



BRIGHAM AND  
WOMEN'S HOSPITAL

Center for Faculty Development & Diversity



## Office for Multicultural Faculty Careers

Sharing strategies. Supporting careers.

**Insights  
February 2009**

**Please visit the OMC Website at [http://www.brighamandwomens.org/CFDD/OMC/OMC\\_slideshows.aspx](http://www.brighamandwomens.org/CFDD/OMC/OMC_slideshows.aspx) and check out our new "Photos" section!**

### **In the News**

Mass. life sciences group seeks funding boost from Congress

<http://www.masshightech.com/stories/2009/01/05/daily40-Mass-life-sciences-group-seeks-funding-boost-from-Congress.html>

Safety list cuts surgery deaths: Measure tied to fewer errors, complications

[http://www.boston.com/news/local/massachusetts/articles/2009/01/15/safety\\_list\\_cuts\\_surgery\\_deaths/](http://www.boston.com/news/local/massachusetts/articles/2009/01/15/safety_list_cuts_surgery_deaths/)

The priorities at Partners

[http://www.boston.com/bostonglobe/editorial\\_opinion/oped/articles/2009/01/22/the\\_priorities\\_at\\_partners/](http://www.boston.com/bostonglobe/editorial_opinion/oped/articles/2009/01/22/the_priorities_at_partners/)

New drug firm limits prompt fears of falloff in medical meetings in city

[http://www.boston.com/news/local/massachusetts/articles/2009/01/24/new\\_drug\\_firm\\_limits\\_prompt\\_fears\\_of\\_falloff\\_in\\_medical\\_meetings\\_in\\_city/?s\\_campaign=8315](http://www.boston.com/news/local/massachusetts/articles/2009/01/24/new_drug_firm_limits_prompt_fears_of_falloff_in_medical_meetings_in_city/?s_campaign=8315)

Harvard will stiffen rules for staff at med school: Conflict of interest will be redefined

[http://www.boston.com/news/local/massachusetts/articles/2009/02/03/harvard\\_will\\_stiffen\\_rules\\_for\\_staff\\_at\\_med\\_school/?s\\_campaign=8315](http://www.boston.com/news/local/massachusetts/articles/2009/02/03/harvard_will_stiffen_rules_for_staff_at_med_school/?s_campaign=8315)

### **OMC/CFDD Events Calendar**

*The New HMS/HSDM CV: Recognizing the Diversity of Faculty Achievements*

Thursday, February 12, 2009, 12:00 – 1:30 PM, Breakout Room, Conference Center, Shapiro Cardiovascular Center

The Harvard CV format has been updated to capture the broader range of activities that will be considered in support of the evaluation for promotion under the new HMS criteria. Maureen Connelly, MD, Associate Dean for Faculty Affairs at HMS, will present the new CV format, and web based resources to support preparation of your CV in the required format. Sponsored by the Center for Faculty Development and Diversity.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=43504>

*African-American Health Forum: Health Workforce Needs for Reform of the U.S. Healthcare System* **SAVE THE DATE**

Wednesday, February 18, 2009, 12:00 – 2:00 PM, Faculty Room, Gordon Hall, HMS  
Please join us as The Honorable Louis W. Sullivan, MD, former Secretary of the US Department of Health and Human Services, founding Dean and first President of Morehouse School of Medicine, and current Chairman of the Sullivan Commission on Diversity in the Healthcare Workforce discusses the health status and health challenges faced by African-Americans in the US. Reception to follow. Sponsored by the Consortium of Harvard Affiliated Offices and Centers for Faculty Development and Diversity (CHADD).

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=43359>

*OMC Society for Residents and Fellows Social Hour* **DON'T MISS IT!!!**

Thursday, February 19, 2009, 5:00 - 6:30 PM, The Mission Grill, 724 Huntington Avenue

*Demystifying Promotions 2009: Instructor to Assistant Professor*

Friday, February 27, 2009, 12:30 – 2:00 PM, Carrie Hall Conference Room, BWH

Sponsored by the Center for Faculty Development and Diversity, this seminar series is designed for faculty to gain knowledge and perspective about the process for academic advancement at Harvard Medical School. Each seminar in the series is geared towards a specific academic rank and the criteria to successfully navigate the promotions process in light of new criteria.

