

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.”

<http://vadlo.com/cartoons.php?id=168>



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

<https://www.pinterest.com/pin/92464598570208436/>



BU's BEST

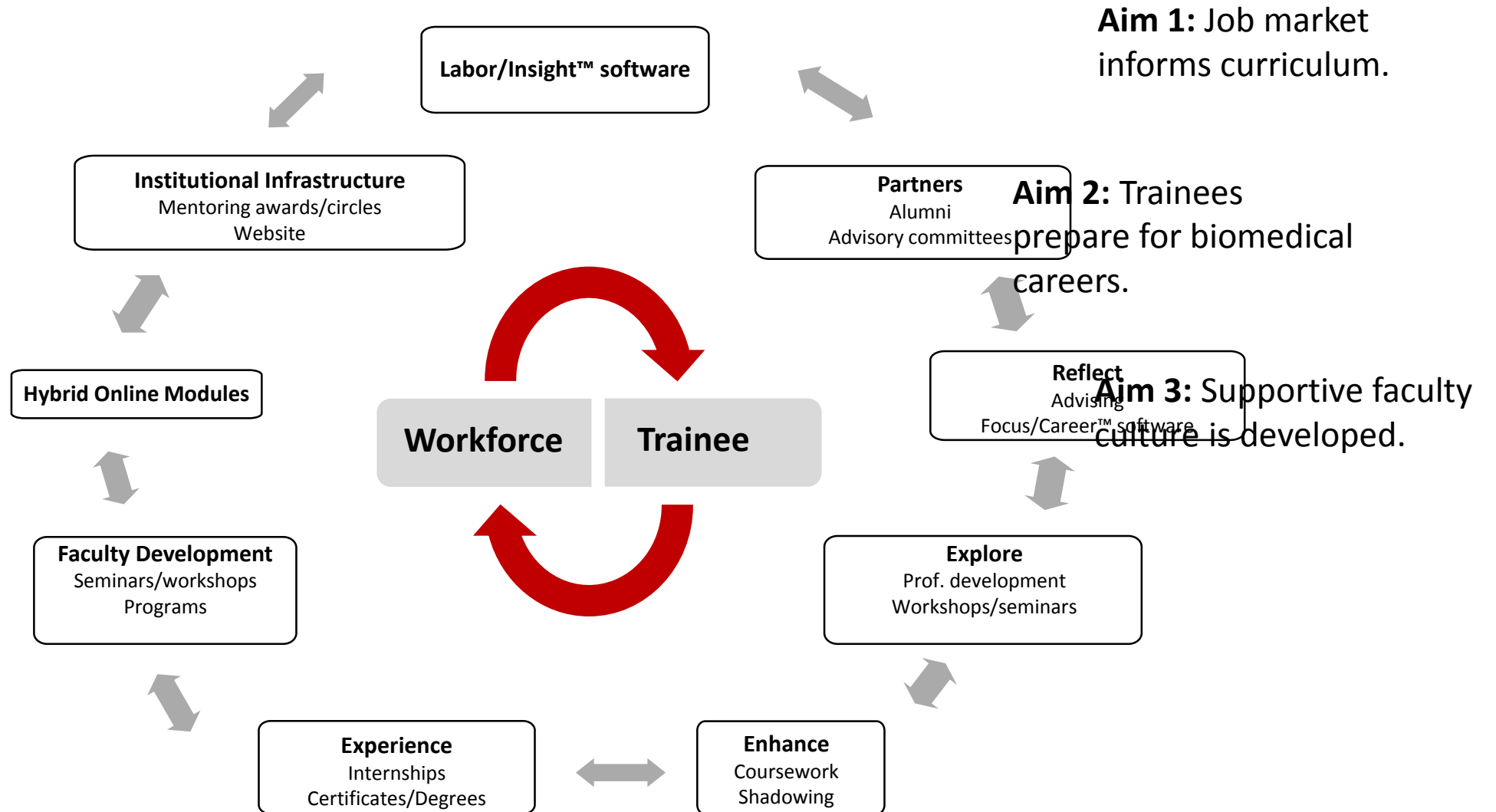


Broadening Experiences in Scientific Training - BEST

A word cloud of university names, with some names in red and others in grey. The names include: Rutgers, UConn, Vanderbilt, UCSF, Emory, UCColorado, UC Davis, Cornell, WayneState, UNCC, ChapelHill, VirginiaTech, MichiganState, NYU, BostonUniversity, UChicagoMed, Denver, UMassMed, and Rochester.



