

Perspectives

From the Office of Faculty Development



Where the world comes for answers



HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL

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OFD Initiatives Support Women and UiM Faculty Careers at BCH

The OFD is spearheading two initiatives to focus on BCH Women faculty advancement and Basic Science Career Development. In the summer of 2021, the OFD established 2 groups to identify and address the needs of women faculty at BCH: the Women Faculty Careers at BCH (WFC) Council (meets monthly) and the WFC Advisors (meets every 6 months to review progress). The WFC Council has developed a list of 35 practices, policies and recommendations to address the challenges women (and UiM) faculty face, and the Council and Advisors have selected 8 issues to tackle first, including recommendations for:

- compensation review
- appointments to leadership positions
- departmental expertise for career development and promotion
- expanded career conferences and mentorship
- metrics of retention and advancement of women and UiM faculty
- reports on progress to inform EVP of Health Affairs, CEO, and Trustees
- support for faculty to attend leadership courses
- enhanced educational sessions



Jean Emans,
MD, Director
of the Office of
Faculty
Development

In the last 6 months, BCH has supported 5 faculty to attend the HMS Women's Leadership course, CTREC has funded 2 additional Career Development Fellowships to bring the total of basic science and clinical translational grants to 15 this year, and the OFD successfully advocated for Harvard to join the National Center for Faculty Development and Diversity (NCFDD). Led by Carla Kim, PhD, the Basic Science Career Development Initiative is focusing on supporting early career investigators, particularly women and UiM faculty. Dr. Kim is collaborating with Female Leaders in Science (FLIS) at HMS, JCSW, and the Consortium of Harvard Affiliated Offices for Faculty Development and Diversity (CHADD). Proposed and ongoing activities include: workshops, listening groups and venues (research rounds, chalk talks, 1:1 mentoring) for junior faculty across departments, allowing more opportunities for interactions and networking. We welcome faculty to become Allies for these initiatives. The OFD is grateful for the support of Kevin Churchwell, MD, President and CEO, and Peter Laussen, MBBS, FANZCA, FCICM, Executive Vice President, Health Affairs, and for the important work of the members of the WFC Council and the WFC Advisors (see newsletter endpage).

Elizabeth Blume, MD, Named Keane Chair in the Department of Cardiology

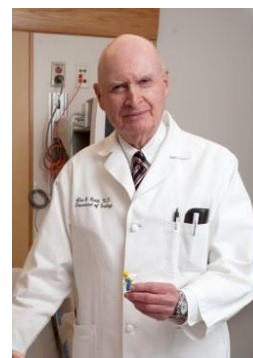
Congratulations to Elizabeth Blume, MD, HMS Professor of Pediatrics and Chief of the Advanced Cardiac Therapeutic Section in the BCH Department of Cardiology, who has been named the first Keane Chair in the Department of Cardiology. John Finbarr Keane, MB, BCH, BAO, is an HMS Professor Emeritus and was a member of the Children's community from 1970 to 2014 in the Department of Cardiology. In a memo to the Children's community, President and CEO Kevin Churchwell, MD, and Tal Geva, MD, Cardiologist-in-Chief, underscored Dr. Blume's skills as a mentor and researcher in pediatric heart failure, cardiac transplantation and palliative care; "She embodies Dr. Keane's legacy in compassionate clinical care, research and innovation, and mentorship."



Elizabeth Blume, MD

In Memoriam: Alan Retik, MD, Emeritus Urologist-in-Chief and HMS Professor of Surgery

The Office of Faculty Development joins the Boston Children's community in mourning the loss of Dr. Alan Retik, a long-term leader of pediatric urology, creating the first department in a children's hospital, and serving as Surgeon-in-Chief from 2002 to 2008. In a memo to the Children's community, CEO and President Kevin Churchwell, MD, and Carlos Estrada, MD, Chief of the Urology Department, lauded Dr. Retik's spirit of compassion: "this month, we've been speaking quite a bit about kindness, and perhaps Dr. Retik's greatest legacy was his kindness and commitment to others — from the surgeons who learned their craft under his tutelage, to the thousands of families whose lives he changed for the better."



