Department of Pediatrics Faculty Meeting
Date: September 24, 2018

• Stanford Children’s Health Provider Communication – Tzielan Lee & Mimi Albert
• Division Chief Leadership Survey – Mary Leonard
Timothy Cornell, MD, FAAP
Professor of Pediatrics
Chief, Division of Critical Care Medicine
• **Hannah Bassett**  
  Clinical Instructor  
  Division of Hospital Medicine

• **Ashley Edwards**  
  Clinical Instructor  
  Division of General Pediatrics

• **Rachel Goldstein**  
  Clinical Assistant Professor  
  Division of Adolescent Medicine
• Natalia Gomez-Ospina  
  Assistant Professor  
  Division of Medical Genetics  

• Maheen Hassan  
  Clinical Assistant Professor  
  Division of Gastroenterology  

• Michelle Kaplinski  
  Clinical Assistant Professor  
  Division of Cardiology  

• Tendo Kironde  
  Clinical Instructor  
  Division of Hospital Medicine
• Zsofia Long
Clinical Assistant Professor
Division of Cardiology

• Cecilio Lopez
Clinical Professor
Division of Cardiology

• Dawn Maxey
Clinical Instructor
Division of Critical Care Medicine

• Rishi Mediratta
Clinical Instructor
Division of Hospital Medicine
• **Elizabeth Profita**  
  Clinical Assistant Professor  
  Division of Cardiology

• **Anoop Rao**  
  Instructor  
  Division of Neonatology

• **Maria Rivera**  
  Clinical Instructor  
  Division of General Pediatrics

• **Diane Stafford**  
  Clinical Professor  
  Division of Endocrinology
• **Rabbia Waris**  
  Clinical Instructor  
  Division of Hospital Medicine

• **John Willhoite**  
  Clinical Instructor  
  Division of Hospital Medicine
Established by Congress to recruit and retain highly qualified health professionals into biomedical or biobehavioral research careers.

Repays up to $35,000 annually of qualified educational debt (not retroactive) in return for a commitment to engage in NIH mission-relevant research for an average of 20 hours/week. Two year awards; can be renewed.

Eligibility
- Residents, postdoctoral fellows, MD fellows, Instructors and Asst Professors
- US citizen or permanent resident
- Debt to institutional base salary ratio of > 20%

Evaluation Criteria
- Applicant’s potential to pursue a career in research, including the proposed research activities, mentoring and institutional resources.

Deadlines
- Online Application Period: September 1 to November 15, 2018
- Stanford Internal forms must be authorized by Mike Propst, the Department DFA
Application open for Pediatric Residency Coach

- Clinical Skills Coach for pediatric residents
- See email for comprehensive description of role
- 0.1 FTE beginning June 15, 2019
- Two positions available
- Send CV and statement of interest to Carrie McGaughey (cmcgoy@stanford.edu) by October 15, 2018
- Contact Carrie Rassbach (crassbac@stanford.edu) or Becky Blankenburg (rblanke@stanford.edu) with questions
RSVP for the 6th Annual Education Forum!
6th Annual Education Forum: Agenda

8-9am
Grand Rounds: How Do I Know I am Teaching Effectively?
  • Larrie Greenberg, MD, Professor Emeritus, Children’s National

9:15-10:30am
The Flipped Classroom: An Alternative to Lectures to Activate Learners
  • Larrie Greenberg, MD, Professor Emeritus, Children’s National

Building Inclusive Learning Environments
  • Dereca Blackmon, MDiv, Associate Dean & Director, Diversity & First-Gen Office, Stanford

Medical Education Conceptual Models
  • Melissa Klein, MD, Med, Associate Professor, Cincinnati Children’s
  • Su-Ting Li, MD, MPH, Vice Chair of Education, UC Davis
6th Annual Education Forum: Agenda

10:45am-12pm

Grow Your Coaching Techniques

• Carrie Johnson, MBA, Residency Education Manager, Stanford
• Lucy Lee, MD, Clinical Assistant Professor, Stanford
• Carrie Loutit, MD, Clinical Associate Professor, Stanford
• Carrie Rassbach, MD, Clinical Associate Professor, Stanford