BU's BEST



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)

General

Reviving your LinkedIn Profile
Preparing your Resume
Informational Interviewing
A Networking How-To
Shop Talk—monthly career conversation

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)



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!



Alumni Mentoring



[About](#) [Trainees](#) [Faculty](#) [Partners](#) [Calendar](#) [Our Team](#) [Contact Us](#) [Resources](#)

Boston University Graduate Medical Sciences

Broadening Experiences in Scientific Training



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 BUID 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

Jul. 01, 2014 - Dec. 31, 2014 (Data not available after Jan. 13, 2015)

There are 193 postings available with the current filters applied.

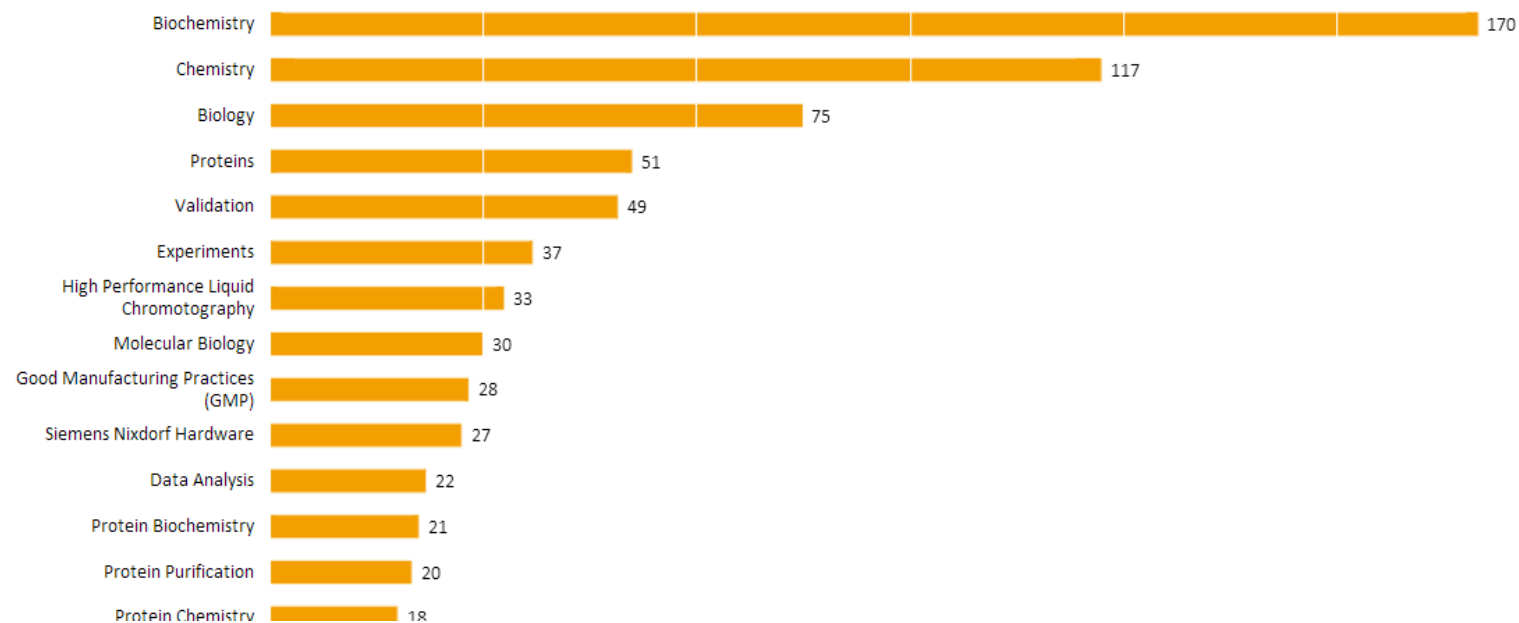
There are 23 unspecified or unclassified postings.

