

Partners Office for

Women's Careers

at MGH

Staff at Office for Women's Careers

Nancy J. Tarbell, MD: *Director*Rebecca Starr, MBA; MSW: *Program Manager*

FROM THE DIRECTOR

Dear Colleagues,

We hope you find the many and varied programs we are sponsoring for the benefit of women faculty at MGH helpful.

We have sent out the brochures announcing a new initiative of our office — the Noontime Learning Series. These seminars were planned specifically in response to your requests. We hope you will participate. We hope you find them useful for increasing your knowledge about career advancement as well as balancing your career and family pressures.

Janet Bickel's presentation on Enhancing the Professional Development Environment at MGH for Women Faculty will address some of the issues you have raised with our office over this past year and will hopefully leave us with some concrete action steps we can implement to address these issues.

As always, we welcome and appreciate your input.

Sincerely,
Nancy J. Tarbell, MD



MARK YOUR CALENDAR

October 3 - Noontime Learning Series #2

Children and Stress, Burr 5 Conference Room

This parent workshop will focus on some of the major causes and identify telltale signs of stress in young children. Suggestions for responses and activities adults can do with their children to help them cope with their stress will also be covered.

Patricia Marquis, LICSW, Early Childhood Consultant and Parent Educator. Co-sponsored by the Harvard Medical Center Office of Work & Family

October 21 - Enhancing the Professional Environment at MGH for Women Faculty, 8 to 9:30 am

Presentation by Janet Bickel of the Association of American Medical Colleges (AAMC). She is the Associate Vice President and Director, Women in Medicine Program. *Walcott Conference Rooms 2 and 3, Wang Building. Breakfast following. RSVP to 724-5229*

November 5 - WAM Meeting, 12 to 1:30 pm

Meeting of the WAM (Women in Academic Medicine) committee. *Austen Conference Room in Bulfinch.*

November 7 - Noontime Learning Series #3

How to Use Power Point to Make More Effective Presentations, Computer Learning Facility at Charles River Plaza

One hour of instruction about how to move from using overheads to using the computer for Power Point presentations. This workshop has been organized to help faculty move more easily into the electronic age.

Ted Witherell, Sr. Consultant, Training and Development, and Anne Sedlock, Training Consultant, IS Training Department.

November 7 - Workshop, 1:30 to 5 pm

Strong Women - Strategic Performance

November 18 - Workshop, 8 to 11:30 am

Strong Women - Strategic Performance, Part 2

This is designed as a follow-up for women who attended in the Spring



FEATURE PRESENTATION

Source: *Chronicle of Higher Education*

Study of couples in academe finds least stress when both spouses work at same college

By ROBIN WILSON

E-mailto: robin.wilson@chronicle.com

ACADEMIC COUPLES who work at the same university are happier and report less stress in balancing their jobs and their family lives than do dual-earner couples in which one spouse works at a university and the other works at a different institution or outside academe. The finding is among the results of a new study of 276 couples completed by scholars at Cornell University's Careers Institute, which is supported by the Alfred P. Sloan Foundation. The study is called "Intimate Academics: Co-Working Couples in Two American Universities." Nationwide, about 40 percent of male faculty members and 35 percent of female faculty members are married to other academics. As those proportions have grown in the last decade, accommodating couples has become a chief concern in university hiring. Cornell's study is one of the first to explore the phenomenon, and to document the benefits to couples of working at the same institution. "There are a fair amount of formal and informal policies at universities to adjust their employment to accommodate spouses," says Stephen Sweet, associate director of the Careers Institute, "but there is almost no research on the subject."

