

## REQUEST FOR NOMINATIONS - **Deadline: February 9, 2024**

### **2024 JCSW Dean's Leadership Awards for Advancement of Women's Careers in the Faculty of Medicine**

The JCSW has been awarding Leaders in Advancing Women's Careers since 1998, when the first Dean's Award for Leadership in the Advancement of Women Faculty was established. Former Dean of the Faculty of Medicine, Joseph B. Martin, M.D., Ph.D., initiated this award to recognize faculty members for lifetime achievement in the recruitment, retention and advancement of women at Harvard Medical School and Harvard School of Dental Medicine. In 2007, the Award was renamed the "**Joseph B. Martin Dean's Leadership Award for the Advancement of Women**" to honor Dr. Martin for his long-standing support of the mission it recognizes.

The Dean's Award for Enhancement of Women's Careers was initiated in 2019 in collaboration with the Dean's office, to recognize faculty members committed to the advancement of women at Harvard Medical School and Harvard School of Dental Medicine, but may not be in a position in their career to promote and retain women faculty. The Award was named the "**Shirley Driscoll Dean's Leadership Award for the Enhancement of Women's Careers**" to honor Dr. Driscoll (1923-2018) who was the first faculty co-chair of the JCSW in 1973.

Most recently, in 2021, the Dean's Award for an Emerging Leader in Women's Careers was initiated in collaboration with the Dean's Office, to recognize a faculty member making an impact limited to their local sphere of influence. In 2022, this award was renamed the "**Nancy J. Tarbell Dean's Award for an Emerging Leader in Women's Careers**" to honor her impact as founding Director of the MGH Office for Women's Careers and their Center for Faculty Development, and her 11 years of service as Dean for Academic and Clinical Affairs at Harvard Medical School.

The nomination process for the Awards is coordinated by the Joint Committee on the Status of Women at HMS and HSDM.

- Candidates may be of any gender and may be nominated by any HMS/HSDM faculty member.
- The award recipients will be recommended by the JCSW Dean's Award Selection Subcommittee and selected by George Q. Daley, M.D., Ph.D., Dean of the Faculty of Medicine.
- The faculty awardees will be recognized at the Spring Faculty of Medicine meeting and the June 2024 JCSW meeting.

#### **Evaluation Criteria for the Joseph B. Martin Dean's Leadership Award for the Advancement of Women Faculty:**

- This award recognizes a lifetime of achievement. Each nominee should be sufficiently established in their career such that they made a truly notable contribution to the advancement of women faculty.
- Ideally this faculty member will have set an example not only as a mentor, but also as a model and an activist whose efforts have extended more broadly within our institution or nationally.
- Nominees eligible for this award include faculty members who serve in any capacity within HMS or HSDM. Exceptions to this eligibility include those faculty members currently serving in a decanal role.
- Ordinarily, the recipient of this award is an associate or full professor with 20 or more years on faculty at HMS or elsewhere.

- Please note that, if deemed more appropriate, the committee may change this nomination packet for consideration of the Shirley Driscoll Dean’s Leadership Award for the Enhancement of Women’s Careers.

**Evaluation Criteria for the Shirley Driscoll Leadership Award for the Enhancement of Women’s Careers:**

- Ideally this faculty member will have set an example not only as a mentor, but also as a model and an activist.
- Nominees eligible for this award include faculty members who serve in any capacity within HMS or HSDM. Exceptions to this eligibility include those faculty members currently serving in a decanal role.
- Ordinarily, the recipient of this award would have served as faculty at HMS or elsewhere approximately 10 years or more and is normally not yet a full professor (although exceptions will be made).
- Please note that, if deemed more appropriate, the Dean’s Award Committee may change this nomination packet for consideration of the Joseph B. Martin Dean’s Leadership Award or the Nancy J. Tarbell Dean’s Leadership Award if the above criteria are not met.

**Evaluation Criteria for the Award for the Nancy J. Tarbell Dean's Award for an Emerging Leader in Women's Careers:**

- Early career awardees are expected to have an impact at least in their local sphere of influence.
- Nominees eligible for this award include faculty members who serve in any capacity within HMS or HSDM.
- Nominees will have had an impact upon the climate for women’s careers and/or on work-life balance at their institution and/or HMS.
- These nominees will generally have served as faculty at HMS or elsewhere less than 10 years and are likely to be instructors, assistant professors, or early associate professors.
- Please note that, if deemed more appropriate, the Dean’s Award Committee may change this nomination packet for consideration of the Shirley Driscoll Award for the Enhancement of Women’s Careers.

**Nomination Information and Guidelines:**

- All nominations and letters of support must be received NO LATER THAN **February 9, 2024**.
- A [nomination form](#) must be submitted on behalf of the nominee to be considered for this award.
- For all faculty awards, candidates who have previously been nominated may be re-nominated; previous nominations can be re-submitted with a one-page addendum that includes any relevant updates.

**Letters of Support:**

- Up to 2 letters of support (**approximately 2 pgs of length each**) will be accepted for each nominee. These forms should be uploaded into the nomination form.
- Multiple supporters may sign one letter

- Letters should contain information that is supplementary to the information on the nomination form
- Letters should provide specific details and examples documenting accomplishments of the nominee in each of the following areas:

#### **Martin Award**

- How long nominee has served in their leadership role
- Outreach efforts to recruit, retain, and promote women faculty and trainees (e.g. appointments in executive positions) and/or help establish them in position of leadership elsewhere
- Effective retention strategies
- Enhancing the ability of women faculty and trainees to attain their full career potential
- Support for programs to assist with career/family balance
- Development of an environment conducive to career development
- Has the nominee had impact upon women's careers at the national level?

#### **Driscoll Award**

- Enhancing the ability of women faculty and trainees to attain their full career potential
- Support for programs to assist with career/family balance
- Development of an environment conducive to career development
- Advocating for Pay Equity
- Sponsorship for leadership, other opportunities

#### **Tarbell Award**

- Enhancing the ability of women faculty and trainees to attain their full career potential
- Support for programs to assist with career/family balance
- Development of an environment conducive to career development

#### **Links:**

- [Nomination Form](#)
- [Past Recipients](#)

#### **Questions:**

If you have any questions about nominations or this award, please contact Diana Longden, JCSW Administrative Coordinator; [JCSW\\_AdminAssist@hms.harvard.edu](mailto:JCSW_AdminAssist@hms.harvard.edu)

*Thank you for your interest and efforts in nominating an outstanding candidate. Your participation in selecting a deserving recipient of these important awards is greatly appreciated. Please feel free to forward this email to your colleagues and departments.*