Registration is required and CME credits are available. Lunch will be served.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=43684>

CFDD Calendar of Programs

<http://www.brighamandwomens.org/CFDD/CFDDCalendarofPrograms.aspx?subID=submenu2>

### **Other Related Events**

*Two Models for Integrating Cross-Cultural Care into Pre-Clinical Science Courses*

Wednesday, February 11, 2009, 5:30 – 7:30 PM, Room 324, Tosteson Medical Education Center, HMS

As the U.S. population becomes increasingly diverse, medical students expect that the medical curriculum will prepare them to practice medicine with all patients regardless of patient background or demographic characteristics. Although the importance of culture in health care is increasingly recognized, this is often perceived as secondary to the science or addressed as an 'add-on' piece that is unrelated to medicine. Dr. Helen Shields and Dr. Martha Cesena will present two approaches that integrate cross cultural themes in ways that is central to the science and medicine. Participants will explore ways they can apply or modify these approaches to their own teaching. CMEs available.

For more information contact the HMS Academy Center for Teaching and Learning at

[academy@hms.harvard.edu](mailto:academy@hms.harvard.edu)

*Racial and Ethnic Disparities: Looking Back Seminar Series - U.S. Hospitals: Historical Legacies and Health Disparities*

Tuesday, February 17, 2009, 12:00 – 1:30 PM, Trustees Room, MGH

Please join the DSC for their annual Racial and Ethnic Disparities: Looking Back Seminar Series led by Drs. W. Michael Byrd and Linda Clayton, nationally known health policy experts whose work heavily focuses on the medical history and health experience of African-Americans and other disadvantaged populations in the U.S. health system.

For more information visit <http://www2.massgeneral.org/disparitiessolutions/events.html>

*Dean's Lectureship: Women and Leadership*

Wednesday, February 25, 2009, 3:00 – 5:00 PM, Benjamin Waterhouse Room, Gordon Hall, HMS

Keynote Speaker: Eve J. Higginbotham, MD (HMS '79), Dean and Senior Vice President for Academic Affairs, Morehouse School of Medicine. Sponsored by the Harvard Medical School Office of the Dean of the Faculty of Medicine and Office for Diversity and Community Partnership. For more information contact Melissa Alexis at [Melissa\\_alexis@hms.harvard.edu](mailto:Melissa_alexis@hms.harvard.edu) or call (617) 432-4698

*2009 National Leadership Summit on Eliminating Racial and Ethnic Disparities in Health*  
February 25 – 27, 2009, Gaylord National Resort and Convention Center, National Harbor, MD  
Abstract Submission Deadline, Tuesday, November 18, 2008

The Summit will include sessions which highlight progress, challenges, and opportunities for improving the health of minority populations since the release of the 1985 "Report of the Secretary's Task Force on Black and Minority Health." As part of OMH's broader initiative to eliminate racial and ethnic health disparities, this 2009 Summit will Build a renewed sense of leadership and partnerships across communities, share success stories and methods, demonstrate how model programs can be replicated or tailored for greater impact, and create methods, tactics, and ideas that support more effective and efficient action.

For more information visit <http://www.omhrc.gov/npasummit2009/>

*HMS Red Book Awards: Grants for Junior Faculty and Postdoctoral Fellows Informational Town Meeting*

Tuesday, March 3, 2009, 12:00 – 1:00 PM, Carl Walter Amphitheater, MEC, HMS

Each year several foundations invite HMS junior faculty members and postdocs to apply for their fellowships and grants, which serve as critical funding at the early stages of a research career. Interested investigators must first apply to the HMS Red Book Program, and a fellowship committee will select the final candidates to submit applications to the foundations. Some funding opportunities offered through this program are available solely to HMS faculty and postdocs. Awards include: Brookdale Aging Fellowship, Beckman Young Investigators, Burroughs Wellcome Awards, Culpeper Scholarships, Keck Foundation, LAM Treatment Alliance Folkman Fellowship, Pew Scholars Program, Robert Wood Johnson Physician Faculty Award, Searle Scholars Program, and many more.

For more information visit <http://medapps.med.harvard.edu/fellowships/> after Wednesday, February 18, 2009.

*National Hispanic Medical Association (NHMA) National Conference*

March 19 – 22, 2009, New York City Marriott at the Brooklyn Bridge, New York, NY

The 13th Annual Conference promises to be information filled program highlighting innovations serving as models influencing healthcare reform and diverse healthcare workforce, research focusing on clinical programs, and policy strategies aimed at eliminating disparities, strategies to educate Hispanics on diabetes, obesity, cancer and other diseases.