The 276 couples were identified for study because at least one spouse worked for one of two universities in upstate New York, which the study does not name. Overall, 17 percent of the individuals in the study were married to someone else who worked at the same university. Of those couples, about half — 23 — were pairs in which each spouse was a professor or academic administrator. The study found that men whose wives worked at the same university spent six more hours per week working than men whose wives worked elsewhere. But the men whose wives worked at the same university reported greater family success and less "negative spillover" of stress from home to work. Women with advanced degrees whose husbands worked at the same university reported being more satisfied with their marriage and family life than other married women in the study. And women with school-age children whose spouses worked at the same university reported working fewer hours than other women and reported greater success in balancing work and family obligations. Another key finding was that couples who worked at the same university were more likely than others to place an equal priority on both partners' careers and less likely to favor the husband's over the wife's. "Our study isn't intended to say that academic environments are entirely suited to work and family life," says Mr. Sweet, who completed the study with Phyllis Moen, director of the institute. "But co-working relationships help to buffer some of the work and family strains."



PROFESSIONAL DEVELOPMENT



2002 AAMC Annual Meeting

November 8-13, 2002 in San Francisco, CA.

Highlights of the Women in Medicine specialty program include:

1. Staying Power: Weathering Transitions, Negotiating the Political Terrain & Working for Gender Equity
2. Building Morale Across the Continuum of Academic Medicine

3. WIM Breakfast with Council of Academic Societies

Topics:

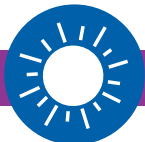
- On-Site Day Care: What are the Successes & Barriers?
- Improving Mentoring in Academic Medicine
- Women Faculty Organizations: What's Working?
- Enhancing the Environment for Gays and Lesbians in Medical Education
- Encouraging Students toward an Academic Career
- Women's Health Education: Defining Competency for Medical Students
- Conflict Resolution

Registration for the conference: \$400

Student/Resident - \$200

For more information:

<http://www.aamc.org/meetings/annual/2002/start.htm>



SPOTLIGHT ON WOMEN



Young

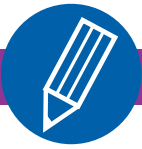
Anne Young MD, PhD, chief of the Department of Neurology and the Julieanne Dorn Professor of Neurology, received the Marion Spencer Fay award from the National Board of Medicine during an April meeting in Philadelphia. Dr. Young was recognized for

her studies in the field of neurodegenerative diseases, including her role as a member of the team that initially mapped the location of the gene for Huntington's Disease. The \$20,000 award is given annually to honor and promote women who have made remarkable contributions to health care, medical education, and research.



Kraft

Mary Kraft, MD, will be a course director of a new course at HMS next winter. The course is the "Healer's Art" (a variation of Rachel Naomi Remen's course at UCSF).



OF NOTE

1 *New CDC director is named*

The Department of Health and Human Services named the next director of the Centers for Disease Control and Prevention (CDC). Julie Gerberding, MD, MPH, currently the CDC's acting deputy director for science, will be the first female director in CDC history. Dr. Gerberding is an infectious disease specialist who joined the CDC in 1998. For more information: Go to <http://www.hhs.gov/news>

2 *Medical School Faculty Salaries are now available on-line*

Go to <http://services.aamc.org/ffsreports> and use the following: Username: WLO. Password: Equity4WIM. While gender is not an element in this national database, the averages by specialty and rank can be very useful. For questions contact Hershel Alexander at halexander@aamc.org

3 *Report on Women's Lack of Advancement*

In the spring of 1995 a Project Committee was formed to examine why the number of women selected for leadership positions in academic medicine is keeping pace neither with the current availability of talented women faculty nor with our need for achieving gender balance. The Committee's final report was approved by AAMC's

Executive Council on 2/28/02. Go to <http://www.aamc.org/members/wim/committees/increasing.htm>. This report will also appear in October's issue of *Academic Medicine*.

