

ENVISION

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

Back-Up Care : A New WU Benefit

Thanks to all, particularly the Child Care Task Force, chaired by Dr. Katie Plax, for assistance with this endeavor. This should be a great benefit for all!

BACK-UP CARE ADVANTAGE PROGRAM—

Effective November 1, 2008 Washington University, in partnership with Bright Horizons Family Solutions, is pleased to offer the Back-Up Care Advantage Program. A new benefit provided to assist eligible individuals in balancing the competing demands of life and work. The benefit provides back-up care for eligible individuals when they need to be at work and their regular child or elder/adult care is unavailable. If you are currently enrolled in the dependent care flexible spending account program, or the Childcare Subsidy Program, you can use those dollars to be reimbursed for the co-payment.

Services Available

- Center-based back-up child care
- In-home back-up & mildly ill child care
- In-home back-up elder/adult care

Area of Availability

- Care options are available for eligible individuals nationwide

Uses/Year Available

- Eligible individuals receive 15 back-up uses per calendar year.

Co-payments

- Center-based care is \$20/child/visit with a \$30/family/visit maximum.
- In-home care for children and adults/elders is \$4/hour (there is a 4 hour minimum for all in-home care services). Additional charges apply for evening, weekend and medical care.

****YOU MUST BE REGISTERED
BEFORE CARE IS PROVIDED****

Registration & Reservations

Reservations for care are required and may be made one month in advance up until the day care is needed. To begin the registration process, request reservations, ask questions, and learn more about back-up care, you may contact Bright Horizons Family Solutions.

- By phone at 877-242-2737
- Online at www.brighthorizons.com/advantage and entering:

o Username: **WUBACKUP**

o Password: **BACKUP**

You may also contact Human Resources, regarding any questions you have about benefit eligibility or other program questions and information. To contact the Med. School call 362-7916 or go to HR website <http://medschoolhr.wustl.edu> and click on the Back-Up Care link to access user guides and additional information.



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Mentoring Matters

Todd Druley, M.D.



A major reason that Washington University is world-renowned for its clinical and basic science community is the fact that we have high-caliber experts in nearly every clinical and scientific discipline. Taking advantage of this wide range of multidisciplinary expertise will undoubtedly be necessary in advancing pediatric health care. Becoming a successful clinical or basic scientist at this institution and in the current scientific climate, almost always requires an individual to be well-versed and adept at understanding and linking a variety of concepts in order to gain new insight into a scientific or medical question. Given the speed, volume, and complexity at which new scientific and clinical knowledge is acquired, there is no one person who can provide the breadth of expertise necessary to mentor a young pediatrician adequately. Therefore, defining a multidisciplinary panel of mentors to assist in career and research development is crucial in order to assure that one's scientific and clinical goals are well-founded and on target.

Personally, I am interested in utilizing the latest genomic sciences to answer fundamental questions regarding pediatric oncology. To this end, I have formed a multidisciplinary panel of five established faculty members with expertise in genetics/genomics, pediatric oncology, and pediatric-scientist career development. With this team in place, I can voice my ideas and immediately gain insight as to how I can 1) apply my ideas to a specific scientific question, 2) utilize or design technology to specifically answer the question, and 3) incorporate a generalized timetable of goals in order to advance an academic career. As I have generated new data, the same committee can then review the data, the original question, and my goals in order to reassess how I can be the most productive going forward. These committee meetings are 1-2 times per year, usually for about one hour, and *have not been* a significant time commitment. On the contrary, I believe the outcomes of these meetings have saved me time by honing my work and concentrating my efforts. Everything I have described here would be equally applicable to a clinical or investigator-track junior faculty member and I would encourage any junior faculty member intent on an academic career to seriously consider defining a panel of mentors.

Appointments

The Executive Faculty approved the following appointments at the 9/10/08 Faculty meeting.

George Van Hare, M.D., Appointment as Professor of Pediatrics
Michele Estabrook, M.D., Appointment as Professor of Pediatrics
Caroline Lee, M.D., Appointment as Assistant Professor of Pediatrics

Congratulations

Robert J. Rothbaum, M.D., Professor of Pediatrics and Clinical Director of the Division of Pediatric Gastroenterology and Nutrition, WUSM, was recently presented the 2008 Distinguished Faculty Award. Congratulations on this well-deserved honor!



Announcements/Updates



OFD Advisory Committee Members

Anne M. Beck, M.D.
 Allan Doctor, M.D.
 Aaron Hamvas, M.D.
 Sherrie M. Hautt, M.D.
 Bess Marshall, M.D.
 Lisa Moscoso, M.D.
 Katie Plax, M.D.
 Robert J. Rothbaum, M.D.
 Gregory A. Storch, M.D.

Three new members, Drs. Hamvas, Marshall & Moscoso, have accepted the invitation to join the Advisory Committee of the OFD.

