

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

ANNUAL REPORT 2009-2010

Summary of activities, September 2009 – June 2010

Co-Chairs: Marisa Silveri, PhD and Wendy Zosh-McLean, BA

Co-Vice Chairs: Susan Farrell, MD and Darla White, MA

The Committee is comprised of volunteer, elected faculty and staff members. Part-time staff support was provided by Margaret (Peg) Solon, and Karen McPhedran was recruited and hired as an intern beginning mid-October. Elected into the position of Staff Vice Chair was Jennifer Puccetti, however, she resigned in August, at which time Darla White agreed to serve as Staff Vice Chair.

JCSW 2009-2010 Joint Meetings Topics:

September Joint Meeting

- Welcoming Remarks
- Composition of the JCSW
- Faculty and Staff Dean's Award Recipients: Presentation & Reflection: Beth Beighlie, B.A., Desktop Computing & Research Imaging Support, Information Technology, HMS; Marsha Moses, Ph.D., Professor of Surgery, Children's Hospital, Vascular Biology Program, HMS; Faculty & Staff JCSW Subcommittees
- Goals for 2009-2010
- Integration & Networking

October Faculty Meeting

- Administrative Updates
- Upcoming Events
- Harvard University Women's Network Update
- Subcommittee Updates
- Recognizing Achievements of Women in Medicine: Carol C. Nadelson, M.D., recipient of the 2009 Alma Dea Morani, M.D. Renaissance Woman Award
- Announcement, Elected to the Institute of Medicine, 2 of 9 HMS faculty, 2 of 24 women (42%): Joan Reede, dean for diversity and community partnership at HMS and associate professor of medicine at Massachusetts General Hospital; Megan Sykes, associate director of the Transplantation Biology Research Center at Massachusetts General Hospital and the Harold and Ellen Danser professor of surgery and professor of medicine at MGH and HMS

October Staff Meeting

- Subcommittee Updates
- JCSW Archives & Oral Histories: Kathryn Hammond Baker, Chair
- By-Laws: Lauren Kreisberg, Chair
- Employee Career Satisfaction & Advocacy: Staff Co-Chairs and members needed
- Communications: vacant staff chair to serve alongside Faculty Co-Chair, potential to initiate flow between groups and affiliates
- Dean's Award: Lauren Kreisberg, Chair
- Membership & Outreach - vacant Staff Chair
- CommUnity Book Club: Beth Beighlie, Chair, co-chair, members needed
- Civic Engagement and Service Initiative: Wendy Zosh-McLean, co-chair and members needed, Coats for Kids initiative starting soon
- Areas of focus this year: 1) advocating to HR on behalf of staff needs, and 2) increasing visibility and staff engagement

November Faculty Meeting

- Announcements & Updates
- Introduction, Karen McPhedran, JCSW Administrative Assistant
- Subcommittees - Members, Scheduling & Meetings
- JCSW Website
- Staff Civic Engagement & Service Initiative
- Presentations and Update by JCSW Archives & Oral Histories, Archives Subcommittee Co-Chair Andrea Patenaude, and Jessica Sedgwick, Project Archivist, Archives for Women in Medicine Video Presentation, Oral History, 1982: Dr. Elizabeth Dexter Hay, Louise Foote Pfeiffer Professor of Embryology
- Harvard Medical School, Task Force on Faculty Development and Diversity Reports: Nicole Ullrich Task Force Overview and Culture, Community & Communications Subcommittee Report, Ellen Seely & Jean Emans, Mentorship Subcommittee Report
- JCSW Members on the Task Force: Rosemary Duda, S. Jean Emans, Donna Lawton, Christine Powers, Ellen Seely, Glorian Sorenson, Nicole Ullrich, Rochelle Walensky

November Staff Meeting

- JCSW Administrative Intern: Karen McPhedran
- Deb Hicks, Associate Dean for Human Resources, to discuss HR recent senior hires and programmatic goals highlights from the Engagement Survey workgroups and next steps
- Update on Archives and Oral Histories
- Potential Speaker Idea: Manny Correia, Founder of Inclusive Coaching and
- Provincetown Retreat
- Update on Subcommittee membership
- Free time for Subcommittee planning

December Joint Meeting

- Honoring Linda J. Wilcox, Ombudsperson for HMS, HSMD, HSPH
- Revisiting the JCSW Menu of Recommendations to Dean Flier, August 2008
- Mentoring Subcommittee Report: Drs. Carol Warfield and Dina Hirshfeld-Becker
- General Announcement & Updates
- Communications Subcommittee: Request for Information

January Joint Meeting

- General Announcements & Updates
- Upcoming Meetings: February 8 (Staff) & February 11 (Faculty), working meetings to discuss Subcommittee progress
- Reminder Please remember to forward information regarding upcoming events to be posted on the JCSW website to the Communications Subcommittee
- Special Presentation, co-sponsored by the Harvard Medical Center Office of Work & Family, Sharon Teitelbaum, MA, MCC, Work-Life and Career Coach, Author of Getting Unstuck without coming Unglued: Restoring Work-Life Balance
- New Ombudsperson Announced, Melissa Brodrick

February Faculty Meeting

- General Announcements
- Subcommittee Updates: Archives & Oral Histories – Andrea Patenaude
Mentoring – Dina Hirshfeld-Becker, Carol Warfield
Dean’s Leadership Award – Nicole Ullrich
Membership – Zeina El-Chemali
Communications – Jo Solet
Career Satisfaction – Andrea Patenaude
Maternity Leave/Flexible Career Paths – Fiona Fennessy
Outreach – Rhonda Bentley-Lewis, Marisa Silveri
Programs – Susan Farrell
By-Laws Review – Susan Farrell

