

**Harvard Medical School/Harvard School of Dental Medicine
Joint Committee on the Status of Women**

A summary of activities, September 2003-June 2004

Co-Chairs: Ellice Lieberman, M.D., Dr.P.H.; Vickie Monta, M.S.

Co-Vice Chairs: Jo Solet, Ph.D.; Mohan Boodram, M.A.

The Committee is comprised of volunteer faculty and staff members and staffed by two part-time assistants.

JCSW SUBCOMMITTEES:

- Archives for Women in Medicine – *Dr. Nancy Tarbell, Chair*
- Career Satisfaction Subcommittee: Faculty – *Dr. Maureen Connelly, Chair*
- Career Satisfaction Subcommittee: Staff – *Mr. Mohan Boodram, Chair*
- Dean’s Award for Leadership in the Advancement of Women Faculty - *Dr. Tayyaba Hasan, Chair*
- Dean’s Award for Leadership in the Advancement of Women Staff – *Mr. Mohan Boodram, Chair*
- Grant Funding Parity – *Dr. Susan Waisbren, Chair*
- Faculty Maternity Leave Subcommittee – *Dr. Lisa Prosser, Chair*
- Membership Subcommittee (Faculty) – *Dr. Martha Shenton, Chair*
- Membership Subcommittee (Staff) – *Ms. Lorraine Caristo, Chair*
- Outreach Subcommittee – *Dr. Janina Longtine, Chair*
- Public Relations Subcommittee – *Dr. Jo Solet and Ms. Judith Montminy, Chairs*
- Programs Subcommittee – *Ms. Mary Cassesso and Dr. May Pian-Smith, Chairs*

JCSW ACTIVITIES 2003-04:

Archives for Women in Medicine subcommittee – *Dr. Nancy Tarbell, Chair*

The *Archives for Women in Medicine* is a joint project of the Countway Library and the Joint Committee on the Status of Women. The Archives reached a major milestone this year 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. Dr. Joseph B. Martin celebrated the establishment of the Archives for Women in Medicine with an enthusiastic crowd of supporters at a Countway Library reception on June 8th. About sixty faculty and staff members convened to hear Drs. Joseph Martin, Nancy Tarbell, and Scott Podolsky speak on the meaning and value of the Archives, toast donors and supporters, and tour the Rare Books and Special Collections Department of the Countway Library, where the Archives will be housed. Researchers studying the history of medicine and women’s role in it will have unprecedented resources at their disposal. Dr. Tarbell, the chair of the Dean’s Archives committee, spoke about Harvard’s first faculty woman, Dr. Alice Hamilton. “Eighty-five years ago, when Alice Hamilton became the first woman appointed to the Harvard faculty, she was an anomaly. To University administration, her gender was an insuperable barrier, an obstacle that barred her from the Faculty Club and the Commencement platform. There was no real place for her at Harvard. Now, literally and figuratively, there is a place, a permanent place, for Harvard’s women physicians and scientists: The Archives for Women in Medicine in the Countway Library.”

Career Satisfaction Subcommittee: Faculty – *Dr. Maureen Connelly, Chair*

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 Dean, Faculty Council and broadly in the HMS community.

Career Satisfaction Subcommittee: Staff – *Mr. Mohan Boodram, Chair*

The Staff Career Satisfaction Subcommittee worked collaboratively with the HMS Human Resources department and the Center for Career Renewal to address issues brought forth in the Great Places to Work Survey for staff. The JCSW's Career Satisfaction Subcommittee helped to answer the call of the Harvard Medical School staff to provide information on specific job functions within the community, and the tools necessary to compete for positions open in those areas. The Staff Career Satisfaction Subcommittee hosted four panel discussions throughout the academic year that highlighted specific job functions within the Harvard Medical community. These sessions were intimate and informative and the events were extremely cost effective. The Subcommittee intends to continue the series in FY05, which will be inherently important as the VESPers begin their departure from HMS and new opportunities arise.

