

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

**ANNUAL REPORT 2013-2014**

### **Summary**

The Joint Committee on the Status of Women (JCSW) is a Standing Committee of the Dean of Harvard Medical School with a 40-year history of facilitating and enhancing the contributions of women at Harvard Medical School and the Harvard School of Dental Medicine. We feel strongly that women's issues are community issues. To that end, we advocate for improvements in our community that will improve the lives of all employees at all levels.

#### **Major JCSW Activities and Initiatives 2013-2014**

- JCSW social media development
- Successful Programming events
- Successful first year of pilot mentoring program to be implemented
- Kick off of Family Child Care Network in the Longwood Medical Area, which was a direct result of the JCSW Childcare Summit held in 2012.
- JCSW protocol manual development continues to be updated, including the need for archiving JCSW materials

### **Administrative**

The JCSW is overseen by Dean Maureen Connelly in the HMS Office of Faculty Affairs, and an eight person Steering Committee comprised of elected faculty and staff representatives from the JCSW membership and Dean's appointees. The JCSW membership is comprised of volunteer faculty and staff from HMS and HSDM. Part-time staff support was provided by Tamara Brown through the Office of Faculty Affairs.

#### **Steering Committee 2013-2014**

- **Co-Chairs:** Michael Cahalane, M.D. and Kathryn Driscoll, M.A.L.S.
- **Co-Vice Chairs:** Yasmin Mashhoon, Ph.D. and Kristen Uekermann, A.L.M.
- **At-large members:** Sheila Nutt, Ed.D. and Maria Kontaridis Ph.D. (January 2013-December 2014) and Martha Cesena, M.D. (January 2014-December 2014)
- **Dean's Appointees:** Carol Bates, M.D., Assistant Dean of Faculty Affairs, Donna Lawton, Executive Director of the Center for Faculty Development at Massachusetts General Hospital, Ellen McCarthy, Ph.D., Assistant Dean of Development and Diversity, and Maria Tarullo, Strategy and Management Consultant, Human Resources, HMS
- **Administrative assistance:** Tamara Brown

**Strategic Plan Fiscal Years 2012-2016**

This was the third year of the 5-year JCSW strategic plan. As outlined in Appendix A, subcommittees and task forces focusing on both Organizational Efficiency and Institutional Memory, and JCSW Career Satisfaction and Advocacy were priorities for this fiscal year.

*Appendix A: Strategic Plan for 2013-14*

**Membership 2013-2014**

The open membership structure continued for a fourth year. As before, under this new structure, members are considered “active” based on their involvement with the committee’s projects and/or attendance at meetings, and only active members may vote on JCSW business. We have increased our membership numbers from the previous years for faculty, staff, students and post docs. HMS, Massachusetts General Hospital, Brigham and Women’s Hospital and Beth Israel Deaconess Medical Center rank the highest in membership.

*Appendix B: JCSW Membership Roster 2013-2014*

*Appendix C: JCSW Membership Data and Membership Comparison FY13-FY14*

**Meeting Structure**

We have continued to hold each of our nine monthly meetings as joint meetings (faculty/staff, post docs and students), to jointly address the concerns of women at HMS/HSDM. In an effort to provide more time for subcommittee work, the first hour of our monthly meeting is used to address collective JCSW business/announcements and to host guest speaker events. Most of the second hour is dedicated time for Sub-committees to meet and discuss their projects.

