

Perspectives

From the Office of Faculty Development



Boston Children's Hospital
Until every child is well™



HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL

Director: S. Jean Emans, MD **Administrative Director:** Maxine Milstein, MBA **Editor:** Jill Dobriner, PhD

Volume 18 - 2018, Number 1

Valerie Ward, MD, MPH, Named Medical Director of the BCH Office of Health Equity and Inclusion (OHEI)

Valerie L. Ward, MD, MPH, Assistant Professor of Radiology, and co-Chair of the BCH Diversity and Cultural Competency Council (DCCC) will lead the new BCH Office of Health Equity and Inclusion (OHEI). The OHEI has been established to support diversity and health equity to provide a welcoming environment to all patients, families, faculty, trainees, staff, and volunteers. President and CEO Sandra Fenwick and EVP of Health Affairs and COO Kevin Churchwell announced the OHEI in a memo to the BCH community and stated that the OHEI program will collaborate with Human Resources, the Office of Faculty Development, the Boston Children's Academy for Teaching and Educational Innovation and Scholarship, and Harvard Medical School (HMS) in creating and improving diversity initiatives. Among its first initiatives will be establishing a health equity education series/grand rounds for the BCH community, and participating in HMS pipeline efforts geared toward increasing the percentage of BCH trainees and faculty who are from groups underrepresented in medicine and science.



Valerie Ward, MD, MPH

Dr. Ward has been a long-time advocate for pediatric health equity and the reduction of health disparities. She represents BCH on the Pediatric Health Equity Collaborative (PHEC), comprised of faculty and staff from 12 hospitals across the nation, which focuses on establishing best practices in data collection and analysis in pediatric care settings. In 2004 Dr. Ward participated in The Partnership, Inc.'s Fellows Program that promotes diversity within organizations by building leadership and professional development skills. She received the 2008 YMCA's Black Achiever's Award for Boston Children's Hospital and the 2012 HMS Harold Amos Faculty Diversity Award. Dr. Ward is looking forward to strengthening BCH's commitment to its diversity goals. "The work of the BCH Office of Health Equity and Inclusion will aim to further incorporate diversity, pediatric health care equity and respect for differences into the culture of BCH, and the work of this new Office will be closely aligned with other ongoing work at BCH."

Rachelle Pierre is Dr. Ward's Administrative Associate in the OHEI and can be reached at rachelle.pierre@childrens.harvard.edu or 617-919-6511, regarding any inquiries about the office.

In Memoriam: T. Berry Brazelton, MD

The Office of Faculty Development joins the BCH community in mourning the 3/13/18 passing of T. Berry Brazelton, MD, the founder of the field of Developmental Behavioral Pediatrics as well as the BCH Child Development Unit. In addition, Dr. Brazelton facilitated the partnerships between BCH and HMS to create the Brazelton Touchpoints Center, a teaching program for parental education and public policy, and the Brazelton Institute for research. Dr. Brazelton's research on mother-child bonding and how dialogue between parents and their children can create a more collaborative form of parental guidance have transformed both parenting and pediatric training. In a 3/14 memo to the Children's community, BCH President and CEO Sandra Fenwick emphasized Dr. Brazelton's trailblazing contributions to pediatrics and his warm spirit: "Berry will be best remembered to his friends, family and colleagues as the epitome of what a pediatrician should be – exceptionally kind, gentle and patient with children, thoughtful and positive, full of life and humor." And as a role model, his impression will endure: "Berry was the most compassionate of trailblazers, and in his tireless commitment to children and families, he raised a remarkable standard that we all strive to live up to."



T. Berry Brazelton, MD

Joel Hirschhorn, MD, PhD, Appointed BCH Chief of the Division of Endocrinology

Joel Hirschhorn, MD, PhD, has been appointed Chief of the Division of Endocrinology starting in July 2018, succeeding Joseph Majzoub, MD, who will serve as Vice Chair for Science in the Department of Medicine.

