

Faculty Development and Diversity Task Force Recommendations

PROGRESS AND PRIORITIES

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Overview:

- Background and Process
- Recommendations
- Progress and Priorities



Background

- HMS and its affiliates have a long history of supporting faculty development and diversity (FDD)
- However, through strategic planning & self-study, it became evident that more could be done to help faculty members to advance professionally and to build a more inclusive and welcoming community



Process

- To address these needs, Dean Flier convened a task force in 2009
- Chaired by Dean Nancy Tarbell and comprised of over 60 faculty and staff from HMS and the affiliated community
- 3 subcommittees: Search/Applicant Pool Expansion, Mentoring, Culture/Community/Communications
- Charges: to define and prioritize FDD needs



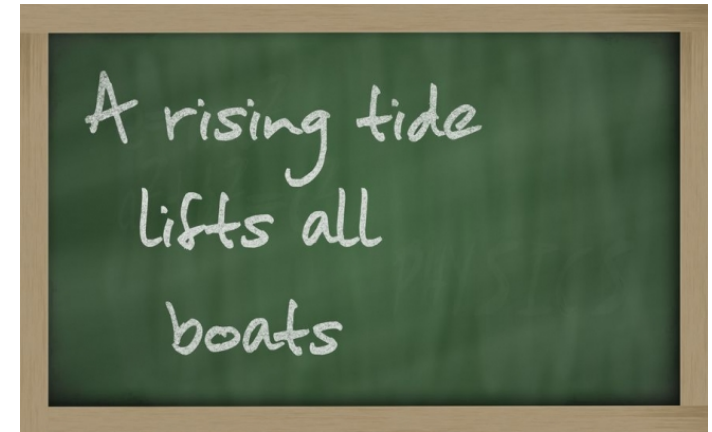
Task Force

Members: Margarita Alegria, Christian Arbelaez, Robert Barbieri, Sylvie Breton, Gretchen Brodnicki, Rafael Campo, Juan Celedon, Maureen Connelly, Michael Cunningham, Jean Emans, Barbara Furie, Judith Glaven, David Golan, Michael Greenberg, Audrey Haas, David Hackney, Douglas Hanto, Darren Higgins, David Hunter, Paula Johnson, George King, David Knipe, Roberta Kolter, Donna Lawton, Tracy Lieu, David Louis, Eleftheria Maratos-Flier, Marsha Moses, Bjorn Olsen, Elena Olson, Nancy Oriol, Christine Power, Joan Reede, Selwyn Rogers, Vicki Rosen, Joan Ruderman, Jeffrey Saffitz, Ellen Seely, Margaret Shipp, Glorian Sorensen, Nancy Tarbell, Nicole Ullrich, Gina Vild, Rochelle Walensky, Valerie Ward, Matthew Warman, Andrew Warshaw, Jeanine Wiener-Kronish, Linda Wilcox

Coordinators: Stacy McGrath, Liza Cariaga-Lo, Erin Cromack, Sara Kiarsis, Maureen Bergeron

Overarching Goals

- Help *all* faculty members to reach their full potential
- Ensure that our faculty members represent the broadest possible range of viewpoints & experiences
- Ensure that all faculty members have opportunities to feel part of a welcoming, inclusive and supportive community and to learn from each other



Dean's Statement on Diversity

“Merely attracting more minority and women faculty to HMS will not be enough. HMS must continue its commitment to building programs and systems that will ensure equity and the steady advancement through the academic and professional ranks of the very best faculty and staff from all backgrounds. This can be achieved through mentoring, training and support programs, aggressive recruitment, an array of pipeline programs and the strategic management of career transitions.”



6 Priority Recommendations

- Create an **infrastructure** to implement and sustain FDD efforts
- Establish **programs** to help new & existing faculty advance their careers and feel more connected to the HMS community
- Improve **search practices** to help broaden recruitment efforts and create a more diverse faculty community
- Develop a **communications** outreach effort to promote the values, goals and programs of FDD at HMS
- Streamline faculty **promotions**
- Apply **metrics** to ensure effective implementation of recommendations

1. Create an infrastructure to implement and sustain FDD efforts

PROGRESS:

- FDD Advisory Board established
- Associate Dean for ACA hired to oversee implementation and integration of FDD initiatives