For more information visit <http://www.nhmamd.org/Conference2009.htm>

*Publishing Books, Memoirs and Other Creative Non-Fiction*

March 26 – 28, 2009, Fairmont Copley Plaza Hotel, Boston, MA

The course also provides many opportunities to network and meet publishing professionals who are eager to connect with course attendees. You can meet the faculty throughout the course during breaks and in the Writers' Workshop. CMEs available. Registration fee required.

For more information visit <http://www.harvardwriters.com/>

*25th Annual Latino Medical Student Association (LMSA) Regional Conference*

March 27 – 28, 2009, University of California, Los Angeles

They will have a high school and premed component on Friday and premed, medical, advisors and alumni workshops on Saturday. Additional information will be sent in the next month.

Exhibitor fees for academic institutions will be \$500. They are expecting over a 1,000 students in attendance.

For more information visit [www.lmsa.net](http://www.lmsa.net)

*Getting to Equal: Strategies to Improve Care for All Patients*

April 2 – 4, 2009, Fairmont Copley Plaza Hotel, Boston

This interactive course provides clinicians, educators, and administrators with an in-depth understanding of disparities in health care. Discussants will highlight "best practices" for improved communication and more effective and equitable care. While the main focus is on ethnic, racial, and linguistic disparities in health care delivery, we also discuss issues important in the care of sexual minorities, people with disabilities, and others. The course addresses the broader context of social and economic determinants of health and suggests individual and systems strategies to provide equitable care in our current complex health care systems.

For more information visit [www.cme.hms.harvard.edu/courses/gettingtoequal](http://www.cme.hms.harvard.edu/courses/gettingtoequal)

*New England Science Symposium*

Friday, April 3, 2009, The Joseph B. Martin Conference Center, HMS

Abstract Submission Deadline, Wednesday, January 7, 2009

The aim of the New England Science Symposium is to encourage postdoctoral fellows; medical, dental, and graduate students; post-baccalaureates; college and community college students (particularly African-American, Hispanic and American Indian/Alaska Native individuals) involved in biomedical or health-related scientific research to share their work and exchange ideas to further their career development. The Ruth and William Silen, MD Awards will be presented to the first (\$300), second (\$200), and third (\$100) place winners of both the oral and poster presentations.

For more information visit [www.NewEnglandScienceSymposium.org](http://www.NewEnglandScienceSymposium.org)

*Careers in Medicine: Fostering Innovation for the Future*

June 15 – 16, 2009, Hilton Savannah De Soto, Savannah, GA

Proposal Submission Deadline, Monday, November 24, 2008

The conference is geared toward staff and faculty responsible for providing advising and career planning services to students. The goals for this conference are to expand the understanding and depth of knowledge of career planning; bring people together to share research, ideas, and best practices; get people energized about Careers in Medicine; and identify barriers to implementing Careers in Medicine and explore ways of overcoming them.

For more information visit [www.aamc.org/programs/cim](http://www.aamc.org/programs/cim)

## **Volunteers Needed**

*International Scholar Laureate Program (ISLP)*

May – June 2009

The International Scholar Laureate Program is sponsored by the Envision Institute, which focuses on experiential education in which participants learn by doing. Envision Institute programs give participants the skills and resources they need to succeed in an ever-evolving world and help them reach their full leadership potential. International Scholar Laureate Program is offered in the career areas of anthropology & archaeology, business, diplomacy & international relations, engineering, medicine and nursing. Faculty advisors co-lead a group of 80 university students through one of the above experiential education programs. The faculty advisor needs to prepare the students for their experiences and meetings, conduct debriefing sessions, accompany the students to all of the events and manage the student group.

For more information visit <http://www.scholarlaureate.org/> or contact Dan Baldwin at [dbaldwin@envisionemi.com](mailto:dbaldwin@envisionemi.com).