Dean's Award for Leadership in the Advancement of Women Faculty – *Dr.*

Tayyaba Hasan, Chair

This annual award was established by Dr. Martin in 1998 to recognize the contributions of an individual who has significantly supported recruitment, retention, and/or promotion of women faculty at Harvard Medical School and its affiliated institutions. The award is organized by the JCSW and presented at the May meeting of the Faculty of Medicine. This year's recipient was **Nancy Andrews, M.D., Ph.D.**, Leland Fikes Professor of Pediatrics at Children's Hospital Boston and HMS Associate Dean for Basic Sciences and Graduate Studies. Dr. Andrews has a proven track record of support for women through her actions and advocacy for women locally in her lab, in the HMS community, and nationally. She has served as an advisor, mentor and role model to women in all ranks at Harvard from undergraduate, graduate, medical and post doctoral students to faculty.

The JCSW also honored last year's recipient Leonard Bruce Kaban, M.D., D.M.D., Walter C. Guralnick Professor of Oral and Maxillofacial Surgery, Head of the Department of Oral and Maxillofacial Surgery, Massachusetts General Hospital, at a reception on January 22, 2004.

Dean's Award for Leadership in the Advancement of Women Staff – *Mr. Mohan*

Boodram, Chair

In 1999 Dean Martin sponsored this award to recognize an individual who has demonstrated support for the career development, professional advancement, mentoring, and advocacy for career/life balance of women staff. The award is organized by the JCSW. This year was a particularly difficult due to the submission of many fine nominations. The award was given to **Vivian Benton**, Director of Financial Analysis, Harvard Medical School, who was described as: "a strong believer in professional development" and "an active mentor and coach to those around her." "Vivian goes above and beyond the call of duty."

To honor past recipients and showcase their innovative programs and policies that create a supportive work environment, the JCSW has organized a "Best Practices" section on the JCSW website.

Grant Funding Parity – *Dr. Susan Waisbren, Chair*

Collectively, we share powerful financial incentives for achieving maximum funding to

support high impact research enterprises. According to a report in Science (Dec. 15, 2000), NIH awarded an average of \$250,838 in research funding to female Principal Investigators (PIs) in the year 2000, compared with an average of \$306,472 to male PI's during the same period. There were several questions raised by this report: Do women submit fewer grant applications and/or request less funding? Are women awarded fewer grants or smaller budgets.

To determine whether such discrepancies in funding exist at Harvard Medical School and its affiliated institutions, the JCSW, in collaboration with Hannah Bowles, PhD from the Kennedy School of Government, is conducting a study entitled, "Gender Parity in Research Grants at Harvard Medical School and its Affiliated Institutions." ? If the study detects gender discrepancies in funding among HMS faculty, institutions would then have incentive to consider the reasons for these discrepancies and to develop strategies and targeted interventions to improve fundability of all its investigators.

This year, there have been three main accomplishments: (1) **Established Connections:** The Subcommittee contacted 7 Directors of Sponsored Programs at area institutions. In order to carry the project forward, approval from the IRB's was needed, as well. (2) **Collected Data:** We have obtained data on faculty grants submitted in the calendar years 2001, 2002, and 2003, including dollar amounts requested and awarded. Data include institutional affiliation, gender, number of grant submissions, grant source, grant type, money requested, and money received. To date, we have received complete data sets from Children's Hospital Boston, Dana Farber Cancer Institute, Harvard Medical School, Cambridge Health Associates, and Joslin Diabetes Center. We are working to obtain data from other affiliated institutions. Harvard Medical School, has also been instrumental in providing data on rank and year of last degree as needed. (3) **Refined research methodology:** We have standardized the datasets and established uniform coding systems. We have also devised a draft interview for the second stage of the project.

When the project is complete, we plan to publicize the results through presentations throughout the medical area and to publish our findings in a professional journal.

