

**Harvard Medical School/Harvard School of Dental Medicine
Joint Committee on the Status of Women
2005-2006 Annual Report**

Mission:

It shall be the purpose of the committee to facilitate the development and contribution of women affiliated with Harvard Medical School and Harvard School of Dental Medicine by expanding and improving the opportunities for the advancement of women to achieve their maximal potential. The committee may document and monitor the status of women, identify opportunities for and obstacles to advancement, recommend changes and review and advise on grievances. JCSW bylaws, approved April 10, 1974, revised 2002.

The 2005-2006 academic year began with Harvard University's creation of the Office for Faculty Development and Diversity as recommended by the Task Force on Women Faculty and the Task Force on Women in Science and Engineering. Dr. Evelynn Hammonds' appointment as the senior vice-provost of this office focused university-wide attention on the recruitment, retention and promotion of women and under-represented minorities. In this context, the HMS/HSDM Joint Committee on the Status of Women (JCSW) renewed its efforts to document the status of women at Harvard Medical School and Harvard School of Dental Medicine, identify obstacles to advancement that disproportionately affect women, and identify and recommend solutions to benefit the entire medical community.

Highlights of our Achievements

Gender Parity in Research Grants. The Gender Parity in Research Grant subcommittee completed data collection from 8 Harvard Medical School affiliated institutions and analyzed data on 6,319 grants submitted by 2,480 faculty applicants. The analyzed data has been submitted as a manuscript for publication. Women submitted 26% of all grants and represented 29% of the investigators. Significant differences between women and men were noted in mean number of submissions per individual, mean number of years of support requested, and median annual amount awarded. After controlling for academic rank, success rates by gender were not significantly different, although rates of submission and the amount of money requested and awarded remained significantly lower for women at the ranks of instructor and associate professor. More men than women submitted grant applications to the NIH, which typically awarded higher dollar amounts than other funding agencies. The subcommittee concluded that women are as successful as men in securing grant funding when rank is taken into account. Qualitative studies are needed to further examine gender differences in grant applications and outcomes. The JSCW has provided seed money matched by the Center for Public Leadership at the Kennedy School of Government to initiate the qualitative studies. Our aim is to provide concrete recommendations to increase the rates of grant submission and amount of money requested by women faculty, particularly at the lower academic ranks.

Analyses of the HMS Faculty Career Satisfaction Survey. Recruitment and retention of the very best faculty is a collective aim at HMS. Targeted analysis of the HMS Faculty Career Satisfaction Survey will provide a better understanding of faculty experiences and perceptions in order to define best practices for faculty development. Currently, several manuscripts are in progress on the role of gender in academic advancement, work/family balance, the minority experience at HMS and on issues related to (even

temporary) part-time status on advancement and career satisfaction. The office of the senior vice provost for Faculty Development and Diversity at Harvard University has provided funding for the data analysis of these studies. JCSW members and other faculty are also analyzing other survey data with the aim of writing and submitting for publication additional manuscripts evaluating the role of mentors, the experience of teachers/educators, compensation, the differential experience of MDs vs. PhDs and perceptions of harassment and discrimination. An Authorship Advisory Board was convened by Maureen Connelly, Assistant Dean for Faculty Affairs and principal investigator of the project, to assure methodological uniformity and accuracy in all submitted manuscripts.

Faculty Flexible Career Pathways. Disproportionately more female than male faculty choose non-linear career pathways. This includes women who have taken time off for maternity leave or extended family leave or who have chosen to work-part time (less than 1 FTE) to achieve work-family balance. It also includes women who have always worked full-time, but have limited their academic activities to achieve the same. The JCSW Flexible Careers Pathway subcommittee, in concert with members of the HMS Center of Excellence in Women's Health and Dr. Ellice Lieberman, HMS Dean for Faculty Affairs, are analyzing data from the Faculty Career Satisfaction survey for part-time (less than 1 FTE) faculty. In particular, they are analyzing the impact of part-time status on academic advancement and quality of life for both men and women.

Initiatives to Enhance Staff Professional Development and Retention. An unintended consequence of the HMS administrative restructuring was a decline in morale among staff members as reported by JCSW members and the Office of Human Resources. The JCSW is piloting two programs to enhance staff esprit de corps, retention, and institutional loyalty. The Mentoring subcommittee has developed a pilot program for eight mentor/mentee pairs to be launched this fall. The Community Unity subcommittee will implement programs to integrate staff throughout the school, most likely through informal staff get-togethers and the launching of a reading group open to both staff and faculty.