Alan Retik, MD, with
a namesake Lego from
an appreciative
patient

My Boston Children's Story, by Nicole J. Ullrich, MD, PhD, MMSci, FAAN; Professor of Neurology

A Flexible Journey - Key Realizations Along the Way

I arrived at Boston Children's in 1998 to begin training in Pediatrics and Child Neurology -- and never left. Armed with MD/PhD training at Yale, I planned to continue as a basic science researcher and then found myself drawn back to the bedside. I reincarnated as a clinician-researcher after completion of the Masters of Medical Science program through the Clinical Investigator Training Program, merging my research and clinical interests with a focus on prevention of acute and chronic neurologic toxicity of childhood cancer therapy and on targeted therapy for the neurofibromatoses.

Be flexible – Careers (and life) are rarely a straight path. My time in the wet lab was not “wasted time;” it has enhanced my efforts to bring preclinical research to the patient. I have continued to evolve and reincarnate over time.

Choose good mentors – I worked hard to create my community of mentors, including my current chair, Scott Pomeroy, MD, PhD. My key mentors include close peers and colleagues, within and outside of Boston Children's.

Be at the right place at the right time – it is not enough, and not always within one's control, but definitely helps. Transitional funding from the Office for Faculty Development and from the American Academy of Neurology were key to crossing the threshold from trainee to junior faculty. I then was able to submit a program project grant to a new funding mechanism through the Department of Defense, and BCH was selected as a founding site for the only clinical trials consortium for targeted therapeutics in Neurofibromatosis.

Carefully consider Life and Work (note – not using the word balance) – “Life” and “Work” happen -- from having three children in two years (now ages 16, 16 and 17) to aging parents, COVID and “life grenades” – and it is important to have the ability to bend and flex in response to the crazy.



**Nicole Ullrich,
MD, PhD,
MMSci, FAAN**

Self-care is a priority not a luxury –

“Remember to place the mask over your own mouth and nose before assisting others.” I often felt squashed between work, home, family/parental needs and was ignoring my own needs. Having an outside interest and place to stretch myself (mind and body) outside of medicine has been crucial.

Elevate those around you – I would like to see BCH move forward with initiatives to review faculty promotions and salaries and address gender-based challenges and disparities.

“My BCH Story” is just beginning.

My Boston Children's Story, by Margaret A. Kenna, MD, MPH; HMS Professor of Otolaryngology-Head and Neck Surgery and Sarah Fuller Chair for Hearing Loss and Hearing Restoration in the Dept. of Otolaryngology and Communication Enhancement, Boston Children's Hospital

Follow your passion and you will find a niche

It seemed every few years I moved: UPenn for college, Boston University for medical school, Univ. of Arkansas for residency, Children's Hospital Pittsburgh for fellowship. So when I came to BCH, I just assumed I would move again in a few years. I have never left.

When Pediatric Otolaryngology was in its infancy, I had the good fortune to train with some of the founders and pioneers in the field, Charles Bluestone and Sylvan Stool in Pediatric Otolaryngology, Jack Paradise in Pediatrics and Ellen Wald in Infectious Diseases. My first research was in chronic suppurative otitis media, and I noticed that some children developed permanent hearing loss. Since there was not much active work at the time in pediatric hearing loss, I lucked into both a passion and a clinical and research niche. After a few years as an attending at Yale and Pittsburgh, I came to BCH and cofounded the pediatric cochlear implant program. When the first non-syndromic recessive gene for hearing loss, GJB2, was described, Heidi Rehm and I based my first RO1 on it. With Jeff Holt, Gwen Geleoc and Karl Koehler in the ORL lab developing mouse and other models of genetic hearing loss, and with the recent addition of our new attending, Eliot Shearer, an otolaryngologist with a PhD in genetics, we are developing a translational research program for genetic hearing loss that is truly thrilling.

Why didn't I leave BCH for other jobs? Occasionally, the grass did look greener elsewhere, and I did look. However, with essential support from my Chair and my practice partners we have built a world-class hearing loss program that includes cochlear implants, cutting edge genetic testing, and that is supported by fabulous BCH collaborators in genetics, infectious diseases, imaging, audiology, speech and language and neuropsychology. Why would I want to leave now?