Dr. Hirschhorn has earned international recognition for his research on obesity and genetics. He is the Director of the Center for Basic and Translational Obesity Research at Boston Children's Hospital, the Co-Director of the Broad Institute Metabolism Initiative, and the head of the Genetic Investigation of Anthropometric Traits Consortium (covering 200 institutions). In 2012, Dr. Hirschhorn was named the HMS Concordia Professor of Pediatrics, the first recipient of an endowed professorship to be named in honor of Frederick Lovejoy, MD, William Berenberg Distinguished Professor of Pediatrics, upon Dr. Lovejoy's retirement.



**Joel Hirschhorn,
MD, PhD**

Update from the BCH Library by Meaghan Muir, MLIS, Manager/Library Services

Did you know that BCH librarians offer services to assist with systematic reviews? Our librarians are committed to collaborating and supporting a variety of the following systematic review tasks:

- Advice on search questions formulation
- Guidance with systematic review steps
- Advice on databases/sources selection for specific topics
- Instruction in database platforms
- Instruction and guidance in search techniques and methods
- Maintaining records of search results and following up with alerts and updates as needed
- Training in use of bibliographic citation software (e.g. Endnote), to manage and share results, and easily produce bibliographies
- Development and documentation of formal, comprehensive strategies for reproducible searches
- Translation of strategies as appropriate for each database platform
- Downloading/deduplicating results to citation management software

Interested in pursuing a systematic review with the assistance of a librarian? Please email library@childrens.harvard.edu to set up a consultation.



Meaghan Muir, MLIS

Congratulations to the BCH Recipients of the 2018 HMS Excellence in Mentoring Awards

Look for their mentoring tips in our next issue

William Silen Lifetime Achievement in Mentoring Award:

Gary Fleisher, MD, Egan Family Foundation Professor of Pediatrics, Chair of the BCH Department of Medicine

Isaac Kohane, MD, PhD, Marion V. Nelson Professor of Biomedical Informatics, HMS, formerly Founding Director, BCH Informatics Department

Jane Newburger, MD, MPH, Commonwealth Professor of Pediatrics, Department of Cardiology

Young Mentor Award

Alyna Chien, MD, Assistant Professor of Pediatrics, Division of General Pediatrics

Kathleen Conroy, MD, Instructor in Pediatrics, Division of General Pediatrics

Benjamin A. Raby, MD, MPH, Appointed BCH Chief of the Division of Pulmonology

Benjamin A. Raby, MD, MPH, is the new Chief of the Division of Pulmonology following a national search. Dr. Raby earned his MD from McGill University in 1995 and became an HMS faculty member in 2003 when he entered the Brigham and Women's Hospital's (BWH) Department of Medicine. Now an HMS Associate Professor, Dr. Raby served as a founder and Director of the BWH Pulmonary Genetics Center; the Center specializes in treatment plans for genetic pulmonary disorders. Dr. Raby's research focuses on the relationship between genetics and asthma.



Benjamin A. Raby, MD, MPH

2018 BCH Rev. Dr. Martin Luther King, Jr., Observance

The 2018 BCH Rev. Dr. Martin Luther King, Jr., Observance was held Thursday, January 11 in Folkman Auditorium. Valerie Ward, MD, MPH, Assistant Professor of Radiology and Medical Director of the BCH Office of Health Equity and Inclusion, welcomed the attendees and praised the hard work and commitment of the MLK Observance Committee, chaired by Karol Jordan, HR Senior Training Specialist.

This popular event featured keynote speaker, Robert Satcher, Jr., MD, PhD, Assistant Professor, Department of Orthopedic Oncology, the University of Texas MD Anderson Cancer Center, and NASA astronaut. Dr. Satcher's lecture, "The Relevance of Race, Diversity, and Inclusion in Challenging Times: Observations While Orbiting the Earth," drew upon the American civil rights movement, Dr. King's challenges in fighting racism at all levels, NASA history, and his own experiences at NASA as he lived aboard the Atlantis space shuttle. While Dr. King dealt with overwhelming crises in the last 3 years of his life, including the 1963 Birmingham church bombing, he remained steadfast in his hopes for the future. Similarly, while we live in a divisive culture, we can remain hopeful for the future as evidenced by the growing numbers of people of color who have achieved career success including scientists, astronauts, and doctors.