February Staff Meeting

- Update: “Mettle of Honor” Event, Thursday, March 25th
Dramatic Reading: 4:00-5:30pm, Armenise Amphitheater
Reception: 5:30-6:30pm, Modell Atrium
- Melissa Brodrick, New Ombudsperson (effective February 1st)
- Subcommittee Updates: JCSW Archives & Oral Histories – Darla White
MGH Event honoring Pat Donahoe – Jessica Sedgwick
Employee Career Satisfaction & Advocacy – Aun Em
Communications – volunteer needed
Dean’s Award – Lauren Kreisberg
Membership & Outreach – Lauren Kreisberg

Programming – Linda Burnley
CommUnity Book Club – Beth Beighlie
Civic Engagement & Service Initiative – Wendy Zosh-McLean

- Subcommittee planning

March Joint Meeting

- Welcome Melissa Brodrick, HMS/HSDM/HSPH Ombudsperson
- Updates: Harvard Women’s Network, Dual Career Conference Opportunities, Childcare Initiatives
- Presentation Maureen Connelly, MD, MPH JCSW: By-Laws, Membership & Future Mission
- Upcoming Program, Mettle of Honor, Thursday March 25th, 4:00-5:30pm

April Faculty Meeting

- General Announcements
- Presentation: Mentoring Subcommittee Co-Chair, Dina Hirshfeld-Becker
- Discussion: Restructuring of the JCSW
- Upcoming Event: Dual Career Symposium, May 5th
- Women in Medicine: Three Generations at MGH, Friday, May 14, 2-4pm, Archives for Women in Medicine and the MGH Office for Women’s Careers at Massachusetts General Hospital. Introduction by W. Gerald Austen, M.D., Edward D. Churchill Professor of Surgery, MGH, Keynote lecture by Patricia K. Donahoe, M.D., talks from Dr. Donahoe’s former trainees Antonia Stephen, M.D. & Anne Kathryn Goodman, M.D., screening of an oral history interview from the Archives for Women in Medicine with Janet Ward McArthur, M.D. (1914-2006)
- 2009-2010 Excellence in Mentoring Awards Ceremony, Tuesday, June 1st, 4:30-6pm, JCSW member Dr. Rochelle P. Walensky, MD, MPH, Associate Professor Medicine, MGH, recipient, 2009-2010 Excellence in Mentoring, Young Mentor Award

April Staff Meeting

- Updates: “Mettle of Honor” Event and Membership
- Restructuring of the JCSW: Initial Reactions from Prior Meeting, Revisit Slides, Open Discussion
- Subcommittee Updates & Planning

May Faculty Meeting

- General Announcements and Updates
- Presentation: Catherine DesRoches, published findings from DesRoches, Zinner, Rao, Iezzoni, Campbell, 2010. “Activities, Productivity, and Compensation of Men and Women in the Life Sciences”. *Academic Medicine*, 85(4):631-639
- Potential Nominees for 2010-2011 Steering Committee
- Discussion: Restructuring of the JCSW, Upcoming: Staff Meeting, Thursday, May 13

May Staff Meeting

- Information unavailable

June Joint Meeting:

- Presentation: JCSW Archives & Oral Histories Subcommittee
 - Patricia K. Donahoe, M.D., director of Pediatric Surgical Research Laboratories and chief emerita of Pediatric Surgical Services at Massachusetts General Hospital, and Marshall K. Bartlett Professor of Surgery at Harvard Medical School
 - Aina Auskaps, D.M.D., the first female graduate of the Harvard School of Dental Medicine ('55)
- Joseph B Martin Dean's Leadership Award for the Advancement of Women
- Recognition and Appreciation: Barbara Wolf
- JCSW Restructuring Plans: Timeline and Roadmap
- Installation of New Chairs, Faculty Chair: Susan Farrell, MD, EdM, BWH, HMS, Staff Chair: Darla White, MA, Countway, HMS
- Group Photo

Major JCSW Activities and Initiatives for 2009-2010:

○ **Faculty Mentoring Survey**

The survey was administered by the JCSW Mentoring Subcommittee, via survey Monkey, following approval from the HMS IRB, to assess the needs for mentorship of women faculty members in HMS and HSDM and affiliated institutions. The survey period lasted from June to October 2009, during which time 3,516 female faculty members received 3 survey emails. The response rate was 1179 responses, or 33.5%. Although the extensive data set is still under active statistical analysis, preliminary analyses demonstrated that 48.5% of respondents do not have mentors and that several important obstacles stand in the way of these women achieving their career goals. The plan for the coming year is to continue more detailed data analyses to better determine the mentoring needs of female faculty, in preparation for setting up a pilot mentoring program across HMS institutions.

○ **Bylaws Revision and An Opportunity to Restructure the Future JCSW**

JCSW members ratified the bylaws in May of 2009. The Bylaws then were under review by Deans Tarbell and Flier beginning in June of 2009. Recommendations made by Dean Flier and Dean Tarbell in the winter of 2010 led to the beginning of conversations around a potential restructuring of the JCSW. Historical data were presented to the JCSW Membership in March 2010, regarding the growth of the JCSW since the initial meeting in 1973. As presented in the original minutes from the first meeting held September 10, 1973, the task of the committee was to define problem areas for women employees, faculty and students. In the first annual report, September 1974, the committee reported that it was charged to document, locate/identify obstacles, make recommendations, review problems, advise on grievances.