Margaret Kenna, MD, MPH

Update from the BCH Office for Health Equity and Inclusion

On Wed December 15th, 2021 the Office of Health Equity, in collaboration with the Medical Staff Organization, hosted the 3rd Annual Visiting Professor in Health Equity and Inclusion, Dr. Marcella Nunez-Smith, who gave an outstanding lecture entitled “Structural inequities, Covid-19, and Health Justice: Striving for Equity through a Pandemic.” After her lecture she participated in a virtual “Meet the Professor” session with a small group of underrepresented early career faculty, trainees and staff.

The launch of the Boston Children’s Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion in October 2021 featured a discussion between Kevin B. Churchwell, MD, the BCH President and CEO, and Deval Patrick, the former Massachusetts Governor, with a special guest appearance by Sandi L. Fenwick, MPH, retired BCH CEO. Included in the launch events was the December 13, 2021 Inaugural Pediatric Health Equity Research Grand Rounds with the invited guest speaker, James E.K Hildreth, PhD, MD, whose lecture title was, “Same Song, Different Melody: A Tale of Two Pandemics.”

On January 12, 2022, we released the RFA for our Fenwick Fellows Leadership Development Program which is a collaboration between the Fenwick Institute and the BCH Academy for Teaching and Educational Innovation and Scholarship. Fenwick Fellows Program Co-Directors are Valerie L. Ward, MD, MPH, Paul A. Rufo, MD, MMSc, and Alan M. Leichtner, MD, MSHPEd. Dr. Ward is also Senior Vice President, Chief Equity and Inclusion Officer and Pediatric Radiologist; Dr. Rufo is Associate Director for Inclusion in the Fenwick Institute, Program Director, HMS Fellowship in Pediatric Gastroenterology, Pediatric Gastroenterologist; and Dr. Leichtner is Chief Education Officer, Director of the Department of Education and Pediatric Gastroenterologist. See links for the Fenwick Fellows Program application: <https://onfirstup.com/bostonchildrens/thescope/contents/28741110>
http://web2.tch.harvard.edu/homepages/2022-Fenwick_Fellows_Leadership_Development_Prog_RFA_FINAL_1-12-22.pdf

Edward Lee, MD, MPH, Receives the 2022 Gold Medal from the American Roentgen Ray Society

Congratulations to Edward Lee, MD, MPH, Associate Professor of Radiology, who has been honored by the American Roentgen Ray Society with the Gold Medal Award, considered the Society’s most prestigious award. The Award underscored Dr. Lee’s service and many contributions to the Radiology field, including both advances in imaging and involvement in educational activities.



Edward Lee, MD, MPH

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

This spring we have added a new column on basic research initiatives by Carla Kim, PhD, at Boston Children’s so we can bring research needs into increased focus. We are also excited to introduce the OFD initiatives to support women and UIM faculty careers at BCH. Please email ofd@childrens.harvard.edu with suggestions!

How to Build Your Mentoring Skills: Individual Consultations on Developmental Networks with Maxine Milstein, MBA

Maxine Milstein, MBA, OFD Administrative Director and co-creator of the Developmental Networks exercise, is available for one-on-one virtual appointments with faculty to review their Developmental Network, a framework for mapping and analyzing an individual’s professional and personal support system. Please contact Maxine directly to schedule a virtual appointment, maxine.milstein@childrens.harvard.edu. The Office of Faculty Development offers many resources for mentors and mentees on its Community of Mentors’ webpage, www.childrenshospital.org/ofd, (click on Community of Mentors on the left) including mentoring booklets.

News from the Archives, by Alina Morris MLIS, Archives Program Manager Time Capsule Project

The Boston Children’s Archives Program is preparing a time capsule for the dedication of the Hale Family Building in June 2022. It will be opened in 2089 – and we want you to be part of the excitement!

Why 2089?

It marks the 175th anniversary of our Longwood Avenue campus when the Hunnewell building was completed in 1914. It will be 200 years since the Children’s Hospital School of Nursing opened and graduated a total of 2,369 nurses between 1889-1978.

Finally, 2089 will be our 220th year of caring for kids and their families, in Boston, and from all across the world.

What objects do you think future generations would be surprised to find when the capsule is opened in 2089?

If you have a suggestion, the Archives Program wants to hear it. Your entry will be entered in a random drawing for great prizes.