**Sub-Committees and Taskforces for 2013-2014**

Sub-committees and taskforces do most of the work of the JCSW. They are comprised of faculty, staff, post docs and student members. According to the 2013-14 strategic plan, the following JCSW sub-committees and taskforces were active with particular tasks and priorities:

- Joseph B. Martin Dean’s Leadership Award for the Advancement of Women Membership Faculty and Staff Subcommittees
- Mentoring Subcommittee
- Membership/ Outreach, Partnerships and Collaboration Subcommittee
- Programming Subcommittee
- Technology/Website Development and Communications Subcommittee
- Flextime and Job Sharing
- Salary Equity

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

*Dr. Rhonda Bentley-Lewis and Ms. Jessica Murphy, Co-Chairs*

The Dean's Leadership award was established by Dr. Joseph 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. In June 2007 the Awards were renamed the "Joseph B Martin Dean's Leadership Award for the Advancement of Women" in recognition of his important influence in this realm. There is one award each for an outstanding member of the faculty and staff who has modeled the importance of cultivating the careers of women, and by extension, all employees at HMS/HSDM. Separate faculty and staff subcommittees advise the Dean on proposed award winners.

This year the awards were given to the following leaders in our community:

- Staff Dean's Award: **Douglas MacFadden, M.S.**, Chief Informatics Officer, Harvard Catalyst, Center for Biomedical Informatics at Countway, Harvard Medical School.
- Faculty Dean's Award: **Cynthia C. Morton, Ph.D.**, Director of the Partners Cytogenetics Laboratory, Center for Uterine Fibroids, Center for Hereditary Deafness, and Program Director, Developmental Genome Anatomy Project, Brigham and Women's Hospital William Lambert Richardson Professor of Obstetrics, Gynecology and Reproductive Biology and Professor of Pathology, Harvard Medical School.

## Mentoring Sub-Committee

*Dr. Neena Haider and Ms. Megan Halligan, Co-Chairs*

The mentoring subcommittee's main focus this year was the pilot of the group mentoring program which kicked off in the fall. There were 3 faculty circles and 1 staff (21 faculty, 5 staff and SME's). Groups will continue to meet over summer (pending schedules). They are looking forward to continuing. The subcommittee co-chairs are in process of gathering feedback from participants. For AY15 the subcommittee is looking forward to new group circles to start in the fall with possibilities of a book club and/or working mothers mentoring circles. They are also considering hosting a panel on the topic of sponsorship.

## Programming Subcommittee

*Dr. Ingrid Katz and Dr. Sheila Nutt, Co-Chairs*

The Programming Subcommittee was very active this year, hosting multiple events in celebration of the JCSW's 40<sup>th</sup> anniversary this year. Event topics and speakers were as follows:

- **Leadership** with Dr. Joseph Martin
- **Panel of Past Chairs of JCSW**- all past JCSW leaders were invited to attend this event
- **Importance of Inclusivity** with Dr. Lisa Coleman (Chief Diversity Officer, HU) – discussing inclusivity - visionary perspective

- **Community Service-** the JCSW hosted a group of students from the John D. O'Bryant School of Mathematics and Science
- **Negotiating Skills-** skill training with Melissa Brodrick
- **Flextime/Job Sharing panel-** with Dr. Phyllis L Carr, Dr. Celeste Robb-Nicholson Dr. Jane E. Stewart Dr. Malissa J. Wood and Ms. Simone Leary (*flextime and job sharing taskforce*)
- **Salary Equity Symposium** with Dr. Nancy Tarbell, Dr. Paula Johnson, Dr. Anupam Bapu Jena, Ms. Julie Stanley, Dr. Luanne Thorndyke, and Dr. David Torchiana (*salary equity subcommittee*)

### **Membership Sub-Committee**

#### **/Outreach, Partnerships and Collaboration Sub-Committee**

*Dr. Risha De Leon and Ms. Megan Dross, Co-Chairs*

This year the steering committee voted to combine the membership and outreach subcommittees in order to minimize duplication of efforts by the two committees.

Subcommittee members continued to provide presentations at local affiliates.

- Spoke at Mount Auburn to help recruit new members
- Spoke to the Department of Population Medicine women's faculty group
- Attended two Faculty Orientation events in the fall
- Assisted with the decision to offer both morning and lunch time meetings to help accommodate those traveling from outside the Longwood area.