Oral History Project for the Archives for Women in Medicine. For the past several years, the JCSW has undertaken a major effort to establish and fund the Archives for Women in Medicine, a center for activities relating to the documentation of women in medicine. This year the JCSW organized and funded the production of oral histories on videotape and audiotape featuring two HMS professors emeritae, Dr. Shirley Driscoll and Dr. Lynne Reid. A commitment has been made to create at least two more oral histories before the end of the calendar year.

Strengthening Alliances and Enhancing Active Participation. The JCSW has worked jointly with other Harvard groups dedicated to the advancement of women to broaden our reach, increase visibility and promote our mission. Examples include: joint programming with the hospital-based Offices of Women's Careers/Faculty Development and with Cambridge Hospital, discussions with the Committee of Concerned Women Faculty (CCWF) of the Harvard School of Public Health and with Dr. Evelyn Hammonds, senior vice provost for Faculty Development and Diversity at Harvard University, meetings with Marilyn Hausammann, VP of Human Resources of Harvard University, and Melissa Brown, Director of the Center for Workplace Development at Harvard University, working with the HMS Center of Excellence in Women's Health, and outreach programs to MGH faculty at the Charlestown Navy Yard. In addition, we have

had a broad and robust programming schedule of lectures and seminars, the “Life-Cycle Series,” aimed at improving performance in the workplace as well as personal well being. We have also improved our web-site (www.hms.harvard.edu/jcsw/) to be more user-friendly with easier navigation to key information.

Dean’s Awards for the Leadership in the Advancement of Women Faculty and Staff. The JCSW continues to organize these awards on behalf of the Dean. This year’s recipients were Dr. Laurie Glimcher and Ms. Rebecca Grow. Honoring these exceptional members of our community is a tangible demonstration of the Medical School’s commitment to fostering the success of women. The awards were presented at a spring Faculty Meeting and Staff Town Meeting, respectively.

Maternity Leave Policy. The pilot Family Parental Leave policy initiated by the JCSW was successfully completed. The policy, which provides 12 weeks of paid maternity leave and 4 weeks of paid paternal and adoption leave for faculty, was adopted by Harvard Medical School and served as a model for those devising the university-wide policy on parental leave.

JCSW Resource Library. This year the JCSW started to build a library of resource material focused on professional development and success, irrespective of gender. The resources will be available to the entire medical community through the Office for Faculty Affairs.

JCSW Budget. This year the Steering Committee established methods to carefully monitor financial resources and to optimize the impact of utilization. We issued a formal request along with documentation of need for an increase in funding to support initiatives central to our mission.

Recommendations

Gender Parity in Research Grants. The JCSW recommends completion of the qualitative analysis of this study and the development of initiatives to increase grant applications from women faculty, especially from those in the lower academic ranks, an important indicator of academic advancement.

HMS Faculty Career Satisfaction Survey. The JCSW appreciates the support of HMS and HU’s Office of Faculty Diversity and Development in providing resources for the analyses of this data. The JCSW recommends timely completion of the studies to provide a foundation for recommendations of best practices to recruit, retain and promote faculty, especially female faculty who are under-represented at every level of appointment except Instructor. This may include alternate models for academic success and increased transparency in the promotions and search process.

Staff Membership The JCSW Staff Task Force recommends the establishment of a Staff Membership committee. This committee will revisit the recruitment process for new members, suggest changes/clarifications in that process, and implement those changes prior to the recruitment of new 2007-2008 members.

Dean’s Award for Leadership in the Advancement of Women Staff

This year the Staff Dean's Award subcommittee began to formalize the criteria used in the selection of an award winner. More work needs to be done to complete the document and to be able to share it with the greater HMS community.

Enhanced Communication. The JCSW recommends enhanced and improved communications with the HMS Office of Faculty Affairs, the HMS Dean's Office, HU's Office of Faculty Development and Diversity, and HU Human Resources to assure that the Committee is fully informed of University-wide or Medical School-based objectives related to the advancement of women and to assure that the Committee's initiatives are aligned with administrative goals.

Collaborations. The JCSW recommends continuing and strengthening collaborations with the Office of Women's Careers/Faculty Development, HSPH Committee for Concerned Women Faculty, the HMS Center of Excellence in Women's Health, the HMS Academic Leadership Committee, and other faculty member groups at hospital affiliates to maximize the impact of programs and initiatives created to assist women in achieving their potential. Additionally, we seek to solidify our working relationship with the Office of Career and Professional Development.

Back-up Childcare. While we celebrate the new BWH back-up childcare center, we continue to stress the need for back-up childcare for our entire HMS community.

JCSW By-laws Revision The JCSW recommends a revision of our by-laws to address needs for clarification in requirements for JCSW membership and candidacy for the Dean's Awards, among other issues.

Signed,

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Appendix: Summary of Activities and Members List