



Department of Pediatrics

Faculty Meeting

TOPIC: Childx and Task Force 1 Update

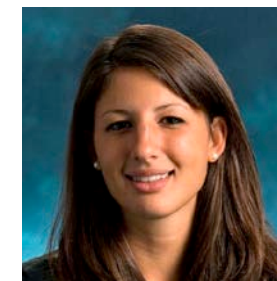
January 22, 2018



Lucile Packard
Children's Hospital
Stanford



- **Nicolas Cuttriss**
Clinical Assistant Professor
Division of Endocrinology
- **Agnieszka Czechowicz**
Assistant Professor
Division of Stem Cell and Regenerative Medicine
- **Rachel Land**
Clinical Assistant Professor
Division of Neonatology and Developmental Medicine





- **Lindsey Rasmussen**
Clinical Assistant Professor
Division of Critical Care Medicine



- **Ann Weber**
Instructor
Division of Neonatology and Developmental Medicine



Congratulations to our new members of the Society of Pediatric Research

- Anisha Patel
- David Maahs
- Elizabeth Egan
- Jonathan Palma



Congratulations!

Elected to American Institute of Medical and Biomedical Engineering

- Alison Marsden



2018 International Society for Antiviral Research
Women in Science Award

- Desiree LaBeaud





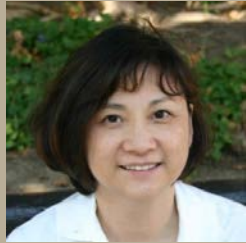
PILOT GRANT AND POSTDOC SUPPORT PANEL CHAIRS



Paul Grimm, MD



Jeff Feinstein, MD, MPH



Kathy Sakamoto, MD, PhD



Gary Shaw, DrPH



Julien Sage, PhD



Hsi-Yang Wu, MD

**MD TRAINEE SUPPORT
PANEL CO-CHAIRS**



Daniel Bernstein, MD

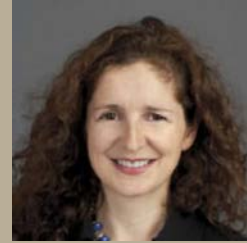


Gerald Grant, MD

**CLINICIAN EDUCATOR GRANTS
PROGRAM CO-CHAIRS**

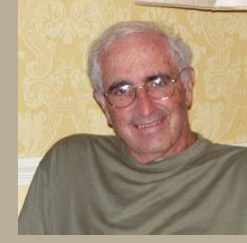


Bert Glader, MD, PhD



Deirdre Lyell, MD

**FACULTY SCHOLARS
PROGRAM CO-CHAIRS**



Harvey Cohen, MD



David K. Stevenson, MD

Congratulations!

Core Clerkship Honor Roll for Clinical Teaching

- Janelle Aby
- Laura K. Bachrach
- Sumit Bhargava
- Rebecca Blankenburg
- Caroline Buckway
- Jennifer Everhart
- Missy Hurwitz
- Nasim Khavari
- Fernando Mendoza
- Terry Platchek
- Carrie Rassbach
- Terry Robinson
- Nita Srinivas
- Darrell Wilson

Congratulations!

Dan Bernstein appointed Associate Dean for Medical Student Curriculum and Scholarship





POLITICS – JAN. 6, 2018

Medical Research? Congress Cheers. Medical Care? Congress Brawls.

Dr. Matthew H. Porteus, said he was impressed with the level of congressional interest and surprised at the lack of partisanship.

“The senators’ questions were spoken as if they were experts,” he said. **“If you didn’t know what party each senator belonged to, you’d have no idea, based on the questions they asked.”**

At the same time, Dr. Porteus said, “it’s really disappointing” that Congress has been unable to find money for a long-term extension of the Children’s Health Insurance Program.

“If you can’t provide the best possible care for people today, and CHIP is an essential part of that for millions of children, you’ll be in a poor position to provide advanced care to people in the future.”