You can enter your suggestion here:

<https://www.surveymonkey.com/r/5ZQZLGG> or email the hospital archivists at: archives@childrens.harvard.edu



Postcards from patients for the Hale Family Building Time Capsule Project

New Resource Available Through the National Center for Faculty Development and Diversity (NCFDD)

We are pleased to announce that, Harvard University has a new institutional membership with the National Center for Faculty Development and Diversity (NCFDD) <https://www.facultydiversity.org/> effective Feb. 1, 2022. The pilot membership will run for the next three years, through Jan. 31, 2025. NCFDD's career development resources are available to all Harvard-affiliated faculty, postdoctoral fellows, clinical trainees, staff, and medical, dental, and graduate (master's/PhD) students. See website for more details on resources and programs. Individuals can activate their membership by clicking on <https://www.facultydiversity.org/join> and begin using services by selecting Harvard from the institution list and providing a work email address containing "harvard.edu." Questions should be addressed to Brian Crete, HMS Office for Faculty Affairs Program Manager, brian_crete@hms.harvard.edu.

Basic Science Corner, by Carla Kim, PhD, Professor of Genetics and Pediatrics

Community Building with Our Scientists

It is my honor to be serving as Interim Director of Basic Research Career Development. This new role is aimed to support basic research faculty, with particular emphasis on our early stage investigators, women and individuals under-represented in medicine. I am working closely with the OFD, Valerie Ward, and research leadership to determine the needs of our basic research faculty. I would like to highlight some of the ongoing work, as well as future plans, and to ask for your input. Some emerging ideas have been to provide more guidance on how to get started running a wet bench lab within BCH, connecting researchers across divisions/departments for scientific discussions (e.g., chalk talks), and initiating programs to enhance activities for promotion readiness at all stages. A recent successful event that we co-hosted with HMS Director of Gender Equity, Dr. Marcia Haigis, was "Picture OUR Scientists," a virtual symposium celebrating women's journeys and discoveries from the bench to bedside. The inspiration for this event was the screening of Picture a Scientist, a documentary which highlights the inequities faced by women in science (check it out on Netflix if you missed this). In our symposium, 6 women scientists from HMS and the affiliated institutions discussed their science and their career journeys, including lessons learned to overcome challenges. The personal experiences these women shared was truly inspiring. A recording of the symposium will be available. One theme that has emerged across my conversations with faculty at all stages, as well as this event, is the desire for more opportunities for community building for researchers within BCH and across HMS and the affiliated hospitals. I look forward to initiating more ways to connect us all in friendship, mentorship and sponsorship. Please email me with further suggestions; ideas from all are welcome: carla.kim@childrens.harvard.edu.



**Carla Kim,
PhD**

Courtesy Reminder: Bravo Award

If you would like to acknowledge a colleague or employee at Children's that goes above and beyond their role to better serve others through our hospital's core values of respect, inclusivity and diversity, teamwork, and kindness, consider nominating them for a BRAVO! Excellence Award. Awardees will have a celebration, be introduced at a Department Heads meeting, and will receive a token of appreciation. Their headshot will also be displayed across hospital locations and on every screensaver. Such an award is a wonderful achievement to list on one's resume! For more information about how to nominate please visit this webpage on the intranet:

<http://web2.tch.harvard.edu/eces/mainpageS2645P25.html> or contact workforcedevelopment@childrens.harvard.edu.

Diego Porras, MD, Appointed Benderson Family Cardiac Catheterization Chair

Congratulations to Diego Porras, MD, HMS Associate Professor of Pediatrics in the Department of Cardiology, who has been appointed the first incumbent of the Benderson Family Cardiac Catheterization Chair. Dr. Porras is the chief of the Division of Invasive Cardiology and has been a leader in implementing innovative techniques as well as emphasizing clinical research and quality improvement.



Diego Porras, MD

Matthew Heeney, MD, First Incumbent of Orah S. Platt Chair in Pediatric Hematology

Congratulations to Matthew Heeney, MD, HMS Associate Professor of Pediatrics; Associate Chief in the BCH Division of Hematology-Oncology; and Director of the Sickle Cell Program, who has been appointed as the Orah S. Platt Chair in Pediatric Hematology, from the Division of Hematology-Oncology. The appointment honors both Orah S. Platt, MD, HMS Professor of Pediatrics and retiring Chief of the Department of Laboratory Medicine, whose research explored treatments in sickle cell disease, and Dr. Heeney, who has created effective programs in sickle cell clinical management.



