Pathology and Laboratory Medicine

Faculty Meeting

November 19, 2015
Pathology Faculty Meeting Agenda

- BU’s BEST
  Barbara Schreiber, Ph.D.

- BU Sexual Misconduct Survey Results
  Chris Andry, Ph.D.

- Pathology residency Site visit
  Joel Henderson, M.D., Ph.D. & David Kindelberger, M.D.

- Resident evaluations of faculty
  Daniel Remick, M.D.

- Anatomic Pathology
  Michael O’Brien, M.D, MPH

- Laboratory Medicine
  Carl O’Hara, M.D.

- Strategic plans
  Daniel Remick, M.D.
Broadening Experiences in Scientific Training (BEST)
BU’s BEST

• Co-PIs
  • Linda Hyman
  • Barbara Schreiber
• Charles River Campus Liaison
  • Kim McCall
• Evaluator
  • Deborah Fournier
• Program Director
  • Chelsea Epler
• Executive Director of Professional Development
  • Isabel Dominguez
• Our Partners
  • MassBioEd (Peter Abair)
  • Propel Careers (Lauren Celano)
Agenda

• What is BEST?
• What is BU’s BEST?
• What have we been up to?
• What can you do to help?
NIH Taskforce Recommendation

• Provide career development opportunities e.g. project management, teaching, internships
"...runs in our family. My father and grandfather are also working as postdocs."


"Maternity leave would be a good time to write your manuscript."

https://www.pinterest.com/pin/92464598570208436/
BU’s BEST

Broadening Experiences in Scientific Training - BEST

Institutions: Boston University, UCSF, Emory, Cornell, Wayne State, UNC Chapel Hill, UChicagoMed, Virginia Tech, Rochester, Michigan State, Denver, Yale, NYU, UMassMed, UColorado, UCDavis, UCIrvine, Vanderbilt, Rutgers
Aim 1: Job market informs curriculum.

Aim 2: Trainees prepare for biomedical careers.

Aim 3: Supportive faculty culture is developed.

BU’s BEST

Labor/Insight™ software

Institutional Infrastructure
Mentoring awards/circles
Website

Partners
Alumni
Advisory committees

Hybrid Online Modules

Faculty Development
Seminars/workshops
Programs

Experience
Internships
Certificates/Degrees

Enhance
Coursework
Shadowing

Explore
Prof. development
Workshops/seminars

Reflect
Advising
Focus/Career™ software
Who is eligible to participate?

• Who?
  • Postdoctoral researchers (359)
  • Doctoral students (742)

• Where?
  • Charles River Campus
  • Medical Campus
Career Themes

• Research
• Communication
• Teaching
• Law
• Policy
• Business/administration
What have we been up to?

- New office space/resource center
- Student orientations
- Faculty meetings
- Website
- Newsletter
- Tweeting
- Trainees’ blog
What have we been up to?

• Workshops/career panels
• Alumni mentoring
• Science policy group (student-initiated)
  • AIMBE Policy Institute in Washington, D.C.
• MassBioEd
  • Courses
  • Bench to Biotech
• Propel Careers
  • Career coaching
  • Workshops
Programming

**Research**
- Skill Enhancement: Grant Writing
- Career Exploration: Career Panel with Pfizer
- Skill Enhancement: Mock Study Section Live!
- Bench to Biotech (industry exploration day)

**Communication**
- Career Exploration: Science
- Alan Alda Communicating Science
- Planned internal internships (Office of Communications)

**Teaching**
- Coursera hybrid class
- Teaching opportunities e.g. FiBS
- Planned internal internships (BU faculty)

**Law**
- Planned internal internships (OTD, Office of Research Compliance)

**Policy**
- Career Exploration: Science Policy
- BU policy group
- AIMBE Public Policy Institute

**Business/administration**
- Career Exploration: Consulting
- Coursework (MassBioEd)

**General**
- Reviving your LinkedIn Profile
- Preparing your Resume
- Informational Interviewing
- A Networking How-To
- Shop Talk—monthly career conversation
Professional Skills Development Class

- FC708 Experiment!
  - 1st year PiBS students
  - Themes
    - Communicating science
    - Research/compliance/law
    - Personal professional development
  - In-class lessons/discussions
  - The experiment…..students to participate in activities of their own choosing

Send me your ideas!
Explore Your Career Options

The exploration portion of your career search can be challenging, exhilarating, and a bit scary. It’s time to open yourself up to new experiences, start listening to your intuition, and reminding yourself of what you discovered during Reflection. If it seems like a lot, remember that you aren’t alone. The BU’s BEST team is here to help and you have a broad network of resources ready to assist.

Here are a few ways to start exploring:

Alumni Mentoring

Here you will find BU alumni that have agreed to answer career-related questions and potentially mentor trainees in their career progression. To get started please choose your campus below. Use your BU ID and kerberos to log-in and see the alumni mentoring database.

Are you located on: The Medical Campus Or The Charles River Campus (coming soon)

If you are a BU Alum interested in participating as a mentor, please complete this brief form.
Analyzing the workforce: Labor/Insight™

• Labor/Insight™ Software (Burning Glass Technologies):
  • Tool to assess knowledge and skills to inform design of curriculum

• Extracts information from millions of job postings
  • Job titles
  • Salary
  • Foundational skills
  • Discipline-related skills
  • Employment trends
**Specialized skills in demand**

**Skills in greatest demand**


There are 199 postings available with the current filters applied.
There are 23 unspecified or unclassified postings.