Policy Updates

PEDIATRICS[®]

OFFICIAL JOURNAL OF THE AMERICAN ACADEMY OF PEDIATRICS

Disparities in the Intensity of End-of-Life Care for Children With Cancer

Emily E. Johnston, MD,^a Elysia Alvarez, MD, MPH,^a Olga Saynina, MBA,^b Lee Sanders, MD, MPH,^{b,c}
Smita Bhatia, MD, MPH,^d Lisa J. Chamberlain, MD, MPH^{b,c}

12,938 adolescent and young adult cancer decedents were studied using the California Office of Statewide Health Planning and Development administrative database

Children from underrepresented minorities were more likely to have high intensity end of life care

Policy Updates

Accompanying Editorial

Perhaps more striking than their methodological contribution is that Johnston et al. acknowledge the specter of disparities in pediatric palliative care (PPC), identifying the urgent need to evaluate equitable access to and efficacy of PPC interventions. They find that underserved children, including underrepresented minorities and those with public insurance, are more likely to experience high-intensity end of life care, including in-hospital death. The authors set a clear path for next investigative steps in the field....

As clinicians in pediatric oncology and palliative care, we strive to provide comfort and care concordant with the goals of the families we serve. Johnston et al provide a methodological framework to help us begin benchmarking our successes. More importantly, they highlight the opportunity we cannot afford to miss, ensuring that our successes are equitably distributed across all children for whom we care.

We continue to fight for CHIP: on January 8th, we joined programs nationally for social media storm

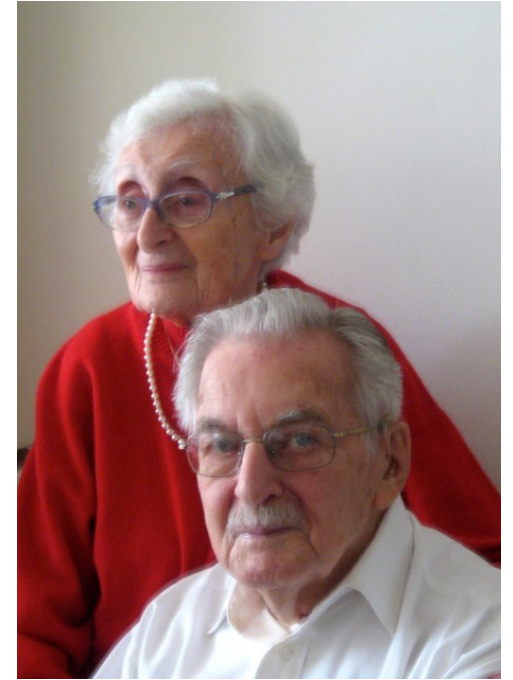


Email Lisa Chamberlain if you are interested in weekly policy updates

Congratulations!

The Palliative Care Program received \$500,000

- *“This gift is named as **The Shena and Theodore Sourkes Fund for Pediatric Palliative Care** at Lucile Packard Children’s Hospital Stanford in recognition of the late parents of Barbara Sourkes PhD, the first John A. Kriewall and Elizabeth A. Haehl Director of the Program.*



Pediatrics 2017 Holiday Party – Havana Night





Thank you!

From Hugh O’Brodovich:

Thanks to all members of our department, and others throughout the Stanford and LPCHS family, who donated to build a school in Myanmar. The construction was carried out by villagers and was completed in late August in time for this school year. There are currently about 120 students at the school, K through 9.

The school will have a plaque indicating: *“This school is in honor of the work of Dr. Hugh M O’Brodovich as Chair of the Department of Pediatrics, Stanford University.”*





Hello, Dr. Hugh, Margaret and Donors

Thanks a lot for the school!

In Memoriam – Ira Friedman

- Ira Friedman was a member of the Adolescent Medicine division until his retirement a year ago.
- A campus memorial service will be held at 3:30 p.m. on Monday, Feb. 5, at Stanford Memorial Church, with a reception to follow at the Faculty Club. All members of the Stanford community are welcome to attend both events to celebrate Friedman's life.





Childx 2018

April 12-13, 2018
Berg Hall, LKS, Stanford



Lucile Packard
Children's Hospital
Stanford

Childx Assumptions

- Modern advances in biomedical and behavioral science and technology can vastly improve the health of our population
- To realize this promise, discoveries must be transformed into safe, effective treatments and made accessible to the populations at need.
- Public policy is a critical vehicle to assure that access to these treatments is equitable.

