

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

**Summary of Activities, September 2005-June 2006**

Co-Chairs: Janina Longtine, MD, Judith Montminy  
Co-Vice Chairs: May Pian-Smith, MD, Beth Beighlie

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

**JCSW SUBCOMMITTEES:**

- Archives for Women in Medicine – *Ms. Kathryn Hammond Baker, Chair*
- Career Satisfaction Subcommittee: Faculty – *Dr. Andrea Patenaude, Chair*
- Communications – *Ms. Lindsay Giorgi, Dr. Jo Solet –Co-chairs*
- “Community Unity” – *Ms. Sara Kiarsis, Chair*
- Dean’s Award for Leadership in the Advancement of Women Faculty – *Dr. Jo Solet, Chair*
- Dean’s Award for Leadership in the Advancement of Women Staff – *Ms. Judith Montminy, Chair*
- Gender Parity in Research Grants Subcommittee – *Dr. Susan Waisbren, Chair*
- Maternity Leave and Flexible Career Paths Subcommittee – *Dr. Mary Ellen McCann, Dr. Rochelle Walensky, Co-chairs*
- Membership Subcommittee (Faculty) – *Dr. Andrea Patenaude, Chair*
- Mentoring (Staff) - *Ms. Rebecca Grow, Chair*
- Outreach Subcommittee – *Dr. Hannah Kinney, Dr. Janina Longtine, Co-chairs*
- Programs Subcommittee – *Ms. Mary Cassesso, Dr. May Pian-Smith, Co-chairs*

**JCSW ACTIVITIES 2005-2006:**

**Archives for Women in Medicine – *Ms. Kathryn Hammond Baker, 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 first project archivist, Giordana Mecagni, began work in May 2005 and has made much progress in identifying women’s collections in the holdings of the Countway’s Center for the History of Medicine, improving their accessibility, and acquiring new collections of women leaders. The papers of Lynne M. Reid, M.D., Mary Ellen Beck Wohl, M.D. and Patricia Donahoe, MD are recent additions to the Archives. The papers of Ethel Collins Dunham, MD and Lydia M. Gibson Dawes, M.D have been processed and are now accessible. The Countway Library hosted the National Library of Medicine’s traveling exhibit, *Changing the Face of Medicine* from March 13 through April 20, 2006. In conjunction with this event, the Archives presented *The Stethoscope Sorority*, featuring stories from some of the women in the Archives for Women in Medicine through their original documents and photographs. The exhibit highlights materials that illustrate these women’s experiences as mentors, pioneering researchers, and strong voices standing up for their beliefs. In addition, the JCSW initiated and financed an oral history pilot project which produced two oral history documents in both videotape and audiotape format. The documents focus on two HMS professors emeritae, Drs. Shirley Driscoll and Lynne Reid; Interviewers were Dr. Carol Nadelson, member *Ex-officio*, and Dr. Malkah Notman, member *Emerita*. The Archives also recorded an interview with Dr. Raquel Cohen, the

first female graduate of HMS. Finally, the JCSW Steering Committee contracted with videographer Steve Gilbert for two additional oral history documents in videotape and audiotape format in the coming months.

**Career Satisfaction Subcommittee: Faculty – *Dr. Andrea Patenaude, Chair***

The Faculty Career Satisfaction Subcommittee is actively analyzing data from the HMS Faculty Career Satisfaction Survey. The survey was originally funded by HMS and the Center of Excellence in Women's Health. The Office for Faculty Development and Diversity at Harvard University has provided additional funding for data analysis. Three manuscripts are in preparation: the role of gender in academic advancement, work/family balance and the minority experience at HMS. In addition, JCSW members have volunteered to lead analyses on the following topics: part-time careers, mentoring, teaching/educators, compensation, degree difference: MD/PhD and harassment and discrimination. We anticipate that the analyses from this survey will provide an important knowledge base for the design of future initiatives. We plan to share the results of these analyses with the Dean, Faculty Council and broadly in the HMS community as well as seeking publication, when appropriate.

**Communications – *Ms. Lindsay Giorgi, Dr. Jo Solet, -Chairs***

The Communications subcommittee is charged with increasing the awareness of the mission and goals of the JCSW. This year the Subcommittee continued to maintain the JCSW website and to publicize sponsored events throughout the Harvard community and its affiliates. The website has been enhanced to more prominently highlight JCSW programs and other events of broad interest to our constituency. The subcommittee also helped with distribution of posters and flyers for advertising events and with editing language in documents representing the voice of the JCSW.

**“Community Unity” (Staff) – *Ms. Sara Kiarsis, Chair***

This new committee focused on enhancing a sense of community and respect at HMS/HSDM through a series of social gatherings, similar to informal get-togethers organized by the Dean's office several years ago. The committee successfully identified the need for “unity building” on the Quad, but was unable to secure financial backing from HMS departments and/or outside vendors.

