

Perspectives



Boston Children's Hospital
Until every child is well™



**HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL**

From the Office of Faculty Development

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

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Frederick Lovejoy, MD, Honored by HMS Service Award

Congratulations to Frederick Lovejoy, MD, William Berenberg Distinguished Professor of Pediatrics, who has been awarded the 2020 HMS Barbara J. McNeil Faculty Lifetime Award; this award highlights exceptional service to Harvard Medical School and its hospital-affiliates.



Fred Lovejoy, MD

Thank you to Daniel Nigrin, MD, MS, SVP and Chief Information Officer

Congratulations to Daniel Nigrin, MD, MS, SVP and Chief Information Officer, who will begin a new position at MaineHealth as the organization's Chief Information Officer in 2021. Dr. Nigrin began his career at BCH in 1995 as a fellow in Endocrinology and transitioned to Medical Informatics shortly afterwards in 1996. Dr. Nigrin's focus on BCH technology has influenced a full range of programs, including CHAMPS, Epic, Synapse, CHERP, PeopleSoft, Childrens360, MyChildren's, and Library resources such as UpToDate. Thanks for your many years of leadership!



Daniel Nigrin, MD

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

Wellness experts have encouraged all of us to jot down a daily "gratitude list" which can help us move forward in our lives. So I am ending the 2020 calendar year with the Office of Faculty Development's gratitude! First of all, we are grateful for the efforts and resilience of Boston Children's faculty; you are truly remarkable in how you have adapted to the stressors of the past year, adjusting your schedules, volunteering to lead support groups and seminars, and mentoring new faculty. In this issue, we have highlighted a few BCH champions: Sandra Fenwick, our CEO for many years, has provided tips ("pearls") for leaders, especially relevant for these challenging times (see p. 5); Fred Lovejoy, MD, recipient of the 2020 Barbara J. McNeil Faculty Award for Exceptional Institutional Service to HMS/HSDM, has supported faculty and our program with his insights on professional development. Joel Hirschhorn joins Judy Lieberman (see Summer 2020 issue of *Perspectives*) as an elected member of the prestigious National Academy of Medicine. Let's draw inspiration from these and our many other leaders, colleagues and trainees, patients and families as we go forward into 2021 and fill the pages of our gratitude journal!



*Enjoy the holiday season and
let's look forward to going places in 2021!*

*S. Jean Emans, MD
Maxine Milstein, MBA
Jill Dobriner, PhD*

2020 Latino Heritage Month Celebration

By Nikki Tennermann, LICSW, Office of Health Equity and Inclusion

The Annual Latino Heritage Month Celebration took place virtually this year on Thursday, October 8, 2020. The program was hosted by Eva Gomez, MSN, RN, NPD-BC, CPN, Senior Professional Development Specialist, Clinical Education, Informatics, Practice & Quality. Dick Argys, MHSA, Chief Culture Officer and Chief Administrative Officer, provided opening remarks followed by a welcome by Sandra Fenwick, MPH, CEO. The celebration included a patient story of the Obando Family and their experiences at Boston Children's with treatments for sickle cell disease and a musical interlude by Brazilian musician Tarciso Alves. The celebration featured guest speaker Gladys Vega, Executive Director of the Chelsea Collaborative, who spoke about the non-profit's work with the local Latino community during the COVID-19 pandemic. Reverend Michele Torres provided a closing blessing. We are excited to announce the 2020 Latino Achievers, who received their awards during the celebration: Sonia Garcia, RN, CPN, Staff Nurse, 9 East, Cecilia Matos, MA, Program Coordinator in the Center for Families and Carlos Rivera, Lead Patient Experience Rep, 7 South. Congratulations!

