

# Perspectives

From the Office of Faculty Development



HARVARD MEDICAL SCHOOL  
TEACHING HOSPITAL

**Director:** Hans Oettgen, MD, PhD; **Associate Director:** Nicole Ullrich, MD, PhD, MMSci; **Basic Science Career Development:** Carla Kim, PhD;

**Program Director:** Maxine Milstein, MBA; **Editor:** Jill Dobriner, PhD

## The Office of Faculty Development Welcomes New Leadership

Following Dr. Jean Emans' retirement, the BCH Office of Faculty Development welcomes new leadership with Hans Oettgen, MD, PhD, Academic Dean for BCH and OFD Director; and Nicole Ullrich, MD, PhD, MMSci, OFD Associate Director and Director of the new Office for Women's Careers.

Kevin B. Churchwell, MD, President and Chief Executive Officer and Peter Laussen, MBBS, FANZCA, FCICM, Executive Vice President, Health Affairs, welcomed the 2 leaders in a 2/16/23 announcement to the BCH community:

**Hans Oettgen, MD, PhD**, Academic Dean for BCH and OFD Director; Associate Chief, Division of Immunology, and Professor of Pediatrics at HMS

*"For nearly 30 years, Dr. Oettgen has demonstrated his deep commitment to the development and success of faculty at all career stages. In the Division of Immunology, he has overseen and provided one-to-one mentorship, guidance and evaluation to numerous trainees and faculty, many of whom have gone on to successful careers and leadership roles. He also serves as HMS Faculty Dean for Academic Programs at Boston Children's, and Chair of the Senior Appointments Committee — both roles that position him well to lead the OFD's work around faculty career development, medical education, mentoring and developmental networks."*

**Nicole Ullrich, MD, PhD, MMSci**, OFD Associate Director and Director of the new Office for Women's Careers; Director of NeuroOncology at Boston Children's, Director of Neurologic NeuroOncology at Dana-Farber Cancer Institute, and Professor of Neurology at HMS

*"Her commitment to the development of rising faculty has been undeniable since her own training when, as a junior resident, she conducted a survey of pediatric residents to identify barriers to research, which resulted in a program to provide stipends and protected time to conduct clinical and laboratory research during residency training. As Professor of Neurology at HMS, Dr. Ullrich has demonstrated a tireless dedication to teaching and mentoring medical students, residents, clinical fellows and research fellows as well as her own peers. For more than two decades, she has served in leadership roles on HMS's Joint Committee on the Status of Women, representing a voice for change through advocacy, action, education, networking and visibility."*



Hans Oettgen, MD, PhD



Nicole Ullrich, MD, PhD, MMSci

## Directors' Perspectives, by Hans Oettgen, MD, PhD, and Nicole Ullrich, MD, PhD, MMSci

This issue of *Perspectives* marks a changing of the guard at the Office of Faculty Development (OFD), the perfect time to reflect on Jean Emans' years as director. OFD is Jean's creation. She founded it in 2001 and her inspired and creative leadership have produced a deep and diverse portfolio of programs that have touched all of us who are faculty at BCH. Not only has Jean provided personalized inspiration and guidance via her trademark career counseling sessions and advocated on our behalf with Department Chairs and BCH administration, she has also supported faculty advancement through a wide-range of initiatives as well as new funding mechanisms for junior faculty. Programs through the OFD have created leadership opportunities and provided specific training in research, mentorship and leadership. Her efforts have helped propel countless faculty into successful careers in academic medicine and science, with women and minority groups seeing ever greater representation in our midst. Jean has set a very high bar. We sincerely thank her and wish her well. As the new Director and Associate Director of the OFD, we share a longstanding commitment to faculty advancement and are very excited to be taking on our new leadership roles in OFD. Together, we have been at Boston Children's for a combined 60 years and in every faculty level at HMS. This experience has provided perspective on some of the key challenges facing our faculty. Our vision is to continue to build the OFD to address some of these challenges. This change in leadership also includes the creation of a new Office of Women's Careers. Using the recommendations of the Women's Faculty Council and Advisory Council as a launching pad, this new office will continue to support the career advancement and leadership of women faculty with directed programs and institutional efforts to promote women's careers.