*New England Science Symposium Poster Session Judges*

Friday, April 3, 2009, The Joseph B. Martin Conference Center, HMS

Joan Y. Reede, MD, MPH, MBA, Dean for Diversity and Community Partnership, invites you to participate as a judge for the poster session for the Eighth Annual New England Science Symposium. Poster session judges will arrive at 12:00 PM and complete viewing and

deliberations by 4:00 PM. The aim of the New England Science Symposium, sponsored by the Harvard Medical School Office for Diversity and Community Partnership and the Biomedical Science Careers Program, is to encourage postdoctoral fellows; medical, dental, and graduate students; post-baccalaureates; college and community college students (particularly African-American, Hispanic and American Indian/Alaska Native individuals) involved in biomedical or health-related scientific research to share their work and exchange ideas to further their career development. The Ruth and William Silen, MD Awards will be presented to the first (\$300), second (\$200), and third (\$100) place winners of both the oral and poster presentations. For more information contact Lise Kaye, Executive Director, Biomedical Science Careers Program at (617) 432-0552 or [lise\\_kaye@hms.harvard.edu](mailto:lise_kaye@hms.harvard.edu) and feel free to visit [www.NewEnglandScienceSymposium.org](http://www.NewEnglandScienceSymposium.org)

### Articles of Interest

A Time for Change: An Exploration of Attitudes Toward Part-Time Work in Academia Among Women Internists and Their Division Chiefs  
[http://journals.lww.com/academicmedicine/Fulltext/2009/01000/A\\_Time\\_for\\_Change\\_An\\_Exploration\\_of\\_Attitudes.25.aspx](http://journals.lww.com/academicmedicine/Fulltext/2009/01000/A_Time_for_Change_An_Exploration_of_Attitudes.25.aspx) (May require log in)

Improving the Diversity Climate in Academic Medicine: Faculty Perceptions as a Catalyst for Institutional Change  
[http://journals.lww.com/academicmedicine/Abstract/2009/01000/Improving\\_the\\_Diversity\\_Climate\\_in\\_Academic.27.aspx](http://journals.lww.com/academicmedicine/Abstract/2009/01000/Improving_the_Diversity_Climate_in_Academic.27.aspx) (May require log in)

Surgeon Shortage Pushes Hospitals to Hire Temps  
[http://online.wsj.com/article\\_email/SB123179145452274561-1MyQjAxMDI5MzExNDcxOTQxWj.html](http://online.wsj.com/article_email/SB123179145452274561-1MyQjAxMDI5MzExNDcxOTQxWj.html)

Health IT sector to get multibillion-dollar boost  
[http://www.boston.com/business/technology/articles/2009/01/12/health\\_it\\_sector\\_to\\_get\\_multibillion\\_dollar\\_boost/?s\\_campaign=8315](http://www.boston.com/business/technology/articles/2009/01/12/health_it_sector_to_get_multibillion_dollar_boost/?s_campaign=8315)

Rejecting the Academic Fast Track  
<http://www.insidehighered.com/news/2009/01/15/family>

Accelerated M.D. Programs Provide Benefits, But Still Face Skepticism  
<http://www.aamc.org/newsroom/reporter/jan09/quickmd.htm>

Manna From Heaven (er, Washington)  
<http://www.insidehighered.com/news/2009/01/16/stimulus>

Half Empty or Half Full  
<http://www.insidehighered.com/news/2009/01/22/women>

'I Am Less Patient and Dress Better'  
<http://www.insidehighered.com/news/2009/01/23/deans>

Tolls of Med School  
<http://www.insidehighered.com/news/2009/01/29/suicide>

The Impact of 'Time to Degree'  
<http://www.insidehighered.com/news/2009/01/30/tdd>

'Swimming Against the Tide'  
<http://www.insidehighered.com/news/2009/02/02/hanson>

## Funding and Training Opportunities

### *Dr. James A. Ferguson Fellowship Program*

Application Deadline, Friday, February 13, 2009

The fellowship is an 8-week professional development experience for racial and ethnic minority students in medical, dental, veterinary, pharmacy, and public health graduate programs. Fellows are paired with a CDC mentor and participate in a broad array of public health activities. As the end of the program, fellows are required to deliver an oral presentation and written paper on their work and fellowship experience to CDC scientists and staff. Fellows are eligible to receive a \$4,000 stipend, summer housing, and transportation to and from Atlanta, GA.