Childx Concept

- To explore the intersection of science, medicine, health care delivery and public policy, specifically focused on children's health
- To showcase contributions of faculty at Stanford University
- To stimulate interaction among the participants to forge new collaborations across laboratories and schools at Stanford University and new partnerships between the university and the regional community.

Childx Highlights

- 4 Keynote Speakers
 - *Stephen Quake*, Stanford
 - *Carol Dweck*, Stanford
 - *Raj Chetty*, Stanford
 - *Jeff Kahn*, Johns Hopkins

Childx Highlights

- 6 dynamic sessions

1. Origins of Illness and Disability: Nurturing Nature?
2. New Approaches to Understanding and Treating Mental Health in Childhood: Networks and Connections
3. Literacy and Health: A Framework for Addressing Social Determinants during Early Childhood
4. The Childhood Obesity Epidemic: Novel Solutions
5. New Genetic and Immunological Treatments: Implementation
6. Next Generation Management of Chronic Illnesses: Technology for Real-Time Monitoring

Childx Highlights

- Success depends on turn out
- Register and come
- Bring out the crowds
- Talk it up to your colleagues
- Send invites to UCSF, UCD, PCHA, Joint ventures
- We will send you the flyer to forward
- Remind attendees that CME credits are available



▶ LEARN. COLLABORATE. INNOVATE.

child x

April 12-13, 2018

Childx Symposium – April 12-13, 2018

The Junction of Science, Medicine, Public Policy, and Health Care Delivery



**CHILD HEALTH
RESEARCH INSTITUTE**

chri.stanford.edu

Berg Hall, Li Ka Shing Learning & Knowledge Center
291 Campus Drive, Stanford, CA 94305

REGISTRATION IS NOW OPEN!

Register at <http://childx.stanford.edu>

Thanks!



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Task Force 1: *Department Decision Making and Transparency*

Update 1

*Hayley Gans
David Rosenthal*



Lucile Packard
Children's Hospital
Stanford





Agenda

- Ongoing process
- Division Operations
- Faculty Lines
- Appointments and Promotions
- Work Environment
- Compensation
- Diversity and Bias
- Department Wide Communication



Task Force Co-Chairs on-going process



- Monthly meetings with Department Leadership
 - Mary Leonard, Department Chair
 - Mike Propst, Director of Finance and Administration
 - Scott Sutherland, Associate Chair of Faculty Clinical Affairs
 - Eric Sibley, Associate Chair of Academic Affairs
- Meetings regarding Appointments and Promotions
 - Scott Sutherland, Associate Chair of Faculty Clinical Affairs
 - Eric Sibley, Associate Chair of Academic Affairs
 - Louanne Hudgins, Chair of Committee on A+P
- Ad hoc meetings as needed
 - Tait Shanafelt, Chief Wellness Officer



Division Operations

- **Division Chief Retreat in February with subsequent report at the Department Faculty meeting**

- Negotiations workshop



Maggie Neale,
Director, Influence and
Negotiation Strategies Program
Graduate School of Business

- Define *competencies and expectations*



Julie Moseley,
Director, Organizational Effectiveness

Co-leaders



Tait Shanafelt,
Chief Wellness Officer

Division Operations

- Development of a process by which faculty can provide annual *anonymous evaluations* of Division Chief competencies annually



Division Operations

- Division Faculty Meetings
 - Ensure dissemination of information presented at Division Chief meetings
 - Powerpoint presentations usually provided to the Chief
 - Department Chair and Director of Finance & Administration to attend Division Meetings at least annually and as needed
 - Encourage invitations to the Associate Chairs; serve as ombudsman



Faculty Lines

- Amelioration of discrepancies between lines
 - Goal to ensure that funding opportunities and benefits are comparable across lines, as much as possible given the policies of the SoM and University
 - Maternity leave and other benefits currently undergoing evaluation by the SoM
 - All faculty are eligible for CHRI grant funding and CE grants increased
 - Department Chairs continue to work with intramural funders to include CE faculty
- Space and compensation data presented at the Department faculty meeting