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

This annual award was established by Dr. Joseph Martin in 1998 to recognize male and female Harvard faculty and staff members committed to the recruitment, retention, and advancement of women faculty at Harvard Medical School and Harvard School of Dental Medicine. This year 15 faculty members were nominated from 6 HMS affiliated institutions, the largest number of faculty nominations ever received. The Subcommittee was charged with the very difficult job of selecting amongst these many deserving faculty members, both men and women. After careful deliberation, Dr. Laurie Glimcher, Professor of Medicine, Harvard Medical School and the Irene Heinz Given Professor of Immunology at the Harvard School of Public Health was chosen to receive the award. Dr. Glimcher is a strong advocate for the recruitment, retention and promotion of women scientists both within the HMS community and nationally. She founded the Primary

Caregivers Technical Assistance Program (PCTAS) at the National Institute of Health, which provides technical support for postdoctoral fellows with family obligations. Dr. Joseph Martin and Dr. Jo Solet presented the award at the May HMS Faculty meeting.

**Dean's Award for Leadership in the Advancement of Women Staff – Ms. Judith Montminy, Chair**

In 1999, Dr. Martin established 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. In 2006 the sub-committee received a record 10 nominations for the Dean's award from faculty and staff. After careful deliberation, the award was given to Rebecca Grow, MA, Director of Administration, Department of Social Medicine. Not only does Ms. Grow mentor colleagues in her own department, but also she chairs the JCSW Mentoring Committee. In 2005-2006, despite initial hurdles her tact and attention to details successfully led to Administration support for the pilot mentoring program for staff. The pilot program is scheduled to be launched in September, 2006.

**Staff Task Force Professional Development**

In addition to programs that addressed issues of professional development, the JCSW Staff Task Force tried to foster discussion by devoting at least one meeting to the discussion of a book related to women and the workplace. *Hardball for Women* by Pat Heim and Susan K. Golant turned out to be a provocative choice. As an outgrowth of this experience, the new JCSW Professional Library was established.

**Gender Parity in Research Grants Subcommittee – Dr. Susan Waisbren, Chair**

The Gender Parity subcommittee has been analyzing the role of gender in HMS research grant applications. The subcommittee completed data collection from 8 Harvard Medical School affiliated institutions and analyzed data on 6,319 grants submitted by 2,480 faculty applicants. 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 application 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. In the interim, mentoring and educational efforts to increase understanding of the grant application process may prove to be worthwhile.

**Maternity Leave and Flexible Career Paths Subcommittee – Dr. Mary Ellen McCann and Dr. Rochelle Walensky, Chairs**

The HMS pilot Family Parental Leave policy, initiated by Dr. Lisa Prosser and the maternity leave policy group, was successfully completed. The new policy was viewed

as a model by the University in creating University-wide minimum standards for parental leave for birth and adoptive parents.

The flexible career path group is working jointly with members of the HMS Center of Excellence in Women's Health and Dr. Ellice Lieberman, HMS Dean for Faculty Affairs, to analyze the career satisfaction survey data for part-time (less than 1 FTE) faculty and the impact of part-time status on academic advancement for both men and women. The group is also investigating the feasibility of offering reduced malpractice premium rates to faculty working reduced hours.

**Membership Subcommittee (Faculty) – Dr. Andrea Patenaude, Chair**

The Faculty Membership Subcommittee is charged with the selection of new members to fill vacancies on the JCSW from among women and men faculty applicants. Applicants are asked to submit a letter of approximately 250 words describing their interest in the JCSW and a brief biosketch. This year the Subcommittee received 20 applications for 9 open positions. To ensure that we have the benefit of many faculty perspectives, the Subcommittee selected new members with the intention of reflecting diversity across several spheres including academic rank, personal background, and representation from diverse career tracks and departments across the Harvard Medical area quadrangle and at HMS affiliated institutions. The new members include representatives from the Harvard School of Dental Medicine and the McLean Hospital, institutions not currently represented on the Faculty Task Force. The new members were each assigned a current member "buddy" to smooth their integration into the Committee and Subcommittees.

**Mentoring (Staff) - Ms. Rebecca Grow, Chair**

The mentoring subcommittee has drawn up a plan to pilot a mentoring program to enhance professional development and increase employee retention. The pilot program will involve eight mentor/mentee pairs who would commit to meeting at least monthly for six months. The program will be evaluated mid-term and at the end of six months. The program will be announced in mid-September. Interested staff will submit applications and mentees and mentors will be matched in early October and oriented. The pairs will meet from November through April and the program will be evaluated in early May.

