



Boston Children's Hospital

Office of Faculty Development

Weekly Newsletter April 12, 2024

With this newsletter, our goal is to provide up-to-date information and helpful tips for faculty on topics which impact our daily work lives. Below you will find notifications and information about upcoming events with the associated links for online registration. We also have included BCH and local wellness opportunities which may be of interest. As always, please reach out with any questions regarding program content by contacting [OFD](#).

Please find us on the internal BCH website using the quicklink on the [BCH homepage](#) or go directly to our [OFD Homepage](#)

Pay Transparency and Pay Equity



A special panel convened 3/9/24 to discuss a critical issue in gender parity. We shared best practices and the approach the hospital is taking to establish a pay transparency and pay equity framework grounded in those practices.

You can access a recording here:
[Pay Transparency and Pay Equity](#)

Women in Science Symposium

Women in Science Symposium, April 9, 2024
Empowering Women in Science: Breaking Barriers and Achieving Excellence

Co-sponsored by Harvard Medical School Office for Clinical and Academic Affairs and the BCH Office of Faculty Development and Office for Women's Careers

This event celebrated the women who have been and continue to be trailblazers through their groundbreaking research, mentorship and advocacy. The road to parity requires that we all continue to dismantle barriers, challenge stereotypes and advocate for gender equity, diversity and inclusion.

Speakers (see photo below):

The speakers emphasized their journeys amidst professional and personal obstacles:

Sara Bleich, PhD, "Improving Nutrition Through Science and Policy"

Markella Zanni, MD, "Yes, And: Reflections on a Career as a Physician Scientist"

Sharon Inouye, MD, PhD; "Delirium in Older Adults: My Investigative Journey"

Galit Lahav, PhD, "Ups and Downs and Decision-Making in the Life of Single Cells (and the Scientist Studying Them)"

Annapurna Poduri, MD, PhD, "Epilepsy Genetics: Getting our Science to our Patients."

Nearly 500 participants (on Zoom and in-person) were welcomed by HMS Deans **George Daley** and **Anne Becker** and by the event leaders: **Carla Kim, PhD**, and **Marcia Haigis, PhD**. In addition, **Nancy Andrews, MD, PhD**, and **Nicole Ullrich, MD, PhD**, provided their insights at the Symposium.

A link to the event recording will be distributed in an upcoming newsletter.



Simmons University Institute for Inclusive Leadership - Women's Leadership Conference



Culture Works/Dick Argys sponsored **75 women** from Boston Children's Hospital to attend the Simmons University Institute for Inclusive Leadership Women's Leadership Conference on April 3, 2024.

Attendees were selected from the Office of Faculty Development, Office for Health Equity and Inclusion and the Women's Alliance Employee Resource Group (ERG).

The theme for this year's conference was "Creating Impact" and included talks on succeeding in leadership, having a big career AND a big life.

The day ended with a keynote from the indomitable Gloria Steinem joined by author/political commentator Trevor Noah speaking about the importance of allyship.

ChatGPT and Medicine: An Introductory Workshop Series

Learn how ChatGPT/AI can impact your clinical and research experience

The Office of Faculty Development and the Innovation and Digital Health Accelerator at Boston Children's partnered to host a 3-part series focused on LLMs (Large Language Models) and ChatGPT.

Session 1: The ABCs of ChatGPT

[Recording: Session 1](#)

Speaker(s): John Brownstein, PhD; Timothy Driscoll; Benjamin Rader, PhD; Dinesh Rai, MD; Melissa Stewart, MPH

This session serves as an introductory guide to ChatGPT and Large Language Models (LLMs), with a description of LLMs, various clinical use cases, associated risks in the use of this technology and an overview of hospital resources.

Session 2: Clinical Applications of ChatGPT

[Recording: Session 2](#)

Speakers: Timothy Driscoll; Benjamin Rader, PhD; Dinesh Rai, MD; Melissa Stewart, MPH

Practical clinical applications of ChatGPT and LLMs, including creating patient-facing documentation, effective prompting techniques for better responses and limitations/ethical considerations associated with the use of these technologies.

Session 3: ChatGPT in Research

The recording link will be distributed in an upcoming newsletter

Speaker(s): Benjamin Rader, PhD; Dinesh Rai, MD; Melissa Stewart, MPH

The final session focused on the utilization of ChatGPT and LLMs in research. We'll discuss translating research findings into practice, and strategies for risk mitigation and navigating the IRB (Institutional Review Board) process related to the use of LLMs in research settings.