Teaching Skills for Postdocs and Research Faculty

• Kelley Skeff, MD, PhD, Professor, Stanford

Assessing Learner Well-Being

• Shashank Joshi, MD, Associate Professor, Stanford

12:30pm-1:30pm

Keynote - Questioning Skills: Facilitating Effective Learning

• Larrie Greenberg, MD, Professor Emeritus, Children’s National
PMP Workshop – Doing Scholarly Work in Pediatrics

Focus: Opportunities in
• Advocacy
• Education
• Research

Panel
• Mentors and resources
• “Success stories” from CE faculty

When
• Monday October 29 – Noon – Clark Center

ALL FACULTY/ALL LINES ARE WELCOME
Networking Lunches For Female Faculty

• Goal – small group *discussions* (N=12)

• Varying topics
  – time management
  – bias
  – work-life
  – mindfulness
Networking Lunches For Female Faculty

• Dates for lunches at 750/770 Welch
  – 10/11; 11/5; 12/13, 1/7/ 14, 3/18/ 4/11

• Discussion leaders
  – Laura Bachrach
  – Sharon F Chen
  – Jessica Gold
  – Saraswati Kache
  – Lucy Lee
  – Meera Sankar
  – Ami Shah
  – Gail Wright

• Invitations sent monthly; RSVP required
LEAD Program awarded
Stanford Teaching and Mentoring Academy

Becky Blankenburg, Peds Hospital Med
Lahia Yemane, General Pediatrics
Carmin Powell, Neonatology
Michelle Brooks, Peds Residency Program
Carrie Johnson, Peds Residency Program
Core Clerkship Honor Roll for Clinical Teaching

Becky Blankenburg  
Peds Hospital Med

Jennifer Everhart  
Peds Hospital Med

Baraka Floyd  
Gen Peds

Sarah Hilgenberg  
Peds Hospital Med

Katherine Hill  
Adolescent Med

Nasim Khavari  
Peds GI

Becca McKenzie  
Peds GI

Ryan Padrez  
Gen Peds

Terry Platchek  
Peds Hospital Med

Nita Srinivas  
Peds ID

Dana Weintraub  
Gen Peds
Stanford Teaching and Mentoring Academy Grants

Sharon F. Chen  
Peds ID

Wui Ip  
Peds Hospital Med

Iris Litt  
Adol Med (Emeritus)

Becky Blankenburg  
Peds Hospital Med

Mike O’Hara  
Peds Anes (PGY4)

Calvin Kuan  
Peds Cardiac Anesthesia
Pediatrics Faculty Senate

Senators

Sharon F. Chen
Peds ID

Hayley Gans
Peds ID

Lahia Yemane
Gen Peds

Alternate Senators

Ritu Asija
Peds Cardiology

Arun Gupta
Neonatology
Hayden T. Schwenk, MD, MPH
Infectious Diseases Society of America
Antimicrobial Stewardship Center of Excellence Award
Lilian Su, MD
Elected to the Board of Directors of the Pediatric Cardiac Intensive Care Society
Pediatric Dialysis Unit

as of 7/31/2018

366

DAYS SINCE LAST BLOODSTREAM INFECTION

Our last bloodstream infection was on

7/30/2017
SAFE: Scrubs Addressing the Firearm Epidemic
Join Us!

Stay Tuned for next steps to address gun violence

Join Policy Response Team (to get weekly policy updates)
lchamberlain@Stanford.edu
Stanford Children’s Health
Provider Communication

Tzielan Lee, MD - ACMIO
Mimi Albert, MPH –Program Director, Medical Affairs
“What do you mean, we don’t communicate? I sent you an email on Monday.”

BARK!!!  MEOW!!!

“In response to your request for better communications, I’m going to increase my lengthy explanations by 50%.”
Are you angry?

Really?

No.

No.