Membership numbers overall have increased from FY2013 to FY2014. There was a slight decrease by staff, post docs, and students. We continue to see an increase with representation from smaller HMS affiliate hospitals such as MEEI, CHA, VA, McLean, and Schepens. (*see appendix C*)

### **Technology and Communication Sub-committee**

*Dr. Blanca Himes and Dr. Iza Malinowska, Co-Chairs*

This year the subcommittee maintained the JCSW website and transferred several tasks to the JCSW administrator. A JCSW LinkedIn group was created and continued to maintain the Facebook group. The number of members of each group increased. A JCSW member survey was conducted during the fall to help several subcommittees submit survey questions to the JCSW membership, assessing needs.

### **Childcare Taskforce**

*Dr. Zoey Fonseca-Kelly, Co-Chair*

The LMA Family Child Care Network (FCCN) kicked off this year. This program is a direct result of the JCSW Childcare Summit held in 2012. Looking forward the Childcare Task force will; continue to promote and highlight childcare initiatives support CHACC and the FCCN and its

activities, continue efforts to monitor childcare resources, and engage the Executive Dean's office to support childcare needs.

### **Flextime and Job Sharing Taskforce**

*Dr. Deborah Kwolek and Dr. Melissa Mattison, Co-chairs*

This group has been tasked with finding more information on the conditions that support flexible time and job sharing and how, if possible, to implement them in HMS/HSDM. This year the group completed needs assessment of the JCSW, created survey and obtained Harvard IRB permission to disseminate it, and planned and hosted a 90 min panel discussion about flextime and job sharing.

### **Salary Equity Taskforce**

*Dr. Dong Feng Chen and Dr. Ayse Atasoylu, Co-chairs*

This has been a very productive second year for the Salary Equity Taskforce. The group performed a literature review. Inspired by Mayor Menino's goal of closing the wage gap in Boston, the taskforce hosted a very successful Salary Equity Symposium followed by a post-symposium survey of JCSW membership.

**Strategic Plan: Fiscal Year 2014  
(July 1, 2013 – June 30, 2014)**

Organizational Efficiency and Institutional Memory	Actions, Tasks and/or Activities	Timeframe	Measure(s) of Success
<b>Structure/ Records Management</b>	<ul style="list-style-type: none"> <li>Formalize the orientation process that was piloted by the Membership subcommittee in FY12/FY13. This should include creating orientation materials/pamphlets, presentation materials, instructions on various processes and operations for chairs, and other documentation.</li> </ul>	<ul style="list-style-type: none"> <li>Complete by Spring FY14.</li> </ul>	<ul style="list-style-type: none"> <li>The Orientation Processes for members, chairs, and subcommittee chairs, which began as a pilot in FY12/13, will be finalized and documented to ensure that orientation sessions are consistent and easily executed from year-to-year.</li> </ul>
<b>Technology and Communication Subcommittee</b>	<ul style="list-style-type: none"> <li>Update membership list, group photo, Deans Award info on website</li> <li>Survey members for areas of interest</li> <li>Maintain website content and social media presence</li> </ul>	<ul style="list-style-type: none"> <li>Complete ASAP during FY14</li> <li>Fall FY14</li> <li>Continuously throughout FY14</li> </ul>	<ul style="list-style-type: none"> <li>Website content improves and feedback is positive.</li> <li>Good survey response rate and helpful feedback to all subcommittees</li> </ul>
<b>Membership</b>	<ul style="list-style-type: none"> <li>Continuation of work and activities described in FY12. Orientation pilot</li> <li>Membership assessment</li> <li>Targeted recruitment including external women groups</li> <li>Programming and website enrichment</li> </ul>		
<b>Programming</b>	Continuation of work and activities described in FY12.		
<b>Outreach, Partnerships and Collaboration</b>	Continuation of work and activities from FY13.		