Upcoming Events

Friday, April 26, 12 – 1 PM, [How to Write a Specific Aims Page](#)

****Space is limited - in person event, lunch provided, Karp 8 Conference Room)**

Co-sponsored by the Office of Faculty Development and Office of Postdoctoral Affairs

Speaker: Peter Nigrovic, MD, Chief, Division of Immunology, Professor of Pediatrics, HMS

Workshop description: The specific aims page is the single most important page in any grant, conveying not just the urgency and rigor of the proposed science but also the suitability of the investigator and the availability of key resources. Here we will discuss how to write a compelling aims page and how to use this document as a tool to optimize the grant as a whole, including for review by others.

To create an interactive session, we invite participants to submit an aims page for discussion at the event – please send to peter.nigrovic@childrens.harvard.edu
An aims page is optional and not necessary for participation. Please note that they may be distributed in advance to participants who pre-register.

Registration link: [How to Write a Specific Aims Page](#)

Current Faculty Funding Opportunities

New: [BCH Caregiver Travel Grants](#)

We are delighted to announce the [BCH Caregiver Travel Award](#), a pilot program for Boston Children's faculty to ease the financial burden associated with additional dependent care expenses while traveling to an academic/society meeting. This initiative is sponsored by the Boston Children's Offices of Faculty Development, Women's Careers, Health Affairs and the Medical Staff Organization.

These awards are capped at a maximum of **\$500**.

You can find the link to apply [here](#). Please note that you need to apply at least 4 weeks prior to any anticipated trip and must be a presenter at the meeting.

Questions should be addressed to Maxine Milstein, MBA, OFD Program Director.
[Email Maxine](#).

Boston Children's Hospital ICCTR Health Equity Grants Request for Proposals

Program Description: The Office of Health Equity and Inclusion, in collaboration with the Medical Staff Organization (MSO), the Office of Faculty Development, and the Institutional Centers for Clinical and Translational Research (ICCTR), are announcing two **\$15,000** awards funded by the MSO and the Harvard Catalyst.

Purpose: The purpose of these one-year grants is to support innovative projects aimed at promoting equitable health outcomes and reducing health care inequities in the pediatric population.

Eligibility: Boston Children's Hospital faculty who are members of the MSO and at Instructor or Assistant Professor rank at Boston Children's Hospital as of July 2024 are eligible to apply. While applicants who belong to populations underrepresented in medicine are encouraged to apply, this is not a requirement for funding.

Funding period: July 1, 2024 to June 30, 2025.

Application Deadline: 5/1/24, 12 noon

For questions and to receive a copy of the RFP, email [HealthEquity](#)

NEW: Awards open to members of the Medical Staff Organization

Faculty Innovated Research Award:

Who: Open to current members of the BCH Medical Staff Organization

What: One-time award of up to **\$5,000**

How many: Five total

Purpose: The Faculty Innovated Research Award is designed to help Medical Staff members create an innovative research program for patient care, or for the well-being of the Medical Staff.

MSO Faculty Ingenuity Award:

Who: Open to current members of the BCH Medical Staff Organization

What: One-time award of up to **\$2,500**

How many: Ten total

Purpose: The goal is to encourage participation at a national meeting, pursuing advanced degree or certificate program, contracting with a local introductory coach training program, or joining a pediatric-based medical mission. We recognize that the work environment has become challenging in so many aspects, post-pandemic. The MSO Officers hope that this opportunity will appeal to those members who wish to engage with teams beyond our hospital boundaries, to cultivate personal growth, greater work-life balance, enhanced job satisfaction, and seek mechanisms to enrich and refine their approach to patient care.

Submission Deadline: Friday, May 3, 2024.

The Officers of the Medical Staff Organization will make the decision of winners by May 17, 2024. Winners will be notified by e-mail and announced at the MSO Annual Meeting in June.

Please contact [Erin Payne](#) to request an application.

Call for Abstracts on Health Equity and Policy Research for the Fenwick Institute of Pediatric Health Equity Policy Research Symposium

The [Fenwick Institute](#) at Boston Children's Hospital is excited to announce the 3rd Annual Pediatric Health Equity Policy Research Symposium on Thursday, September 12 - Friday, September 13, 2024 at Boston Children's Hospital.

The Symposium will feature keynote speaker, Dr. Joseph Wright, Chief Health Equity Officer, American Academy of Pediatrics

We encourage you to submit your research focused on health equity and policy. Abstract submissions are due April 30 at 11:59pm. You can find out more at: [Pediatric Health Equity and Policy Research Symposium](#)

For questions, contact [Lois Lee, MD, MPH](#)

Need guidance on professional development? CV review?