Office of Health Equity and Inclusion: Pediatric Health Equity Fellowship Awarded to Sophie Allende-Richter, MD

We are pleased to announce that Sophie Allende-Richter, MD, received the Pediatric Health Equity Fellowship within the Harvard-wide Pediatric Health Services Research Fellowship Program beginning in July 2021. This fellowship is co-directed by Valerie L. Ward, MD, MPH, Chief Equity and Inclusion Officer and Jonathan Finkelstein, MD, MPH, Sr. Vice President, Chief Safety and Quality Officer. This fellowship is supported by the Department of Health Affairs and Dr. Peter Laussen, MBBS, FANZA, FCICM, Executive Vice President, Health Affairs, who is also Senior Faculty in this Pediatric Health Equity Fellowship.

See p. 4 for information about the 2021 Pediatric Health Equity Grant



Sophie Allende-Richter, MD

Update from the Medical Library, by Chloe Rotman, MLIS, Manager, Library Services

November was Native American Heritage Month. Although we are now in the midst of December, in recognition and in honor of Native American heritage and culture, the medical library recommends the following reading list. While we are not loaning physical books, we strongly encourage everyone to use their local bookstore or library.

An Indigenous People's History of the United States, by Roxanne Dunbar-Ortiz

Advancing Health Equity for Native American Youth: Workshop Summary, by Roundtable on the Promotion of Health Equity and the Elimination of Health Disparities

Spirit Run, by Now Alvarez

Almanac of the Dead, by Leslie Marmon Silko

There There, by Tommy Orange

Code Talker, by Joseph Bruchac



Joel Hirschhorn, MD, PhD, Elected to the National Academy of Medicine

Congratulations to Joel Hirschhorn, MD, PhD, Chief, BCH Division of Endocrinology and HMS Concordia Professor of Pediatrics and Professor of Genetics, who has been elected to the National Academy of Medicine (NAM). Election to the NAM is sponsored by peers and is based on outstanding achievement in service, healthcare, and science.



Joel Hirschhorn, MD, PhD

Wellness Tips by Faculty for Faculty

Michelle Gurvitz, MD, MS, Assistant Professor of Cardiology – how to wind down at home

Working in the wonderful but often intense environment of a children’s hospital can make it difficult to separate when you get home. Here are some things to consider to help you wind down at the end of the day:

- *Try to set clear boundaries for your use of email and computer at home*
- *Find a corner or room in your home to designate as a “distraction-free zone” for times you may need it*
- *Find an activity that frees you and your mind from work, computer and email: Exercise, music, cooking, art, reading – whatever works! Even 10 minutes can help shift your mindset toward winding down*



Michelle Gurvitz, MD, MS

Doctors Offering Coaching Support (DOCS)

Did you know that Boston Children’s now has a program for physicians that provides peer counseling by colleagues? Doctors Offering Coaching Support (DOCS) is a network overseen by the Office for Clinician Support (OCS), which seeks to alleviate stress through interactions with other physicians. The service is confidential and faculty can discuss any issue. Asking for help is a first step in alleviating symptoms of burnout. To reach OCS to make a connection with a DOCS colleague, call 617-355-6705; in addition, you can page DOCS (#3627) from 3pm to 8pm.

Self Care
is NOT
Selfish

News from the Archives, by Alina Morris, MLIS

Winter images from the BCH Archives: Boston Children’s always finds a way to celebrate winter!



A patient contemplates what to do with his snowball, 1918



The Hunnewell building entrance after a snowfall, circa 1920

CV Preparation – Quick Tips

Please check the HMS calendar for information on upcoming workshops on promotions and CVs:

<https://fa.hms.harvard.edu/faculty-affairs-presentations>

- Keep the right mindset: update your CV frequently as you progress through the academic year; this way, you can easily track your accomplishments and your ongoing career development
- HMS encourages current faculty to use the preformatted template available on its website; the template provides invisible tables for all CV categories. Working drafts ought to include all categories; when you save a final version for submission for promotion, you should delete the categories with no entries. You should also save the working draft since as you advance you will likely add to the categories. The BCH Department of Pediatrics requires faculty to use Digital Measures for generation of their HMS CVs. Keep a copy of HMS CV instructions on your computer; it can be found on this webpage: <https://fa.hms.harvard.edu/faculty-medicine-cv-guidelines>
- Define all acronyms or abbreviations when they initially appear; a CV reader might not be familiar with them

Faculty can meet with Dr. Jean Emans to review CVs for promotion or career development; email ofd@childrens.harvard.edu to arrange an appointment.

