

Partners Office for

Women's Careers

at MGH

Staff at Office of Women's Careers

Nancy J. Tarbell, MD: *Director*Rebecca Starr, MBA; MSW: *Program Manager*Jeanmarie Hosey, BA: *Staff Assistant*

FROM THE DIRECTOR

As part of our major goal for the year, which is to facilitate a dialogue regarding promotions, we are organizing dates for department specific discussions with Associate Dean, Mary Clark, and Department Chairs and Division Chiefs. Although our goal is to increase the number of women promoted, all faculty can benefit from these discussions and are welcome to attend.

Please keep your eyes open for your opportunity to be included in this year's **Annual Reception to Celebrate Women's Achievements** to be held on May 23. Our Program Manager, Rebecca Starr, will be compiling information from all of you in order to create a tribute book. She will be sending you an email requesting you to let her know of your achievements in 2001. You should receive this shortly.

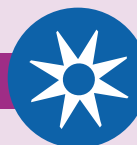
Sincerely,

Nancy J. Tarbell, MD

SAVE THE DATE:

The Office for Women's Careers sponsors an Annual Reception to honor the achievements of women faculty at the MGH. This year it will be held on Thursday, May 23 from 4 to 5:30.

Shortly you will be receiving an email from Rebecca Starr, Program Manager who will be putting together a tribute book listing women's achievements in the year 2001. If you want to be included, be sure to respond to that email promptly!



AWARDS

For additional information on grants and awards, see the website of the MGH Research Management Department: <http://mghra//>

Invitational awards for HMS faculty

EACH YEAR a number of faculty fellowships/grants and postdoctoral grants are available by invitation only. In order to select candidates who will represent Harvard in the national competitions, an internal review/selection process is conducted annually by the HMS Faculty Fellowship Committee. Although the application deadlines for the private foundations that sponsor these awards span the entire year, the HMS selection process occurs **ONLY ONCE** during the spring. Each February an announcement booklet (the RED BOOK) is distributed throughout the HMS community, and an internal call for applications is due in April (this year's deadline is **April 8, 2002**). This process covers ALL INVITATIONAL awards listed in this announcement, for candidacy
(Continued on Page 3)



FEATURE PRESENTATION

Loan repayments

ONE THIRD OF MEDICAL STUDENTS graduate with a debt greater than \$150,000. The average monthly payment can total \$1200-\$2500/month for 10 years! (NEJM 346:768-774; 2002) To address this problem, NIH has established a Loan Repayment Program. Information is described below:

Extramural Loan Repayment Programs Overview

The Extramural Loan Repayment Programs may repay up to a maximum of \$35,000 a participant's outstanding eligible educational loan debt depending on total eligible repayable debt. In return, participants must sign a contract agreeing to conduct qualified research activities for a minimum of 2 years. Participants may apply for additional one-year renewal contracts and may continue to receive loan repayment benefits, subject to the approval of the NIH. Actual loan repayments are based on the proportion of a participant's qualifying educational loan debt relative to his/her salary or, at the time the Loan Repayment Program contract begins. Loan repayment benefits represent taxable income for participants and are paid in addition to any salaries and benefits earned through the employer or host research institution.

Individuals who wish to apply to one of these Extramural Loan Repayment Programs are strongly encouraged to complete and submit the application forms located at <http://www.lrp.nih.gov>. If you are interested in being considered for loan repayment support during fiscal year 2002 (October 1, 2001 to September 30, 2002), your entire application (including recommendations, educational loan information, and other required information) must be received by February 28, 2002. Please call the LRP Helpline at 866-849-4047 if you have questions regarding the Loan Repayment Program application process, or send an email to lrp@nih.gov. All emails are responded to within 24 hours.

Announcing New SRAC Web Site and New SRAC Application Form

The MGH Subcommittee on Research Animal Care is pleased to announce a new web page. The information contained on this web page will assist investigators with preparation and submission of protocols to the SRAC for approval to conduct animal research and to provide investigators with information on SRAC policies, procedures, and federal, state, and local regulations governing animal research.