Career Satisfaction and Advocacy	Actions, Tasks and/or Activities	Timeframe	Measure(s) of Success
Childcare	<ul style="list-style-type: none"> <li>• <b>Office of the HMS Executive Dean for Administration Taskforce:</b> <ul style="list-style-type: none"> <li>○ Continue to promote and highlight childcare initiatives</li> <li>○ Continue to leverage resources from CHACC and Family Network Provider Taskforces</li> <li>○ Continue efforts to work with leaders to provide/support space for 30 school age children during school break and/or lactation rooms</li> </ul> </li> <li>• <b>Continue to support the CHACC Taskforce.</b></li> <li>• <b>Continue to support the Network of Family Childcare Providers.</b></li> </ul> <p>Each taskforce will need to complete an annual progress report every year for JCSW and make it available online.</p>	<ul style="list-style-type: none"> <li>• Quarterly</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Office of the HMS Executive Dean for Administration Taskforce:</b> Childcare initiatives continue to be supported and promoted. School aged children have space within LMA area during their vacation week to participate in a week long activities while their parents are at work.</li> <li>• <b>CHACC Taskforce activities are supported by JCSW.</b></li> <li>• <b>Network of Family Childcare Providers activities are supported by JCSW.</b></li> </ul>
Mentoring for Faculty and Staff	Continuation of work and activities described in FY12 for faculty and staff.		
Flextime and Job Sharing	<ul style="list-style-type: none"> <li>• The task force will interview the relevant employees (faculty or staff) and their HR contacts using the questionnaire as a guide. Interviews will optimally be in person, but if not, by phone or email.</li> </ul>	<ul style="list-style-type: none"> <li>• Eight month period in time for interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Give a brief report to the JCSW to submit to the Dean as part of the whole JCSW report.</li> </ul>

	<ul style="list-style-type: none"> <li>• Draft guidelines for making flexible time and/or job sharing work. Vet guidelines with various HR officials.</li> </ul>	<ul style="list-style-type: none"> <li>• Two months</li> </ul>	
<p><b>Salary Equity</b></p>	<ul style="list-style-type: none"> <li>• Plan a web-based salary survey crossing the Harvard community, departments, and affiliations:               <ul style="list-style-type: none"> <li>○ Leverage the existing database and experience in the School of Public Health, HMS and John Hopkins University</li> <li>○ Obtain help from Psychology Department and the Mentoring Subcommittee which previously conducted a survey for information regarding the planning process, designing of survey questions and spread sheet, and developing web-based surveys</li> </ul> </li> <li>• Conduct the survey that crosses the Harvard community/departments/affiliations for (separate the data of faculty and staff):               <ul style="list-style-type: none"> <li>○ Pay</li> <li>○ Rate and waiting period for pay raise or promotion</li> <li>○ Query HR for data on numbers of people who left the job because of the salary issue after controlling for factors such as productivity, experience, education and race</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> and 2<sup>nd</sup> quarters</li> <li>• 3<sup>rd</sup> and 4<sup>th</sup> quarters and continued into the next year</li> </ul>	<ul style="list-style-type: none"> <li>• Provide the Dean and JCSW with a progress report on the survey</li> </ul>
<p><b>Salary Equity, <i>continued</i></b></p>			



**JOINT COMMITTEE**  
**ON THE STATUS OF WOMEN**

This committee was appointed by the Faculty of Medicine on June 8, 1973, with the charge “to survey yearly the status of women at the Harvard Medical and Dental Schools [and] to suggest ways of increasing the number of women on the Faculty and within the Harvard Medical and Dental Schools.”

