Narrative

Roberta A. Hibbard, MD
Nominee for Chancellor's Faculty Award for Civic Engagement

Improving the communication, coordination and evaluation of children and families when possible child abuse or neglect is suspected has become Dr. Hibbard's life's work since joining the faculty at IU in 1985. Children need protection and services when maltreatment is occurring, but need to be with their families without societal intervention if the conditions are not maltreatment. Over the past 25 years she has developed and grown The Child Protection Program at Indiana University Medical Center to include multi disciplinary clinical services and professional education to improve the evaluation and care of maltreated children throughout Indiana. She provides extensive community leadership in education, communication and coordination of services around the evaluation of child maltreatment and brings together the skills, resources, knowledge and expertise to address the issues at local, state and national levels while nurturing the next generations of providers. She epitomizes the concept of civic engagement and service, furthering the IUPUI mission "to advance the State of Indiana and the intellectual growth of its citizens to the highest levels nationally and internationally through research and creative activity, teaching and learning, and civic engagement."

Dr. Hibbard's career provides a remarkable model of civic engagement in how to take a clinical problem, develop a service program to address issues, evaluate and publish the results and build onto the program and expand the services further. Many programs have started locally and then been disseminated to other communities under her leadership. She has engaged communities at numerous levels to problem solve and work collaboratively to address the issues confronted by children, families, educators, health care providers, treatment providers and governmental social and legal authorities dealing with issues of suspected child abuse or neglect. While some might say she has always been "in the right place at the right time," the reality is they are correct because her vision and planning have placed her there. She is a leader in helping processes move forward; once the community catches up she has the next program ready to go.

Her imagination, creativity and innovation in applying knowledge, expertise and consensus building to system problems surrounding child maltreatment are daunting and relentless. Dr. Hibbard provides a depth of knowledge and experience in child maltreatment that is unmatched in Indiana. Her unique ability to engage civic leaders to come to the table to communicate, coordinate and work toward common solutions to address the needs of all the players is truly remarkable. She has brought doctors, teachers, lawyers, police officers, CPS caseworkers and judges all to the same table at the same time to learn from and talk to each other. Her dedication to improving professional education has laid the foundation for many advances in this area.

To protect children from maltreatment it must first be recognized so that the proper authorities and service providers may more completely evaluate the situation. Any professional who deals with children will have to confront issues of child maltreatment at some point. Once identified, health care providers, child protection services (CPS)case managers, law enforcement,

children services attorneys, prosecutors, defense attorneys, judges, guardian ad litems, treatment and service providers all play a unique role in the evaluation and care the family receive. Each of these providers and evaluators needs to understand the role and responsibilities that other professionals bring to the process of appropriate evaluation and consequences. Without such knowledge there is much misunderstanding, misinterpretation and unnecessary and sometimes harmful duplication of services. The understanding of child development and medical issues is a key component in determining what is happening and how it needs to be addressed. Multidisciplinary knowledge and training in these areas has always been the hallmark of her contributions to the University, local community, State and beyond.

Dr. Hibbard founded **The Child Protection Program** in 1985 with the initial Statewide Educational Program on Child Sexual Abuse. This multi disciplinary educational program brought together Indiana professionals dealing with child abuse representing CPS, law enforcement, teachers, health care providers, judges, attorneys, and therapists for the first time in Indiana to discuss how to communicate and collaborate in their various roles. She convinced them to examine their roles within the context of the best interests of the child – whether their roles were protection of the child, punishment of a perpetrator, gathering objective information or providing therapy. For example, at the time, prosecutors often said sexually abused children could not get counseling until after a criminal trial was completed because the counseling might influence or alter their testimony. Yet a criminal trial might not occur for a year or more – clearly a delay in counseling was not a healthy thing for the child. Through education and collaboration the practice of withholding counseling until after a trial was discontinued. Over a three year period this consensus building effort was disseminated to ten Indiana communities and engaged almost 1500 professionals in the process; it was the foundation for the Child Advocacy Center model for child abuse investigations that is now considered a best practice. This educational program resulted in the rapid realization that Indianapolis and Indiana needed a center for expertise in the medical issues related to child sexual abuse and the coordination of care needed for best outcomes for children. As such, the **Child Sexual Abuse Clinic** (now called the **Pediatric Center of Hope** - PCOH) was founded in 1986 to develop and provide that expertise. The Pediatric Center of Hope now engages four physicians, seven nurses and five social workers to serve over 1700 victims annually from across the state with medical examinations, crisis counseling services and consultation to CPS, law enforcement and attorneys.

