

Programs for upcoming year!

The Center for Faculty Development is actively planning programs for this Academic Year.

After review of previous years' program evaluations, results from a June 2008 Women in Academic Medicine (WAM) Committee survey, WAM and Faculty Council discussion and individual faculty input, our programming will represent many of the varied interests of MGH faculty. This year, we will focus on some core faculty development themes:

- » Communication
- » Management
- » Negotiation
- » Career Advancement
- » Leadership
- » Work-Life Balance

One goal of our faculty development thematic programming is to provide a series of sessions under each theme and give some depth to the topic at hand. Another goal is to fill a void that we constantly hear - that the faculty gets great clinical and research training, but not the "more business and career advancement" training. The skills learned at these sessions should complement our faculty's career trajectory. Additionally, the sessions should allow for

From the Center - Donna Lawton



Well, another academic year is here already! We hope you enjoyed the lazy, hazy days of summer while they lasted! This year we will provide you with some exciting programs and hope you will be able to take advantage of them.

As you know, Nancy Tarbell, MD assumed her new HMS position over the summer, and left her Center for Faculty Development position. While we search for a new Director, please know the office is open and here for you!

Best,

Donna

growth and development in areas in which they may not previously have had training. The sessions will be led by both internal and external facilitators who bring a wealth of knowledge and experience.

We are excited to provide these training opportunities and encourage you to participate. As dates and times are confirmed, we will advertise them to the faculty. A few of the confirmed courses appear on the last page of this newsletter.

Please email afd@partners.org with any suggestions for future programs.

Center for Faculty Development AY 08 - 09 Program Planning

Communication

- » Dealing with the Media
- » Writing Skills
- » Grant Writing
- » Presentations
- » Accent Reduction
- » Publishing
- » Public Speaking

Management

- » People Management
- » Budgeting Basics
- » Contract Management
- » Lab Management
- » Team Building

Negotiation

- » Basic Negotiation
- » Advanced Negotiation
- » Conflict Management
- » Difficult Conversations

Career Advancement

- » Annual Career Conference
- » Academic
 - HMS Promotion Criteria
 - HMS CV Format/Narrative
 - Promotion Panel Discussions
- » Beyond Academia
 - Career Exploration for Trainees

Leadership

- » Leadership skills
- » Mentoring
- » Panel Discussions
 - Chief/Division Chief/Academic
 - Lab Director
 - Administration/PHS

Work-Life Balance

- » Organization/Time Management
- » "Business of Life"
- » Financial Planning
- » Elder Care/Parenting Issues
- » Stress Management
- » Networking Events

ORCD introduces orientation program for research faculty and fellows

In an effort to educate new research faculty and fellows about the various resources available to them at MGH, the Office for Research Career Development is piloting a new orientation program. Two phases of the program are beginning later this month. First, all newcomers to the MGH research community will have the opportunity to meet a member of the ORCD or the Mass General Postdoctoral Association (MGPA) at their benefits orientation meeting, and will receive a folder containing information and resources to help them begin their research career at MGH. Second, all new research faculty and fellows will be invited to attend an orientation luncheon. The luncheons will occur monthly and will be informal opportunities for new faculty to meet the ORCD staff and ask any questions that have arisen in their first weeks and months. The luncheons will also offer a valuable chance for networking between new faculty in different departments.

Please contact orcd@partners.org if you would like to attend an Orientation Luncheon.

A sampling of research resources

Executive Committee on Research (ECOR)

ECOR is charged with responsibility for the governance of research at MGH. ECOR provides strategic guidance to MGH senior management and Trustees on future research growth and priorities for MGH, and fosters the integration of research with the other two missions of the hospital – patient care and education. <http://www.massgeneral.org/ecor/ElectionsFAQ.htm>

Partners Research Management

Pre- and post-award grant administration. All external grants are processed through this office. Intranet: <http://pbrresearchintranet.partners.org/>

InfoEd International SPIN Search

A comprehensive online program to search for funding opportunities http://www.infoed.org/new_spin/spinmain.asp

Clinical Research Program

MGH's infrastructure for clinical investigators. CRP provides direct services to faculty and staff for all types of clinical research, including translational, trials and outcomes. <http://www.massgeneral.org/crp/>

Research Core Facilities

Shared interdepartmental facilities for instrumentation, methodologies & expertise crucial to promotion of research. http://www.partners.org/researchcores/home_mgh.asp

Ask us



The Center for Faculty Development answers commonly asked questions.