Delivered
Poll Everywhere

www.pollev.com/marisaalbert779
2017 Pediatrics Faculty Meetings

**JANUARY 24, 2017**
LPCH Auditorium
12pm - 1pm
**TOPIC:** Task Forces Report Out
Download slides (.pdf)

**FEBRUARY 28, 2017**
LPCH Auditorium
12pm - 1pm
**TOPIC:** Faculty Compensation and Incentive Plan
Download slides (.pdf)

**MARCH 28, 2017**
LPCH Auditorium
12pm - 1pm
**TOPIC:** Space + Education Scholarship
Download slides (.pdf)

**APRIL 17, 2017**
LKSC 130
12pm - 1pm
**TOPIC:** Physician Wellness Survey
Download slides (.pdf)

**MAY 17, 2017**
LKSC 120
12pm - 1pm
**TOPIC:** Associate Chairs
Division Chiefs are the primary unit of interaction and key driver for faculty satisfaction
  - Faculty expressed immense gratitude for the Chiefs

Substantial variation noted in:
  - Training and support provided to Chiefs
  - Negotiation skills and resources
  - Engagement with faculty
  - Communication between divisions, and communication of key information to the faculty regarding LPCH, School of Medicine and Department
  - Knowledge of the A&P process

These challenges impact the faculty’s ability to fully embrace all of the attributes of the institution
Task Force: Potential Remedies

- Define competencies and expectations for Division Chiefs. Some expectations may be Division-specific.
- Create a process by which faculty can provide anonymous evaluations of Division Chiefs annually.
- Current Chiefs should receive formal training/coaching in leadership.
- Incoming Chiefs should receive formal onboarding including leadership training/coaching.
  - Training should be updated for current and incoming chiefs.
- Department Chair should attend faculty meetings to understand the nature and challenges of each division and share critical information at least biannually.
- The balance between centralized and division-based processes should be addressed with ample vetting and communication prior to implementation.
- Division chiefs should actively support faculty by sponsoring junior faculty members for regional/national roles.
- Departmental meetings should have interactive portions. Records of the meetings should be available to those who are unable to attend.
Impact of Organizational Leadership on Physician Burnout and Satisfaction

Tait D. Shanafelt, MD; Grace Gorringe, MS; Ronald Menaker, EdD; Kristin A. Storz, MA; David Reeves, PhD; Steven J. Buskirk, MD; Jeff A. Sloan, PhD; and Stephen J. Swensen, MD
Annual Survey

• Leadership Qualities

To what extent do you agree or disagree with each of the following statements about (name of immediate supervisor)?

- Holds career development conversations with me
- Empowers me to do my job
- Encourages employees to suggest ideas for improvement
- Treats me with respect and dignity
- Provides helpful feedback and coaching on my performance
- Recognizes me for a job well done
- Keeps me informed about changes taking place at Stanford
- Encourages me to develop my talents and skills
- Overall, how satisfied are you with (name of immediate supervisor)

• Identification of Division-specific challenges

If the Division could do one thing, under its control, what would it be?
Leadership qualities of physician supervisors appear to impact well-being and satisfaction of individual physicians.
Results: Overall response rate 63% (265/405)
Greatest Opportunities

To what extent do you agree or disagree with each of the following statements about (name of immediate supervisor)?

- Holds career development conversations with me
- Empowers me to do my job
- Encourages employees to suggest ideas for improvement
- Treats me with respect and dignity
- Provides helpful feedback and coaching on my performance
- Recognizes me for a job well done
- Keeps me informed about changes taking place at Stanford
- Encourages me to develop my talents and skills

Overall, how satisfied are you with (name of immediate supervisor)
Which dimension do you think is currently the largest challenge facing your division?

- An inefficient practice environment and workflow (39)
- Unrealistic job demands and work-load (13)
- A lack of connectedness and time for community with colleagues (11)
- Lack of control and flexibility for faculty (15)
- Mismatch between the values of the faculty and direction of the division (6)
- A work environment that is not conducive to work-life integration (5)
Next Steps

- Division Chiefs will identify two goals for the coming year
- The WellMD Center will fund a Leader as Coach Workshop
- The Department will support working groups to define potential criteria for promotion in different scholarly pursuits