While the growth of the membership has increased more than 7-fold from 1973 to the present, we have maintained our goal of making recommendation to improve the status of women at HMS and HSDM, we have also lost representation from the residents, medical and graduate students and post docs, which is somewhat out of step with the original mission of the JCSW, to serve the greater community of women at HMS and HSDM, and for a period of time, HSPH. In appreciation of the changes that have occurred over the years that the JCSW has existed, and with regard to approval of the most recent set of Bylaws revisions and the future work of our committee, Maureen Connelly, a dedicated member of the JCSW for the past 10 years, the last 5 of which were spent in an Ex Officio capacity on the JCSW, shared with us recommendations from herself, Dean Tarbell and Dean Flier for the future of the JCSW.

Key features of Dean Connelly's presentation included the proposed revisions:

- 1) opening membership to the entire HMS/HSDM community who want to be affiliated with the JCSW
- 2) enhancing the role of the steering committee, to function much like the docket committee of Faculty Council, consisting of elected and dean appointed representatives. The steering committee would have responsibility for setting the committee's agenda, managing the budget, and supporting subcommittee activities
- 3) formalizing a relationship with Faculty Council and Joint Council as possible

- 4) increasing financial support for the JCSW, including reinstating a dedicated staff person from the Office of Faculty Affairs, and a substantial increase in our budget, to provide enhanced programming to the community

A question and answer period followed, as well as opportunities to discuss the potential restructuring at subsequent meetings. Wendy Zosh-McLean, Staff Chair, provided a brief description of the HMS/HSDM Postdoc Association ("PDA"), which highlighted the success of an open-member group governed by a steering committee that effectively works to advocate their group's concerns and initiatives to HMS leadership. The structure of the PDA is a model similar to that being proposed by Deans Connelly, Tarbell and Flier.

○ **Completion of 2 Oral Histories**

Oral history interview with Patricia K. Donahoe, M.D., director of Pediatric Surgical Research Laboratories and chief emerita of Pediatric Surgical Services at Massachusetts General Hospital, and Marshall K. Bartlett Professor of Surgery at Harvard Medical School. Dr. Donahoe's research interests include fetal inducers and regressors and their development as potential chemotherapeutic agents, the molecular and genetic causes of congenital diaphragmatic hernia, etiology and treatment of intersex abnormalities, and stem cells in ovarian cancer. The Oral History featuring Patricia Donahoe was completed in time for the Women in Medicine event held at Massachusetts General Hospital: Three Generations at MGH, Friday, May 14th, 2-4pm, which was sponsored by The Archives for Women in Medicine and the MGH Office for Women's Careers at Massachusetts General Hospital.

Oral history interview with Aina Auskaps, D.M.D., first female graduate, Harvard School of Dental Medicine ('55). Aina Auskaps received her first dental degree in 1944 in her native Latvia and requalified in Germany in 1945. She served as a dentist on a US Navy transport ship, and then conducted research and gave lectures as a faculty member at Yale from 1949 to 1952. She subsequently joined HSDM as a faculty member, conducting research in the Department of Biochemistry and Nutrition. To earn her degree she became a student with advanced standing, taking courses and writing her doctoral thesis. Research from her thesis on fluoride metabolism was later published in the Journal of Nutrition. She was a full-time student for the two senior years of HSDM and after graduating became a faculty member again in the Department of Biochemistry and Nutrition. Dr. Auskaps served as the first woman president of the HSDM Alumni Association and received the Distinguished Alumna Award in 1983. The School has awarded an HSDM Fellowship in her honor every year since 1999. In addition to her HSDM work, Auskaps maintained a private family practice for 45 years out of her house in Jamaica Plain (excerpts taken from the HSDM Harvard Dental Bulletin, Spring 2008).

○ **Relationships with other Harvard Women's Faculty & Staff Groups, Future JCSW Child Care Initiatives, and Participation in the 2010 Dual Career Symposium and**

The Harvard Women's Network was formed in 2008 by Susan Marine, Director of the Harvard College Women's Center. The purpose of this group is to bring together all of the women's groups at Harvard University. The group meetings, which were attended by JCSW chairs and/or co-chairs met every other month to data and ideas about how to meet diversity-related goals,

about programs and speakers, and about resources. At the Harvard Women's Network meeting in March, Susan Marine and Liza Cariaga-Lo, Assistant Provost for Faculty Development and Diversity, shared enthusiasm regarding collaborating on child care initiatives, reflecting the JCSW's interest in trying to address a ubiquitous concern that could benefit from the support of the entire HMS and HSDM communities. Liza Cariaga-Lo attended the March JCSW Joint Meeting. Together with her office, JCSW members Anne Nicholson-Weller, Carol Nadelson, Mike Cahalane, Fiona Fennesey, and Barbara Wolf were identified as individuals who, along with the Steering Committee, could help to move this initiative ahead.

The JCSW was also asked to present at a Concurrent Session at a symposium hosted at Harvard University on Wednesday May 5, 2010, entitled "Transforming Work: Re-Imagining the Dual Career Landscape in Higher Education". The purpose of the symposium was to convene administrators (deans, provosts, work-life directors), faculty, postdoctoral fellows and graduate students from mostly higher education institutions in the Northeast for a one-day, highly interactive working symposium. This forum was designed to foster substantive and lively discussions regarding collective knowledge of current research and best practices pertaining to the issues faced by dual career couples in the 21st century, particularly in higher education. The goal was to bring experts in various fields together to discuss the ways in which dual career couples, particularly women, make decisions regarding career advancement and work-life issues and how institutions are addressing these concerns.

The JCSW presentations included the following:

“Joint Committee on the Status of Women at HMS/HSDM: Mission and History”, Marisa M. Silveri, PhD, JCSW Faculty Chair, Assistant Professor, Department of Psychiatry, HMS, Brain Imaging Center, McLean Hospital.