Where can I find information on the Annual Career Conferences?

There is a page on our website dedicated to the Annual Career Conferences which include a general description of the ACC, copies of the standard form, and other resources such as Quick Tips for faculty and Training Slides for Leaders. (<http://www.massgeneral.org/facultydevelopment/cfd/acc.html>)

When is Mary Clark, PhD, available?

Dr. Clark has returned for the academic year and is now available for individual meetings for career development advice every Tuesday. Faculty may call our office at (617) 724-0818 to set up a meeting.

Where can I find information on available funding?

There are several resources for funding information available. To name a few, you can visit our website under 'Funding & Award Opportunities' tab which lists information on the Claflin Distinguished Scholar Awards, Minority Faculty Development Awards, HMS Awards and other Clinical Grants and Awards. The ORCD also has pages dedicated to research funding under both the 'Faculty Resources' tab and the 'Research Fellow Resources' tab. Each page contains a variety of resources from the different organizations. You may link to these pages from our homepage: <http://www.massgeneral.org/facultydevelopment>.

What resources does Harvard Medical School (HMS) have on the promotion criteria?

HMS has a website dedicated solely to the new promotion criteria (<http://facultypromotions.hms.harvard.edu/index.php>). The website is designed to help you understand how the criteria has changed, how to use the new criteria, how to choose an area of excellence

Office for Women's Careers (OWC)

Women in Medicine Month/Annual Reception for Women Faculty

This year we are starting a new tradition. In conjunction with our annual event commemorating Women in Medicine Month, we are also using this opportunity to have our Annual Reception for Women Faculty to celebrate your achievements and accomplishments.

The Office invites you to join the celebration on:

Thursday, September 18, 2008
3 to 4:30 pm
Under the Bulfinch Tent

This year's featured speaker is:



Jeanine Wiener-Kronish, MD

Chief of the Department of Anesthesia and Critical Care and the Henry Isaiah Dorr Professor of Research and Teaching in Anesthetics and Anesthesia.

Dr. Wiener-Kronish became Anesthetist-in-Chief at MGH in April 2008. Before she came to MGH, she was at the University of California where she began her career in

Anesthesiology. In 1996, she became a full tenured Professor of Anesthesia and Medicine. From 1996 to 2008, she was the Vice-Chairman, Department of Anesthesia and Director of Research Programs for Department of Anesthesia.

Her topic will be:

"Business Advice for Women Leaders in Medicine"

The percentage of women who are in leadership positions in business is similar to the percentage in academic medicine. Researchers have evaluated the problems that face women who try to become leaders in business. Two concepts from that research will be discussed: Problematic perceptions about women business leaders and the multiple problems that form a labyrinth that women have to negotiate to obtain leadership positions in business. The proposed business solutions may be useful in medicine.

Rsvp to womens.careers@partners.org by Sep 12.

Please note that the seventh edition of the Tribute Book highlighting the many accomplishments of the women faculty here at MGH during the last 18 months will be distributed at this event.

and how to create your own customized promotion criteria. The HMS Office for Faculty Affairs is responsible for the implementation and management of the faculty appointment process, governance, and other faculty-related matters at HMS/HSDM.

Who do I call about my benefits?

The MGH/MGPO Professional Staff Benefits Office administers an excellent and cost effective employee benefits program specific to the interests and needs of the Professional Staff, Residents and Fellows. You may contact your Benefits Consultant at the main number (617) 726-9267 or visit their office at MGH - Bulfinch 126.

What other resources are available?

Visit our website at: <http://www.massgeneral.org/facultydevelopment> for more resources and tips (including the ones listed here). Such as the PHS Policies & Procedures website, Research Management, where you can find a series of forms and checklists, Partners Child Care Services and many more.