2021 BCH Pediatric Health Equity Application Cycle Opens in January

The Boston Children's Hospital Pediatric Health Equity Grant is a collaboration between the Medical Staff Organization (MSO), the Office of Health Equity and Inclusion, and the Office of Faculty Development that supports innovative projects aimed at promoting equitable health outcomes and reducing health care disparities in the pediatric population. The 2020-2021 application cycle will open in January 2021. All Boston Children's Hospital medical staff faculty (and fellows with a faculty position to begin at Boston Children's Hospital in July 2021), whether or not they belong to a racial/ethnic population underrepresented in medicine, are eligible to apply. The funding period is from July 1, 2021 to June 30, 2022.



Valerie L. Ward, MD, MPH;
Dr. Ward is the BCH Chief
Equity and Inclusion Officer
and the Director of the Office
of Health Equity and Inclusion

Valerie L. Ward, MD, MPH, Assistant Professor of Radiology, has been named Boston Children's first Chief Equity and Inclusion Officer. The Office of Faculty Development connected with Dr. Ward and her staff to discuss her thoughts and plans regarding 2021.

What would you like to see in the upcoming year regarding BCH diversity initiatives?

We will continue to advance the goals outlined in the Boston Children's Declaration on Equity, Diversity and Inclusivity (EDI). This includes engaging departments and divisions in further aligning and collaborating on enterprise-wide EDI initiatives. Examples of innovative and intentional EDI initiatives are a coaching and academic career advancement program for early-career faculty from backgrounds underrepresented in medicine to pilot in January 2021, and the launch and rollout of a Bystander-to-Upstander Workplace Workshop that has been developed in collaboration with inter-disciplinary colleagues.

Please let us know of who to contact in the Office of Health Equity and Inclusion; how is the Office currently staffed?

The Office of Health Equity and Inclusion faculty and staff can be reached at healthequity@childrens.harvard.edu. Valerie L. Ward, MD, MPH, BCH Chief Equity and Inclusion Officer, directs the Office of Health Equity and Inclusion. Staff in the Office are: Nikki Tennermann, LICSW, Administrative Director, Patrice Melvin, MPH, Senior Data Analyst and Geeranan Chuersanga, MS, Program Coordinator.

Sandi Fenwick, MPH, Boston Children's CEO, on Leadership

I was asked to share some of my reflections on leadership for this issue of *Perspectives*. Personally, four themes have guided my work over these many decades. Passion: a deep belief in the mission or purpose of my organization, the people it was serving, the impact of its efforts and the values it embodied. Integrity: performing my role with honesty, trust, transparency, humility and fairness. Courage: willingness to take measured risks, to try, to explore, even to fail. Vision: as a colleague at Harvard Business School, Professor Michael Tushman said, - "to exploit the present and explore the future" to create what can be.

As a leader the most important thing to remember is that we are nothing without our people. One must surround oneself with the most capable, dedicated, passionate and visionary people, listen to them, enable and support them, free them to be creative, innovative and motivated, and create an environment where they can be their best selves and do their best work. Foster a community that is respectful, dignified and diverse in every background, experience and opinion. As Ed Shein from MIT Sloan School said "leadership is a group sport, not a heroic activity." It is never about one person's contribution, it is the team that accomplishes the most and has the greatest lasting impact. We have seen this so vividly during these dark pandemic days. We have seen more leaders emerge who have informed and guided us, more creative and resilient solutions, more courage and strength and more calm resolve. As I have said over and over, the people of Boston Children's Hospital are our greatest asset. At every level, the leadership and commitment of our people has made this wonderful hospital so widely valued and impactful over its 150 years and has never been more evident than today.



Sandi Fenwick, MPH, CEO

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