**Steering Committee Members**

- Yasmin Mashhoon, Ph.D. *Faculty Co-chair*
- Kristen Uekermann, A.L.M. *Staff Co-Chair*
- Ingrid Katz, M.D. *Faculty Vice co-chair*
- Rebecca Caruso, M.P.H. *Staff Vice co-chair*
- Janice Zabolotny, Ph.D. *Faculty at-large member*
- Zoe Fonseca-Kelly, Ph.D. *Staff at-large member*
- Carol Bates, M.D. *Dean's Office Representative*
- Donna Lawton, M.S. *Dean's Office Representative*
- Maria Tarullo, *Dean's Office Representative*
- Ellen McCarthy, Ph.D. *Dean's Office Representative*

**\*Participating Members:**

*\*Participating members are defined as those that attend a minimum of 50% of the JCSW monthly joint faculty/staff meetings. This list is based on 2013-2014 meeting attendance.*

Ayşe Atasoylu  
Rhonda Bentley-Lewis  
Melissa Brodrick  
Michael Cahalane  
Diana Carlone  
Martha Cesena  
Dong Feng Chen  
Lucy Chen  
Megan Dross  
Gail Gazelle  
Tina Gelsomino  
Neena Haider  
Megan Halligan  
Elizabeth Kobay

Deborah Kwolek  
Mary Loeken  
Melissa Mattison  
Maxine Milstein  
Jessica Murphy  
Anne Nicholson-Weller  
Rebecca Plank  
Christine Power  
Ellen Seely  
Christine Sieberg  
Jo Solet  
Christa Van Dort  
Hiroko Wakimoto  
Darla White

**Other Members:**

Kathryn Aberle  
Janet Abraham  
Sophia Adamia  
Roy Ahn  
Aili Lewis  
Angela Alberti  
Paula Anderson  
Eman Ansari  
Joeun Bae  
Bhanu Bahl  
Vineeta Bajaj  
Dusica Bajic

Barbara Balestrieri  
Anca Barbu  
Amy Baughman  
Irmgard Behlau  
Carol Benoit  
Nancy Berliner  
Bonnie Lee Bermas  
Kriti Bhatia  
Abhinav Bhushan  
Katharine Black  
Eileen Boye  
Donna Brezinski

## *Appendix B: JCSW Membership Roster 2013-2014*

David Brown  
Elizabeth Buchbinder  
Phyllis Carr  
Jocelyn Carter  
Maria Cervone  
Alexandra Chabrierie  
Maria Chahrour  
Julia Charles  
Zeina Chemali  
Nithya Chickmagalur  
Andrea Christopher  
Helen Christou  
Kathryn Commons  
Maureen Connelly  
Dagmara Cotti  
Heather Cristiano  
Devin Cromartie  
Mary Daly  
Helen D'Couto  
Lauren Dewey Platt  
Rosemary Duda  
Aun Em  
S. Jean Emans  
Huma Farid  
Andrea Farkas Patenaude  
Pouneh Fazel  
Zoe Fonseca-Kelly  
Erin Fortin  
Idalid Franco  
Paola Friedrich  
Dana Fugelso  
Nadine Gaab  
Gricelda Gomez  
Sarah Gray  
Anita Gupta  
Jennifer Haas  
Mei-Hua Hall  
Karamah Hawash  
Carolyn Hayes  
Dina Hirshfeld-Becker  
Cynthia Hobbs-Barrett  
Laura Holsen  
Rosy Hosking  
Yichuan Hsieh  
Jing Hua  
Katarina Illanes  
Carleen Irwin  
Otana Jakpor  
Kate Jeffrey  
Lynda Kabbash  
Ursula Kaiser  
Elsbeth Kalendarian  
Elizabeth Kass  
Susanna Katsman  
Nancy Keating  
Ayesha Khalid  
Nancy Kim  
Hannah Kinney  
Jean Klig  
Jonathan Knight  
Marina Kvaskoff  
Karen Kwass  
Leslie Lehmann  
Brendan Lehnert  
Amy Levenson  
Deborah Levine

