

Division Data Summary

Research and Training Details

Number of Faculty	2
Number of Research Students	142
Number of Support Personnel	2

Division Photo



Row 1: S Thornton, S Degen
Row 2: C Bachurski, J Woo, L Dorn

Significant Publications

Division Highlights

Overview

In 1998, Cincinnati Children's Hospital received a generous grant from the Charlotte R. Schmidlapp Trust, which was used to develop a Scholars Program to promote academic advancement of women faculty. This program has been very successful. To date, 17 women have been selected as Schmidlapp Scholars. This program has successfully promoted career advancement not only of the awardees, but also of the applicants. The program has included individual mentorship to all applicants and feedback to their division directors and the chairman of the department. The program has helped create an attractive environment for recruitment of women faculty at all ranks, with the number of women faculty increasing from 58 (30%) in 1996 to 249 (42%) in 2010.

In April 2005, Cincinnati Children's received a \$1.5 million grant from the Charlotte R. Schmidlapp Foundation of Fifth Third Bank for a new program to support the career development of women in academic pediatrics. The goals of the Charlotte R. Schmidlapp Center for Career Development of Women in Academic Pediatrics are to enhance career development of women coming from a broad range of backgrounds and ultimately to become a national model for career development of women in academic medicine.

In 2010 and 2011, a total of \$2 million was awarded from the Charlotte R. Schmidlapp Foundation at Fifth Third Bank to endow the Schmidlapp Women Scholars Program with continuous support into the future.

And finally, in May 2010, the Office of Faculty Development (OFD) was launched to support various faculty development efforts at Cincinnati Children's including programs to improve the diversity of our faculty, leadership programs, mentoring guidelines and networking opportunities.

Office of Faculty Development (OFD)

The CCHMC Office for Faculty Development (OFD) was launched in May 2010 with the following goals:

1. To promote an academic environment that supports, enhances, and rewards the professional activities of the faculty
2. To promote recruitment, retention, and academic career advancement of all faculty
3. To improve promotion rates and increase leadership opportunities for women and minority faculty
4. To improve career satisfaction and promote work-life integration among faculty

The OFD has centralized faculty development resources and communication through:

- An office that is available for informal and formal meetings
- A library of career development resources
- Regular emails about faculty development events and resources
- Faculty development newsletters that are emailed monthly
- An on-line faculty resource manual
- An OFD webpage on Centerlink which contains numerous resources and is updated daily
- An OFD facebook page

OFD initiatives support the career development of faculty at all levels, and include:

- Faculty development seminars: These seminars are held monthly on a variety of topics. CME/CEU credit is offered and seminars are videotaped and archived.
- Leadership development opportunities: announcements of leadership opportunities for faculty are posted regularly on the OFD website, and two leadership development programs have been developed in collaboration with the Department of Education and Learning. A mid-level leadership development program will be launched in August 2011, and a senior leadership development program in the spring of 2012.
- Mentorship programs: the OFD provides skills training for academic mentors and mentees, and is developing a comprehensive mentorship program for the Department of Pediatrics, which will be launched in the academic year 2011-2012.
- Networking opportunities: these opportunities are built into OFD seminars, and additional networking groups for faculty with different interests and backgrounds are being developed, including a work-life integration networking group. The OFD is also launching informal group networking programs such as Wine and Wisdom, in which a successful faculty member shares insights about his or her career with faculty.
- Diversity initiatives: in collaboration with the Department of Diversity and Inclusion and the Office for Physician and Faculty Recruitment, a strategic plan for recruitment, retention and promotion of women and minority faculty has recently been developed and will be implemented in the academic year 2011-2012.
- Grantsmanship resources: we have created a comprehensive list of grantsmanship resources at CCHMC and UC, and designed a grantsmanship seminar series that will fill identified gaps and begin in August 2011.

High School Programs

Director:

Cindy Bachurski, PhD

Associate Professor

Research Administration, Career Development

High School Science Student Symposium: Each spring all area high schools are invited to bring their best 2 science students and a teacher or counselor to participate in the one day Science Symposium. This past year, we had 132 participants from 44 area high schools. The students and their advisors attended concurrent workshops on careers in medicine, allied health, and science, and participated in hands-on activities throughout the medical center ranging from basic science labs to clinical experiences.

Summer High School Internship Program: The Internship Program is a competitive program for high school seniors in Cincinnati. Seventeen students were selected from 86 applicants to work in clinical programs and participate in a weekly luncheon series. The following students were provided stipend support through the Schmidlapp grant:

Amy Arnette	Miami Valley Christian	Mentor: Nathan Timm
Jill Bange	Lakota East HS	Mentor: Jason Frischer
Nicole Bishop	Oak Hills HS	Mentor: Patty Manning
Joseph Brooks	Saint Xavier HS	Mentor: Marry Staat
Hannah Burkhard	Loveland HS	Mentor: Don Gilbert
Alana Cahill	St. Henry HS	Mentor: Marc Levitt
Krista Clark	Scott HS	Mentor: Richard Falcone
Elizabeth Cychosz	Wm. Mason HS	Mentor: David Franz
Katie Fisher	Seton HS	Mentor: Melinda Butsch-Kovacic
Gabriella Gonzales	Larry Ryle HS	Mentor: Todd Maugans
Yosef Kirschner	Fasman Yeshiva HS	Mentor: Raouf Amin
Madhulika Mamidi	Coving Latin HS	Mentor: Susan Rose
Jake Moore	Walton Verona HS	Mentor: John Bissler
Nikitaa Nath	Wm. Mason HS	Mentor: Tom DeWitt
Shakeyliea Robinson	Holmes HS	Mentor: Tom DeWitt
Hailee Schlager	Wyoming HS	Mentor: Jennie Noll
Allison Wintring	Covington Latin HS	Mentor: Brian Weiss

Biomedical Research Intership for Minority Students (BRIMS): This program is open to high achieving graduating high school seniors and college freshmen from the Cincinnati tri-state area that belong to a minority group traditionally underrepresented in biomedical careers, including African American, Hispanic, Pacific Islander or American Indian. Students work full time for 9 weeks on a mentored research project,

participate in a weekly luncheon series with minority faculty, and shadow in clinical areas to explore biomedical career options.