Quick tips

Ten tips for efficient writing -

- » The first draft only has to get written to succeed.
- » At the start, remain open to new ideas
- » Develop regular writing habits
- » Control your writing environment
- » Multi-task and recycle
- » End a writing session at a new starting point
- » If you stall out, step back to get a fresh perspective
- » Revise efficiently, from large to small scale
- » Exploit the power of the computer

Information from Constance D. Baldwin, PhD, University of Rochester Medical Center. See full article on pg 6 of "Writing Successful Research Articles - Handout 1" at: <http://www.massgeneral.org/facultydevelopment/orcd/past+events.html>



Faculty Spotlight

Chad Cowan, PhD was recently promoted to Assistant Professor of Medicine.

Konrad Hochedlinger, PhD, MSc, was recently promoted to Assistant Professor in Medicine.

Bonnie T. Mackool, MD, MSPH, was awarded the Stanley Wyman Teaching Award in the Department of Internal Medicine

Theofanie Mela, MD was recently promoted to Assistant Professor in Medicine.

Beverly Moy, MD, MPH, was recently promoted to Assistant Professor in Medicine.

Brigitte P. Poncelet, PhD, was recently promoted to Assistant Professor in Radiology.

Kathleen Powis, MD, was named the Associate Program Director of the Harvard MGH Internal Medicine-Pediatrics Residency Program.

Yuka Sasaki, PhD, was recently promoted to Assistant Professor in Radiology.

Katharine Treadway, MD, was the proposed incumbent of the Foster Academy Professorship.

Ona Wu, PhD, was recently promoted to Assistant Professor in Radiology.

Denise P. Yates, PhD, was recently promoted to Assistant Professor in Radiology.

Join us in congratulating these faculty members!

Advance is a publication of the
Center for Faculty Development
Office for Research Career Development
Office for Women's Careers

Editorial Staff

Donna Lawton • Ann Skoczinski, PhD • Brenda Vega

Massachusetts General Hospital
55 Fruit Street, Bulfinch 370, Boston, MA 02114
Phone: (617) 724 - 0818, Fax: (617) 726 - 0568
Email: cfid@partners.org

Women in Medicine month

"Business Advice for Women Leaders in Medicine"

Speaker: Jeanine Wiener-Kronish, MD, Chief of the Department of Anesthesia and Critical Care.
Thursday, September 18, 2008 • 3 to 4:30 pm
Under Bulfinch Tent

rsvp: womens.careers@partners.org or (617) 724-5229.

Orientation Luncheons for New Research Faculty and Fellows

Orientation lunches to get researchers started and acquainted at MGH.

Thu, September 18, 2008 & Wed, October 22, 2008

rsvp: orcd@partners.org or (617) 643-1606.

Faculty Development Seminars: Communication Series Developing Clear and Concise Content

Two-hour interactive workshop to learn to write reader-focused content, get your point across clearly and concisely and get the results you want.

Speaker: Sheryl Lindsell-Roberts, Principal

Sheryl Lindsell-Roberts & Associates

Thursday, September 25, 2008 • noon to 2 pm

Thier Conference Room

rsvp: cfid@partners.org or (617) 724-0818.

Career Panel Discussion: Technology Transfer

Panel discussion for research faculty.

Thursday, October 2, 2008 • 3 to 5:30 pm

More details to follow.

Facultyfest - full of resources!

Opportunity for our faculty to meet, network and learn about resources available to them at MGH.

Thursday, October 23, 2008 • noon to 1:30 pm

Thier Conference Room

rsvp: cfid@partners.org or (617) 724-0818.

Faculty Development Seminars: Communication Series Dealing with the Media

In this session, you will hear about the 'tips and tricks' in dealing with media requests and responses.

Monday, October 27, 2008 • noon to 2 pm

Thier Conference Room

rsvp: cfid@partners.org or (617) 724-0818.

Faculty Development Seminars: Management Series Budgeting Basics

Come to learn about 'Budgeting 101' in laymen's terms.

Speaker: Sally Mason Boemer, Senior Vice President for MGH Finance

Monday, November 3, 2008 • noon to 2 pm

Thier Conference Room

rsvp: cfid@partners.org or (617) 724-0818.

Visit our website: www.massgeneral.org/facultydevelopment