We would like to thank Dr. Lou Muglia for his participation in this Committee, 2006-2008. We wish him continued success in his new position.

Upcoming Faculty Survey

Based on input from our consultants, the OFD has planned a faculty survey to facilitate a needs assessment of Departmental faculty. This survey will "mirror" the previous Washington University 2006-07 Faculty Climate Survey. We are targeting the first week of December for this Survey Monkey tool to be emailed to all faculty. Please take the time to complete as this information is important in determining next steps for the OFD.

Spotlight on Women in Medicine & Science

The SWIMS symposium was held Friday, September 26, 2008 in FLTC, Holden Auditorium. Dean Shapiro introduced presenters, Drs. Jeanne Nerbonne, Mary E. Klingensmith, Tamara Hershey, Robyn S. Klein and Susan E. Mackinnon. The event was well received and attended. Participants enjoyed the diversity of speakers and topics presented. The 2009 symposium will be held *Wednesday, September 9, 2009, 9-1 pm*. Mark the date.

Faculty Career Development Programs Thursday Topics Sponsored by Office of Faculty Affairs

Mentoring I

Mentoring Across Cultures: Finding Common Ground

Thursday 11/13/08 12:00 pm

Effective Learning and How to Provide Feedback

Thursday 11/20/08 12:00 pm

Mentoring II

When to Say Yes and How to Say No

Thursday 12/4/08 12:00 pm

Mentoring Across Race and Gender Boundaries

Thursday 12/11/08 12:00 pm

How to Close the Mentoring Relationship

Thursday 12/18/08 12:00 pm

Please check Office of Faculty Affairs website for any updates—<http://medofa.wustl.edu/>

(held in Schwarz Auditorium)

American Board of Pediatrics Maintenance of Certification

If your ABP certification expires in 2009, you are not required to take the ABP examination to enter MOC. Instead you will enroll in MOC in the fall of 2009, pay fees, and begin the five-year cycle on January 1, 2010. The secure examination will be due in 2012. The change in your examination date does not alter the expiration date of your certificate. However, to maintain uninterrupted certification, you must enroll in MOC and submit proof of valid, unrestricted state medical licensure before the end of 2009.

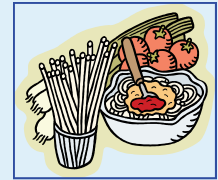
For further information regarding the changes in MOC requirements, please see the American Board of Pediatrics website www.abp.org





Recipe Corner

Barb Warner, M.D.



Spinach Sausage Pasta

(Fast, easy and good for you!)

8 to 16 oz of any kind of pasta (Penne works nicely, but anything really works)

2 - 12 oz packages of Jimmy Dean LOW FAT (50% reduced fat) pork sausage – it is with the Breakfast sausage, in a plastic casing - (use three if having a crowd of more than four)

1 - 15 oz can diced tomatoes (basil, garlic and oregano added recommended)

1 - Cup spaghetti sauce to taste - any kind will do

1 - Bag (9oz) pre-washed baby spinach (the baby spinach is really clean, and doesn't need to be re-washed)

1 - Cup grated Parmesan cheese (would not recommend Kraft - the kind in the cheese aisle, pre-grated or freshly grated is better - good quality makes a difference)

Cook pasta according to directions. Brown sausage; add tomatoes and extra spaghetti sauce to give it a little extra moisture. Add bag of spinach on top and combine into sausage (it wilts down fast). Drain pasta and top with sausage spinach mix. Top with good quality Parmesan cheese.

If your kids don't go for the spinach take some sausage mix out before you add it in (or you can be sneaky, leave spinach in and then try to pick out some sauce with no spinach for them - maybe like mine they will eventually get used to the spinach and now eat it).

IF kids don't go for tomatoes just use a spaghetti sauce. Enjoy!

Wish you had some help organizing your family life?

Check out website <http://www.cozi.com/> - Cozi is a new way for busy families to keep track of appointments, lists and coordinate home and work schedules. A favorite feature is the ability to set up your shopping list and either text to your phone or call a 1-888 number and have the list read to you while you are in the store! Best of all, Cozi is free.

Faculty Compliance Profile

The Faculty Compliance Profile is an interactive web-based questionnaire, designed to identify the various compliance and educational activities you need to complete as well as those you have already completed, specific to your responsibilities at the University. It will also provide you with a direct link to the activity or to additional information needed to complete the requirement. <http://complianceprofile.wustl.edu/> - Click on Faculty Compliance Profile to access the log-in page. Your user ID and password are the same you use for accessing HRMS Employee Self Service, AIS, the Code of Conduct, and the Financial Disclosure Statement.

We are always looking for submissions on book reviews, restaurant or movie reviews to publish in our newsletter. If interested, please forward to: Cheryl Genovese (genovese_c@kids.wustl.edu)