The 2018 Black Achievers, announced at the Observance, are Amal Scott, Administrative Supervisor in General Surgery, who is involved in mentoring Boston youth, and Tony Ziegler, Clinical Assistant II (Ambulatory) in Endocrinology, who has created a volunteer project "Athletes Without Borders." Kevin Churchwell, MD, Executive VP of Health Affairs and COO, provided closing remarks and emphasized that what the BCH community does every day in helping care for children is an important mission and that, like Dr. King, we can go forward in our work despite setbacks. Ronald Lacro, MD, Assistant Professor of Pediatrics, and David Urion, MD, Associate Professor of Neurology, delivered the opening and closing prayers.

The MLK Observance is co-sponsored by the Office of Health Equity and Inclusion, Human Resources and the Office of Faculty Development.



BCH Martin Luther King Observance: (from left) Kevin Churchwell, MD, EVP of Health Affairs and COO; Tony Zeigler, Black Achiever Recipient, Clinical Assistant II (Ambulatory) in Endocrinology; Amal Scott, Black Achiever Recipient, Administrative Supervisor in General Surgery; Jessica Daniel, PhD, Associate Professor of Psychology and Associate Director of the Leadership Education in Adolescent Health (LEAH) Training Program in the Division of Adolescent Medicine; and Robert Satcher, MD, PhD, keynote speaker and NASA astronaut.

Searching for Foundation Funding? Contact the BCH Trust Foundation Relations Team

As a BCH faculty member with a Harvard email address, you are encouraged to use a comprehensive database of funding opportunities, Pivot (<https://pivot.cos.com/>), which offers a new way of exploring funding prospects and managing the solicitation process. Searches can be customized with alerts and tracking tools. In addition, connect with the BCH Trust to increase your success with foundation funders.

The mission of the Foundation Relations Team is to engage private foundations in the work of BCH and maximize philanthropic support to the Hospital. They aim to proactively build relationships with a broad range of foundations in order to develop meaningful partnerships that fuel innovation. To assist faculty with research funding, they can help identify specific foundations for your project and provide support throughout the proposal and grant process. As a team, Foundation Relations serves as a network of resources to link researchers, projects, and funding opportunities efficiently.

Foundation Relations looks forward to partnering with you to support your foundation funding needs through their extensive suite of resources. Initial contact can be made by emailing FoundationRelations@chtrust.org and one of the officers or staff members (Lisa Kaufman, Jennifer Foley, Olivia Pennock, Emma Dunlap, Josie Ryan-Small) will follow-up with you.

Welcoming our 2018 New Faculty

The Office of Faculty Development's annual orientation for Children's new faculty is scheduled for Tuesday, July 17. Please share the announcement below with your 2018 new faculty members.

Event: Luncheon and Career Development Orientation for New Faculty

When: Tuesday, July 17, 2018, 12 Noon - 1 PM

Location: Folkman Auditorium
Lunch will be provided

Sponsored by the BCH Office of Faculty Development (OFD)

Hosts:

Sandra Fenwick, MPH, President and CEO
Kevin Churchwell, MD, Executive Vice-President of Health Affairs and COO
S. Jean Emans, MD, Mary Ellen Avery Professor of Pediatrics; Director of the Office of Faculty Development

Give Yourself a Break

The Office of Faculty Development and the Medical Library will be distributing special bookmarks to remind our faculty to create time and space for themselves. The simple yoga poses pictured on the bookmarks can help in both calming the mind and regaining energy. Look for the bookmarks at a spring OFD workshop or at the Medical Library (Main Library on the 5th Floor of the Longwood Center, LC 5110). See below for a preview of the “Tree Pose” bookmark; we will also have a bookmark for “Seated Twist.”