The OFD team has planned a very full agenda of educational and faculty support programs and is actively engaged in a number of committees and working groups at BCH, HMS, and other HMS-affiliated hospitals focused on the careers of women and UiM faculty. Our first goal is to work closely with Carla Kim PhD, Director of Basic Science Career Development, and Professor of Pediatrics and Genetics at HMS, Maxine Milstein, MBA, Program Director, and Jill Dobriner, PhD, Program Manager and Editor, to get up to speed with all of the the current OFD activities. We are also in information-gathering mode – and would love to learn from all of you faculty what tools and supports would be most helpful for your own professional development and academic advancement. Please feel free to reach out to us with ideas and questions!

**Wendy Chung, MD, PhD, Announced as new BCH Department of Pediatrics Chief**

The Office of Faculty Development joins the Boston Children’s community in welcoming Wendy Chung, MD, PhD, as the incoming DoP Chief and Pediatrician-in-Chief, starting July 1. As in-coming DoP Chief, she succeeds Gary Fleisher, MD, whose exemplary service has extended for over 20 years and who has advanced the BCH mission and brought together diverse sectors of the hospital; Dr. Fleisher will continue his role as BCH Physician-in-Chief. Dr. Chung’s medical specialization is focused on human genetic research and her most recent position is Chief of the Division of Clinical Genetics at Columbia University Irving Medical Center / New York-Presbyterian Morgan Stanley Children’s Hospital and Kennedy Family Professor of Pediatrics and Medicine.



Gary Fleisher, MD



Wendy Chung, MD, PhD

**Stacy Drury, MD, PhD, Welcomed to Boston Children’s as Psychiatrist-in-Chief**

Stacy Drury, MD, PhD, began her role as BCH Psychiatrist-in-Chief on March 1, succeeding David DeMaso, MD, who served BCH in that position for over 20 years, supporting both patients and colleagues through his many responsibilities and vision. Dr. Drury’s specialization is the parent-child relationship and the ability to navigate adversity; in addition, she leads the National Institutes of Health-funded Telomere Research Network. She received her MD and PhD (Genetics) at Louisiana State University and most recently held the Remigio Gonzalez MD Professorship of Child Psychiatry at Tulane University School of Medicine.



Stacy Drury, MD, PhD



David DeMaso, MD

**Two Chairs Honoring Dr. Jean Emans, Chief Emeritus of Adolescent Medicine, former Director and founder of the BCH Office of Faculty Development**

In 2022, BCH President and CEO Kevin Churchwell announced that two Chairs have been created to honor Dr. Emans’ legacy: “In the time we have before Dr. Emans says farewell to Boston Children’s, we will find opportunities to celebrate her extraordinary accomplishments, starting with the establishment of two Chairs named in her honor: a Chair in Adolescent Medicine at Boston Children’s, with the first incumbent being **Bryn Austin, ScD**, and a Chair in Pediatrics at HMS, with the first incumbent being **Wanda Phipatanakul, MD.**”

In his role as Chair of Pediatrics, Dr. Gary Fleisher has been a leader in establishing new HMS and Children’s Chairs to recognize the past and to provide ongoing support for current and future leaders in research, clinical care, and education at BCH.



Bryn Austin, ScD



Wanda Phipatanakul, MD, MS



Jean Emans, MD

**Take Note of these OFD Workshops that can Support your Career Goals**

To register, email [ofd@childrens.harvard.edu](mailto:ofd@childrens.harvard.edu); zoom links to be distributed in April

**Writing for Scientific Publication**

Speakers: Lydia Shrier, MD, MPH; Amy Shafir, ScD

Thursday, May 11, 12 – 1 PM

Topics include how to get started, criteria for authorship, writer's block, style choices, as well as ethical issues.

**Getting Your Clinical Research Funded**

Speaker: Isaac Kohane, MD, PhD

Tuesday, May 16, 12 – 1 PM

This workshop is designed to present practical tips for fellows and junior faculty to obtain research funding.