Specialized Skills ▼

Numbers ▼

[View job postings](#)

Showing 1-25 of 200



Baseline skills in demand



Skills in greatest demand

Jul. 01, 2014 - Dec. 31, 2014 (Data not available after Jan. 13, 2015)

There are 193 postings available with the current filters applied.

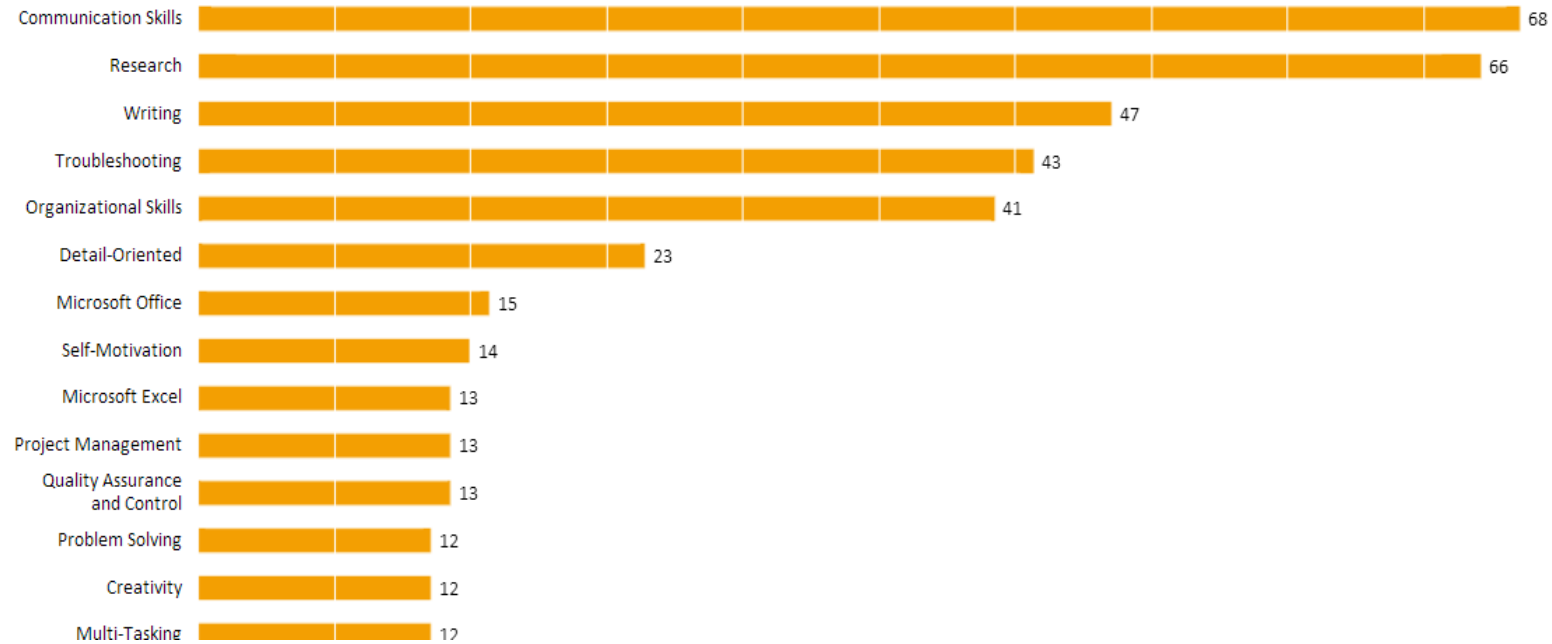
There are 23 unspecified or unclassified postings.

Baseline Skills ▼

Numbers ▼

[View job postings](#)

Showing 1-25 of 43





Law Career Track in 2014



LABORINSIGHT/JOBS

Hi, Barbara

Dashboard

Snapshots

Create Reports

Shared & Saved Reports

Select report focus

Report on postings (4,485 job postings)