Matthew Heeney, MD

Wellness Tips by Faculty for Faculty: Knitting as Soul Craft, by Elissa R. Weitzman, ScD, MSc; Associate Professor of Pediatrics, Adolescent Medicine

Knitting is like slow cooking. It takes patience, love of ingredients, and a little bit of skill. I started knitting as an adult. It's now a hobby and a connector to others who love making and textiles. In a shrinking world that spins fast, it's also a strategy for slowing down. Pre-pandemic, I hiked a portion of the Camino de Santiago in Spain. One of the most amazing experiences was gazing down the Spanish coast at day's end to the morning's distant departure point. I remember thinking "I walked that by foot!" This shrinking world grew big again and I felt the accomplishment of doing something without a car, computer, or phone. Knitting is like that – "I made that by hand!" Increasingly I am drawn to learning about the history and role of fiber arts in women's lives. Knitters use their craft to recover from injury, cope with illness, provision loved one in crisis, and protest injustice. These histories enlarge and enrich the world.



Elissa Weitzman, ScD, MSc

Make Monday Magical

Tips for creating a better, smoother Monday: Family Book Club

Set aside time on Monday evening for a gathering of a Family Book Club; depending on the ages and tastes of your children, select a book to read and discuss together. Take your time through the book and accept that it might be over a month before your family members have completed the reading journey. If you have older children over the age of 14, select a current "grown-up" book or reread a classic, such as Zora Neale Hurston's *Their Eyes Were Watching God*, Jane Austen's *Northanger Abbey* or Betty Smith's *A Tree Grows in Brooklyn*. Bring up important issues, such as relevancy of the classic in our culture or discomfort regarding the book's social assumptions. Ask a librarian for any recommendations regarding younger children who are ready for chapter books (consider Noel Streatfeild's sprightly shoe books on ballet and theater). Enjoy the opportunity to read together and open minds! Don't forget that the family can also prepare a special Book Club supper that can tie in to the chosen book's setting.



WFC Women's Council and WFC Advisors: Jean Emans, MD - Chair

WFC Council:

Andrea Bauer, MD
Laurie Fishman, MD
Susan Goobie, MD
Ingrid Holm, MD, MPH
Carla Kim, PhD
Margaret Kenna, MD, MPH
Maitreyi Mazumdar, MD, MPH
Mary Mullen, MD, PhD
Lise Nigrovic, MD, MPH
Nicole Ullrich, MD, PhD
Valerie Ward, MD, MPH
Joanne Wolfe, MD, MPH

WFC Advisors:

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Hong Chen, PhD
Ming-Hui Chen, MD
Sangita Choudhury, PhD
Christy Cummings, MD
Lynne Ferrari, MD
Lindsay Frazier, MD
Carly Guss, MD, MPH
Emma Knowles, PhD
Lois Lee, MD, MPH

WFC Advisors, cont.

Rebekah Mannix, MD, MPH
Amy O'Connell, MD, PhD
Elizabeth Rider, MD, MSW
Christiana Russ, MD
Sarah Teele, MD
Sara Toomey, MD, MPH
Paula Watnick, MD, PhD
Carol Weitzman, MD

Support from Senior Leadership:

"Not just today, but throughout our history, it's impossible to overstate the impact that women physicians and researchers have had on Boston Children's," says **President and CEO, Kevin B. Churchwell, MD**. "I am tremendously grateful to the OFD, and all of the physicians and researchers who have volunteered their time, to help ensure that our women faculty have the enterprise support, guidance, and opportunities to help them fulfill the promise of an exceptional career."

"From primary care to specialty and surgical care; from research to teaching to hospital leadership; the contributions and vision of women physicians and scientists have always been foundational to who we are at Boston Children's," says **Peter Laussen, MBBS, FANZCA, FCICM, Executive Vice President, Health Affairs**. "Our commitment to the advancement and career development of women faculty is an essential investment not only in our future, but in ensuring a brighter future for children and families everywhere."