**How to Plan a Productive Annual Career Conference**

Moderator: Hans Oettgen, MD, PhD; Speakers: Alan Leichtner, MD, MSHPEd; Margaret Kenna, MD, MPH

Tuesday, May 23, 12 – 1 PM

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

## Harvard Macy Institute (HMI) Transitions to New Leadership

The Harvard Macy Institute focuses on worldwide continuing medical education and will welcome a new director, Sarah Wood, MD, on May 1. Elizabeth Armstrong, PhD, HMS Professor of Pediatrics, PT, founded the Institute and served as director for 29 years, contributing to innovative medical education curricula. Dr. Wood will continue that legacy, as she previously participated in the 2015 Harvard Macy Program for Educators in the Health Professions. Her academic appointment will also be established in the BCH Department of Pediatrics.

Dr. Wood earned her MD from Harvard Medical School in 1995 and entered Boston Children's residency program. Her most recent position is vice dean for medical education for the Schmidt College of Medicine at Florida Atlantic University.



Elizabeth Armstrong, PhD



Sarah Wood, MD

## Update: Introduction to American Sign Language Videos

Our 2023 February-March Introductory Workshop Series quickly reached full capacity. Please note that all members of the BCH community can review the weekly lessons on short videos; each session is designed and taught by Katie McCarthy.

**About the instructor:** Katie McCarthy, MBA, is the Coordinator of Outreach and Support Services for the Deaf and Hard of Hearing Program at Boston Children's Hospital since 2014. Katie has been Deaf since birth and is bilingual in American Sign Language and English. She has been involved in the non-profit sector for more than eighteen years, first in marketing and management and now in outreach and education.

**Week 1** - Fingerspelling, Names, and Introductions; Cultural highlight: Arbitrary and descriptive name signs

<https://youtu.be/IPk8cRRm25g>

**Week 2** - Numbers and Families; Cultural highlight: The journey towards small d or Big D

<https://youtu.be/OIED03RASCs>

**Week 3** - Healthcare terminologies and dialogue; Cultural highlight: How to navigate best communication practices

<https://youtu.be/GSncfjKqvnc>

**Week 4** - Healthcare terminologies and dialogue; Cultural highlight: How to navigate best communication practices

<https://youtu.be/NUyAXiEnxSQ>

**Week 5** - Healthcare terminologies and review; Cultural highlight: The Deaf Goodbye

<https://youtu.be/HmSHLoiF62Q>

## Scott Pomeroy, MD, PhD, Stepping Down as Neurologist-in-Chief and Chair of the Department of Neurology

Dr. Pomeroy began his role as Chair of the Department of Neurology in 2005 and has served Boston Children's in many capacities for more than 30 years. In a 3/24 memo to the BCH community, Kevin Churchwell, MD, President and CEO, and Peter Laussen, MBBS, FANZCA, FCICM, Ex. Vice President, Health Affairs, highlighted Dr. Pomeroy's many accomplishments as a leader, clinician, and researcher: "Dr. Pomeroy has championed the development of our multidisciplinary centers, where we truly make coordinated care from clinicians across Boston Children's easier to navigate for families of children with complex diseases. He has also been an advocate for community-based care for children with neurologic diseases, ensuring that our clinical care teams with neurology expertise could be accessed in our satellite locations."



Scott Pomeroy, MD, PhD

## Save the Date: OFD Career Development Orientation for New Faculty

**Tuesday, July 18, 12 – 1 PM**

Please reserve the date/time for your new faculty who begin HMS appointments on 7/1/2023 and send their names, degrees, and prospective HMS ranks to [ofd@childrens.harvard.edu](mailto:ofd@childrens.harvard.edu)

*New faculty will learn about programs and services that support careers in academic medicine. The Career Development Orientation will be hosted by OFD Director, Hans Oettgen, MD, PhD, and Nicole Ullrich, MD, PhD, Associate Director and Director of the BCH Office for Women's Careers. Kevin Churchwell, MD, CEO and President, will provide an overview of the BCH mission and representatives from BCH academic medicine services will discuss how faculty can access these offices.*

## Faculty CV and Career Development Consultations Available

The Office of Faculty Development will continue to offer individual consultations with faculty members on HMS promotion, career trajectory, and CVs. Drs. Hans Oettgen and Nicole Ullrich will both be available for these meetings. To make an appointment, email [ofd@childrens.harvard.edu](mailto:ofd@childrens.harvard.edu).