Create/edit report Update Print Download Save/Share

Full year 2014 AND Nationwide AND ((Education : Graduate or professional degree (specified)) AND ((Cluster : Sciences: Biology) OR Cluster : Sciences: Biotech) OR Cluster : Sciences: Biotech: Clinical Trials) OR Cluster : Sciences: Biotech: Drug Development) OR Cluster : Sciences: Biotech: Research) OR Cluster : Sciences: Chemistry) OR Cluster : Sciences: General) AND (Skill : Legal Writing) OR Skill : Legal Research) OR Skill : Legal Analysis) OR Skill : Legal Compliance) OR Skill : Legal Documentation) OR Skill : Legal Document Review) OR Skill : Legal Document Editing) OR Skill : Legal Document Analysis) OR Skill : Legal Document Submission) OR Skill : Legal Document Preparation) OR Skill : Review of Legal Publications) OR Skill : Tax Law) OR Skill : Patent Law) OR Skill : Business Law) OR Skill : Corporate Law) OR Skill : Environmental Law) OR Skill : Intellectual Property Law)) AND NOT (Title with : Nurse)

2014 Legal Search

Jan. 01, 2014 - Dec. 31, 2014 (Data not available after Oct. 19, 2015)
There are 4,485 postings available with the current filters applied.
There are 0 unspecified or unclassified postings.

Numbers View job postings

Showing 1-25 of 200 results

Clinical Manager	126
Regulatory Affairs Manager	115
Attorney	114
Patent Attorney	100
Accountant	90
Regulatory Specialist	60
Chemist	58
Safety Officer	47
Regulatory Affairs Specialist	46
Medical Assistant	42
Safety Specialist	42
Environmental Scientist	40
Clinical Research Coordinator	39
Intellectual Property Counsel	38
Environmental Specialist	31
Nepa Planner	30
Quality Engineer	26



Teaching Career Track in 2014



LABOR INSIGHT/JOB

Hi, Barbara ▾

Dashboard

Snapshots

Create Reports

Shared & Saved Reports

Select report focus ▾

Report on postings (4,333 job postings)

Create/edit report ▸

Update



Full year 2014 AND Nationwide AND (Education : Graduate or professional degree (specified)) AND (Cluster : Sciences: Biology OR Cluster : Sciences: Biotech OR Cluster : Sciences: Biotech: Clinical Trials OR Cluster : Sciences: Biotech: Drug Development OR Cluster : Sciences: Biotech: Research OR Cluster : Sciences: Chemistry OR Cluster : Sciences: General) AND (Skill : Teaching OR Skill : Graduate Teaching OR Skill : Bioscience Education OR Skill : Higher Education Policy OR Skill : Higher Education Leadership OR Skill : Higher Education Administration)) AND (Keyword(s) : phd) AND NOT (Title with : Nurse)

2014_Teaching Search_PhD

Jan. 01, 2014 - Dec. 31, 2014 (Data not available after Oct. 19, 2015)

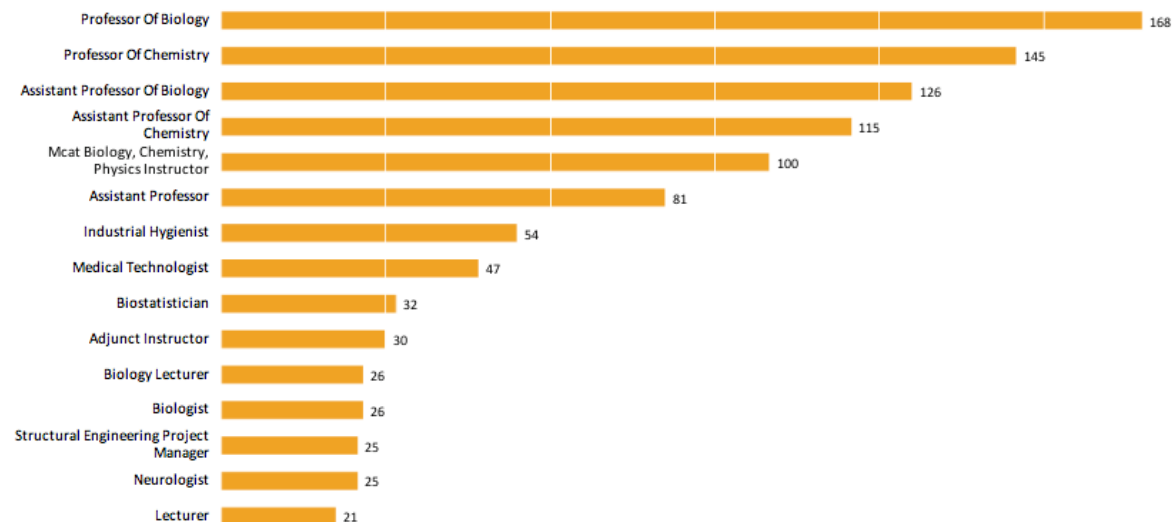
There are 4,333 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

