

# ENVISION

( v. To form a mental picture of something that may occur or be possible in the future.)

## Introduction to the Office of Faculty Development

The Division Directors held a retreat in August 2006. At that meeting, several recommendations were brought forward, and working groups were formed to further develop these ideas. One working group was charged with reviewing the status of women within the Department of Pediatrics. This group, co-chaired by Drs. Angela Sharkey and Greg Storch, recognized that many issues identified by the working group were not gender specific, but affected all faculty. The group then went on to develop a roadmap for change. One outgrowth of this roadmap was the concept of an office, housed within the department, that would focus on faculty retention, promotion and satisfaction. Thus, the Office of Faculty Development came into being.

The mission of the Office of Faculty Development is to promote the career development of faculty within the Department of Pediatrics, to assist with recruitment and retention of faculty, and to increase leadership opportunities for women and minorities.

### Priorities for the Office of Faculty Development Year One:

- Develop and implement a plan for a Visiting Committee to review the status of women in the Department of Pediatrics and to provide recommendations for enhancing the status of women.
- Present two programs on faculty development during the year. One for clinician track and one for investigator track faculty.
- Establish a formal mentoring program within the Department of Pediatrics.
- Collaborate with other academic Faculty Development offices and establish a network which shares data, ideas and best practices.

The Office is headed by Dr. Angela Sharkey. Cheryl Genovese provides administrative support for the Office which is located on the 5th floor of St. Louis Children's Hospital. Phone number for appointments or questions is 454-4952.

<u>Special points of interest:</u>	<u>Office of Faculty Development</u>	<u>Advisory Group</u>
• Newsletter Introduction 1	Angela M. Sharkey, M.D.	Anne M. Beck, M.D.
• Review of Women's Pediatric Site Visit Update 2	Cheryl Genovese Washington University	Allan Doctor, M.D.
• Book Review 3	School of Medicine	Sherrie M. Hautt, M.D.
• Restaurant Review 3	St. Louis Children's Hospital	Louis J. Muglia, M.D., Ph.D.
• Pediatric Faculty Orientation 4	5S20 (314)454-4952	Katie Plax, M.D.
• Mentoring Resources 4	Fax (314)454-4979	Robert J. Rothbaum, M.D.
		Gregory A. Storch, M.D.

If you are interested in contributing to this Newsletter please send material to Cheryl Genovese ([genovese\\_c@kids.wustl.edu](mailto:genovese_c@kids.wustl.edu))

# Department of Pediatrics Site Visit:

## **The Visiting Consultants:**

**S. Jean Emans, M.D.**, Chief of Adolescent Medicine, Vice Chair of Clinical Affairs, Department of Medicine; Director Office of Faculty Development, Children's Hospital Boston; Professor of Pediatrics, Harvard Medical School.

**Elizabeth R. McAnarney, M.D.**, Professor of Pediatrics and Chair Emerita, the University of Rochester Medical Center.

**Nancy J. Tarbell, M.D.**, Director, Center for Faculty Development and Director, Office for Women's Career Massachusetts General Hospital; CC Wang Professor of Radiation Oncology, Harvard Medical School.

The Visiting Committee was charged with reviewing the status of women faculty in the Department of Pediatrics at Washington University at St. Louis (WUSTL) School of Medicine, and offering recommendations for enhancing faculty satisfaction and promotion. In preparation for the visit, the Department gathered extensive data about faculty, residents and fellows, and had shared a number of reports and policies.

The visitors met with Lee Fetter, President Children's Hospital, Diana Gray, M.D., Associate Dean of Faculty Affairs, Larry Shapiro, M.D., Dean, Alan L. Schwartz, Ph.D., M.D., Chairman, Department of Pediatrics, members of the Leadership Group, Office of Faculty Development Advisory Group, and Junior/Senior faculty.

The three external faculty visited WUSTL Department of Pediatrics and the St. Louis Children's Hospital April 4-6, 2007. The consultants appreciated the candor of the pediatric faculty, the high quality of the work accomplished in advance of the visit, the clarity of all in identifying pertinent issues.

## **Strengths identified during the visits:**

- The Children's Discovery Institute (CDI) - There was significant pride across the institution about the funding and success of the new CDI and the research environment for junior faculty.
- The Children's Hospital President's commitment to Faculty Development
- Faculty as a collegial group
- Work environment—Children's Hospital, Northwest Tower, clinic space
- Lifestyle in St. Louis and Washington University at St. Louis benefits
- Medical School resources, such as the Associate Dean of Faculty Affairs

## **Challenges noted:**

- Dearth of senior women in leadership levels in the Department of Pediatrics
- Salary levels
- Annual review process and transparency of promotions criteria
- Demands of clinical service
- Lack of interactive communication
- Administrative support and parking
- Life/work balance, i.e. maternity leave, sick child care

**An extensive summary of the consultant's report and recommendations will be presented to all faculty by Angela M. Sharkey, M.D. at upcoming meetings scheduled during the first week of June. Please plan to attend. Thanks to all for their active participation in this visit. A return visit is scheduled for Spring 2008.**