Tree Pose suggested by Emily Jean Davidson, MD, MPH, Registered Yoga Teacher (RYT), Assistant Professor of Pediatrics; Seated Twist Pose suggested by Jamie Lee Palaganas Heath, MD, Registered Yoga Teacher (RYT), Instructor in Neurology. Bookmarks designed by David Chrisom.

Front: Tree Pose – preparatory poses and modifications



Back: Tree Pose – full expression



Yoga Reaches Out in Support of Boston Children’s Hospital

Date: Sunday, April 29, 2018

Time: Registration opens at 9am, event begins at 10am

Location: Gillette Stadium Empower Field House

This fundraising event is a day-long yoga festival with 2 sessions of yoga classes: 1 in the morning and 1 in the afternoon, totaling about 4 hours of yoga with rest breaks throughout the day. Individuals can opt in and out of classes. In addition, participants can browse the marketplace and have lunch. The funds will be used for the BCH Wellness Program designed for patients and patient families to provide healing activities, such as Reiki, yoga, and dance classes.

To find out more about the event and/or to register, see http://fundraise.childrenshospital.org/site/TR?fr_id=1701&pg=entry

What We Are Reading this Spring:

Valerie Ward, MD, MPH, Medical Director of the BCH Office of Health Equity and Inclusion: *Blind Spot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald

Meaghan Muir, MLIS, Manager, Library Services: *Behave* by Robert Sapolsky

Alina Morris, MLIS, Hospital Archivist: *The Antidote: Happiness for People Who Can't Stand Positive Thinking* by Oliver Burkeman

Jessica LaBrie, MSLS, Librarian: *White Rage: The Unspoken Truth of Our Racial Divide* by Carol Anderson

Chloe Rotman, MLIS, Librarian: *Her Body and Other Parties* by Carmen Maria Machado

Jill Dobriner, OFD Program Coordinator: *Swing Time* by Zadie Smith

2018 Black History Month Grand Rounds

Wanda Barfield, MD, MPH, FAAP, Director of the CDC's Division of Reproductive Health and Assistant Surgeon General in the US Public Health Service, presented the 2/28/18 Black History Month Grand Rounds "Culturing Pearls: Finding Success in Science and Medicine." Dr. Barfield, who earned her MD from HMS and her MPH from HSPH, discussed how her family's belief that all dreams are possible developed from her father's experience in the US military as opportunities for African-American soldiers grew more expansive. Discovering early in her college education that African-Americans suffered higher rates of infant mortality, Dr. Barfield became committed to closing this gap and focusing on the social determinants of health. In reviewing her personal history in medicine and research, she shared three pearls with the BCH community:

- Seek guidance from others; inspiration from mentors is essential.
- Be determined; "If you aren't sure about which way to turn, focus on your goals. They will clarify your path and direction."
- Be inclusive; be supportive and work with all communities, and listen to these groups.

In pursuing dreams and goals, Dr. Barfield called attention to Rev. Dr. Martin Luther King's motivating words, "If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward."



**Wanda Barfield, MD, MPH,
Director of the CDC's Division of
Reproductive Health and
Assistant Surgeon General in the
US Public Health Service**

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Lauren Wisk, PhD, Receives SAHM New Investigator Award

Congratulations to Lauren Wisk, PhD, HMS Assistant Professor of Pediatrics in the BCH Division of Adolescent Medicine, who received the 2018 Society of Adolescent Health and Medicine (SAHM) New Investigator's Award for her research on inequalities in adolescent/young adult insurance coverage and access to care before and after federal health reform. The SAHM Award recognizes young investigators whose research promotes optimal health and well-being for adolescents and young adults.