“Documenting Accomplishments: Archives for Women in Medicine & JCSW Oral Histories”, given by Kathryn Hammond Baker, MA, JCSW Archives and Oral Histories Subcommittee Co-Chair, MLIS, Deputy Director, Center of the History of Medicine, Countway Library of Medicine, HMS

“The Need for Mentoring Among Women Faculty in HMS/HSDM and Affiliated Institutions: Preliminary Results of a JCSW Survey”, Dina Hirshfeld-Becker, PhD, Mentoring Subcommittee Co-Chair, Associate Professor, Department of Psychiatry, HMS, Psychiatry, Massachusetts General Hospital

“Gender Parity in Research Grants: Published Results from the JCSW Quantitative Study”, Jo M. Solet, PhD, Gender Parity in Research Subcommittee Member, Clinical Instructor, Department of Psychiatry, HMS Division of Sleep Medicine, Cambridge Health Alliance, Cambridge Hospital

○ **Mettle of Honor Event**

Mettle of Honor, a performance written by Eugene B. Kern, M.D., and performed by the Commonwealth Theatre Company, portrays the life of Dr. Mary E. Walker, the only woman to be

awarded the Medal of Honor only to have the Army rescind it. Hers is the story of a unique woman's spirit to overcome the many obstacles that the people, conventions, and institutions placed in the path of independent women. The unimaginable horror and violence that was the American Civil War (1861-1865) forged her personal courage and integrity. Ultimately, however, it was her compassion and determination that enabled her to survive as a female surgeon in an age when women were all but excluded from practicing medicine and never officially allowed to serve in the armed forces.

The event was sponsored by the JCSW and with support from the Office of Faculty Affairs, held on Thursday March 25, 4:00-5:30pm, in the Armenise Amphitheater, followed by a reception in the Modell Atrium.

Ongoing work

- Restructuring the JCSW for the Future
- Improve Communications within the JCW and with the broader HMS and HSDM communities
- Continue discussions regarding creation of a Child Care Subcommittee and the potential plan for a future HMS Child Care Summit
- Co-sponsor talks and events with other Offices
- Update and expand JCSW Website
- Programming

JCSW SUBCOMMITTEES:

Subcommittees conduct much of the work of the JCSW: The following are the JCSW Subcommittees and their respective committee Chairs for 2009-2010

- Archives & Oral Histories: Ms. Kathryn Hammond Baker, Dr. Andrea Patenaude
- Bylaws Review: Dr. Susan Farrell, Ms. Lauren Kreisberg
- Career Satisfaction (Faculty): Dr. Andrea Patenaude
- Civic Engagement & Service (Staff): Ms. Wendy Zosh-McLean
- Communications: Ms. Lauren Kreisberg, Dr. Jo Solet
- CommUnity Book Club: Ms. Beth Beighlie
- Dean's Award for Leadership in the Advancement of Women Faculty: Dr. Nicole Ullrich
- Dean's Award for Leadership in the Advancement of Women Staff: Ms. Lauren Kreisberg
- Employee Career Satisfaction & Advocacy (Staff): Ms. Aun Em, Ms. KeyAnna Wright
- Maternity Leave & Flexible Career Paths: Dr. Fiona Fennessy
- Membership (Faculty): Dr. Zeina Chemali
- Membership (Staff): Ms. Lauren Kreisberg
- Mentoring (Faculty): Dr. Dina Hirshfeld-Becker, Dr. Carol Warfield
- Outreach (Faculty): Dr. Rhonda Bentley-Lewis, Dr. Marisa Silveri
- Programs: Ms. Linda Burnley

Archives & Oral Histories

Ms. Kathryn Hammond Baker (Staff) and Dr. Andrea Patenaude (Faculty), Co-Chairs
Members: Ayse Atasoylu, Leslie Halpern, Mary Loeken, Jessica Murphy, Carol Nadelson, Malkah Notman, Lauren Dewey Platt, Jan Reiss, Jessica Sedgwick, Jo Solet, Samantha Spencer, Anne Marie Stack, Carol Warfield, Robin Weston, Darla White, Sarah Wojiski

The Archives for Women in Medicine is a joint project of the Countway Library and the Joint Committee on the Status of Women. The committee established and funds a center for activities relating to the documentation of women in medicine. Envisions ways in which the historical record of women's accomplishments can be brought to bear on contemporary issues important to the life of the community; facilitates the creation of documentation on the experiences of its constituency; promotes and provides critical advice to documentation efforts including identifying and evaluating potential sources of documentation and funding.

The November Faculty Task Force meeting featured an update by Andrea Patenaude, Archives Subcommittee Co-Chair, and a presentation by Jessica Sedgwick, Project Archivist, Archives for Women in Medicine Video Presentation, including the Oral History Video of Dr. Elizabeth Dexter Hay, Louise Foote Pfeiffer Professor of Embryology (1982).

This year, the JCSW Archives & Oral Histories committee also completed two important oral histories for:

- Patricia K. Donahoe, M.D., director of Pediatric Surgical Research Laboratories and chief emerita of Pediatric Surgical Services at Massachusetts General Hospital, and Marshall K. Bartlett Professor of Surgery at Harvard Medical School
<http://repository.countway.harvard.edu/xmlui/handle/10473/3752>

- Aina Auskaps, D.M.D., first female graduate, Harvard School of Dental Medicine ('55)
<http://repository.countway.harvard.edu/xmlui/handle/10473/3757>

The Oral History featuring Patricia Donahoe was completed in time for the Women in Medicine event held at Massachusetts General Hospital: Three Generations at MGH, Friday, May 14th, 2-4pm, which was sponsored by The Archives for Women in Medicine and the MGH Office for Women's Careers at Massachusetts General Hospital. An Introduction was provided by W. Gerald Austen, M.D., Edward D. Churchill Professor of Surgery, MGH, followed by a Keynote lecture by Patricia K. Donahoe, M.D., talks from Dr. Donahoe's former trainees Antonia Stephen, M.D. and Anne Kathryn Goodman, M.D., and screening of an oral history interview from the Archives for Women in Medicine with Janet Ward McArthur, M.D. (1914-2006).