## Book Review



**Abby Solomon Hollander, M.D.**

The more that you read,  
The more things you will know.  
The more that you learn,  
The more places you'll go - Dr. Seuss

### **Outwitting History: The amazing adventures of a man who rescued a million Yiddish books by Aaron Lansky**

Aaron Lansky was an idealistic college student at Hampshire College in the mid 1970's who was inspired by a course on the Holocaust to learn more about the culture of the Jews of Europe in the early 20<sup>th</sup> century. He soon found that he needed to learn Yiddish to accomplish this goal—but once he had mastered the basics of the language, he found that Yiddish books had become quite scarce, and were in danger of becoming extinct. Starting with bookstores and then expanding the search to book collections of older Jewish immigrants across the country and across the world, Lansky and his friends began to collect hundreds and then thousands of Yiddish books. Lansky and a few friends, starting with no money and no storage space were eventually able to establish the National Yiddish Book Center in Amherst, MA. Lansky tells the story in a warm, personal way—he realizes early in his travels that the people donating books to him were entrusting him with memories precious to them. He could not simply pick up a load of books—each donor expected him to sit awhile, listen to the stories behind the books, and of course eat some type of ethnic Jewish food! The tale is a wonderful example of what can be achieved with the right combination of passion, drive, and *meshugas* (Yiddish for “craziness”), and Lansky was awarded a MacArthur fellowship (“genius grant”) in 1989 for his accomplishments. This book is an enjoyable read, especially for those who have had Yiddish-speaking relatives or friends, but can be meaningful to anyone who appreciates the importance of literature to preserve a culture.

## Restaurant Review



**Alan L. Schwartz, Ph.D., M.D.**



### **The St. Louis Club**

Founded approximately twenty-five years ago as a private non-denomination club for members and their guests, the St. Louis Club has maintained an outstanding standard for dining and a business venue. The Club occupies the top three floors of the Pierre Laclede Building in Clayton. Private rooms which can accommodate 2 to 250 have excellent views of the surrounding area which are all the better during a severe thunder-lighting storm. Each room is decorated in an old “clubby style”, yet is comfortable, even spacious. Service is uniformly excellent. A most recent dining experience there was the three hour introductory meeting (and dinner) with our Office of Faculty Development leadership and external consultants. We ordered from the menu, which is unusual for me as I eat there generally 20-30 times a year usually with pre-selected choices. That evening they featured such treats as rack of Colorado lamb, fresh grilled snapper, etc. I, however, went right for the exotic daily specials: shad roe and saddle of hare. The shad roe, available for one week each year, was superbly prepared as one piece (one x four inches) on the grill and served with a slice of bacon. It melted in the mouth. The saddle of hare was roasted with a light sauce and associated vegetables. Again, beautifully prepared and easily consumed. My guess is that each of the others enjoyed their appetizers and entrees as much as I did. Several shared baked Alaska for dessert, which I gather was truly exceptional. So, should you receive an invitation to dinner at the St. Louis Club – sign on. It's a delightful venue and meal, even better with a raging storm outside.

## Pediatric Faculty Orientation, November 1, 2006

The second annual New Faculty Orientation was held in the Board Room at SLCH on November 1, 2006. There were 12 new faculty members in attendance. Alan A. Schwartz, PhD, MD welcomed everyone and gave an overview of the Medical School and of St. Louis Children's Hospital organizational models. Dr. F. Sessions Cole was present to discuss the clinical organizational structure within the Department of Pediatrics. Dr. Sharkey went into detail regarding the promotion guidelines, annual reviews and the mentoring program for all faculty. Dr. Rothbaum gave an overview of all the exciting teaching opportunities and of faculty responsibilities for residents and medical students. Dr. Lou Muglia presented organizational structure of basic science and clinical research. Dr. Hollander was on hand to share her knowledge of the AWN - Academic Women's Network, an exciting program available for women faculty. Educational material was provided including books, articles and web sites available to all faculty. (These materials are available to all faculty members through the Office of Faculty Development. Contact Cheryl Genovese at 454-4952.)

Dr. Diana Gray, Associate Dean of Faculty Affairs, has also implemented a school-wide faculty orientation. These programs provide unique content to faculty.

## Mentoring

The establishment of a formal mentoring program, overseen by the Office of Faculty Development, is one mechanism to ensure that all faculty have an optimal opportunity for academic success.

A survey to assess the current status of mentoring of Junior faculty was conducted in the past few months and received notable feedback.

The Office of Faculty Development has begun to compile materials to assist in enhancing mentoring across the Department. Current materials are available in the Public drive in the Mentoring Materials folder, and include suggestions for how to be an effective mentee, mentor, and a list of guidelines for a mentoring program. A workshop to review skills of mentoring and strategies for designing effective mentoring programs to engage in brainstorming and interactive discussion to: (a) review different types of mentoring programs; (b) discuss measures of success and failure of mentoring relationships and programs; and (c) examine the influence of gender and cultural differences on mentoring is in the planning stages.

Success means we go to sleep at night knowing that our talents and abilities were used in a way that served others.

- Marianne Williamson