FDD Advisory Board Members

Barbara Bierer, BWH	Phil Boisselle, HMS, BIDMC
Gretchen Brodnicki, HMS	Maureen Connelly, HMS
Marcela Del Carmen, MGH	Elazer Edelman, BWH
Jean Emans, CHB	David Hackney, BIDMC
Lisa Iezzoni, BIDMC	Grace Lee, CHB
Joan Reede, HMS	Brett Simon, BIDMC
Nancy Tarbell, HMS, MGH	Rochelle Walensky, MGH
Matt Warman, HMS	Gina Vild, HMS

2. Establish programs to help faculty members advance & feel more connected

PROGRESS:

- New faculty orientation launched
- Development of mentoring resources, expanded mentoring council and recognition
- Development of defined expectations for instructors



2. Establish programs to help faculty members advance & feel more connected

PRIORITIES:

- Establish annual career conference best practices & expectations



3. Improve search practices to broaden recruitment & create a more diverse community

PROGRESS:

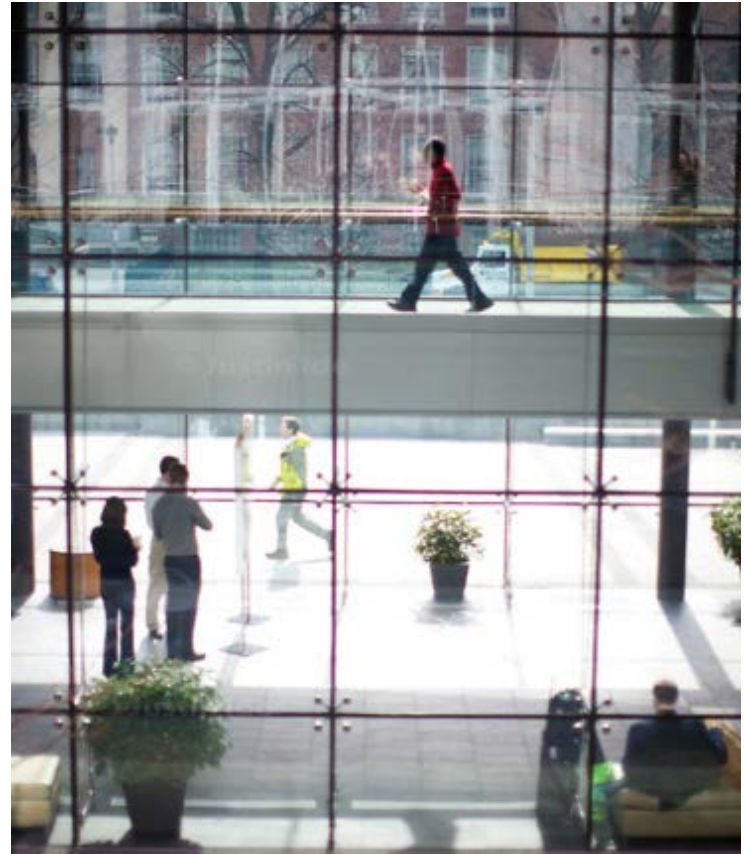
- Search specialist hired
- Search implementation task force recommendations forthcoming
- Post-doctoral, quad-based fellowships established
- Centralized DCP speaker database updated and utilized
- Diversity pipeline programs & visiting lectureships supported



3. Improve search practices to broaden recruitment & create a more diverse community

PRIORITIES:

- Improve documentation of searches at all levels
- Work with hospitals to identify local search specialists
- Implement forthcoming recommendations of search task force



4. Develop communications effort to promote FDD values, goals & programs

PROGRESS:

- Faculty Spotlight feature established in Harvard Medicine News to promote FDD
- ACA website updated to include FDD resources



4. Develop communications effort to promote FDD values, goals & programs

PRIORITIES:

- New comprehensive FDD website to centralize information and resources across HMS and affiliates is under development



5. Streamline faculty promotion process

PROGRESS:

- Senior promotions process successfully streamlined into a single, transparent and more efficient model
- Tracking process allows faculty to monitor the progress of their promotion process on a secure website



6. Apply metrics to ensure effective implementation of recommendations

PROGRESS:

- FDD progress reports/updates provided to FDD advisory committee
- Monitoring & reporting of faculty advancement metrics, including promotion rates of women and under-represented minorities