The JCSW Archives & Oral Histories also participated in the May 2010 Harvard Dual Career Symposium, with a talk entitled: "Documenting Accomplishments: Archives for Women in Medicine & JCSW Oral Histories, given by Kathryn Hammond Baker, MA, MLIS, Deputy Director, Center of the History of Medicine, Countway Library of Medicine, HMS.

Bylaws Review

Ms. Lauren Kreisberg (Staff) and Dr. Susan Farrell (Faculty), Co-Chairs

Members: Micheline Federman, Andrea Patenaude, Marisa Silveri, Nicole Ullrich,

The Bylaws subcommittee had completed its bylaws review and revisions at the start of 2009, with JCSW members ratifying the bylaws in May of 2009. The reviews were under review by Deans Tarbell and Flier beginning in June of 2009. Some proposed changes to the Bylaws, such as term limits for Emerita and a detailed definition of "membership levels" and membership eligibility, however, were unable to be decided upon by consensus, and discussion of these changes was subsequently tabled by the JCSW membership.

In the winter of 2010, the JCSW Steering Committee brought forward a proposal for expanding both the leadership and membership of the JCSW, as suggested by Deans Flier and Tarbell. The JCSW Steering Committee invited feedback on the proposal, and there subsequent changes were discussed over several additional JCSW meetings. Over the summer of 2010, the revised Bylaws were once again ratified, and have been posted to the JCSW web site.

http://www.hms.harvard.edu/jcsw/JCSW_Bylaws_2010.pdf

Career Satisfaction (Faculty)

Dr. Andrea Patenaude, Chair

Members: Dong Feng Chen, Leslie Halpern, Ursula Kaiser, Samantha Spencer

An Authorship Advisory Committee was established last year to oversee access to data and determine permission for publications related to the 2003 Faculty Career Satisfaction survey, which was originally supported and distributed under the auspices of the JCSW and the Center for Excellence in Women's Health.

A number of papers still remain in process including a paper by Maureen Connelly and Susan Parsons, project PIs, on Academic Advancement and Work/Life Balance, and a paper by Andrea Patenaude and Mary Jo Good from the Faculty Survey data, on differences between career satisfaction of M.D. and Ph.D. faculty members.

Civic Engagement & Service (Staff)

Ms. Wendy Zosh-McLean, Chair

Members: Megan Benson, Keri Godin, Jessica Murphy, KeyAnna Wright

The Civic Engagement subcommittee is a new committee that organizes community service projects to encourage faculty, staff and students at the Medical and Dentals Schools to volunteer their time and talents. Two major community efforts were successfully carried out this year. The Coats For Kids event was co-sponsored by the HMS Facilities and Operations Group, in order to provides coats for anyone in need. Anton's Cleaners, a clothing care company with 44 store locations in Massachusetts and Southern New Hampshire, began accepting gently used, warm kid, adult and baby sized winter coats on October 15, 2009. Collection bins were placed in the following locations around the HMS campus: Gordon Hall Link Level, Courtyard Café, NRB, 1st Floor, and the TMEC Atrium. The second event was a Staff Volunteering night at the Greater Boston Food Bank, held on Wednesday, March 10, 2010, 5:30-8:00pm. HMS volunteers inspected, sorted and repacked donated grocery products that were then distributed to hunger relief agencies.

Communications

Ms. Lauren Kreisberg (Staff) and Dr. Jo Solet (Faculty)

Members: Megan Benson, Linda Burnley, Marisa Silveri, Samantha Spencer, Robin Weston

The Communications Subcommittee ongoing responsibility is increasing the awareness of the mission and goals of the JCSW. The main vehicle for publicizing JCSW events and news is the JCSW web site. Staff related items are also sent to the Office of Communications and External Relations (OCER) to be included in the weekly Quad Bulletin email. Items of interest to Faculty have also been sent to the “All Faculty” email list.

During the 2009 – 2010 year, the committee attempted to establish a regular cycle for posting information to the JCSW web site; participated in promoting the Mettle of Honor, written by Dr. Eugene Kern and performed by the Commonwealth Theatre Company on March 25, 2010 and discussed the possibility of creating a JCSW database which could be used by JCSW members and others to locate members, professional colleagues and skill sharing.

As the JCSW evolves, priorities for the Communications subcommittee should include:

- Establishing a JCSW “communications” list, that would be open to JCSW members and non-members alike, where interested individuals can be kept apprised of events in the Longwood Medical Area and discuss issues
- Encouraging all individuals associated with the JCSW to provide input to the JCSW website
- Direct and increased collaboration with other subcommittees, such as Programming and Outreach

CommUnity Book Club (Joint)

Ms. Beth Beighlie, Chair

Members: Mary Cassesso, Robin Weston

In its fourth year, the CommUnity Book Club (CBC) continues to provide an informal social resource to the broader Longwood Medical Area. As the JCSW works hard towards substantial progress in creating opportunities for career growth, the CBC balances those career-based benefits with work-life balance. The selections are based on discussions about what the group wants to read. There is a deliberate effort to choose titles that are entertaining and to avoid self-help books. The CBC reads simply for the sake of reading. Participants are members of the JCSW and the broader medical area community. Currently, there are 62 members who follow our reading list, with 6 core members who attend the meetings about every 6 weeks. During the 2009-2010 academic year, 7 books were read.