For more information visit [www.minorityhealth.org](http://www.minorityhealth.org)

### *ASCO Medical Student Rotation*

Application Deadline, Friday, February 20, 2009

Funded by the Susan G. Komen for the Cure®, the ASCO Medical Student Rotation (MSR) provides 8-to-10-week clinical or clinical research oncology rotations for U.S. medical students from underrepresented populations. A mentoring component is included, whereby award recipients are paired with a clinical oncologist who will provide ongoing academic and career guidance. To qualify, applicants must be enrolled in a DO or MD U.S. medical school program and be of an underrepresented population as defined by the program eligibility criteria. Candidates must be U.S. citizens, U.S. nationals, or permanent residents. Candidates must demonstrate an interest in pursuing oncology as a career and have a record of good academic standing. Candidates must commit to attending the 8-to-10-week rotation placement if they are selected as an award recipient. The oncology rotation can take place in a clinical or clinical research setting at the applicant's home institution or at another institution that has agreed to host program participants.

For more information visit

<http://www.ascocancerfoundation.org/TACF/Awards/Award+Opportunities/ASCO+Diversity+in+Oncology+Initiative+funded+by+Susan+G.+Komen+for+the+Cure/The+ASCO+Medical+Student+Rotation%2C+funded+by+Susan+G.+Komen+for+the+Cure%C2%AE>

### *ASCO Resident Travel Award*

Application Deadline, Friday, February 20, 2009

Funded by the Susan G. Komen for the Cure®, to qualify, applicants must be enrolled in a DO or MD U.S. medical school program, be a U.S. citizen, U.S. national, or permanent resident, and be of an underrepresented population as defined by the program criteria. Underrepresented populations are defined according to the AAMC definition including but not limited to American Indian/Alaska Native, Black/African American, Hispanic/Latino and Native Hawaiian/Pacific Islander. Applicants must also have a record of good academic standing.

For more information visit

<http://www.ascocancerfoundation.org/TACF/Awards/Award+Opportunities/ASCO+Diversity+in+Oncology+Initiative+funded+by+Susan+G.+Komen+for+the+Cure/The+ASCO+Medical+Student+Rotation%2C+funded+by+Susan+G.+Komen+for+the+Cure%C2%AE>

### *Hispanic-Serving Health Professions Schools (HSHPS) Government-Based Internships and Fellowships*

Application Deadline, Friday, February 20, 2009

Applications are now being accepted for the following programs: HSHPS/CDC Student Internship and Fellowship Program, HSHPS/NIOSH Student Internship and Fellowship Program, and the HSHPS/NCHS Student Internship Program.

For more information visit <http://www.hshps.org/internships.html> or contact Arlenin Dushkuat at [adushku@hshps.org](mailto:adushku@hshps.org) or call (202) 293-2701 ext. 103

### *Clinical Orthopedic and Musculoskeletal Education and Training (COMET) Program*

Application Deadline, Wednesday, February 25, 2009

Housed at BWH, HMS and HSPH, the program is intended to train highly qualified pre and postdoctoral trainees in rigorous clinical research methodology to address pressing problems relating to orthopedic and musculoskeletal disorders. The range of methodologies suitable for support is wide, including epidemiology, biostatistics, economics, pharmacoepidemiology, biomechanics, policy modeling, behavioral research among others. Trainees accepted for the program will be funded, in general, for two years, conditional on a progress report at the end of the first year. The training grant covers salary or stipend, travel to professional meetings, and other training-related expenses. The postdoctoral award will cover tuition for the Program in Clinical Effectiveness at Harvard School of Public Health. The predoctoral award includes a tuition stipend for PhD candidates. Applicants must be nominated by a mentor who is an independently funded investigator.

For more information contact Dr. Jeffrey Katz at [jnkatz@partners.org](mailto:jnkatz@partners.org) concerning postdoctoral slots or Dr. Elena Losina at [elosina@partners.org](mailto:elosina@partners.org) regarding predoctoral training positions

#### *2009-2010 Disparities Leadership Program*

Application Deadline, Friday, March 27, 2009

The Disparities Leadership Program (DLP), sponsored by the Disparities Solution Center at MGH, is a year-long executive education program designed for leaders from hospitals, health plans and other health care organizations who want to a.) develop a strategic plan (A strategic plan can range anywhere from a 5-10 page summary on how learnings from the DLP can be applied to address disparities at an organization to a more detailed blue-print for action. This is left up to the participants' discretion.) or b.) advance a project to eliminate racial and ethnic disparities in health care, particularly through quality improvement.

