

**Harvard Medical School/Harvard School of Dental Medicine  
Joint Committee on the Status of Women  
2003-04 ANNUAL REPORT**

*It shall be the purpose of the committee to document and monitor the status of women, identify obstacles to improvement, to recommend changes and to review and advise on grievances. -JCSW bylaws, approved April 10, 1974, revised 2002.*

This has been a challenging but productive year for the HMS/HSDM Joint Committee on the Status of Women (JCSW). We have continued our efforts to document the status of women at Harvard Medical School and Harvard School of Dental Medicine, to identify obstacles to advancement that disproportionately affect women, and to identify and recommend solutions to benefit the entire medical community.

***Document the Status of Women***

Two major projects designed to assess the status of women faculty at Harvard Medical School are well underway. The *Faculty Career Satisfaction Subcommittee*, with financial support from HMS and the Center of Excellence in Women's Health, is actively analyzing data from a survey of all full-time faculty members. Three manuscripts are in preparation: the role of gender in academic advancement, work/family balance, and the minority experience at HMS. We anticipate that these and many additional analyses from this survey will provide an important knowledge base for the design of future initiatives. We plan to share the results of the survey with the Deans, Faculty Council and broadly in the HMS community. In addition, the *Grant Parity Subcommittee* is conducting a study to examine gender differences in the submission and funding of grants. The results of this study will become available during the next year. We believe that the information learned from this project will help all faculty submitting grants to optimize their proposals.

As a co-sponsor of the Great Places to Work survey of HMS staff, the JCSW has been actively involved in designing the survey instrument, assessing the results, and finding creative ways to address the most pressing needs affecting the career satisfaction of women staff. As an outgrowth of this work, the *Staff Career Satisfaction Subcommittee* has taken a leadership role in developing networking and mentoring opportunities for women staff.

A comparison of the results of the Staff and Faculty Career Satisfaction surveys identified four common concerns for staff and faculty. Those are to: improve support for career advancement; increase familiarity with policies that support work/family balance; create mechanisms for improving recognition; and develop models that enhance relationships to Harvard.

***Identify Obstacles to Advancement***

The JCSW has continued to reach out to the Harvard Medical community both to provide information and to learn about the concerns of women faculty. We reach our constituency via our website, programs for the HMS community and via meetings organized at our affiliates by the Outreach Subcommittee. These programs have allowed the JCSW to learn about the varying concerns of women at different institutions. These gatherings also serve to enhance networking by women both within and across institutions. At the quad, the JCSW hosted 14 seminars and programs on a variety of topics. These events provided opportunities for education, networking and feedback from the community.

***Highlights of Our Achievements***

The *Archives for Women in Medicine* reached a major milestone in 2004 thanks, in part, to a generous donation from Dean Joseph B. Martin. The Archives has now raised sufficient

funds to hire a temporary archivist who will initiate the Archives program activities, acquire the papers of senior women leaders, begin preparing papers for research access, and conduct outreach to those who create personal papers and those who use them.

The *Maternity Leave Subcommittee*, newly formed last year, has made major strides towards implementation of a new policy for parental leave for HMS faculty working in pre-clinical departments. The policy would use central funds to provide paid leave for three months of maternity leave, eight weeks of adoption leave and four weeks of parental leave for the non-primary care giver. The HMS Council of Deans has already approved the proposal and the proposal will be presented to Faculty Council and the Committee of Department Chairs for approval.

The *Staff Career Satisfaction Subcommittee*, in collaboration with the Human Resource department and the Center for Career Renewal, featured four well-attended panel discussions providing much needed information to HMS staff on specific job functions within the community, and the tools necessary to compete for positions open in those areas. The Subcommittee intends to continue the series in FY05.

In response to a 2003 *JCSW Outreach Committee* event at Cambridge, JCSW co-sponsored an academic development conference at the Countway Library for 60 faculty and academically inclined clinicians from the Cambridge Health Alliance through their Departments of Medicine and Psychiatry. Conference materials were generated with the help of the *Public Relations Subcommittee* for use in this program and similar outreach follow-up efforts. Guidance to assist JCSW members organizing academic development events at other sites were generated.

The JCSW worked with the Dean for Faculty Affairs to coordinate all aspects of the 24th annual Fae Golden Kass lecture, reception and dinner in March 2004. The featured speaker was Gro Harlem Brundtland, M.D., M.P.H., former Director-General, World Health Organization and former Prime Minister of Norway. The program entitled "Women's Lives and Health from a Global Perspective" drew an audience of more than 250.

The JCSW continues to administer the *Dean's Awards for Leadership in the Advancement of Women Faculty and Staff*. This year's recipients were Dr. Nancy Andrews and Ms. Vivian Benton. Honoring these exceptional members of our community is a tangible demonstration of the commitment of the Medical School to fostering the success of women faculty.

The Committee has begun preparing for changes to its staffing in 2005. Building on our past achievements, the Faculty and Staff Task Forces of the JCSW are engaged in ongoing processes to assess future priorities and goals based on the results of our studies and the anticipation of the changes ahead.

### ***Recommendations***

**Career Satisfaction.** The Committee appreciates the support provided by HMS for analyses of the Faculty Career Satisfaction survey and expects that a number of results, conclusions and recommendations will become available during the coming year. The analysis of the HMS Staff Great Places to Work Survey has already identified several areas of need. We recommend that the administration of the Medical School work both within the medical school and with the larger HMS community to implement programs based on the needs identified by these surveys.

**Gender Parity.** While advances have been made, issues of gender parity continue to be of concern to women in the Medical School. The Committee therefore recommends that the

Medical School regularly monitor the status of women faculty and staff with regard to advancement and salary equity.

**Proposed Parental Leave Policy.** We recommend that the Medical School support the approval of the new Faculty Parental Leave Policy for faculty working in pre-clinical HMS departments.

**Archives for Women in Medicine.** The Committee is grateful for the support of the Medical School and Dean Joseph B. Martin for the Archives of Women in Medicine. We look towards the development of the Archives as a national resource for the study of women in medicine.

**Back-up Child Care.** While we celebrate the commitment of BWH to a back-up childcare center, we continue to stress the need for back-up childcare for our entire HMS community.

Signed,

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