<http://is.partners.org/aniweb>

This is an illustration of programming efforts from the Office for Women's Careers just for the month of February

Feb 4:

PhD's: Surviving and Thriving in a Clinical Environment - *A workshop to discuss common themes and gain an understanding of possible strategies for success*

Feb 7:

Mentoring in Practice: Issues and Answers - *The second in a series of discussions with those participating in our pilot mentoring project with the OB/GYN department*

Feb 11:

Workshop on the Promotions Process with Associate Dean, Mary Clark - *Pediatric Emergency Department*

Feb 20:

Workshop: How to Make That Final Leap to Full Professor with Associate Dean, Mary Clark, Associate Professors

Feb 25:

Junior Faculty Networking Luncheon - *An opportunity for junior women to meet each other and network in an attempt to build more of a sense of community and collaboration*

Feb 27:

The Dynamics of Mentoring and Being Mentored with the new Dean for Diversity and Community Partnership at the medical school, Joan Reede.

Sponsored in collaboration with the Multicultural Affairs Office in commemoration of Black History Month

Feb 28:

Workshop on the Promotions Process with Associate Dean, Mary Clark - *Psychiatry Department*



THE BOOKSHELF

SUGGESTED READING ...

“Working Families: The Transformation of the American Home”

About the editors: Rosanna Hertz is Professor of Sociology and Women's Studies at Wellesley College and author of “More Equal Than Others” (California, 1990). Nancy L. Marshall is Senior Research Scientist at the Wellesley College Center for Research on Women.

The dynamics of work and parenthood are in the midst of a revolutionary shift in the United States. Focused around a major factor in this shift — the rise of dual-income families — this book provides a highly informative snapshot of the intricate fabric of work and family in the United States. With selections written by leading scholars both inside and outside academia,

Working Families offers intimate stories of how families manage and how children respond to the rigors of their parents' lives, as well as broad overviews developed from survey and census data. Taken together, these essays present an updated and integral view of the revolutionary changes in patterns of work and family life occurring today.

Available online at www.ucpress.edu/books/pages/9187.html

“From Scarcity to Visibility: Gender Differences in the Careers of Doctoral Scientists and Engineers”

Can be found on the National Research Council's web site: www.nas.edu/nrc/. From there click on to “National Academy Press,” the next page is a search, type in Gender and the book is on the following page. It can now be printed.

— Awards

(Continued from Page 1)

during the period July 1, 2002 to June 30, 2003. Applicants can NOT apply directly to the foundations for these awards; rather, they must be selected by the Faculty Fellowship Committee to become Harvard's nominee.

Hard copies of the RED BOOK will available throughout the HMS community by mid-February, at offices of full professors, of research administration, of career development, and of faculty affairs. In addition, by mid-February all information will be posted on line at: www.hms.harvard.edu/fa/fellowship2002

Further questions can be directed to Dr. Roslyn W. Orkin, (617)432-3579, roslyn_orkin@hms.harvard.edu or to Patricia Stinson, (617)432-3191, patricia_stinson@hms.harvard.edu

Brain tumor research awards: \$600,000 and \$100,000 grants

The Medical Foundation is pleased to announce an exciting new source of funding for brain tumor research. The Goldhirsh Foundation is dedicated to funding investigators working in the continuum between basic research and clinical application to discover innovative therapies leading to the arrest and successful treatment of adult astrocytic tumors. The Goldhirsh Foundation encourages investigators to think creatively and consider unconventional strategies in their Letters of Intent. Examples of funding areas include but are not limited to gene expression and proteomics in adult astrocytic tumors, discovery and testing of small molecule therapies,

unusual drug delivery systems, or improved brain imaging techniques. Eligibility is not limited to those investigators currently working in adult brain tumor research. Investigators from other fields are also encouraged to apply with proposals relevant to adult astrocytic tumors.

Investigators may apply for the \$600,000 (inclusive of 10% indirects) three-year award or the \$100,000 (inclusive of 10% indirects) one-year pilot study award. A two-page Letter of Intent is due Friday, April 12, 2002. Selected investigators will be invited to submit a ten-page proposal, due June 11, and funding will begin September 1, 2002. Up to three \$600,000 awards and several \$100,000 awards will be funded each year. Eligibility requirements include Faculty rank of Instructor or higher, and employment at a non-profit institution in Massachusetts.

Complete eligibility guidelines and application forms are available online at <http://www.tmfnet.org/grantmake.html>

For questions, call or email The Medical Foundation (TMF) at (617) 451-0049, ext. 702 or mail@tmfnet.org.