Lauren Wisk, PhD

Director's Perspectives by S. Jean Emans, MD, Director of the Office of Faculty Development

With the constant rush of appointments and meetings in academic medicine, many of us would benefit from pausing to reflect on our career development as well as work-life integration. I encourage faculty to use the OFD Annual Career Conference Form on our website (www.childrenshospital.org/research/ofd) or the one created by your department. Discuss both your accomplishments and your concerns with your chief or mentor. Career progress occurs with both reflection and action. To hear from senior faculty about career conferences, I encourage you to attend our 5/22 workshop with Drs. Kenna and Leichtner on "How to Plan a Productive Annual Career Conference." We have also added a new workshop this year, "Time Management Solutions" scheduled for 6/12, to assist faculty in organizing their busy days and nights. See details on the Spring is Faculty Development Season flyer on p.7 and enjoy "Time Out" events in Boston listed on p.6. Congratulations to the BCH mentors who will be recognized at the HMS celebration on June 14, 2018 from 4-6pm in TMEC Amphitheatre (260 Longwood Ave).

As always, I am happy to meet with faculty to discuss career trajectory or promotion readiness; feel free to email ofd@childrens.harvard.edu to arrange an appointment. Take a few minutes to read our articles on the new Office of Health Equity (p. 1) and BCH Trust resources and use of the website Pivot for research funding (p.3).

HMS Task Force on Diversity and Inclusion: Better Together

Submitted By Ying Wang, EdM, HMS Associate Director, Minority Faculty Development Program

The HMS Task Force on Diversity and Inclusion, chaired by Joan Y Reede, MD, MPH, MS, MBA, Dean for Diversity and Community Partnership, is offering programming aimed at underscoring the values of HMS' recently-released diversity statement with the inclusive message that we are Better Together. Since the statement's release in October 2017, a dialogue series was launched which includes topics such as Images at HMS, Being 'Other', and Microaggressions. A dinner for Muslim students and faculty occurred in March, a reception for first generation community members is planned for April 25, and a special session on psychological safety, especially in the context of how it contributes to an inclusive and welcoming community, will take place in June. Dean George Daley recently introduced a video (<https://hms.harvard.edu/videos/better-together>) which highlights HMS' commitment to diversity and its conviction that an inclusive community truly is a better, more valuable one. More information about the Task Force may be found at <https://hms.harvard.edu/about-hms/campus-culture/deans-task-force-diversity-and-inclusion>

HMS Diversity Statement: <https://hms.harvard.edu/about-hms/campus-culture/diversity-task-force/diversity-statement>

Were you promoted to Assistant or Associate Professor in 2017? Harvard Medical School has a special event to recognize your achievement:

Celebration of HMS Assistant and Associate Professor Promotions, January-December 2017

**Monday, May 7, 2018, 8:00 AM
TMEC Walter Amphitheater & Atrium
Please extend the invitation to family members**



Participants at last year's HMS Promotion Celebration

Time Out:

Events in the Boston-Area to Include on Your Calendar; check websites for locations and details

The Carousel on the Rose Kennedy Greenway is open daily starting in April; need to de-stress? Re-experience a moment from childhood and take a turn around the carousel with Puff the Magic Dragon on soundtrack; see <https://www.rosekennedygreenway.org/visit/greenway-carousel/>

Saturday, May 12: Waltham Watch City Steampunk Festival; crafts, displays, live entertainment, kids' activities, technology, and role-playing inspired by 19th-century science fiction and modern inventions; see <https://www.watchcityfestival.com/>

Sunday, May 13: Lilac Sunday at the Arnold Arboretum; take a walk through the Park at the height of lilac season, have lunch on a picnic blanket, purchase a tasty treat from a food truck, and admire/buy the unique 2018 Lilac Sunday t-shirt; see <https://www.arboretum.harvard.edu/news-events/lilac-sunday/>

Sunday, June 10; for fun, fresh air, and inspiration, the annual **Eversource Walk for Children's Hospital** brings together patient families, BCH medical and administrative staff, and trainees to support BCH initiatives; see http://fundraise.childrenshospital.org/site/TR?fr_id=1702&pg=entry

Thursday, June 21: Summer Solstice Celebration Night at the Harvard Museums of Science and Culture; honor the start of the summer season by learning about solstice astronomy with your children and enjoy performances and crafts; see <https://hmn.harvard.edu/event/summer-solstice-celebration-2018-night-harvard-museums-science-culture>



Lilacs await you on the Arnold Arboretum's Bussey Hill Road in May



Go ahead, get on the squirrel



Spring is Faculty Development Season!

