

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*  
 Brenda Vega, *Staff Assistant*



## FROM THE DIRECTOR

Dear Colleagues,

We are looking forward to celebrating your achievements at our upcoming 6th Annual Reception for Women Faculty. Please save the date on May 29th. We have outgrown the Trustees Room (a good sign) so this year we will hold the reception in the Wellman Conference Room.

Watch for the email from Rebecca Starr asking you to submit your achievements for the year 2002.

Sincerely,

Nancy J. Tarbell, MD



MASSACHUSETTS  
GENERAL HOSPITAL



## FUNDING OPPORTUNITIES

### *HMS Internal Nomination Process for Invitational Award Opportunities (The "Red Book")*

Each year over 50 Postdoctoral and Faculty Fellowships/Grants are available to the Harvard Medical Community by invitation only. The private foundations that fund these grants permit Harvard to nominate a limited number of individuals for each award. In order to choose candidates that will represent Harvard in the national competitions, an internal review/selection process is conducted by the HMS Faculty Fellowship Committee.

A summary of the next cycle of invitational fellowships/grants, the **Red Book**, becomes available every February, both electronically and in hard copy. Hard copies can be reviewed in all Departmental Offices and appropriate Administrative Offices.

Updated information is available on-line at:  
[www.bms.harvard.edu/fa/fellowship2003](http://www.bms.harvard.edu/fa/fellowship2003)

**Nomination deadline in the HMS Office for Faculty Affairs:  
 April 9, 2003**

### *Dermatology Foundation Award Programs*

The Dermatology Foundation funds eight different invitational awards. Nominations are to originate from a "Single Academic Program including Affiliated Institutions." Nominees for these programs will *not* be selected as part of the Faculty Fellowship Process, but rather, the Department of Dermatology will select the nominees for these awards and facilitate/administer them. Please contact Dianne Kovacev in Dr. John Parrish's office for details (617) 726-5254.

### *AAMC, Sallie Mae offer new MEDLOANS Consolidation Loan*

The AAMC and Sallie Mae, a federally guaranteed student loan provider have introduced "MEDLOANS Consolidation Loan," a federal consolidation loan program. The new product allows eligible borrowers to lower their monthly student loan payments by up to 50 percent or more, lock in historically low interest rates, and potentially save thousands of dollars in interest expenses by taking advantage of special borrower benefits. MEDLOANS Consolidation Loan allows borrowers to roll all eligible student loans into a new loan with one monthly payment. The loan may be repaid with terms up to 30 years, based on their total education loan indebtedness.

Information: Go to <http://www.aamc.org/medloans>



## FEATURE PRESENTATION

## Parents in a Pinch

**O**UR OFFICE HAS BEEN WORKING for over a year with the EAP and ChildCare Services to offer an employee benefit that will help parents. MGH has recently approved the expenditure for the benefit and all employees may take advantage of it immediately. It is called Parents in a Pinch.

What is Parents in a Pinch? It is another type of back-up child care for emergencies. This will compliment the service already in place for employees in the Warren Lobby which is called the MGH Backup Childcare Center.

### *When is it appropriate to call Parents in a Pinch?*

- During school vacations
- When your child is a little bit under the weather and you need to get to your office or want to work at home
- When you have to work late, on weekends, or overnight on business trips
- When your family day care provider goes on vacation
- When your live-in nanny quits unexpectedly
- If you have children too young for the MGH Backup Childcare Center

### *When are childcare providers available?*

Childcare is available 24 hours/day, 7 days/week in your home.

### *What is the process for arranging childcare?*

- Call Parents in a Pinch directly at (617) 739-5437 to request childcare.
- Be certain to identify yourself as an employee of Mass General Hospital and provide your MGH Employee ID number.
- They will locate a provider for you who meets your specific needs, and will then contact you with the provider's name and background information.
- The provider will call you to confirm the date, time and location of the job.
- When the job has been completed, pay the provider and sign her time sheet.

### *How much do I pay?*

Mass General Hospital subsidizes the corporate placement fees associated with backup childcare, and you (the employee) pay the in-home provider \$10 per hour for one child, \$1 per hour more for each additional child. You are also responsible for reimbursing the in-home provider's transportation costs (\$.30 per mile) up to a maximum of \$15 per day. There is a four-hour minimum charge per day.

### *Is there a limit to how many times I can use Parents in a Pinch?*

Yes. MGH employees can utilize the service no more than seven times per calendar year so as to make the benefit accessible to as many employees as possible.