In the upcoming year, we will review the value of continuing to sponsor the CommUnity Book Club. The Club was originally conceived to act as a way to increase the exposure of the JCSW to the broader community, which is a goal the CBC continues to achieve. It was also intended that the CBC provide an additional means for recruiting new members for the JCSW. Over the four years that it has been existence, the active CBC core membership has remained stable and therefore does not bring many new members to the JCSW.

Dean's Award for Leadership in the Advancement of Women Faculty

Dr. Andrea Patenaude, Chair

Members: Marylyn Addo, Rosemary Duda, S. Jean Emans, Susan Farrell, Micheline Federman, Donna Lawton, Carol Nadelson, Andrea Patenaude, Kathryn Rexrode, Marisa Silveri, Jo Solet, Caren Solomon, Wilma Wasco, and Maureen Connelly, an ex officio member.

This annual award was established by Dr. Martin in 1998 to recognize the contributions of an individual who has significantly supported recruitment, retention, and/or promotion of women faculty at Harvard Medical School and its affiliated institutions. The award is organized by the JCSW and presented at the May meeting of the Faculty of Medicine.

A JCSW Dean's Award (Faculty) Subcommittee comprised of representatives across several HMS institutions and all academic ranks sought nominations for this award from the entire HMS/HSDM faculty. We received nominations for 21 faculty members, with more than 168 individuals submitting either a nomination or support letter. We distributed the nominations and letters to our subcommittee and met to review the top nominees. Votes of the active subcommittee members led to the selection of the candidate, **Joan Miller, MD**. This recommendation was presented by the subcommittee to Dean Jeffrey Flier and subsequently approved. Although Dr. Miller was unable to attend the Faculty of Medicine Meeting held on May 20th, Dr. Miller's daughter accepted the award from Dean Flier on her mother's behalf.

Dr. Joan Miller is the Henry Willard Williams Professor of Ophthalmology and Chief and Chair of Ophthalmology at the Massachusetts Eye and Ear Infirmary and Harvard Medical School. She received her medical degree from Harvard Medical School and completed residency and fellowship training at Massachusetts Eye and Ear institute. Dr. Miller is an internationally

recognized expert in macular degeneration. She along with her colleagues pioneered the development of photodynamic therapy for neovascular macular degeneration and were among the first to demonstrate the importance of vascular endothelial growth factor in the development of ocular neovascularization with the potential use of drug therapies that target VEGF. She is the author of over 100 peer-reviewed papers and holds more than 6 patents. She is the recipient of numerous honors, including the Rosenthal Award of the Macular Society, the Retina Research Award from the Club Jules Gonin and the Alcon Research Institute Award. Dr Miller was recognized last year as one of the top three candidates for this award.

Highlights of Dr. Miller's career which support her nomination for the Dean's Award for Leadership in the Advancement of Women Faculty include:

- Dr. Miller is the first female clinician-scientist to attain the rank of Professor of ophthalmology at HMS and in 2003 became the first women to be selected as the Chair of the department.
- Of the 268 faculty members, 159 are women.
- Dr. Miller has contributed heavily to the recruitment of 17 women faculty, including mid-career women faculty, to MEEI and has greatly increased its number of female residents.
- Dr. Miller is a sought-after academic mentor for medical students, graduate students, residents and fellows.
- In 2007, Dr. Miller provided funding and time to support all women faculty in her department who wished to attend a leadership conference run by the organization Women in Ophthalmology.
- Dr. Miller appointed women in her department to leadership positions in patient-care, teaching, research and administration as well as directors in the associated clinical centers.
- Dr. Miller restructured the maternity leave policy so that the salary impact for those taking leave would be reduced.
- Dr. Miller is a founding member of Women in Retina and a member of the advisory board of The Women's Eye Health Task Force

Quotes from the nominations and letters sent in support of Dr. Miller's nomination for the Dean's Award include the following:

"Personally, I believe that her support and mentorship have been a driving force in my career development...Based on my observations, my experience is in no way unique. Dr. Miller provides the same level of encouragement and guidance for all members of her faculty."

"Dr Miller has supported my development as an academic leader by recommending me as a speaker in national venues, and by encouraging my participation in departmental and HMS committees."

"Dr. Miller has been successful in creating an environment conducive to the optimal growth of all female faculty."

"Under Dr. Miller's leadership, MEEI has become a progressive department for women balancing careers and family...Dr. Miller is flexible and creative in tailoring women faculties' careers to their family needs."

“She is a thoughtful, supportive mentor, generously giving of her time and expertise.”

“Dr. Joan Miller is a role model for all women in ophthalmology as a clinician, scientist, leader and mother and sincerely endeavors to pave the way for us to follow in her footsteps.”

“Dr. Miller has demonstrated a vigorous, sustained commitment to all the clinicians and researchers in her department. Within this climate of support and growth, she has demonstrated remarkable ingenuity and devoted significant departmental resources to ensuring the recognition and promotion of women faculty, enhancing the enrollment of women trainees, and providing financial stability and funding opportunity to younger women colleagues balancing career and family demands.”

“She has managed in a relatively short time to correct long-standing gender injustices; and, with her support and encouragement of women faculty, the morale and productivity in the HMS Department of Ophthalmology have climbed to a level unprecedented in our long history.”