Sponsored by President and CEO Sandra Fenwick, Executive Vice President and COO Kevin Churchwell, Jean Emans, and the Office of Faculty Development (OFD)

2018 Career and Life Skills Seminar Series

Getting Your Clinical Research Funded

Speaker: Isaac Kohane, MD, PhD, Marion V. Nelson Professor of Biomedical Informatics

Tuesday, April 24, 12 to 1 PM, Karp 6 Conference Room, lunch provided

Co-sponsored by the Office of Faculty Development and the Office of Fellowship Training

This workshop presents strategies, tips, and practical guidance for junior faculty and fellows to obtain funding for clinical research.

How to Plan a Productive Annual Career Conference

Speakers: Margaret Kenna, MD, MPH, Professor of Otology and Laryngology

Alan Leichtner, MD, MSHPEd, Professor of Pediatrics and Chief Medical Education Officer

Moderator: Jean Emans, MD, Mary Ellen Avery Professor of Pediatrics and Director, OFD

Tuesday, May 22, 12 to 1 PM, Karp 11 Conference Room, lunch provided

This workshop will introduce you to the OFD Career Conference Form, how you can prepare responses/questions in advance of the meeting, and tips for interacting with your chair/mentor.

Strategies for Saving for College

Speaker: Jonathan Griswold, MD, Instructor in Anesthesia

Wednesday, June 6, 11 to 12:30 PM, Karp 8 Conference Room

Dr. Griswold will discuss various strategies for saving for college and the pros and cons of the different types of college savings plans. The primary focus will be on "529" college savings plans.

Time Management Solutions

Speakers: Lydia Shrier, MD, MPH; representatives from BCH Human Resources

Tuesday, June 12, 12 to 1 PM, Karp 10 Conference Room

Looking for more efficient ways to manage time in your personal and professional life? This workshop will help you identify your peak energy times and provide practical suggestions on how to deal with distractions, prioritize and sort tasks and organize technology.

Leadership in Research: Building Your Team and Managing People

Speakers: Melissa Brodrick, MEd; Jordan Kreidberg, MD, PhD; James Horgan, JD;

Lydia Shrier, MD, MPH; Judith Zola, MBA

Monday, June 18, 8:30 AM to 1 PM, Karp Building Conference Rooms, 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.

Graduate Medical Education Day and Spring Education Retreat

Sponsored by:

BCH Academy for Teaching and Educational Innovation and Scholarship;

Office of Graduate Medical Education; Office of Faculty Development

Boston Combined Residency Program Medical Education Academy

Wednesday, April 25, 12 – 4:30 PM

12 to 1:00 PM – Grand Rounds, Folkman Auditorium, Carol Carraccio, MD, MA

“Competency-based Medical Education (CBME): Past, Present and Future”

1:15 to 4:30 PM – Spring Retreat - Educational Scholarship Workshops:

Qualitative Research, Kate Michelson, MD

Quantitative Research, Jennifer Kesselheim, MD, MSHPEd & Tom Sandora, MD

Modified Delphi Method, David Williams, PhD

In this issue

Valerie Ward, MD, MPH, Named Medical Director of the OHEI

In Memoriam: T. Berry Brazelton, MD

2018 BCH Recipients of HMS Excellence in Mentoring Awards

Joel Hirschhorn, MD, PhD, Appointed Chief of Endocrinology

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Update from the BCH Library by Meaghan Muir, MLIS

BCH Trust Foundation Relations

2018. BCH Rev. Dr. Martin Luther King Observance

2018 Black History Month Grand Rounds

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[Recipient]

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