Further recognition of system inadequacies lead to the development of a community based mechanism for ongoing problem identification and solving. The **Liaison Child Abuse Forum** is a community coordination effort founded by Dr. Hibbard and directed by the IU Child Protection Program. This forum initially focused on hospitals dealing with child abuse, and now focuses on school systems. The forum brings together on a monthly basis Marion County Child Protection Services, law enforcement, prosecutor, and public school system representatives from every Marion County Township system to solve community problems in the identification, evaluation and handling of child abuse cases. This group has been responsible for developing community protocols on handling child abuse cases in schools, developing somewhat uniform hospital guidelines for child abuse cases, and initiating the battered women's domestic violence training protocol. The Marion County Child Protection Team asked the Liaison Child Abuse Forum under Dr. Hibbard's guidance to address the problem of educational neglect and

recommend a protocol to address this issue. This protocol was developed and then disseminated statewide by the Indiana State Department of Education.

Under Dr. Hibbard's direction the **Child Abuse Consultation Team** and **Pediatric Evaluation and Diagnostic Services** (PEDS) have developed and flourished. The recruitment of a new young child abuse physician researcher and later an established child abuse pediatrician facilitated the development of a child abuse pediatrics fellowship – that graduated its first fellow in 2010 – and kept her as faculty. This team provides consultation on all forms of child maltreatment for medical providers, CPS, law enforcement and attorneys – local, state and federal - throughout the state. They provide medical expertise that will assist in determining if the child's condition is due to maltreatment, a medical condition or plausible accident. In 2010 the team consulted on over 800 possible physical abuse and neglect cases and served 1700 suspected child sexual abuse victims. As a group, the physicians spent almost 400 hours testifying in juvenile and criminal courts across the state during that one year.

Dr. Hibbard's work with the Indiana Department of Child Services (DCS) system has resulted in their policy mandating that a child abuse pediatrician within the IU Child Protection Program be consulted on every case reported to CPS as suspected abusive head injury (PEDS program). To kick off the program in 2008 the team provided six-hour trainings on the medical evaluation of child abuse for multidisciplinary audiences in 20 Indiana communities. Almost 400 cases of head injury per year have been evaluated since the inception of the program. It was so successful and well received that after the first year mechanisms were put in place by DCS to encourage consultation on other cases as well. James Payne, Director, Indiana State Department of Child Services recently stated,

> "I want to share my enthusiasm for the Department of Child Services' PEDS program, as well as data that highlights the profound impact this program has had on the work of DCS with children and families. As you may know, the PEDS program was developed as a means for DCS field staff to obtain expert medical consultation by Child Abuse Pediatricians (a recent pediatric certification offered through the American Board of Pediatrics) when children present with suspicious head injuries or head injury symptoms. Consistent with the DCS Mission, the PEDS program facilitates an important community partnership that has been vital to making the most informed decisions regarding the safety of children in these complex situations. This has proven to be particularly helpful not only to our staff in the distant local offices, but also to other medical professionals who provide emergency care to an injured child and find that there is great benefit to hear from other medical professionals about injuries to the head and other difficult abuse situations…
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> In closing, I want to express my deep appreciation for the efforts of all involved in making this program successful. Across the state of Indiana today, there are clearly numerous children who are safer due to protective measures taken as a result of PEDS consultation recommendations. There are, however, also children who remain safely in the care of their families, which is truly the best outcome for which DCS and the child welfare community could strive. Our partnership with the IU Child Protection Team and

the Courts has been wonderful and example of our system doing great work for children and families.