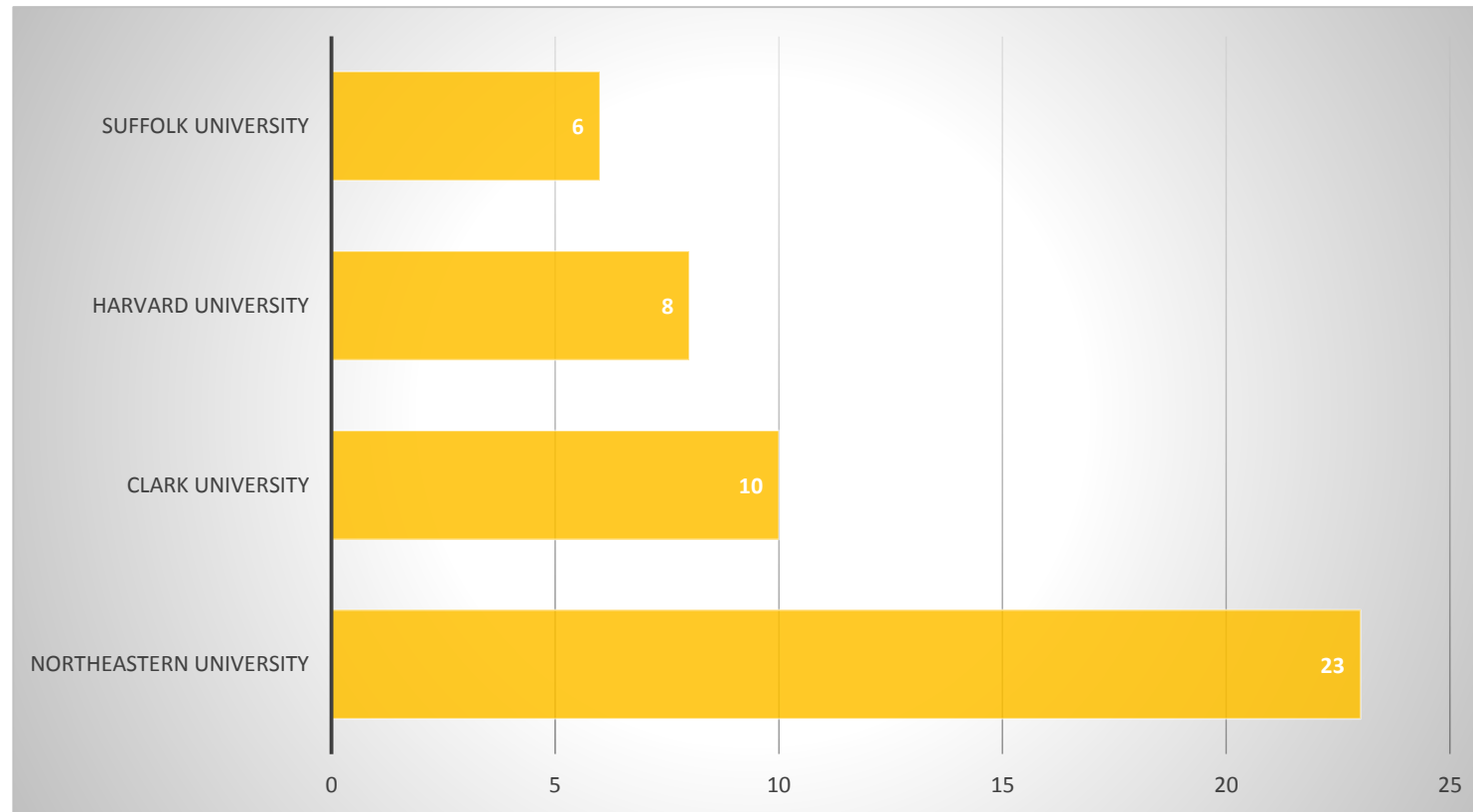
Numbers ▾

View job postings

Showing 1-25 of 200 results



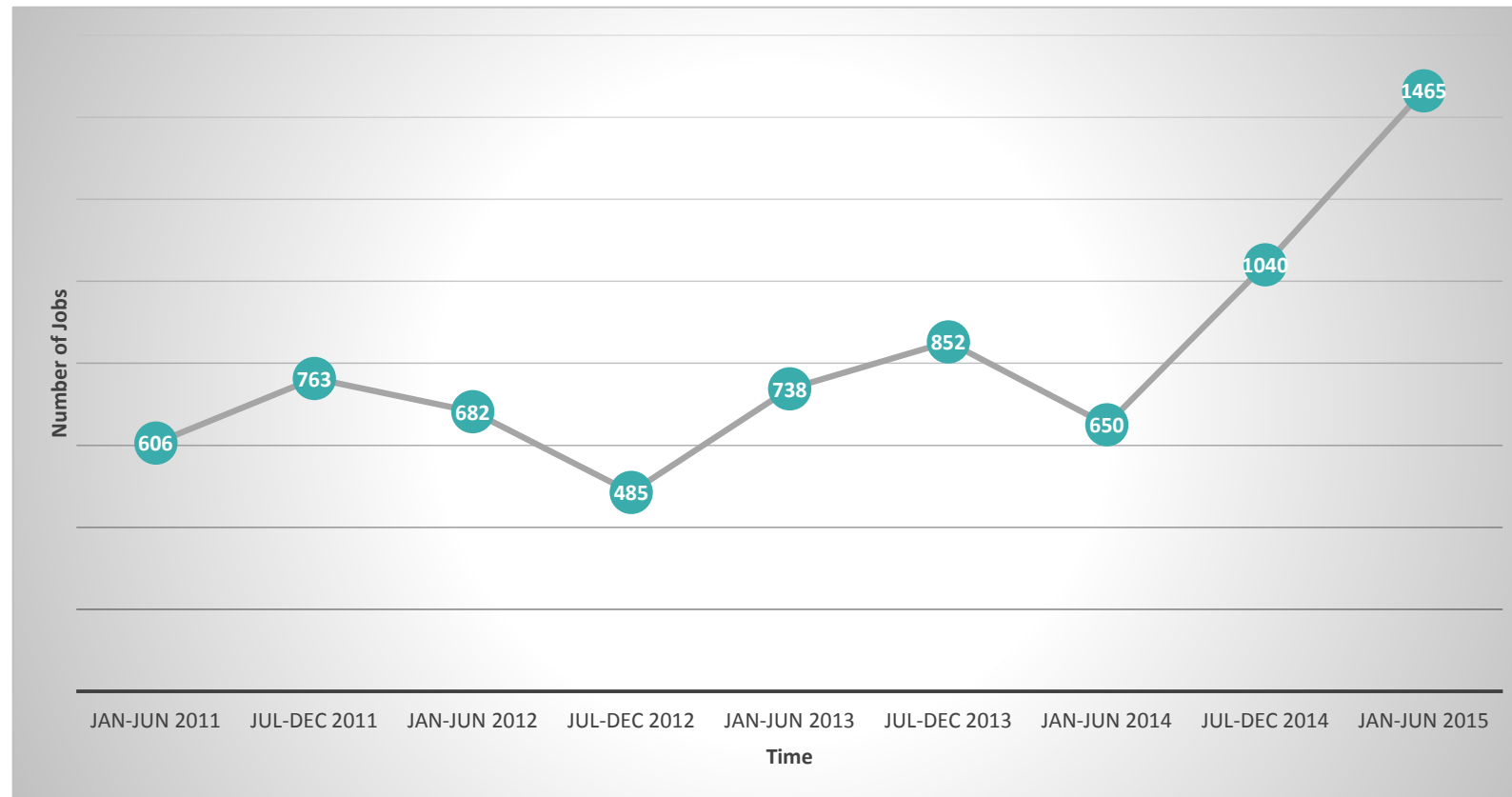
Who's Hiring Biology Teachers?



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

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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 off 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.