Faculty Maternity Leave Subcommittee – Dr. Lisa Prosser, Chair

During this past year, this Subcommittee developed a proposal for providing central funds through HMS for maternity, adoption and parental leave for faculty working in pre-clinical departments in HMS. As part of this process, we collected data on the numbers of faculty who had or adopted children during 2000-2003 and used these data to project estimates of the cost to HMS of implementing a policy supported by central funds. We also collected data on faculty maternity leave policies at other U.S. medical schools. The proposal has been reviewed and approved by the JCSW and the HMS Dean's Council. The next steps are to present to the committee of Department Chairs and then to the Faculty Council. Next year, we plan to collect data on current policies at affiliate institutions.

Membership Subcommittee (Faculty) – Dr. Martha Shenton, Chair

The Faculty Membership Subcommittee accepted seven new members from various HMS affiliated institutions to fill vacancies on the JCSW. Applicants were asked to submit a letter of approximately 250 words describing their interest in the committee and a brief biosketch. To ensure that we have the benefit of all faculty perspectives, the Subcommittee reviewed applications with the intention to reflect our diversity across several spheres including academic rank, personal background, and representation from departments and career tracks across the Harvard Medical area quadrangle and the HMS affiliated institutions.

Membership Subcommittee (Staff) – Ms. Lorraine Caristo, Chair (ad hoc)

This ad hoc Subcommittee developed criteria, and reviewed and made recommendations for

staff membership on the JCSW. The committee continues to formalize criteria and a selection process for Staff Membership. This year nominations were solicited via Quad News. We accepted seven new staff members, with special attention given to diversity of location, departments, administrative rank and a demonstrated interest in issues that disproportionately impact women.

Outreach Subcommittee – Dr. Janina Longtine, Chair

The JCSW Faculty Outreach Subcommittee was established in the 2002-2003 academic year to create opportunities for dialog, connection and feedback within various Harvard medical communities and bring pertinent issues back to the JCSW to inform the design and implementation of programs and initiatives. In 2002-2003, the Outreach Sub-Committee sponsored 2 programs (at the Dana-Farber Cancer Institute and the Cambridge Hospital). This year the Outreach Sub-Committee sponsored three meetings: at McLean Hospital, the Massachusetts Eye and Ear Infirmary/Schepens Eye Research Institute, and the HMS Scholars in Clinical Science Program. For each program, we co-sponsored the event with in-house leaders and made a concerted effort to include both research and clinical faculty. We had a common format of meeting. The events were held over lunch or in the late afternoon and began with general introductions to allow local networking. Dr. Longtine, Chair of Faculty Outreach, gave an introductory presentation about the history, mission and goals of the JCSW and then opened the program to general discussion about important local issues stressing the confidential nature of the discussion. Each institution had strengths and issues of concern. However, there were common points of discussion among faculty. Differences were discerned between research environments and clinical faculty. Key issues for women faculty included:

Mentoring. Women in research environments reported more infrastructure available for identifying mentors, but were very dependent on the local lab/division culture for success. Clinical track faculty reported difficulty in identifying mentors and finding ways to learn about the “system”. A common theme was that women felt that their male colleagues were much better at discovering information about how the system works and tools for advancement than they were. Successful women spoke up about the need for self-promotion and making contact with peers and more mature faculty both locally and nationally.

Maternity Leave. Varying maternity leave policies across and within institutions continues to be a source of frustration for women faculty. Research faculty within outlying institutions have similar issues to the HMS quadrangle, i.e. one must use one’s own funds to support oneself during maternity leave and therefore have less time to complete research prior to grant renewal.

Childcare. Work life balance remains a challenge to both women and male faculty.

Isolation from HMS. Women faculty at McLean and MEEI felt divorced from HMS and were seeking ways to interconnect. For example, clinical faculty members who were seeking promotions on clinician-teacher track were unfamiliar with potential teaching opportunities at HMS. In addition, faculty members who attended our meetings were often unfamiliar with the Ombuds Office, the Office of Work and Family or the FIRST bibliography/CV on E-commons.