A&P Process

- Faculty workshop held in November, 2017
 - <https://med.stanford.edu/mediadropbox/courseListing.html?identifier=CHRI&cyyt=1172>.
- Promotion pre-launch date added to Goals and Achievements form in 2017
- Department of Pediatrics A&P Committee Checklist available to all faculty (will be sent with this presentation)
- The Department Chair, Associate Chair for Academic Affairs, and Chair of the Committee on A&P are partnering to make sure that all leaders have in-depth knowledge about the A&P process
 - Eric has presented to chiefs twice and plans to present/partner with mentoring group

A&P Process

- Working to develop a list of examples that fulfill specific criteria
 - Hayley is working with Louanne and Eric and expects to have these available in next several months
 - These will be available to faculty and part of G&A process



A&P process- G&A process-next cycle

- Amend G&A process to reflect A&P criteria
- A&P checklist and list of examples that fulfill the criteria will be reviewed during the process
- Ways in which the faculty member can be successful and be mentored and sponsored will be specifically discussed and documented
- Revise the *G&A Form* to include the date of the anticipated pre-launch, the materials that will be reviewed at that time, and the criteria for the next step.
- Chair and Chief review each G&A with specific discussion on promotion plans for those with pre-launch in next year

Pediatrics Academic Affairs

- 2018 goal for the Pediatrics Academic Affairs team is to launch a website with resources and links
- The team is always available for questions
 - **Shumi Khan:** Allergy/Immunology/Rheumatology, Endocrinology, Hem/Onc, Infectious Diseases, and Medical Genetics
 - **Sarah Wright:** Cardiology, Stem Cell Transplantation, and Systems Medicine
 - **Abhi Singh:** Adolescent Medicine, Developmental-Behavioral Pediatrics, and Neonatology
 - **Elaine Wilhelm:** Critical Care Medicine, Gastroenterology, Human Gene Therapy, Pulmonary Medicine, and Nephrology
 - **Mary Le:** Hospital Medicine and General Pediatrics

Work Environment: Office Space

- Space committee lead by Mike Propst and Associate Chairs
 - The committee has cataloged all space and presented the Division-specific data at the Division Chief meeting
 - Developing a systematic approach that is applied equally across all Divisions and is agnostic to faculty lines



Compensation

- Compensation data and benchmarks and bonus metrics have been presented at Faculty and Division Chief Meetings
- Incentive Plan redesign committee convened
 - Surabhi Agrawal
 - Jon Bernstein
 - Kara Davis
 - Catherine Krawczeski
 - Michael Propst
 - Scott Sutherland



Diversity and Bias

- Gender bias
 - Department Meeting in September 2017
 - Assessed gender differences in compensation, faculty line, and leadership positions
 - Reviewed literature on how to create a culture conducive to the academic success of women
- The Learning Environment, lead by Becky Blankenburg (Associate Chair for Education), Carrie Rassbach (Associate Program Director) and Hayley Gans (Director of Fellowship Education)
 - Division Chief Meeting December 2017
 - Department Meeting April 2018
- Opportunities for Women and URM to Receive Leadership Training
 - Negotiation Workshops with Maggie Neale
 - Tailored for women in Spring 2018, with additional sessions to follow.
 - AAMC Early and Mid-Career Women's Conferences are supported through the Office of Faculty Development and Diversity, and by the Department of Pediatrics.

Departmental Communication

- Department Meeting
 - Live streaming instituted in 2017
 - Alternate Monday/Tuesday, effective January 2018
 - Accomplishments in all components of the mission acknowledged
 - Presentations and relevant materials are available to all faculty by email and intranet
- Department Intranet under development
 - Departmental policies with description of methods, supporting data, and decision making process; e.g. salary setting or bonus plan

Acknowledgements

- Mary Leonard and Associate Chairs
- Task force 1 team
 - Cristina Alvira, Ritu Chitkara, KT Park, Sushma Reddy, Barbara Sourkes
- Faculty
- Division Chiefs
- Mike Propst
- Eric Sibley
- Louanne Hudgins
- Eunice Delumen