4 *MIT Reports on Women's Status*

A series of MIT reports reveals that women faculty members still feel marginalized there and even when paid the same as their male colleagues, women often feel like "second class" members of the faculty. The most recent report is a follow-up on the 1999 study by Dr. Nancy Hopkins. Dr. Hopkins admits that marginalization of women is hard to fix. See the full report at: <http://web.mit.edu/faculty/reports/>



5 *Achieving Xcellence*

Achieving Xcellence is a new web site initiated by NIH Office of Research on Women's Health. It offers information regarding the advancement of women in science. <http://www4.od.nih.gov/axxs/default.htm>

The Harvard Medical School's Joint Committee on the Status of Women (JCSW) starts new year with eight MGH representatives

The task of the JCSW is 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 maximum potential. This new academic year brings new and old members together and it is very exciting that all told, there will be now be 8 women from MGH on this committee. These women include:

Susan A. Vassallo, MD, Assistant Professor in the Department of Anesthesia and Critical Care

Tayyaba Hasan, PhD (Co-Chair of JCSW), Professor in the Department of Neurology

E. Tessa Hedley-Whyte, MD; MB BS, Professor in the Department of Pathology

May Pian-Smith, MD, Instructor in the Department of Anesthesia and Critical Care

Laura Riley, MD, Assistant Professor in the Department of OB-GYN

Margaret Seton, MD, Assistant Professor of Medicine in the Arthritis Unit

Nancy Tarbell, MD (ex-officio), Professor of Radiation Oncology and Director of the MGH Office for Women's Careers

Rebecca Starr (liaison from the MGH Office for Women's Careers)



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.

Bulfinch 370c:

October 17	8:30-12:30pm
November 21	8:30-12:30pm
December 19	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:

Oct 3	10 am-12	Clafin Library
Oct 16	2-4 pm	Clafin Library
Nov 6	10 am-12	Clafin Library
Nov 20	2-4 pm	Clafin Library
Dec 4	10 am-12	Clafin Library

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

Website for information on Child Care at MGH: <http://www.massgeneral.org/childcareservices>. To request information, please call Sheryl Lauber Weden at 617-724-9751

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 and Partners, as well as patients, when their primary care falls through or when school is closed.

MGH Children's Center, Captains Quarters, CNY, 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.

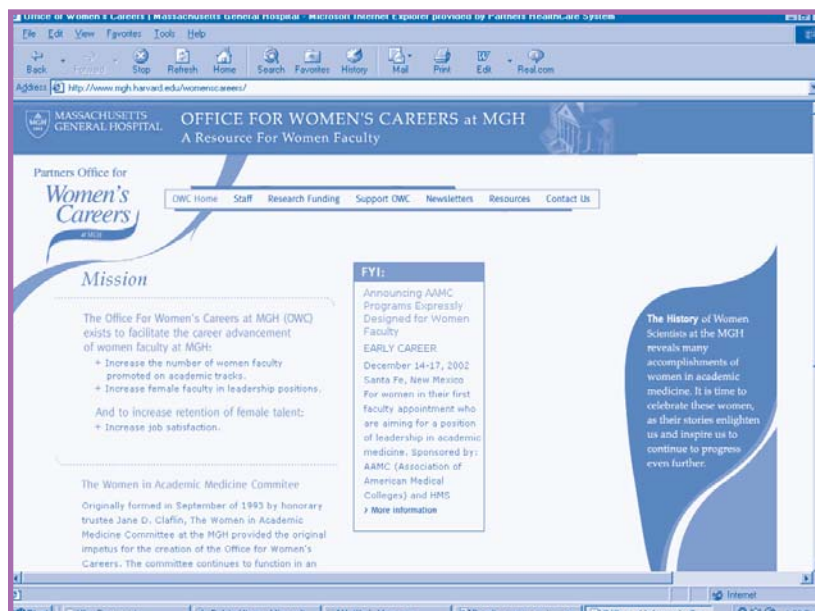
The Children's Quarters at the MGH Institute of Health Professions at CNY, Info: 616-726-6010

- Priority to Partners employees and the Charlestown community
- Full time/Part time daycare for Preschool and Kindergarten children ages 2.9 to 6 years old
- Open 6:15 am to 5:45 pm, Monday through Friday
- 49 available slots

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

FINANCIAL**Social Security Online For Women**

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



Visit our new web site at www.massgeneral.org/womenscareers

Go to our website for news, articles, information and resources.



COMMITTEE MEMBERS

Women in Academic Medicine Committee at MGH

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

John Parrish, MD
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Rebecca Starr

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

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