### *What if I need to cancel?*

There is a \$25 fee charged if you cancel within 24 hours of the scheduled care.

To obtain more information about this benefit from MGH, please contact: Parents in a Pinch at (617) 739-5437.

*Editor's Note: I received this from a friend in an email and thought it was worth passing along to all of you.*

### **JOB POSTING: Position: Mom**

#### **JOB DESCRIPTION:**

Long-term team players needed for challenging permanent work in an often-chaotic environment. Candidates must possess excellent communication and organizational skills and be willing to work various hours, which will include evenings and weekends and frequent 24-hour shifts "on call." Some overnight travel required, including trips to primitive camping sites on rainy weekends and endless sports tournaments in faraway cities. Travel expenses not reimbursed. Extensive courier duties also required.

#### **RESPONSIBILITIES:**

This is for the rest of your life. Must be willing to be hated at least temporarily, until someone needs \$5 to go skating. Must be willing to bite tongue repeatedly. Also, must possess the physical stamina of a pack mule and be able to go from zero to 100 MPH in three seconds flat in case, this time, the screams from the backyard are not someone just crying wolf. Must be willing to face stimulating technical challenges, such as small gadget repair, mysteriously sluggish toilets and stuck zippers. Must screen phone calls, maintain calendars and coordinate production of multiple homework projects. Must have ability to plan and organize social gatherings for clients of all ages and mental outlooks. Must be willing to be indispensable one minute, an embarrassment the next. Must handle assembly and product safety testing of a half million cheap, plastic toys and battery-operated devices. Must always hope for the best but be prepared for the worst. Must assume final, complete accountability for the quality of the end product. Responsibilities also include floor maintenance and janitorial work throughout the facility.

#### **POSSIBILITY FOR ADVANCEMENT AND PROMOTION:**

Virtually none. Your job is to remain in the same position for years, without complaining, constantly retraining and updating your skills, so that those in your charge can ultimately surpass you.

#### **PREVIOUS EXPERIENCE:**

None required, unfortunately. On-the-job training offered on a continually exhausting basis.

#### **WAGES AND COMPENSATION:**

You pay them, offering frequent raises and bonuses. A balloon payment is due when they turn 18 because of the assumption that University will help them become financially independent. When you die, you give them whatever is left. The oddest thing about this reverse-salary scheme is that you actually enjoy giving and wish you could only do more.

#### **BENEFITS:**

While no health or dental insurance, no pension, no tuition reimbursement, no paid holidays and no stock options are offered, job supplies limitless opportunities for personal growth and free hugs for life if you play your cards right.



## PROFESSIONAL DEVELOPMENT

### 1 *Mid-Career Women Faculty Professional Development Seminar*

Jointly sponsored by the Association of American Medical Colleges and Harvard Medical School, Department of Continuing Education, July 19 to 22, 2003, The Fairmont Hotel, Washington, DC

#### *Target audience*

This seminar is for women at the assistant professor (with a minimum of four years experience in the position) and associate professor levels. It is targeted primarily to physicians but is also pertinent to PhD scientists. With the application form, applicants must submit a supporting letter from their Dean, Section or Department Head describing how her goals for attending the seminar relate to her work and professional aspirations. In order to keep workshops small, seminar enrollment will not exceed 120.

#### *Continuing Medical Education Credit*

Harvard Medical School designates this educational activity for up to 16.5 hours in category 1 credit towards the AMA Physician's Recognition Award. Each physician should claim only those hours of credit that she actually spent in the educational activity. There is an additional \$50 fee to receive CME credit.

#### *Objectives*

- To assist attendees in developing key skill and knowledge areas related to academic and organizational leadership.

- To assist each participant in creating an agenda for working toward her professional development goals.
- To provide participants with insights into the realities of building a career in academic medicine, into key ways in which academic medicine is changing, and into leadership qualities demanded by these realities and changes.
- To help participants to expand their network of colleagues and role models and to bring new energy to their networking.

For more information please look at this website:  
<http://www.aamc.org/meetings/specmtgs/midwim03/start.htm>

### 2 *SELAM (Society for Executive Leadership in Academic Medicine) is sponsoring its 5th Annual CE Program*

Courage: The Key to Success in Women's Careers  
April 25 and April 26 Philadelphia, PA

#### *Target audience*

Individuals in leadership roles in academic medicine and those seeking advancement toward these roles.