**Outreach Subcommittee – Dr. Hannah Kinney and Dr. Janina Longtine, Chairs**

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. Initiatives this year included:

1. Presentation by Dr. Marianne Wessling-Resnick, PhD, from the Committee of Concerned Women Faculty (CCWF) of the Harvard School of Public Health, JCSW monthly meeting, January 19, 2006. Dr. Wessling-Resnick spoke to the JCSW on the mission and goals of the recently reinstated Committee of Concerned Women Faculty of the Harvard School of Public Health of which she serves as Co-Chair. She shared experiences of the women at the HSPH with the JCSW, and the history of their academic advancement and other issues at the HSPH. It was agreed that the JCSW and CCWF will keep in contact about shared goals and issues.

2. Outreach Luncheon at Charlestown, MGH, May 11, 2006. Dr. Wilma Wasco and the MGH Center for Faculty Development were instrumental in the organization of the meeting. The outreach program was provided to women faculty at the Instructor level and above. Dr. Nina Longtine presented a short overview of the mission and activities of the JCSW. The meeting was then opened for discussion of issues of concern to the group, particularly as they related to the status of women. Discussion initially focused on broad issues of inaccessibility of parking in the medical area and the isolation of Charlestown investigators from the medical school faculty. The discussion then turned to women-related issues, including academic promotion from junior to senior ranks, as well as subtle perceived bias against women in obtaining promotion, as well as in other academic advancements. The attendees were interested in future meetings to continue the dialog.

**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.

During the academic year 2005-06, the Programs Subcommittee co-sponsored the “Life-Cycle Series”, aimed at improving performance in the work-place as well as personal well-being. The JCSW sponsored programs jointly with other groups, such as the hospital based Offices for Women’s Careers/Faculty Development to broaden participation. Programs included:

- (1) A screening of highlights from Mr. Richard Karz’s “If Women Ruled the World” and panel discussion on gender equity in medicine with Isaac Schiff, Virginia Drachman, Richard Karz, and moderated by Judy Forman;
- (2) “Alternative Ways to Create a Family”, presented by attorney Joyce Kaufman, and Ms. Laura Nemeyer, Psychologist and Executive Director of Adoption Resource Associates;
- (3) “Restoring Work-Life Balance: Getting Unstuck Without Coming Unglued” presented by Ms. Sharon Teitelbaum, work-life and career coach;
- (4) “Avoiding Burnout: Five Success Strategies” was presented by Sharon Teitelbaum;
- (5) “Getting Even: Why Women Don’t Get Paid Like Men and What To Do So We Will” presented by Former Lt. Gov. Evelyn Murphy;
- (6) A financial planning workshop led by Peter Klay & Sally Dearani from the Wellesley Financial Group & Insurance Agency;
- (7) Grand Rounds: “Sleep loss and Fatigue-Risk to Doctors, Patients and our Waistlines” presented by Orfeu M. Buxton;
- (8) Panel discussion “Enhancing the Culture: Creating Environments that Support Women’s Success” with Ms. Marilyn Hausamann, Dr. Joan Reede, Dr. Nancy Tarbell, and Ms. Rebecca Starr;
- (9) A second screening of “If Women Ruled the World” and panel discussion with Virginia Drachman, N. Lynn Eckhert, Richard Karz , and moderated by Carol Nadelson;
- (10) “Parenting on the same page: Improving Communication Between Parents”, presented by John Badalament;

- (11) "A patient's Journey Battling Cancer: Integrative Therapies and Physicians' Response" a JCSW sole-sponsored program offered to the public featuring a panel discussion with cancer survivor Ms. Jane Gumble, and Drs Fred Hochberg and David Rosenthal.

The Programs subcommittee was pleased to accomplish the goal of reaching out to affiliated institutions by co-sponsoring events at MGH, Brigham and Women's, Children's Hospital, Cambridge Hospital, and on the HMS quad. Separately, the subcommittee arranged for and shaped presentations to be given during the JCSW monthly meetings. With the goals of increasing transparency about our work system, and promoting leadership within our membership, the program speakers included: Marilyn Hausammann, VP of Human Resources of Harvard University, Madelaine Weiss, a specialist in women's roles in the achievement of individual and organizational goals, and Melissa Brown, Director of Center for Workplace Development.

**Other Programs:**

The **25<sup>th</sup> Fae Golden Kass Lecture** was co-sponsored by the JCSW, the Archives for Women in Medicine at the Countway Library, HSPH Interdisciplinary Concentration of Women, Gender and Health, Beth Israel Deaconess Medical Center 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, the Office of the Senior Provost for Faculty Development and Diversity and the HMS Office for Faculty Affairs. The event, held on April 3, 2006, featured guest speaker Julie A. Freischlag, M.D., Chair of the Department of Surgery and Surgeon-in-Chief, of the Johns Hopkins Hospital. Her lecture was entitled "Are We Ready for a Woman in Charge? Maintaining Leadership in Surgery".