<table>
<thead>
<tr>
<th>Skill</th>
<th>Count</th>
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<tbody>
<tr>
<td>Biochemistry</td>
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<tr>
<td>Chemistry</td>
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<tr>
<td>Biology</td>
<td>75</td>
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<td>Proteins</td>
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<td>Validation</td>
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<tr>
<td>Experiments</td>
<td>37</td>
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<td>High Performance Liquid Chromatography</td>
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<tr>
<td>Molecular Biology</td>
<td>30</td>
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<tr>
<td>Good Manufacturing Practices (GMP)</td>
<td>28</td>
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<tr>
<td>Siemens Nixdorf Hardware</td>
<td>27</td>
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<tr>
<td>Data Analysis</td>
<td>22</td>
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<tr>
<td>Protein Biochemistry</td>
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<td>Protein Purification</td>
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<td>Protein Chemistry</td>
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Baseline skills in demand

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<th>Baseline Skills</th>
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<tr>
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<tr>
<td>Research</td>
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<td>Writing</td>
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<td>Organizational Skills</td>
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<td>Detail-Oriented</td>
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<tr>
<td>Microsoft Office</td>
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<td>Self-Motivation</td>
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<td>Microsoft Excel</td>
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<tr>
<td>Project Management</td>
<td>13</td>
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<tr>
<td>Quality Assurance and Control</td>
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</tr>
<tr>
<td>Problem Solving</td>
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<tr>
<td>Creativity</td>
<td>12</td>
</tr>
<tr>
<td>Multi-Tasking</td>
<td>19</td>
</tr>
</tbody>
</table>
Law Career Track in 2014
Teaching Career Track in 2014

Report on postings (4,333 job postings)

2014_Teaching Search_PhD
There are 4,333 postings available with the current filters applied.
There are 0 unspecified or unsatisfed postings.

Showing 1-25 of 200 results
Who’s Hiring Biology Teachers?

- **SUFFOLK UNIVERSITY**: 6
- **HARVARD UNIVERSITY**: 8
- **CLARK UNIVERSITY**: 10
- **NORTHEASTERN UNIVERSITY**: 23

*Data from Labor•Insight for Oct 2014-Sept 2015*
Immuno-oncology Job Trends

Data from Labor•Insight for Jan 2011-June 2015
BU’s BEST

• What can you do to help?
  • Encourage your trainees to participate!
  • Any ideas?
BU’s BEST

BU is Best!

Thank you!

For more information contact:

Chelsea Epler; 638---5123; crepler@bu.edu

Barbara Schreiber; 638---5094; schreibe@bu.edu

Linda Hyman; 638---5138; lhyman@bu.edu
Sexual Misconduct and Protection of Minors

Department of Pathology & Laboratory medicine, Faculty Meeting
Nov 19, 2015
Sexual Misconduct at BU Committee and report convened by President Brown

• 5,875 students (22% participation rate) responded to a survey on sexual misconduct at BU
• 18% reported experiencing some form of sexual assault while at BU
• 78% respondents said alcohol use was involved
• 63% described that the incident had occurred of campus
• 94% of responding students however reported they felt safe on campus

• Follow up survey next year BU exhorts its students to demonstrate individual responsibility, mutual respect and trust
Protection of Minors Policy

• Reporting
• Criminal Background Checks
• Training
• Waivers of liability – EHS
• Information/Documentation
• Compliance
Policy Highlights

• Mandatory Training Program if working with minors ~ available through HR
• Background checks – staff may not work with minors until this is complete
• Appointment of a Minors Program Coordinator
• Reporting obligations – we are mandatory reporters – BUPD
• Documented parental release from liability
Recommended guidelines

• Minor defined as any one under 18 years of age
• Avoid being alone with a minor in a lab or office
• If meeting in an office have a third party present or leave door open
• Avoid any physical contact
• Do not take photographs
• Do not disclose confidential information about yourself or seek confidential information from the child
• Never berate, harass, intimidate or degrade child
• Issue praise appropriately, avoid excessive praise or criticism
• Do not tell sexually-oriented or off-color jokes
• Do not use bad language
• When giving instructions give clear, concrete direction
Resident Education in Anatomic Pathology

Objective: Develop a formalized anatomic pathology teaching curriculum for pathology residents

Rationale:

recent sub-optimal performance on pathology board exam

ACGME resident survey results indicating steadily decreasing resident satisfaction with level of instruction, faculty/staff interest in teaching, balance between service obligations and instructional activities

faculty dissatisfaction with resident performance, particularly junior residents
Resident Education in Anatomic Pathology

Approach:

**Phase 1:** concentrated training program for new residents ("Boot Camp") during July and August each year, and focusing on basic functional knowledge needed to perform job responsibilities (e.g. processing specimens, sign out expectations, etc.)

- all AP faculty participate
- about four 1-hour sessions per week during July and August
- started this year – initial feedback positive – need formal measure of performance

**Phase 2:** formalized teaching curriculum with a 2 year cycle that offers broad, comprehensive coverage of anatomic pathology – all AP faculty participate

- about two 1-hour sessions per week
- need to include regular exposure to “unknown” cases (ideally 1 session per week)
- working with other BMC departments and affiliated institutions to formalize instruction in forensics, pediatric pathology, dermatopathology, lab management

**Phase 3:** integrated AP and CP instruction, culminating in a joint teaching activity occurring at regular intervals and covering topics or specific cases at the interface between these disciplines (need to work with CP faculty to define this program)
Resident Education – Other teaching activities

Grand Rounds (now every two weeks)

CP curriculum

Autopsy conference (?)

Many thanks to the AP faculty, ALL of whom have contributed greatly to this effort
Strategic Vision

- Increase our academic stature.
- Grow our teaching, research and service activities.