











## 2022-2023 Mid-Career Faculty Leadership Program Participants

Headshot	Name	Dept	Track	Interest in Program & Goals for AY23
	Bharati Sinha	Pediatrics	Clinician Scientist	<p>At my current stage of being a mid-career faculty I am better aware of my strengths and limitations. As I become more acutely aware of the limited time I have before retirement, I want to be more effective and productive in my current role to bring measurable and real changes in improving how we deliver care to our newborns. I want to be able to show up to work with passion and excitement and steer away from burnout. I want to be able to look back at my career with great satisfaction and pride in making strong and visible impact. My participation in the MFL program will equip me with tools towards attaining these goals.</p>
	Colin Sox	Pediatrics	Clinician Educator	<p>My two goals for participating in the Mid-Career Faculty Leadership Program (MFL) are to expand my skills in recruiting candidates from racial and ethnic groups underrepresented in medicine (URiM) to work at BMC, and to increase the number of URiM trainees that I mentor while we conduct medical education services research focused on URiM recruitment into pediatric residency. In collaboration with colleagues at Boston Children’s Hospital, I have co-led intern selection for the Boston Combined Residency Program (BCRP) in pediatrics over the past decade. During this period, I have prioritized recruiting diverse intern classes. As I have witnessed only gradual improvements in diversity over this period, I’d love to improve my recruitment skills to help the program maximize the diversity of its trainees. To achieve this goal, I would benefit from the MFLs promotion of self-reflection and evaluation, and opportunities to learn new strategic leadership skills through inter-disciplinary collaboration.</p> <p>The combination of my experience conducting health service research and leading medical education programs led me to develop expertise in the application of epidemiologic and biostatistical techniques to the study of curricula and training programs. After leading 3 multi-center randomized controlled trials of innovative curricula, the MLP can help me continue to provide URiM trainees with experiential learning opportunities in collaboratively conducting medical education research.</p>
	Craig Noronha	Medicine/ GIM	Clinician Educator	<p>My overarching goal is to become the best leader I can be given my attributes and areas for improvement. Having been in my current role as an Associate Program Director in the Internal Medicine Residency Program for over 11 years now, I feel it is time to take enhance my leadership abilities through both self-study and skills development. While I have some experience in strategic planning from my current role, I would benefit from formalized training in this area. Within my role as an associate program director, I would like to focus more energy and time resources on 3–5-year plans but lack skills in this area. For instance, I recently co-started a Clinical Informatics Pathway in our residency program and focused most of my energy on developing the foundation of the program. I would like identify ways to build this program up into a national model. In addition to these goals, while I have developed a strong network of connections within the BU Medical Campus, I am looking to identify potential mentors outside of my normal circle.</p>





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	Karin Schon	Anatomy & Neurobiology	Basic Scientist/ Translational Scientist	I am interested in becoming a BUSM leader in diversity, equity, inclusion, and justice with a special focus on the basic sciences. I would like to learn from others how to best do this while also maintaining a vibrant, diverse, lab and research portfolio and a happy and healthy life outside of academia.
	Kevin Chang	Radiology	Clinician Scientist	As current Director of MRI in the BMC Dept of Radiology transitioning into the role of a Section Chief, I see tremendous value in the opportunity to hone my skills in leadership and management to better balance the clinical, educational, and research needs of the department with the personal needs and sense of fulfillment critical to proper work-life balance. Colleagues in my department who have recently attended have had nothing but high praise for everything they have learned and the valuable networks they have developed through participation in this program. Program participation is an indispensable tool in preparing Radiology faculty members for future leadership within our department.
	Laura Lowery	Medicine/ Hem-Onc	Basic Scientist/ Translational Scientist	Over the last two years, my participation in leadership and service activities here at BU have been some of the most rewarding and meaningful activities for me in my job. From being my section's Racial Equity Champion and Anti-Racism Committee Chair, to leading numerous LIFT training sessions, to more recently becoming my section's Gender Equity Champion and Clinician Wellness Champion, these opportunities to support others in my section and at BU have been great learning opportunities for me. My goals for participating in the program are to continue to hone and develop my leadership skills, and to become involved in a project that can promote new positive change for this community.
	Laurie Craigen	Psychiatry	Clinician Educator	I am interested in participating in the Mid-Career Faculty Leadership Program because I am motivated to learn as much as I can about leadership. For the past 14 years I have served as a faculty member. I am proud of my accomplishments in higher education. However, I am ready and eager to pursue leadership opportunities. I want to serve the BU Community in a leadership capacity, and I am aware that my leadership skills and knowledge could be developed. My goals are the following: <ol style="list-style-type: none"> <li>1. To learn leadership skills that will allow me to lead/serve in the BUSM community.</li> <li>2. To gain more knowledge about how to develop a strategic vision.</li> <li>3. To gain more knowledge and skills in the areas of operations and financial management.</li> </ol>