For more information visit <http://www.massgeneral.org/disparitiessolutions/dlprogram.html>

#### *HMS Academy Fellowships in Medical Education*

Application Deadline, Tuesday, March 31, 2009

For more information visit [academy@hms.harvard.edu](mailto:academy@hms.harvard.edu) or contact Lisa Frontado at [lisa\\_frontado@hms.harvard.edu](mailto:lisa_frontado@hms.harvard.edu)

*Funding Opportunities and Notices, Office of Extramural Research, National Institutes of Health*  
<http://grants.nih.gov/grants/guide/index.html>

## **Other**

#### *2009 Dean's Community Service Awards Call for Nominations*

Nomination Deadline, Friday, March 20, 2009

The Office for Diversity and Community Partnership at Harvard Medical School is requesting nominations for the 2009 Dean's Community Service Award. Please consider nominating a HMS/HSDM faculty member, trainee (house officers, post-doctoral fellows), staff member, and/or student whose commitment to and participation in the community has made a positive impact on the lives of people locally, nationally or globally.

For more information contact Rebecca Poe at [Rebecca\\_poe@hms.harvard.edu](mailto:Rebecca_poe@hms.harvard.edu) or call (617) 432-3020

## **Resources**

'Doing Diversity in Higher Education'

<http://www.insidehighered.com/news/2009/01/12/diversity>

Biennial Report of the Director, National Institutes of Health, Fiscal Years 2006 & 2007

<http://report.nih.gov/biennialreport/>

Partners Human Research Newsletter

<http://healthcare.partners.org/phsirb/Newsletter/newsletter.3.1.htm>

NIH Policy Concerning Career Development (K) Awards: Leave, Temporary Adjustments to Percent Effort, and Part-Time Institutional Appointments  
<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-09-036.html>

Josiah Macy, Jr. Foundation Chairman's Summary of the Conference on Revisiting the Medical School Educational Mission at a Time of Expansion  
[http://www.josiahmacyfoundation.org/documents/Macy\\_MedSchoolMission\\_10\\_08.pdf](http://www.josiahmacyfoundation.org/documents/Macy_MedSchoolMission_10_08.pdf)

AAMC Comments on Macy Medical Education Report  
<http://www.aamc.org/newsroom/pressrel/2009/090129.htm>

Embracing Globalization: Meeting the Challenges to U.S. Scientists and Engineers  
<http://www.sigmaxi.org/programs/global/FinalReport.pdf>

AAMC Diversity and Faculty Development Digest  
The Diversity and Faculty Development Digest (DiFac) is produced quarterly by the Association of America Medical Colleges (AAMC) Diversity Working Group. The digest highlights research funding opportunities, professional development opportunities, and the latest research and reports related to faculty professional development. In addition, relevant AAMC resources and opportunities are provided.  
To subscribe, e-mail [Difac@aamcinfo.aamc.org](mailto:Difac@aamcinfo.aamc.org). For more information on DiFac, contact Lutheria Peters at [lpeters@aamc.org](mailto:lpeters@aamc.org) or call (202) 828-0482

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BWH Events Calendar  
<http://www.bwhpikenotes.org/EventsCalendar/Events.asp>

BWH Research Development Program (RDP). Sponsored by the Center for Clinical Investigation (CCI). The RDP is a resource for Principal Investigators, Co-investigators, and their staff to find the help they need when submitting clinical research applications. RDP can assist with the facilitation and completion of the administrative detail work of getting a protocol through the IRB and other regulatory groups at BWH.  
For more information contact Yemi Talabi-Oates at [otalabi@partners.org](mailto:otalabi@partners.org) or call (617) 732-7031

Center for Faculty Development & Diversity Intranet Site  
<http://www.bwhpikenotes.org/OurDepartments/CFDD/default.asp>

HMS and HSDM Criteria for Appointment and Promotion  
<http://facultypromotions.hms.harvard.edu/>

MentorNet: The E-Mentoring Network for Diversity in Engineering and Science  
<http://www.mentornet.net/>

Personalized Consultations to Support Your Career Advancement. BWH CFDD offers individual appointments with Dr. Mary Clark, former Associate Dean for Faculty Affairs at HMS to consultant on academic issues which include guidance with understanding promotion criteria, and creating or updating a CV.

To request an appointment please visit

[http://www.surveymonkey.com/s.aspx?sm=0NRKrMG5AeliifZlwmSzzw\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=0NRKrMG5AeliifZlwmSzzw_3d_3d)

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