Candace Clark	Woodward CTHS	Mentor: Julio Aliberti
Michelle Mugwambi	Seton HS	Mentor: Arnold Strauss
Karmela Dalisay	Sycamore HS	Mentor: Chiou-fen Chuang
Raymond Hall	Chaminade Julianne	Mentor: Robert Hinton
Adam Miller	St. Xavier HS	Mentor: Lee Grimes

Summer Undergraduate Research Program

Director:

Sherry Thornton, PhD

Assistant Professor

Division of Rheumatology

Approximately 1,200 students applied to this program from throughout the United States. This program enabled 113 students to participate in basic and clinical research programs at Cincinnati Children's. An extensive scientific and social program is provided throughout the summer. Students working with past and present Schmidlapp Scholars were selected for stipend support through the Schmidlapp program. In addition, several other exceptional women students were provided support. In addition, the Schmidlapp program provides over all support to the program.

Stephanie Buop	Miami University	Mentor: Linda Cripe
Margaret Gurney	Univ. of Dayton	Mentor: Elana Harris
Katherine Heekin	Univ. of Dayton	Mentor: Lorah Dorn
Francesca Jung	Boston College	Mentor: Tim Cripe
Anuja Kapil	Miami University	Mentor: Rhonda Cardin
Jennifer Strong	Ball State University	Mentor: Anne Perl
Amanda Weiglein	Univ. of Kentucky	Mentor: Linda Cripe

WISE (Women in Science & Engineering) Summer Program

This program is run through the University of Cincinnati and supports women students at UC with an interest in pursuing careers in science and engineering. An extensive academic program is provided to these students throughout the summer. The Schmidlapp grant and support from the Clinical for Clinical and Translational Science Training (CCTST) provides partial support for the summer stipend of the following students:

Randi Heming	Mentor: Nives Zimmerman
Hillary Washington	Mentor: Claire Chougnet

Schmidlapp Woman Scholars Program

Director:

Lorah Dorn, PhD

Professor

Division of Adolescent Medicine

This program provides grants of \$50,000 a year for up to two years to women faculty who have shown promise as leaders within the institution and are at a critical stage of their career. Scholars are selected each year by the Schmidlapp Committee, consisting of senior women faculty.

Jessica Woo	Associate Professor	Division of Epidemiology & Biostatistics	First Year
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Executive Leadership in Academic Medicine, Program for Women (ELAM)

Each year Cincinnati Children's nominates a faculty member for participation in this nationally competitive program that provides leadership education and networking opportunities to women who have shown promise as leaders within their institution. The Schmidlapp grant covers all costs of participation in this program.

This year's participant is:

Evie Alessandrini	Professor	Division of Emergency Medicine
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AAMC Professional Development Conferences

The American Association of Medical Colleges (AAMC) offers professional development conferences for both junior and midcareer women. These conferences provide mentoring and leadership guidance and have been viewed by past participants as valuable for their career. This year's participants were:

Hermine Brunner	Associate Professor	Division of Rheumatology
Sandra Cortina	Assistant Professor	Division of Developmental & Behavioral Pediatrics
Linda Cripe	Associate Professor	Division of Cardiology
Tatianna Kalin	Assistant Professor	Division of Pulmonary Biology
Jennifer Kaplan	Assistant Professor	Division of Critical Care
Carrie Piazza-Wagonner	Assistant Professor	Division of Developmental & Behavioral Pediatrics
Jennifer Reed	Associate Professor	Division of Emergency Medicine
Susan Wiley	Associate Professor	Division of Developmental & Behavioral Pediatrics
Nives Zimmermann	Associate Professor	Division of Allergy & Immunology

Fund Raising

The Charlotte R. Schmidlapp Foundation donated \$1,000,000 in February 2010 and again in February 2011 to establish the Charlotte R. Schmidlapp Women Scholars endowment. Interest from this endowment will go to support the Schmidlapp Woman Scholars program.

Faculty and parents of undergraduates supported by the Schmidlapp fund have donated over \$25,000 to the Schmidlapp Fund in this fiscal year. To date, over \$50,000 has been raised to support our future women researchers and clinicians.

Faculty Members

Sandra J. Degen, PhD, Professor

Associate Chair for Academic Affairs

Research Interests

Jessica Kahn, MD, Associate Professor

Assistant Chair for Faculty Development

Research Interests

Significant Accomplishments

Women Scholars Endowment

The Charlotte R. Schmidlapp Foundation donated \$2 million over the past two years to establish the Charlotte R. Schmidlapp Women Scholars endowment. Interest from this endowment will go to support the Schmidlapp Women Scholars Program.

Undergraduate Support

Faculty and parents of undergraduates supported by the Schmidlapp fund have donated more than \$25,000 this fiscal year.

Office for Faculty Development

The office has been created and has provided seminars and networking opportunities for faculty. In addition, planning for mentorship programs and improving the diversity of our faculty and leadership programs have been ongoing, and new programs will be launched next year.