**Schedule A One-on-One Appointment with
Dr. Nicole Ullrich or Dr. Carla Kim**

Are you looking for guidance on your professional development, career trajectory, or readiness for promotion? Dr. Nicole Ullrich and Dr. Carla Kim can meet with you to discuss these concerns; to make an appointment, email [OFD](#)

In Case you Missed It



Panel Discussion: Making History on "The Exceptions: Nancy Hopkins, MIT, and the Fight for Women in Science" now available online

On September 12, 2023, the Office of the Executive Vice President and Chief Scientific Officer, the Office of Faculty Development, the Office for Women's Careers, the Office of Health Equity and Inclusion, the Division of Emergency Medicine, the Boston Children's Book Club, and the Network Community of Care Program hosted a panel discussion of Kate Zernike's book "[Making History: The Exceptions: Nancy Hopkins, MIT, and the Fight for Women in Science](#)".

Panelists included: Kate Zernike, National Correspondent for New York Times; Marcia McNutt, President, National Academy of Sciences; Robert Birgeneau, Chancellor Emeritus, UC Berkeley; **Dr. Nancy Andrews**, Executive VP, Chief Scientific Officer at Boston Children's and Home Secretary, National Academy of Sciences. The panel was moderated by **Dr. Eman Ansari**, Division of Emergency Medicine, Assistant Professor of Pediatrics, HMS. You can [view the panel discussion here](#).

Wellness and Family Fun

Did you know? In our monthly calendars, the Office of Faculty Development provides manageable wellness tips for you to consider and adapt to your lifestyle. You are also welcome to email us with a suggestion (or suggestions) on the practices, routines, or habits that have supported your well-being.

Odes to Joy

- Every day take a few moments to nourish your joy: light a spring candle, admire the neighbor's garden, skip down the street with your children, meditate as you focus on a vase of flowers, invite a friend to accompany you on a leisurely walk, cook or bake a favorite family recipe. Your spirit will thank you.

Sustaining a Life-long Reading Routine

Reading for pleasure is one of the most healthy activities that you can maintain. Opening a work of fiction that you enjoy can bring you away from your immediate environment and provide a chance to explore someone else's world. Not only will you take a mental journey, you can alleviate your own stress and develop insight into other communities and minds.

While our days always seems too short to accommodate all our reading wishes, you can try to dedicate some moments (or longer) into your schedule:

- As you write in workouts/fitness activities into your calendar, do the same for 30 minute reading sessions. Ideally, these sessions would be slotted as time to relax, either post-work or pre-bedtime.
- Ignore electronics, unless you are reading from a specific device. If you are tempted to turn on internet media, switch to physical books.

- Create a family reading practice: a lot of flexibility can be brought into this practice. If adolescents are involved, you can select a monthly book to read together. For younger children, try to encourage a reading time where all members simply read their individualized choices silently in the same location. Perhaps at the end of the session, each member can update the group on the book's developments (and their perspectives on the narrative).

Protect and cherish your reading time! It will support you during difficult periods and provide avenues to increased resilience.

Wellness Resources

Faculty Peer Support Group

- Hosts: Marisa Brett-Fleegler, MD; Sara Forman, MD; Maxine Milstein, MBA
The BCH faculty peer support group meetings offer a safe, comfortable environment to discuss challenges and solutions in areas of career, family and personal development. Participants are a mix of various specialties, different career stages, and differing career focus. Meetings provide an opportunity to share how we are all doing and to brainstorm on how BCH can support faculty. For information, email [Maxine](#)

The Secret Garden:

- Boston Children's has a "secret garden" quiet room designated for staff and faculty to de-stress; it is located on the first floor of the Hale Building, room SK1430, across from the Chapel and next to the Garden. Various self-guided resources are available: guided meditation, reading, journaling, coloring a mandala, virtual yoga, or whatever quiet self-practice you prefer.

Grokker Resources:

- Grokker's custom Boston Children's website and personal well-being app available to benefit eligible staff, affiliated Foundations, and up to two family members no cost. Access anytime, anywhere to over 4,000 on demand video classes focusing on: Nutrition, Mindfulness, Fitness, Yoga and Financial Wellbeing. See [Grokker for more information](#)

What is SupportLinc? A mental health benefit offered by Boston Children's Hospital, separate from your medical insurance:

- Emotional wellbeing resources; in-the-moment support by phone or live chat; face-to-face or virtual (video) counseling sessions; text therapy; self-guided resources; work-life balance support; expert consultations
- Sessions are available in an office hour format and can be scheduled in 30-minute or 1-hour increments.
[Click here to schedule an appointment](#)

CONTACT US

OFD Mission Statement:

The Office of Faculty Development (OFD) is dedicated to facilitating the career advancement and satisfaction of Boston Children's Hospital faculty, fostering careers particularly of early-stage faculty, and increasing leadership opportunities for women and faculty underrepresented in medicine (UIM).

The Office of Faculty Development is always interested in your suggestions regarding our program content and communications. Please connect with us via the email address listed above or by visiting the [OFD Website](#).

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