Beyond the direct services and collaboration with CPS, law enforcement, judges, educators and numerous community providers, Dr. Hibbard has been able to forge successes through considerable civic engagement on community committees and task forces including several Governors' and Mayors' commissions, Marion County Child Protection Team and many others. The list of her committee service alone is a full two pages on her CV. Only a few of these will be highlighted here. She was instrumental in developing the Marion County Child Advocacy Center for child abuse investigations with the collaboration of the Indianapolis mayor, Marion County prosecutor, Marion County Sheriff, Indianapolis Police Department, Marion County CPS and the Marion County juvenile court. This center was the first co-location and mandated collaboration of CPS, law enforcement and attorneys dedicated and assigned to handle suspected child abuse cases. Dr. Hibbard served on the Board of Directors until the board was disbanded (because it was considered a governmental program not needing a board), but continues to lead the resident agency advisory committee that sets practices and reviews cases on a monthly basis. She has provided technical assistance to numerous other Child Advocacy Centers that have developed in other Indiana communities. She has served on the Marion County Child Protection team since its revival in 1994 and is its longest standing member. Dr. Hibbard was also instrumental in forming and continues to chair the Marion County Child Fatality Review Team – the first such team in Indiana. This team brings together the Marion County coroner's office, public health department, physicians from several hospitals, mental health providers, child safety specialists, fire department officials, prosecutors, detectives, CPS caseworkers, and safe sleep specialists to review the deaths of children in Marion County and learn how to prevent them. She successfully advocated at the statehouse for legislation regarding child fatality teams and provided technical assistance to other Indiana communities developing similar teams. Findings from the Child Fatality Review Team were instrumental in identifying the problem of unsafe infant sleep practices and developing Indiana's Safe Sleep Campaign; this set the stage for an award of almost $500,000 to Dr. Hibbard's program from the Bill and Melinda Gates Foundation to research and promote safe sleep education and reduce infant fatalities related to unsafe sleeping situations. Dr. Hibbard serves on numerous other community committees and boards including chairing the Indiana Children's Justice Act Task Force that advises the Department of Child Services on improving services and care coordination, and the Indiana Finding Words Board of Directors; Finding Words is a not-for-profit organization providing multidisciplinary training on the forensic interviewing of children. Dr. Hibbard's community service and representation continue to grow and expand as she helps others build on the successes of multidisciplinary communication and coordination.

Dr. Hibbard is actively sought after as an educator and mentor. She brings forth a dynamism, expertise and passion for improving the community system response to child maltreatment. She is an exemplary role model for young physicians in training and young faculty. Combining advocacy and expert clinical skills with program development and consensus building, she nurtures and guides current and future generations of providers. She is incredibly well respected throughout the medical community, as well as the social and legal communities dealing with child maltreatment. She speaks at medical grand rounds, judicial

conferences, attorney conferences, law enforcement conferences, nursing conferences and numerous other multidisciplinary community programs – mental health providers, child abuse prevention, guardian ad litems and more. She has been able to disseminate knowledge and experience gained with wide audiences through publications and speaking. She has served an advisory capacity to the National Association of Children's Hospitals and Related Institutions (NACHRI) in "Defining the Children's Hospital Role in Child Maltreatment." As part of her role for the Committee on Child Abuse and Neglect for the American Academy of Pediatrics she has contributed to many policy statements and technical reports on child maltreatment issues. At a very local level over the past few years several students and residents have elected careers in child abuse pediatrics after spending time with Dr. Hibbard and her team. Her team has just graduated their first child abuse pediatrics fellow, who has elected to stay on in as a faculty member in Dr. Hibbard's Section of Child Protection Programs.

Her leadership and mentoring skills are evident as she has developed the Section of Child Protection Programs in the Department of Pediatrics, recognized as its own section in 2008. The program started in 1985 with Dr. Hibbard starting the Statewide Educational Program on Child Sexual Abuse. She now guides three board certified child abuse pediatricians, seven nurses, one pediatric nurse practitioner, five social workers and research and administrative staff in multiple clinical programs, community coordination efforts and leadership at state and national levels. Teaching, research and community service are all key to the long term plan and expected ongoing contributions.

All who have worked with Dr. Hibbard hear loud and clear the message of community service with the goal of improving the knowledge, communication, and coordination of service in multidisciplinary care and evaluation of children when child maltreatment is suspected. Dr. Hibbard continues to lead the charge - This is a community problem with community solutions.