## Updates from the BCH Office of Health Equity and Inclusion

Valerie Ward, MD, MPH, James Horgan, JD, Amanda Grice, MS, RDMS, were co-Lecturers for the Harvard-wide Pediatric Health Services Research Fellowship Program Seminar, Boston Children's Hospital, February 9, 2023. Their talk was entitled "Equity, Diversity and Inclusion at Boston Children's and Safe Research Environments."

Valerie E. Stone, MD, MPH, Vice Chair for Diversity, Equity, and Inclusion; Director, Health Equity Initiatives, Department of Medicine, Brigham and Women's Hospital; HMS Professor of Medicine, was the invited speaker for Black History Month Grand Rounds on Wednesday February 15, 2023 from 12:00 – 1:00 pm, co-sponsored by the Office of Health Equity and Inclusion and the Office of Faculty Development. Her talk was entitled: "Advancing Diversity and Anti-Racism: A Framework and Strategy for Academic Medicine."



Valerie Stone, MD, MPH

*See p.5 for News from the Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion*

## Updates from the Medical Library, by Chloe Rotman, MLIS

The Medical Library is partnering with Research Computing to help BCH researchers get in line with the new NIH Data Management and Sharing Policy. Join the weekly office hours to discuss research data management, including creating management and sharing plans, creating metadata and choosing schema, and selecting appropriate repositories. Join virtually or in person on Wednesdays from 1:30-2:00 pm. Contact [library@childrens.harvard.edu](mailto:library@childrens.harvard.edu) or Alex Cronin ([alexandria.cronin@childrens.harvard.edu](mailto:alexandria.cronin@childrens.harvard.edu)) with any questions.

## Basic Science Corner, by Carla Kim, PhD, Professor of Genetics and Pediatrics, OFD Basic Science Career Development Director

### 2nd Annual Women in Science Symposium

We would like to remind everyone about the 2nd Annual Women in Science Hybrid Symposium which will take place on April 3, 2023. Talks by faculty throughout HMS and HMS affiliated hospitals will take place from 9:00am-12:15pm. Please register with the following link:

[https://harvard.zoom.us/webinar/register/WN\\_Ao3eomnaTlyqlRAi8oRemA](https://harvard.zoom.us/webinar/register/WN_Ao3eomnaTlyqlRAi8oRemA).

A recording from the previous symposium is accessible on the Research Engagement Committee webpage on the intranet: <http://web2.tch.harvard.edu/researchadmin/mainpageS2700P192.html> on the right side panel under the title Picture OUR Scientists.

### Research Engagement Committee - Upcoming Research Seminars

4/13/23 - Eric Fleegler, MD, MPH - Division of Emergency Medicine

5/18/23 - Postdoc Association (*Speakers TBD*)

6/15/23 - Brielle Ferguson, PhD - F.M. Kirby Center of Neurobiology

*If you know have any suggestions for faculty speakers or field areas for this series, please contact us at*

*[ResEngagementCMTE@childrens.harvard.edu](mailto:ResEngagementCMTE@childrens.harvard.edu)*. Our speakers have included both senior and early career basic and clinical researchers.

### Meet-Ups

The Research Engagement Committee hosted a meet-up session on March 30, 2023 on how to effectively use social media as a researcher. The session was led by Madison Cedrone, a Project Coordinator, and Waverly Alcure, a Community Outreach and Social Media Coordinator.

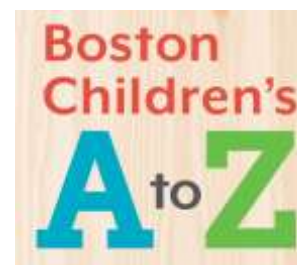
### Events

The Research Engagement Committee is planning a welcome spring event which will take place in April. More information to come! If you have any ideas for an event or activity, please contact us.

## News from the Archives: by Katie Loughrey, MLIS

The Archives Program is happy to announce that Boston Children's A to Z is now open in the Hale Family Building. Boston Children's Hospital has made so many significant contributions to science, medicine and healthcare since opening its doors over 150 years ago. Discover these groundbreaking stories told through unique artifacts found in this interactive and family-friendly exhibit. The exhibit is located on Level 1, down the hall from the Prouty Conference room - follow signs for Hale.