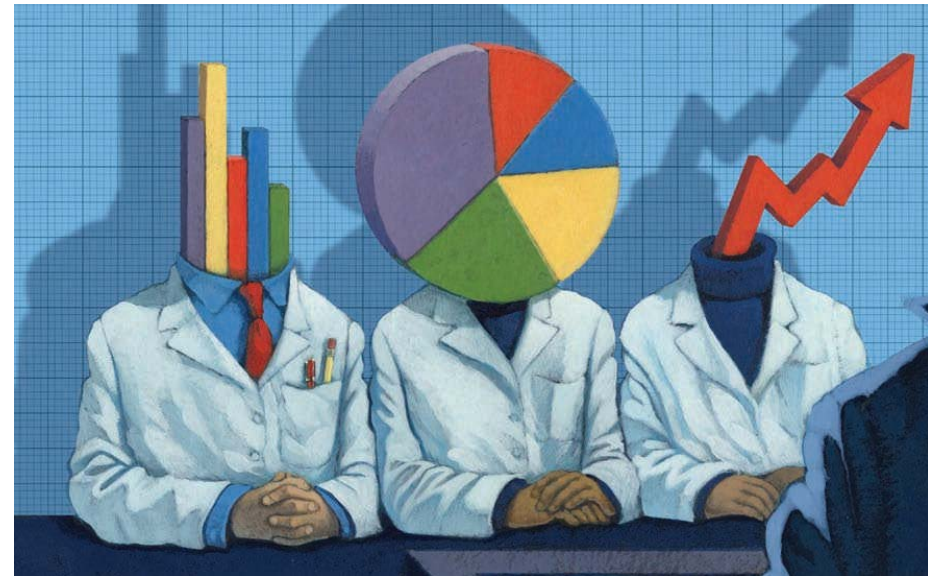
Faculty Advancement

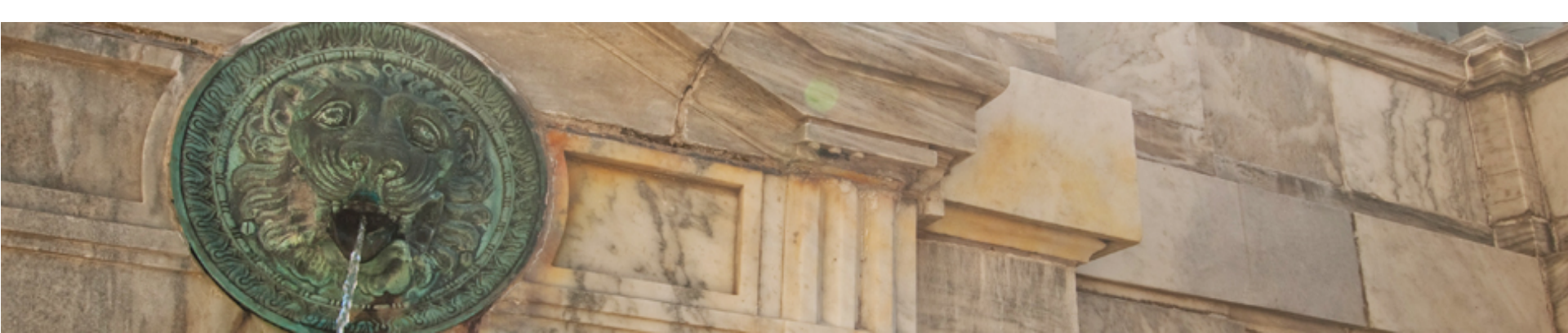
In academic year 2010-11, a record number of 614 faculty members were promoted to the ranks of assistant, associate and full professor, with the largest increase from the prior year (43%) occurring at the most senior rank resulting in 96 new full professors. Among the new senior faculty were the second and third African American women professors ever appointed at HMS. With 150 female professors, women now make up 16% of the senior faculty. Under-represented minority faculty constitute 5% of all faculty and promotions to underrepresented faculty mirrored that proportion.

6. Apply metrics to ensure effective implementation of recommendations

PROGRESS:

- ARRA Pathways metrics for faculty advancement and retention
- Tracking of FDD presentations, evaluations, and communications





Progress to date, along with successful implementation of the remaining priorities, will serve to fulfill the task force's ultimate goal of better positioning HMS/HSDM to:

- attract and retain the best faculty
- teach the next generation of clinicians, educators, and scientists
- lead innovative biomedical research
- reach out to local and distant communities
- provide exceptional care for patients

Summary and Questions

- Background and Process
- Recommendations
- Progress & Priorities



Thanks to the HMS Task Force

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