COMMITTEE MEMBERS

Women in Academic Medicine Committee at MGH

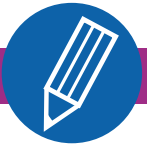
Joseph Avruch, MD
Susan Briggs, MD
Jane D. Clafin
Jean Elrick, MD
Judy Friend
Anne Klibanski, MD
Ron Newbower, PhD
Britain Nicholson, MD

Elena Olson, JD
John Parrish, MD
Allison Rimm
Colleen Ryan, MD
Elizabeth Sands
Isaac Schiff, MD
Eleanor Shore, MD
Kate Walsh

Debra Weinstein, MD
Anne Young, MD, PhD

Staff
Nancy Tarbell, MD
Director

Rebecca Starr, MBA, MSW
Program Manager



OF NOTE

A NEW EMPHASIS ON TEACHING

1 *New Set of Criteria for Getting Promoted at Harvard Medical School*

Several years ago Harvard Medical School approved a new set of criteria for promoting instructors who consistently demonstrate excellence in teaching and clinical work but who may not be as widely published as their peers. The **Clinician-Teacher** criteria allow full or part-time instructors with a doctoral degree who have at least 10 years of meritorious service at the Medical School to be promoted to assistant professor.

This new set of criteria came as a result of a committee finding that clinical teachers had a difficult time being promoted from instructor to assistant professor, even though some had spent many years at HMS and had shown a strong commitment to teaching.

The new criteria enable instructors who have contributed to the school for a decade or more to be promoted on the basis of continuous high quality teaching and clinical activities. The purpose of this new ladder is to address a group of people who were not being recognized by the promotion system. "There were faculty who were absolutely marvelous teachers and who carried out significant amounts of teaching for the school who were still instructors. The School wished to reward their meritorious service" said Professor Frederick Lovejoy, the chair of the subcommittee that considers the proposed promotions.

Nearly 60 instructors have received promotions by the new criteria. "Every one of them, in the eyes and view of the committee, was immensely deserving" Lovejoy said. Candidates are chosen for showing consistent growth and influence as a teacher and clinician.

Taken from the HMS Dean's Report 2000-2001

Addendum: For more information about how these new criteria might impact on you, schedule an individual appointment with Mary Clark, Associate Dean at HMS, when she is on-site at the MGH. See our Resource File page in this newsletter for dates and times.

Look on the web for specific promotion criteria at: <http://www.hms.harvard.edu/fa/handbook/purplebook>

2 *Harvard Medical School establishes The HMS Academy*

(description of the program is from the website)

Seeking to restore the core value of teaching as "the heart and soul of academic medicine," HMS is building a new program to foster and reward the efforts of the School's most gifted and passionate teachers. This program is called the HMS Academy and Dr. George Thibault is the first director and will lead the selection of initial members.

The Academy is an organization designed to establish and support a community of scholars with abilities, commitment, and leadership in the teaching of medicine.

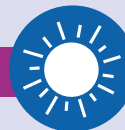
Members are outstanding teachers who:

- Devote significant time to the teaching of medicine (ranging from 10% to 50%)
- Develop innovative projects and programs
- Participate in educational colloquia and workshops
- Participate in membership meetings and an annual retreat
- Represent the Academy at their home departments, education councils, and regional and national meetings

The Academy is expected to benefit all teaching faculty as an advocate for promotion based on teaching contributions and as a crucible for new educational ideas.

For more information go the web site:

<http://academy.med.harvard.edu/>



SPOTLIGHT ON WOMEN



Anne Klibanski, MD, chief of the MGH Neuroendocrine Unit, has been named recipient of the Endocrine Society's national Clinical Investigator Award. Klibanski will receive the award and deliver a plenary lecture at the society's annual meeting in San Francisco June 21.



RESOURCE FILE

CAREER/WORK-LIFE**HMS Promotion Office**

Mary Clark, PhD, Associate Dean for Faculty Affairs at HMS is available to meet with faculty at the MGH site for one morning per month. She can meet with you to talk about your academic careers, CV's, and the Harvard Medical School promotion process.

Third Thursday of every month in Bulfinch 370c:

March 21	8:30-12:30pm
April 18	8:30-12:30pm
May 16	8:30-12:30pm
June 20	8:30-12:30pm

To schedule an hour appointment, please call our office at 724-5229.