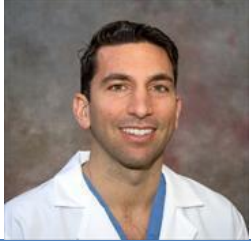


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	Megan Leo	Emergency Medicine	Clinician Educator	<p>I am hoping to develop stronger leadership skills to better execute my current position as vice chair of emergency ultrasound, but I also hope to use the program to formulate a plan to advance my career path over the next 5-7 years. I do hope to acquire skills that will make me a better mentor to the physician colleagues within my section and the learners with which I train. My goals are to learn new strategies to lead and motivate others to be successful. I'd like to become a better academic and professional mentor for more junior faculty to help them navigate the promotions pathway and find strategies to identify early career goals to work towards. These are the aspects of mentorship that I wish I had had earlier in my career. Our emergency ultrasound section will also be training two emergency ultrasound fellows annually and I hope that this program will assist me in being a better mentor and assist them in being as successful as possible. Lastly, I do hope that the program will provide me with new peer and senior networks for future collaboration on administrative projects focused on point-of-care ultrasound (POCUS) and more broadly within the emergency department. I would aspire to become more involved with general hospital leadership and hope to gain some insight into opportunities that I can either apply for or create as a drafted proposal to leadership.</p>
	Michael Cassidy	Surgery	Clinician Administrator	<p>I am at a critical time in my career where I am contemplating my impact and reassessing my trajectory. In the first five years of my practice, I focused and invested in the growth of my clinical knowledge, surgical skill, and empathic patient care. In that time, I feel that I have built a strong clinical reputation and I have achieved a confidence in my ability to provide expert, thoughtful, and personalized surgical oncology care. Yet while I feel a sense of comfort in the clinical domain, I have significant self-doubt around my own leadership skills. I serve as Director of the Belkin Breast Health Center at BMC, a leadership opportunity that I accepted very early in my career. I remain grateful for this opportunity, but I was not prepared for it and I continue to struggle in the role as I have no formal leadership experience or training. I recognize that my position provides the potential to create a lasting and meaningful impact for patients, faculty, and staff at BMC, and I want to maximize my ability to fully achieve that potential in building our program. To do so, I will need mentorship and training that I can use now and in the future. My goals for participating in the Mid-Career Faculty Leadership Program are therefore to:</p> <ol style="list-style-type: none"> <li>1. Gain practical leadership and management skills</li> <li>2. Seek interdisciplinary mentors for leadership</li> <li>3. Leverage collaboration and networking to build an exceptional and innovative cancer program for BMC patients and providers</li> </ol>
	Naomi Ko	Medicine/Hem-Onc	Clinician Scientist	<p>I crave professional development to help me realize my goals for the next phase of my career. I feel that my career is at an inflection point, where I am not a junior faculty anymore, yet I still have much of my career ahead of me. I want to make the most of the next 10-15 years to ensure that I can look back on my accomplishments with pride. I hope to be deliberate with how I spend my time to make the most of my degree and of the opportunities that are in front of me. In sum, I want to maximize my potential and impact, but often don't know what is limiting me. My hope is that participation in the program will catalyze these important goals and reveal my blind spots.</p>

