and academic advancement. Dr. Tarbell’s presentation was attended by faculty across HMS who have worked with her throughout her career.

Nancy Tarbell, MD
Please join the Office of Faculty Development as we welcome new faculty to Children’s!

Anesthesiology, Perioperative, and Pain Medicine
Lara A. Batey, MD
Denise M. Chan, MD
Laura A. Downey, MD
Niloufar Paydar-Darian, MD
Amy E. Vinson, MD
Jordan S. Rettig, MD
James M. Peyton, MBChB
Faye M. Evans, MD
Samuel T. Rodriguez, MD
Daniel N.H. Vo, MD

Clinical Research Center
Kush Kapur, PhD
Tanya Loginvenko, PhD
Matt White, PhD

Neurology
Leslie Benson, MD
Laura Lehman, MD
Heather Olson, MD
Anna Pinto, MD
Kinga Tomcza, MD
Michal Vytopil, MD

Otolaryngology
Eelam Adil, MD

Plastic Surgery
Carolyn Rogers, MD

Psychiatry
Melissa Freisinger, PhD
Eleni Maneta, MD
Chase Samsel, MD

Radiology
Edward Yang, MD

Vascular Biology
Lorna Cryan, PhD

Department of Medicine – Divisions

Adolescent Medicine
Georgios Sideridis, PhD

Developmental Medicine
Julie Bickel, MD
Diana Deister, MS, MD
Leah Wildenger Welchons, PhD

Emergency Medicine
Danielle Bell, MD
Laurie Braun, MD
Lindsey Burghardt, MD
Carrie Danziger, MD
Joana Fraser, MD

Endocrinology
Kyle Copps, PhD
 Abby Fleisch, MD
Christina Jacobsen, MD, PhD
 Leena Nahata, MD
Dong-Ju Shin, PhD
Julia Wong, PhD, RD
Ian Zenlea, MD

Gastroenterology/Nutrition
Jennifer Woo Baidal, MD

General Pediatrics
Nadeen Abujaber, MD
Lara Bishay, MD, MPH
Lisa Butler, PhD
Christopher Carpenter, MD, MPH
Beth Harper, MD
Zadok Sacks, MD
Kiriaki Claire White, MD
Barry Zallen, MD

Department of Medicine – cont.

Hematology-Oncology
Natalie Bezler (Zimmerman), MD
Adam Green, MD
Esther Obeng, MD, PhD
Yana Pikman, MD
Raffaele Renella, MD, PhD
Venee Tubman, MD
Joanna Yi, MD

Immunology
Talal Chatila, MD, PhD
Mindy Lo, MD, PhD
Magali Noval-Rivas, PhD
Christina Yee, MD, PhD

Infectious Diseases
Michael Silverman, PhD, MD

Informatics
Alal Eran, PhD
Sameer Pradhan, PhD

Mathematics Critical Care Program
Jamie Bell, MD
Grace Chan, MD
Lisa Cronin, MD

Nephrology
Brian Wilson, PhD
Gulcin Demirci, MD, PhD

Newborn Medicine
Eric Greer, PhD
Yelizaveta Konnikova, MD
Nisreen Maari, MD
Daphne Remy, MD
Ruggero Spadafora, MD

Pulmonary
Kara Palm, MD
Fall 2013 Apple-Picking Expedition

On Sunday, September 29, the Office of Faculty Development and the Faculty Career and Family Network co-sponsored the annual apple-picking expedition to Westward Orchards. The group enjoyed a perfect New England day amid apples, pumpkins, and plentiful sunshine. We hope you can join us next year!

Jamaica Pond
Information on the Pond: http://jamaicapond.com/
City of Boston website: http://www.cityofboston.gov/parks/emerald/jamaica_pond.asp

Looking for a respite? While Jamaica Pond is part of the fabric of the city, the sparkling water and wooded path are inviting to anyone who would like a change of pace or even to experiment with what wellness experts are now calling "moving meditation," the combining of movement with mindful breaths where you become aware of physical sensations.* Walking from the T station through the neighborhood village on Green Street, Centre Street, and Pond Street, stop to admire the large Victorian houses that line the park border. The Jamaica Pond boathouse is situated near the Pond Street entrance, a charming 1913 structure, with a small dock; forged in the glacial age, the pond has a depth of over 50 feet and rowboats and sailboats can be rented seasonally. Some surrounding green space provides room for social gatherings. The 1.5 mile path is available in all seasons and is popular with runners and walkers, despite its small width. On an October Sunday afternoon, quite a few fishing lines were still operating, ducks still dived eagerly into the water, and people of all speeds were enjoying the sunshine.

*Many free moving or walking meditation programs can be found online; just enter the terms in Google. I read "Meditation Made Easy," by Frances Lefkowitz, on the Natural Health Magazine website: http://www.naturalhealthmag.com/fitness/mind-body/meditation-made-easy?page=6. In the end, though, I made up my own rhythm of walking and ignored the "15 steps back and forth" prescription. I am sure it did no harm.

Leisurely Learning – by Jill Dobriner, PhD

Jamaica Pond
Information on the Pond: http://jamaicapond.com/
City of Boston website: http://www.cityofboston.gov/parks/emerald/jamaica_pond.asp

December 2013 Office of Faculty Development Workshops; to register, email ofd@childrens.harvard.edu

Writing for Non-Scientific Media
Presenter: Dennis Rosen, MD, Assistant Professor of Pediatrics
Tuesday, December 10, 12 noon – 1:00 pm, Karp 6 Conference Room

Conflict Resolution: When the Mentor and Mentee Don't Agree
Presenter: Melissa Brodrick, MEd, HMS Ombudsperson
Tuesday, December 17, 12 noon – 1:00 pm, Gamble Room

Jamaica Pond on a perfect October afternoon
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