Dean’s Award for Leadership in the Advancement of Women Staff

Ms. Lauren Kreisberg, Chair

Members: Lauren Kreisberg, Barbara Wolf, KeyAnna Wright, Wendy Zosh-McLean

The Dean’s Award Subcommittee each year has the pleasure of recommending to the Dean a nominee for the Joseph B. Martin Dean’s Award for Leadership in the Advancement of Women Staff. Beginning in late winter of 2010, the Subcommittee began promoting the award through signs, word of mouth, and announcements on the JCSW web site and in the HMS Quad Bulletin. In addition, this year we requested that a reminder go out about this award specifically from the Dean’s Office.

Ten nominations were received for seven candidates this year, and two candidates were nominated more than once. The subcommittee reviewed the nominations separately, and discussed the nominees’ qualifications via email. After some consideration, the Subcommittee recommended to Dean Flier that **Ms. Tracy Sachs**, Program Administrator in the Center for Health and the Global Environment, receive this year’s award.

Tracy received the largest number of nominations, but more than that, Tracy’s nominators were genuinely enthusiastic about working for and with Tracy. One of Tracy’s nominators said it best:

“Tracy has been tireless in ensuring that all the staffers (who are all female) at the Center are able to increase their responsibilities and change their job descriptions and titles as the new responsibilities are assumed. As staffing changes, she is eager to promote from within, she strongly encourages all staff to attend any sort of job training we can find and supports us far beyond all reasonable expectation.”

Dean Flier presented the award to Tracy Sachs at the opening joint meeting of the JCSW in Fall 2010.

Employee Career Satisfaction & Advocacy (Staff)

Ms. Aun Em and Ms. KeyAnna Wright, Co-Chairs

Members: Paula Anderson, Laura Bailey, Beth Beighlie, Keri Godin

The Employee Career Satisfaction and Advocacy subcommittee is charged with bringing to the forefront issues that surround the employees of the Harvard Medical and Dental Schools and monitoring the progress set forth by the committee. By using the resources provided by the JCSW as well as local leadership, we will work in tandem with any and all parties (i.e. HUCTW, HR, etc.) to address key employment related issues. In working with those outside of the JCSW, we will provide a bridge to the community at large, demonstrating the willingness and commitment of the JCSW to improve the working environment for the HMS/HSDM community. Goals and outcomes are outlined below.

Staff Mentoring: Reinstating the Staff Mentoring Program. The Staff Mentoring program was originally developed and piloted by the JCSW, with support from HMS Human Resources in 2007. The pilot program was deemed a success. In 2008, the Staff Mentoring program was transferred under the auspices of the HMS Human Resources Department. In 2009, there were changes in HR Leadership and the mentoring program was discontinued.

This subcommittee collaborated with Jeri Gardner, Associate Director of HR Planning and Program Management, and K.J. Thomas, Human Resources Coordinator, to determine how best to reinstate the mentoring program. It was determined that HMS Human Resources had neither the budget nor staff resources needed to support the program. This committee will continue to look at reinstating the Staff Mentoring program under the new JCSW leadership in the coming year.

On-boarding Process (New Hires): To improve the on-boarding process for new faculty and staff hired at HMS/HSDM. Improved communications between hiring manager, HR and IT is a must to reduce the waiting period before IT services are available for new employees. This committee engaged IT Leaders, Managers, and HR Leaders to evaluate the current business process in providing IT services to new employees. Because of this initiative, HR staff worked with IT staff to develop a dedicated website for new hires.

The New Employee website can be found at: http://hr.hms.harvard.edu/new_employee.htm and includes information such as when to expect a first pay check, getting an ID badge and accessing IT services. In addition, the standard HR Orientation offered to new employee on a monthly basis now includes an overview of how IT provides services.

Gender Parity in Research Grants Subcommittee (Faculty)

Undertermined, Co-Chairs

Members: Catherine DesRoches, Andrea Patenaude, Kathryn Rexrode, Jo Solet

The data from the qualitative study had been almost fully analyzed and a first draft of a manuscript was in development at the end of last year (2008-2009). The former chairs of this subcommittee were no longer active on the JCSW this year, and therefore the subcommittee was relatively dormant for the 2009-2010 academic year. However, data from the quantitative arm of

the gender parity study were presented at the May 2010 Harvard Dual Career Symposium: “Gender Parity in Research Grants: Published Results from the JCSW Quantitative Study”, by Jo M. Solet, PhD, Clinical Instructor, Department of Psychiatry, HMS Division of Sleep Medicine, Cambridge Health Alliance, Cambridge Hospital

Maternity Leave and Flexible Career Paths (Faculty)

Dr. Fiona Fennessy, Chair

Members: Marylyn Addo, Samantha Spencer, Sarah Wojiski

During this past year, this subcommittee compiled a list of maternity and paternity leave policies from HMS and HSDM, and from 5 HMS-affiliated hospitals, including Massachusetts General Hospital, Brigham and Women’s Hospital, Beth Israel Deaconess Medical Center, McLean Hospital, and Dana Farber Cancer Institute. Included in the assessment was information regarding each hospital’s overall policy, details with regard to gender (maternity versus paternity) and adoption, permitted use of vacation and personal time for leave, charging research grants during leave, and other benefit information during leave such as vacation and personal time accrual, health benefits, pension and tax sheltered annuity payments, plan if mother must take leave earlier than anticipated due to complications. For the affiliated hospitals, information was collected separately for professional staff (MD, PhD, fellows), residents, social workers and registered nurses. Next year, we plan to make these data available on the JCSW website, and update it as necessary.