For more information: [tori@drexel.edu](mailto:tori@drexel.edu)

### 3 *Case Writing I & II*

Sponsored by the HMS Office of Educational Development, March 20 (I) and 27 (II), Boston, MA



## OF NOTE

### Women in Academic Medicine (WAM) Committee Reorganizes

The WAM Committee is now filled with many new faces! In addition to the 5 new women faculty who were elected by their colleagues, a new Department Chair has been appointed, as well as a VP, two trainees and a Trustee of the hospital. We look forward to working with this new leadership group!

We welcome the newest WAM Committee members: Amy Fontanella, *Development Office*; Dr. Anne Fishel, *Psychiatry*; Dr. Tayyaba Hasan, *Dermatology and JCSW Co-Chairperson*; Dr. Elaine Hylek, *Medicine*; Dr. Reshma Jaggi, *Trainee representing ECOTE*; Dr. Nancy Rigotti, *Medicine*; Dr. Jerry Rosenbaum, *Chief of Psychiatry*; Joan Sapir, *Vice President*; Peggy Slasman, *Chief Public Affairs Officer*; Dorothy Terrell, *Hospital Trustee*; Dr. Erin Tracy, *OB-GYN*; Dr. Wendy Caroline West, *Neurology*; and Dr. Anna Yoo, *Trainee representing ECOTE*.

The WAM Committee serves as the advisory team in the fulfillment of our mission — to facilitate the career advancement, retention, and satisfaction of our women faculty.

We want to thank the past members of the WAM Committee — Joseph Avruch, MD, Susan Briggs, MD, Allison Rimm, Colleen Ryan, MD, and Elizabeth Sands — who were integral to the fulfillment of our mission during the beginning years of our office's operation. We certainly would not have been able to accomplish as much as we did without their input and energy. The hospital is a better place for women now, because of their efforts.

We hope they will always be proud of their participation in this endeavor and that the community appreciates their efforts.



## 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.

**Burr Conference Room 1 Bar Hall Ext:**

March 20	8:30-12:30 pm
April 17	8:30-12:30 pm
May 15	8:30-12:30 pm
June 19	8:30-12:30 pm
July 17	8:30-12:30 pm
August 21	8:30-12:30 pm
September 18	8:30-12:30 pm
October 16	8:30-12:30 pm
November 20	8:30-12:30 pm
December 18	8:30-12:30 pm

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

**HMS Promotion Criteria in Writing**

<http://www.hms.harvard.edu/dfa/handbook/purplebook>

**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:

**White Building 644 (Carter Rowe Conference Room):**

March 19	10-12 Noon
May 14	10-12 Noon

**Burr Conference Room 1 Bar Hall Ext:**

April 23	1-3 pm
June 18	1-3 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.

**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, 7 am to 6 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.

**WEBSITES****Financial**

Social Security Online For Women  
<http://www.ssa.gov/women>

**MomMD®**

"The leading online community for women in medicine. Women at all stages of their medical career can find information and resources to balance and enrich their professional and personal life. Connect with other women across the world."

<http://www.mommd.com/>

**NIH Achieving Xcellence - Advancing Women in Science**

<http://www4.od.nih.gov/axxs/default.htm>

**Research**

<http://mghra.partners.org>

<http://crnet.mgh.harvard.edu/home/home.asp>

<http://grants1.nih.gov/grants/oer.htm>

<http://www.aamc.org/>



## MARK YOUR CALENDAR

*March 28-30, 2003*

*Healing Retreat for Women Physicians*

Temenos Conference and Retreat Center  
West Chester, PA

Sessions will explore how to live in ways that honor hearts, mind, and spirit and rekindle enthusiasm for medicine. Registration \$550 for sessions, accommodations and organic meals. To register call: Dr. Sharon Youcha at (610) 517-3335

*April 3, 2003*

*12 - 1 pm: Noontime Learning Series*

**VARIOUS CAREER PATHWAYS IN MEDICINE**

A panel discussion presenting diverse careers in industry, scientific publishing, management, and academic medicine.

Panelists include:

Ann Taylor, MD  
*Pfizer Global R & D*

Julie Ingelfinger, MD  
*Deputy Editor: New England Journal of Medicine*

Jean Elrick, MD  
*MGH Senior VP for Administration*

Janet E. Hall, MD  
*Associate Professor in the Department of Medicine*

*Thursday, May 29, 2003, 4 to 5:30 pm*

*6th Annual Reception for Women Faculty*

Once again we will be hosting a reception to honor you — the women faculty of MGH for your significant accomplishments during 2002. This is a time to celebrate the women faculty for all the wonderful contributions made to further health care and science. Formal invitations to come ...