Jia Li  
Christine Lian  
Linda Lieberman  
Tami Lieberman  
Cindy Liu  
Jay Loeffler  
Jessica Loew  
Mary Frances Lopez  
Chenning Lu  
Ernest Mandel  
Eleftheria Maratos-Flier  
Anna Marmalidou  
Jonathan Matsui  
Mary Ellen McCann  
Lauren Mednick  
Deborah Milstein  
Jennifer Mitty  
Wanda Mock  
Amanda Moore-Owens  
Leslie Morse  
Stephanie Mueller  
Mary Mullen  
Grace Mushrush  
Carol Nadelson  
Christine Narsjo  
Vera Novak  
Michelle Ocana  
Marjorie Oettinger  
Emily Oken  
Christine Olsen  
Musacide Z Ordulu Sahin  
Samia Osman  
Bonnie Padwa  
Stephanie Page  
Evangelia Papavasileiou  
Hannah Parker  
Nina Paynter  
Beverly Philip  
Jennifer Potter  
Sadeq Quraishi  
Haley Ramsey  
Adrienne Randolph  
Kathryn Rexrode  
Elizabeth Rider  
Susan Ritter  
Rachel Rodrigues  
Sylvia Rosas  
Vicki Rosen  
Lisa Rotenstein  
Celeste Royce  
Magali Saint-Geniez  
Jessica Saulnier  
Rachel Schmitt  
Brittany Seymour  
Sherin Shaaban  
Uzma Shah  
Vonda Shannon  
Lynette Sholl  
Jenifer Siegelman  
Sabina Signoretti  
Marisa Silveri  
Laura Simons  
Tatiana Sitnikova  
Ann Skoczinski  
Anna Jo Smith  
Glorian Sorensen  
Jacqueline Spencer

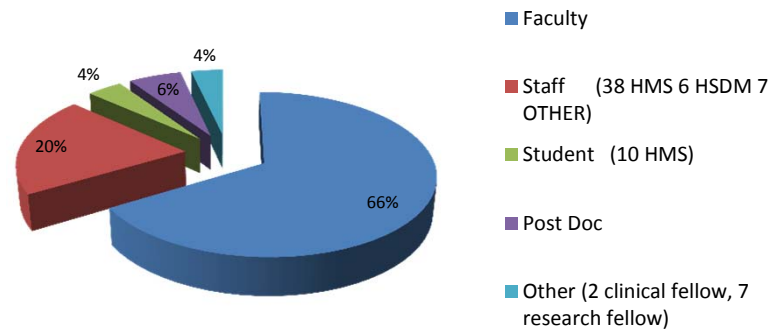
*Appendix B: JCSW Membership Roster 2013-2014*

Samantha Spencer  
Anne Marie Stack  
Diane Stafford  
Catherine Stamoulis  
Fatima Cody Stanford  
Amy Szarkowski  
Nancy Tarbell  
Flavia Teles  
Lisa Teot  
Carey Thomson  
Juliet Tripaldi  
Yu-Hua Tseng  
Ailis Tweed-Kent

Trudy Van Houten  
Yael Vin  
Shana Wagner  
Susan Waisbren  
Rochelle Walensky  
Carol Warfield  
Wilma Wasco  
Ellen Weinberg  
Elissa Wilker  
Julia Wong  
Vionnie Yu  
Janice Zabolotny