Membership (Faculty)

Dr. Zeina Chemali, Chair

Members: Carol Bates, Catherine DesRoches, Marisa Silveri, Caren Solomon, Anne Stack, Effie Tzamelis, Nicole Ullrich, Wilma Wasco

Membership & Outreach (Staff)

Ms. Lauren Kreisberg, Chair

Members: Beth Beighlie, Megan Benson, Mary Cassesso

The faculty and staff membership subcommittees did not solicit new membership applications this year, as a change in the structure and function of the future JCSW was presented at the March Joint meeting. The suggested changes are intended to result in a JCSW that is no longer solely composed of selected members, but that membership would be open to the entire HMS and HSDM communities, and not limited to faculty and HMS staff, but would be expanded to include graduate students, postdoctoral and clinical fellows and residents. The suggested structural and functional changes will also serve to eliminate *emerita* status.

In asking faculty and staff members to reaffirm their on-going interest and commitment to the Committee for the 2010-2011 year, we determined at the close of the 2009-2010 academic year, the following:

Remaining Membership Anticipated for 2010-2011

- 42 Active Members (Term I or Term II): 29 faculty, 13 staff
- 16 *Emeritae*: 13 faculty, 3 staff

- 8 *Ex Officio*: 5 faculty, 3 staff
- 5 Hospital Liaisons: 5 faculty
- 71 members, total (going forward, membership status will no longer be determined)

Discontinuing Membership: Faculty and Staff

- Jennifer Brown, EdM (Staff)
- Helen Christou, M.D. (Faculty)
- Belinda Clerisme (Staff)
- Keri Goodin (Staff)
- Tayyaba Hasan, M.D. (Faculty)
- Alyssa Kneller (Staff)
- Deborah Levine, M.D. (Faculty)
- Janina Longtine, M.D. (Faculty)
- Emily Oken, M.D. (Faculty)
- Margaret Solon, B.A. (Staff)
- Natalie Wicklund, B.A. (Staff)
- Sarah Wojiski, Ph.D. (Faculty)
- Barbara Wolf, M.S.E. (Staff)
- Wendy Zosh-McLean, B.A. (Staff)

Mentoring (Faculty)

Dr. Dina Hirshfeld-Becker and Dr. Carol Warfield, Co-Chairs

Members: Janet Abraham, Carol Bates, Nancy Berliner, Michael Cahalane, Dong Feng Chen, Anne Nicholson-Weller, Andrea Patenaude, Lauren Dewey Platt, Christine Power, Ellen Seely, Marisa Silveri, Nicole Ullrich, Sarah Wojiski

In the past year, the Committee on Mentoring sent out a survey regarding mentoring via email to 3516 female HMS faculty members and received a 33.5% response rate. The committee did a preliminary analysis of the data, which was presented at the December JCSW meeting. The data have revealed a number of interesting findings including the fact that 48.5% of respondents did not have mentors and that several important obstacles stand in the way of these women achieving their career goals. The plan for the coming year is to continue more detailed data analyses to better determine the mentoring needs of female faculty in preparation for setting up a pilot mentoring program across HMS institutions. Data from the mentoring survey were also presented at the May 2010 Harvard Dual Career Symposium: “The Need for Mentoring Among Women Faculty in HMS/HSDM and Affiliated Institutions: Preliminary Results of a JCSW Survey”, by Dina Hirshfeld-Becker, PhD, Associate Professor, Department of Psychiatry, HMS, Psychiatry, Massachusetts General Hospital.

Outreach Subcommittee (Faculty)

Dr. Rhonda Bentley-Lewis and Dr. Marisa Silveri, Co-Chairs

Members: Micheline Federman, Samantha Spencer, Nicole Ullrich

The goal of the Outreach Subcommittee this year was to begin to integrate with the Communications Subcommittee, particularly with regard to the proposed structural and functional changes that will significantly effect the future JCSW. Therefore, the only planned

event was a presentation at the May 2010 Harvard Dual Career Symposium: “Joint Committee on the Status of Women at HMS/HSDM: Mission and History”, by Marisa M. Silveri, PhD, JCSW Faculty Chair, Assistant Professor, Department of Psychiatry, HMS, Brain Imaging Center, McLean Hospital.

Programming Subcommittee

Ms. Linda Burnley, Chair

Members: Laura Bailey, Michael Cahalane, Susan Farrell, Donna Lawton, Jo Solet (advisor), Lauren Dewey Platt, Effie Tzameli

The Programming subcommittee was re-energized this year, as Linda Burnley stepped up to become the Subcommittee Chair in January. Programming events this year included a special presentation, co-sponsored by the Harvard Medical Center Office of Work & Family, by Sharon Teitelbaum, MA, MCC, Work-Life and Career Coach, Author of Getting Unstuck without coming Unglued: Restoring Work-Life Balance, which took place at the January Joint meeting, was solicited to the entire LMA community.

The second major program was the Mettle of Honor, a performance written by Eugene B. Kern, M.D., and performed by the Commonwealth Theatre Company. The play was held Thursday March 25, 4:00-5:30pm, Armenise Amphitheater, followed by a reception in the Modell Atrium. “Mettle of Honor” portrays the life of Dr. Mary E. Walker, the only woman to be awarded the Medal of Honor only to have the Army rescind it. Hers is the story of a unique woman’s spirit to overcome the many obstacles that the people, conventions, and institutions placed in the path of independent women. The unimaginable horror and violence that was the American Civil War (1861-1865) forged her personal courage and integrity. Ultimately, however, it was her compassion and determination that enabled her to survive as a female surgeon in an age when women were all but excluded from practicing medicine and never officially allowed to serve in the armed forces. -EBK