We will once again be publishing a Tribute Book which will be distributed at the reception as well as to all Department Chairs. Achievements of MGH women faculty who make submissions will be noted. These will include:

- Promotions in 2002
- Honors and awards received in 2002
- New grant money received in 2002
- Publications in 2002
- Significant accomplishments in 2002

Please watch for the email from Rebecca Starr asking for your submissions.

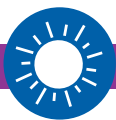
*June 5, 2003*

*12 - 1 pm: Noontime Learning Series*

*How to Get Yourself Mobilized to Publish*

Do you want to be on the academic track but can't seem to get the motivation to write? Come hear from someone who has pushed through the obstacles.

Karen Klahr Miller, MD, is an Assistant Professor in the Department of Medicine and was a 1999 recipient of the Claflin Distinguished Scholar Award.



## SPOTLIGHT ON WOMEN

*Another woman full professor*

Join us in wishing congratulations to a woman who just became a full professor! Marjorie Ann Oettinger, PhD, was approved for promotion to Professor of Genetics at MGH.

Marjorie Oettinger's research is focused on understanding how the B and T cells of the immune system generate the diverse repertoire of antibodies and T cell receptors required for a functional immune system. Dr. Oettinger is a co-discoverer of the RAG1 and RAG2 proteins that initiate the V(D)J recombination reaction that assembles antigen receptor genes from component gene segments. Her laboratory studies the mechanism and developmental regulation of V(D)j recombination, trying to understand how the reaction normally occurs and how error in the process can lead to lymphoid malignancies.



*Marjorie Ann Oettinger, PhD*

**EDITOR**  
**Rebecca Starr**

Please send your input, ideas,  
suggestions and comments to the editor at  
[rstarr@partners.org](mailto:rstarr@partners.org)

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<http://www.massgeneral.org/womenscareers/>

**WINTER NEWSLETTER 2003** Office for Women's Careers at MGH - *A Resource for Women Faculty*

## *OWC hosts luncheon for "academic coordinators" of every hospital department*

**I**t is critical to our mission that we have accurate statistics about how the women faculty are faring in terms of promotions. Our office obtains all of our statistics from the Harvard Medical School, who in turn receives all of their information from point people in each hospital department who submit necessary paperwork to update the school.

In an effort to keep communication lines open between the MGH and the medical school, our office has decided to get these point people in each hospital department together as a group from time to time. We call them the "Academic Coordinators" and our first get-together was at a luncheon in the Trustees Room on February 19th.

At that time they were treated to an elegant luncheon, met the staff of OWC and also had an opportunity to talk to key people from the Medical School including:

Jennifer Galbraith and Jennifer McCormick from Human Resources, Barbara Schantz, Manager of Faculty Services, Dr. Mary Clark, Associate Dean for Faculty Affairs, and Dr. Rosalyn Orkin, Assistant Dean for Faculty Affairs.

If some of you women faculty at MGH do not know these Academic Coordinators, you should get to know them. They are responsible for making sure the medical school is updated on your academic appointments. They are a valuable resource to help you in your career advancement.

### *Have you changed your mailing address?*

If so, please remove the mailing label from this newsletter, cross out the old address, write in the new one and send it to:

Brenda Vega, *Staff Assistant*  
Office for Women's Careers  
Bulfinch 360



### **WAM COMMITTEE MEMBERS**

#### *Women in Academic Medicine Committee at MGH*

Jane D. Clafin	Elena Olson, JD	Wendy Caroline West, PhD
Jean Elrick, MD	John Parrish, MD	Anna Yoo, MD
Anne Fishel, PhD	Nancy Rigotti, MD	Anne Young, MD, PhD
Amy Fontanella	Jerrold F. Rosenbaum, MD	
Judy Friend	Joan A. Sapir	<b>Staff of OWC</b>
Tayyaba Hasan, PhD	Isaac Schiff, MD	Nancy Tarbell, MD
Elaine Hylek, MD	Eleanor Shore, MD	<i>Director</i>
Reshma Jaggi, MD	Peggy Slasman	Rebecca Starr, MBA, MSW
Anne Klibanski, MD	Dorothy Terrell	<i>Program Manager</i>
Ron S. Newbower, PhD	Erin Tracy, MD, MPH	Brenda Vega
Britain Nicholson, MD	Debra Weinstein, MD	<i>Staff Assistant</i>