Harvard Ombuds Office

The Ombudsperson, Linda Wilcox, is an impartial complaint handler who strives to see that people are treated fairly and equitably at HMS, HSDM, and HSPH. The Ombudsperson will provide you with a safe forum to voice your concerns, evaluate your situation, organize your thoughts, assess your feelings, and decide what is important and relevant to your specific circumstance. Such issues as Sexual Harassment, Racism and other discrimination, Scientific/ Professional Misconduct, Intellectual Property, Ethics, Personality Conflicts, and Fear of Retaliation are safely discussed. The Ombudsperson will be at MGH to meet with you on the following dates:

March 6	9-11:30 am
March 20	2-4 pm
April 10	9-11:30 am
April 24	2-4 pm
May 15	9-11:30 am

May 29	2-4 pm
June 12	9-11:30 am
June 26	2-4 pm

To schedule an appointment, please call Linda Wilcox directly at 617-432-4040.

Employee Assistance Program at MGH

617-726-6976

The EAP is a workplace-based consultation, short term counseling, information and referral program for employees of MGH. The EAP has helped thousands of employees put their problems in perspective and get the help they needed to be happy and productive. All EAP services are strictly confidential and free-of-charge. If you have a difficult situation that is causing stress at work or at home, or affects your personal health and happiness, you may wish to contact the EAP. EAP consultants have graduate level training in a variety of mental health disciplines. The EAP also presents a variety of work-life focused workshops for hospital employees.

Harvard Medical Center Office of Work and Family

617-432-1615

Offers childcare resources, elder care information and referral, lunchtime seminars on issues of concern to parents with children of all ages as well as those caring for aging relatives, who are attempting to balance work and family life.

HMS Promotion Criteria in Writing

<http://www.hms.harvard.edu/fa/hand-book/purplebook>

CHILD CARE**MGH Backup Child Care Center, Warren Lobby, Info: 617-724-7100**

- Monday through Friday, 6:30 am to 6:30 pm
- Designed for toddler, pre-school, and school age children
- Intended to assist employees of MGH when their primary care falls through or when school is closed.

Day Care at the Charlestown Navy Yard, Info: 617-726-5437

- First priority for Partners HealthCare System employees
- 6 weeks to 5 years old open 6:15 am to 5:45 pm Monday through Friday — 65 kids/day. There is a waiting list.

Daycare Center at the Catherine Filene Shouse Building at CNY.

Opening in February of 2002.

- 2 to 6 years old
- Applications currently are being accepted on a rolling basis.
- 49 available slots. 6:30am to 6pm.
- For employees of Partners HealthCare System and MGH and the Institute of Health Professions.

To request information, please call Sheryl Lauber Weden at (617) 724-9751.

FINANCIAL**Social Security Online For Women**

<http://www.ssa.gov/women>

If you have published a book recently and you are on staff at MGH, we would like to hear about it. Please send a short description of the book and the name of the publisher to rstarr@partners.org



DID YOU KNOW?

Working and breastfeeding *can* be done at MGH

THE MOTHER'S CORNER is a program sponsored by the Employee Assistance Program (EAP) for MGH and Partners employees returning to work after maternity leave. The Mother's Corner provides new mothers with the opportunity to continue breastfeeding while back at work. An electric breast pump is provided in a private, comfortable room so working mothers can express milk while at work.

The Mother's Corner has four locations which are open seven days a week, 24 hours a day.

4th floor of the Vincent/Burnham building

7th floor at MGH East

One Constitution Center - Room 244

Revere Health Center - 3rd Floor in OB-GYN department

Call Allison Lilly - 6-6976

Call Kimberly Wedge - 4-3913

Call Rebecca Coburn - 6-5400

Call Deborah Jacobson - 781-485-6061

If you are interested in utilizing the Mother's Corner, call one of the staff listed above. All the staff are mothers who continued to breastfeed their babies after returning to work. They will be able to provide you with a brief orientation and are available as an ongoing resource.

MGH also has a lactation specialist available for consultation, if needed.

Quotes of note ...

*"The room is cozy and warm ...
quite a relaxing place to be."*

*"Using the Mother's Corner eased the
transition back to work for me."*

Upcoming Seminar on Working and Breastfeeding:

May 21 12 to 1 pm

Room 401

Vincent/Burnham/Kennedy Building

EDITOR

Rebecca Starr

Please send your input, ideas,
suggestions and comments to the editor at
rstarr@partners.org

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