Promotions. Women faculty members, especially junior faculty, were confused about promotions requirements. There were frequent discussions about women’s style of collaborative research and how they can best fit into promotion criteria.

Leadership Skills. Women faculty need opportunities to develop leadership skills and welcomed workshops that addressed these needs.

The committee recommends: (1) Increase communication through JCSW about resources at HMS and beyond that address above concerns; (2) Share best practices between institutions and highlighting successful models; (3) Continue programs that address common concerns, such as leadership skills, gender negotiation, work life balance; (4) Encourage affiliate institutions to start internal networking to meet specific institutional needs.

Public Relations Subcommittee – Dr. Jo Solet and Ms. Judith Montminy, Chairs

The Public Relations Subcommittee integrates and communicates JCSW concerns. It serves to increase awareness of the mission and goals by organizing the website and by publicizing sponsored events throughout the institution and affiliates. It serves as a “voice” in drafting responses to relevant media. The committee has continuously worked to upgrade the JCSW web site <www.hms.harvard.edu/jcsw/> and has redesigned the home page to highlight monthly events and accomplishments. The JCSW would like to use the website and ECommons to enhance the presence and value of the JCSW to the entire HMS community. In the month of June, ECommons highlighted the Archives for Women in Medicine event held at the Countway Library and the Dean’s Award event. The Subcommittee developed an archival photo postcard to raise visibility and draw people to the web site; it has been distributed at outreach events, orientations and through offices and events at the affiliated institutions.

The Public Relations Subcommittee will continue to work jointly with Outreach to address concerns raised by women. The successful Cambridge Hospital academic development conference in March, which included 60 men and women faculty from the Cambridge system, will serve as one model for these continued efforts.

Programs Subcommittee – Ms. Mary Cassesso and Dr. May Pian-Smith, Chairs

The goal of the Subcommittee is to deliver programs that assist women within the Harvard Medical Community to develop rewarding and successful careers and fulfilling lives. Within this mission is also the opportunity to highlight as speakers members of the Harvard Community and the JCSW. This fall, the Leadership Event entitled, “Women and Career Satisfaction” featured a panel discussion about Women in Leadership at Harvard. The discussion was led by Dr. Lotte Bailyn, Professor of Management from MIT's Sloan School, with the distinguished input of Ms Polly Price, Associate Vice President for Human Resources at Harvard University, Dr. Eleanor Shore, Dean for Faculty Affairs in the Faculty of Medicine at Harvard Medical School, and Dr. Barry Bloom, Dean of the Faculty and Professor of Immunology and Infectious Diseases and Population and International Health at the Harvard School of Public Health. The Programs Subcommittee also sponsored seven noon-time lectures aimed at improving performance in the work-place and well-being on the personal front: E-mail Management; Financial Planning; Public Relations; Smoking Cessation; Focus on Wellness; Coping with Illness and Injury; and Alternative Therapies. The current charge of the Committee is to further develop and expand the lecture series and to broaden its audience by bringing the programs to HMS-affiliated hospitals.

Other Programs:

This year, the 24th **Fae Golden Kass Lecture** was co-sponsored by HMS/HSDM Joint Committee on the Status of Women; HSPH Interdisciplinary Concentration on Women, Gender, and Health; Beth Israel Deaconess Medical Center’s Center for Faculty Development; Children’s Hospital Office of Faculty Development; Partners Offices for Women’s Careers at Brigham and Women’s Hospital and Massachusetts General Hospital; HMS Center of Excellence in Women’s Health and the HMS Office for Faculty Affairs. The event, held on March 30, 2004 featured guest speaker Gro Harlem Brundtland, M.D., M.P.H., Former Director-General, World Health Organization, and Former Prime Minister of Norway who gave a talk entitled, “Women’s Lives and Health from a Global Perspective”.