**Member Breakdown**

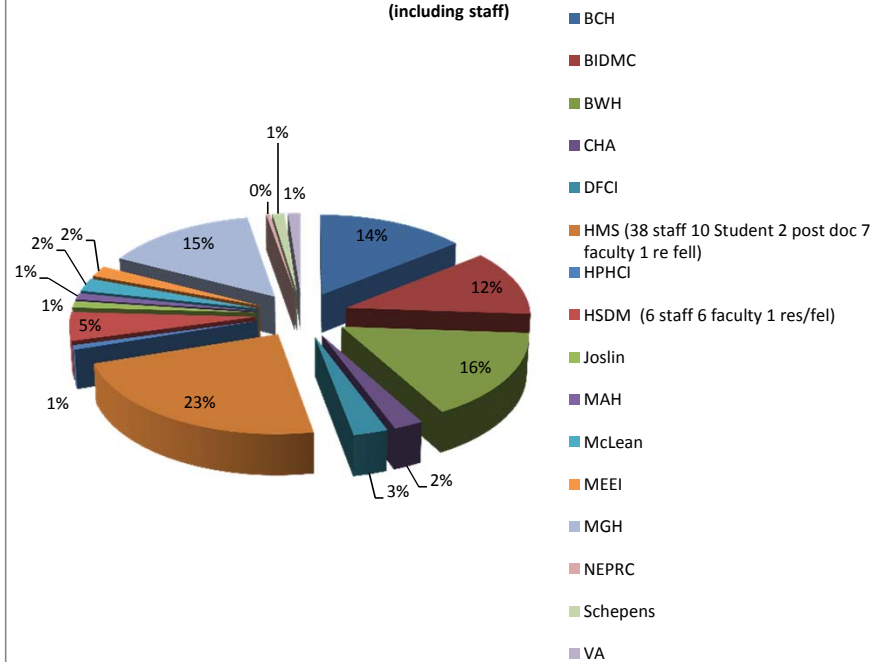
Faculty	168
Staff (38 HMS 6 HSDM 7 OTHER)	51
Student (10 HMS)	10
Post Doc	15
Other (2 clinical fellow, 7 research fellow)	9
<b>Total Members</b>	<b>253</b>

**Member Breakdown****Members by Institute**

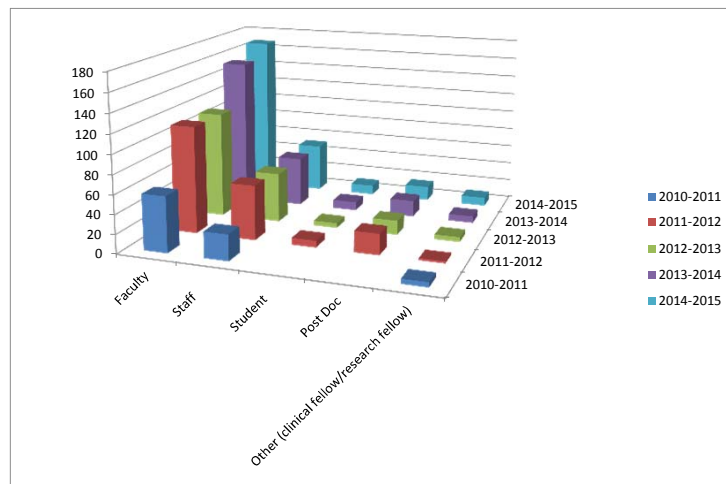
BCH	36
BIDMC	30
BWH	40
CHA	6
DFCI	7
HMS (38 staff 10 Student 2 post doc 7 faculty 1 re fel)	58
HPHCI	2
HSDM (6 staff 6 faculty 1 res/fel)	13
Joslin	3
MAH	3
McLean	6
MEEI	5
MGH	37
NEPRC	1
Schepens	3
VA	3
<b>Total</b>	<b>253</b>

**Members by Institute**

(including staff)



Membership Comparison	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Faculty	58	112	111	154	168
Staff	27	57	52	52	51
Student		7	5	9	10
Post Doc		22	15	17	15
Other (clinical fellow/research fellow)	5	2	5	7	9
<b>Total Members</b>	<b>90</b>	<b>200</b>	<b>188</b>	<b>239</b>	<b>253</b>



Membership Comparison by Institute	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
BCH	12	25	27	31	36
BIDMC	9	24	20	26	30
BWH	15	33	28	38	40
CHA	3	2	3	5	6
DFCI	6	7	6	8	7
HMS	25	55	45	58	58
HPHCI	1	1	1	1	2
HSDM	4	13	15	14	13
Joslin	1	2	2	3	3
MAH				3	3
McLean	1	4	5	5	6
MEEI	0	1	2	4	5
MGH	11	29	29	36	37
NEPRC	1	1	1	1	1
Schepens	1	2	3	4	3
VA		1	1	2	3
<b>Total</b>	<b>78</b>	<b>200</b>	<b>188</b>	<b>239</b>	<b>253</b>