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	<p>Natalia Morone</p>	<p>Medicine/ GIM</p>	<p>Clinician Scientist</p>	<p>I am interested in participating in the Mid-Career Faculty Leadership Program because I find myself in leadership positions but with some but not extensive leadership training. Currently, I am a strong manager, and have some leadership skills such as active listening and inviting all my research team members to have a voice, but I need to move to the next level of leadership-including inspiring others to take new directions when needed and not keep doing the same thing when it is not working. My goals for participating in the program is to strengthen and develop my leadership skills that I will be able to immediately apply. Also, not just by reading but actively applying skills and being evaluated on those skills. This would be including communication, delegation, encouraging talent, and promoting a shared vision.</p>
	<p>Nidhi Lal</p>	<p>Family Medicine</p>	<p>Clinician Educator</p>	<p>As I look towards my goals of the next 5 years, I realize that I need to acquire and improve my skills. I am looking to participate and make a difference even when I am not in a Leadership Role in my Department. The Mid- Career Faculty Leadership Program will allow me to clearly understand and define my objectives as well as align myself in a position to be able to achieve my goals successfully. My goals for participating in this program is to -1) Improve my leadership skills in leading a team, 2) Communication skills, 3) Increase my resiliency that has been very challenged with the pressures during covid.</p>
	<p>Perlin Karagoz Motro</p>	<p>General Dentistry</p>	<p>Clinician Educator</p>	<p>I have heard about this program from my previously attended colleagues. I believe this program will help me to define a clear path for my career goals. I want to take measured steps to help with my promotion to the clinical associate professor position as I achieve my personal goals of strengthening my leadership skills, improving my mentoring skills for both the students and my colleagues, and becoming a role model for my students. In addition, I believe the opportunity to interact with other professionals through interdisciplinary collaboration and mentorship will help me to develop my teaching and mentoring skills.</p>
	<p>Rivka Ayalon</p>	<p>Medicine/ Nephrology</p>	<p>Clinician Educator</p>	<p>During my time as a fellow and then a few years as a physician-researcher, I gained expertise in membranous nephropathy via translational research. I earned national and international recognition for my expertise in this field. However, I later realized that my future wasn't in bench research, and I needed to re-evaluate a new professional path. Giving up on research was not easy for me. I wasn't sure that full-time clinical work could fulfill my interest and intellectual curiosity. At the time, I participated in the Early Career Faculty Development Program. In the program, I was introduced to other professionals and the various successful paths they had chosen. I found out that I admired many of my colleagues and peers, and I was reminded that there were many ways to achieve accomplishment and satisfaction. I then collaborated with other specialists to create a multidisciplinary hypertension clinic that will provide comprehensive, state-of-the-art care to patients with hypertension. I hope that participating in the MFL program will take me to the next step of my career by helping me improve my leadership skills. I hope to meet with inspiring leaders and peers. The valuable tools that I wish to receive will help me become an effective leader and develop a well-established and influential hypertension clinic that will further inspire and guide other hypertension providers to improve hypertension care at BMC.</p>

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	<p>Robert Canelli</p>	<p>Anesthesiology</p>	<p>Clinician Educator</p>	<p>This program has been highly recommended to me by my colleagues who have previously taken part in it. They have openly shared the many ways in which this program has helped them grow and thrive professionally. I am interested in discovering deeper qualities about myself, both good and bad, that I may not have realized. I am hoping to channel these newfound discoveries positively and use them to their fullest potential.</p>
	<p>Valerie Gouon-Evans</p>	<p>Medicine/GI</p>	<p>Basic Scientist/ Translational Scientist</p>	<p>I am a PharmD, PhD working in the field of stem cell biology and its application to liver diseases. As an Assistant Professor at Icahn School of Medicine for 7 years and then Associate Professor at BU for the last 4 years, I have overseen the creation of a research program to advance understanding of and establishing therapeutic strategies for acute and chronic liver diseases using mouse models and the induced pluripotent stem cell platform. Over the past several years, as my research program has matured, I have become increasingly aware of the importance of leadership skills to the success of my team and my career. To help me gain stronger leadership skills, I am presently participating in the Woman Leadership program led by Dr. Emelia Benjamin, who strongly advised me to pursue my goal by registering to the complementary Mid-Career Faculty Leadership program. The Woman Leadership program has been to date a tremendous help and a wakeup call for my career development. My goals for participating in the Mid-Career Faculty Leadership program are to deepen my leadership traits and skills that will be critical to the ultimate success of my program, including communication skills, dealing with conflict, behavioral modeling, and motivating others.</p>
	<p>Vonzella Bryant</p>	<p>Emergency Medicine</p>	<p>Clinician Educator</p>	<p>I'm interested in optimizing my leadership skills. I'm looking to increase my presence in academic medicine by becoming more involved in research and publishing. And I'm hoping that my presence at Boston Medical Center will draw more providers from underrepresented in medicine groups to the Boston area.</p>