*Created in collaboration with the Creative Arts Program, Facilities Management and the Archives Committee.*



**Wellness Tip - Upcoming OFD workshop:**

To register, email [ofd@childrens.harvard.edu](mailto:ofd@childrens.harvard.edu)

*Creating Resilience via Your Outside Interests (and perhaps revitalizing your career too)*

**Tuesday, April 25, 12 -1 PM, via Zoom**

Faculty discuss how their outside activities have led to increased well-being; occasionally, these interests can circle back to an enhanced professional identity.

**Moderator: Hans Oettgen, MD, PhD**, Academic Dean for BCH and OFD Director; Associate Chief, Division of Immunology, and Professor of Pediatrics at HMS (outside interest: bird photography)

**Panelists:**

**Eman Ansari, MD, MPH** – interest in literature/reading has led to the formation of the BCH-wide “Emergency Division Book Club” with virtual meetings and guest authors

**Alan Leichtner, MD, MSHPEd** - created an aquarium at his home and has enjoyed bonding with his grandchild, introducing her to scientific investigation, and the general respite that the watery world offers

**Elissa Weitzman, ScD** – absorption with textiles and working with her hands has enriched her life, led to new friendships and adventures when traveling (which she does frequently) to visit yarn dyers and designers, and provided a means for slowing down this fast-paced life. She founded the BCH group “Making Science in Fiber Arts” which intermittently brings together members of the community who work with their hands, knit, crochet, and invent.

**Elizabeth Gaufberg, MD, MPH** – love of art has led to her to develop museum-based medical education initiatives, including co-founding the Harvard Macy Institute Art Museum-based Health Professions Education Fellowship

**Zoom:** <https://bostonchildrens.zoom.us/j/94331726099?pwd=ZHhWa1lGRnlubk80WGIUTHlqeTRudz09>

Password: 989969

**Make Monday Magical – Moving Out of Comfort Zones**

Set aside a Monday afternoon to venture beyond routines: as seasons change, so can you!

**For families:**

Visit a new-to-the-family museum or park

Try a you-tube, kid-friendly exercise video

Plan a unique dinner or breakfast menu with your family and/or introduce a new vegetable, fruit, or spice

Arrange a play-date with your child to meet a new friend

**For adults: you can also visit a new museum/park, try an exercise video, cook a special meal solo**

Look over your own calendar to schedule an activity that you always wanted to try

Search for a new author at the library or bookstore and set aside some reading time for yourself

Begin a journal to reflect on your professional and personal pathway – and ask yourself, how do you want to grow and/or change? You can also try a quick, daily “5 Minute” reflection diary.



Where the world comes for answers



**Michelle Joseph, MBBS, BSc (Hons), MSc, PhD, FRCS**

**News from the Sandra L. Fenwick Institute for Pediatric Health Equity and Inclusion**

**Michelle Joseph, MBBS, BSc (Hons), MSc, PhD, FRCS**, received a 2023 Harold Amos Faculty Diversity Award for contributions to making HMS a more diverse and inclusive community. She is a Fenwick Research Scholar in the Boston Children’s Sandra L. Fenwick Institute for Pediatric Health Equity & Inclusion and Department of Plastics and Oral Surgery; Trauma and Orthopaedic Surgeon; Chief Strategy & Health Equity Officer in the Program in Global Surgery & Social Change; and Instructor in Global Health and Social Medicine, HMS.

**In February 2023**, the Fenwick Institute’s Fellows Leadership Development Program’s special invited panel speakers on the topic of “Inclusive Excellence in Academic and Executive Leadership” were: **Kevin B. Churchwell, MD** (Boston Children’s President and CEO), **Keith B. Churchwell, MD** (Executive Vice President, Yale New Haven Health; President, Yale New Haven Hospital) and **André L. Churchwell, MD** (Vice Chancellor for Equity, Diversity and Inclusion; Chief Diversity Officer, Vanderbilt University).

**Leadership Development Program**

*The Fenwick Fellows Leadership Development Program aims to develop expertise in pediatric health equity and inclusion in the next generation of clinical, scientific, administrative, and operational leaders. Fellows selected for participation in the Fenwick Fellows Program at Boston Children’s Hospital are mid-career professionals.*