



BRIGHAM AND
WOMEN'S HOSPITAL

Center for Faculty Development & Diversity



Office for Multicultural Faculty Careers

Sharing strategies. Supporting careers.

**Insights
October 2008**

Please visit the OMC Website at www.brighamandwomens.org/cfdd/org and don't forget to check out the OMC Register at http://bwhmedlib.libguides.com/omc_register. Let us know what we can do better to meet your needs. We want to hear from you!

OMC in the News

Physicians Volunteer with Indian Health Service

<http://www.brighamandwomens.org/publicaffairs/publications/DisplayBulletin.aspx?articleid=4262&issueDate=9/19/2008%2012:00:00%20AM>

In the News

12 Boston scientists win NIH Pioneer, New Innovator awards

http://www.boston.com/news/health/blog/2008/09/12_boston_scienc.html?s_campaign=8315

Across Mass., wait to see doctors grows: Access to care, insurance law cited for delays

http://www.boston.com/news/health/articles/2008/09/22/across_mass_wait_to_see_doctors_grows/?s_campaign=8315

Mass. works to attract primary care docs

http://www.upi.com/Science_News/2008/09/22/Mass_works_to_attract_primary_care_docs/UPI-71981222132198/

Drug Maker to Report Fees to Doctors

http://www.boston.com/news/education/higher/articles/2008/09/25/drug_maker_to_report_fees_to_doctors/?s_campaign=8315

Probe: Medicare paid billions in suspect claims

http://www.boston.com/news/nation/washington/articles/2008/09/23/probe_medicare_paid_billions_in_suspect_claims/?s_campaign=8315

Congress Backs Flat Higher Ed Funding: Legislation would reduce support for research and financial aid in real terms

<http://www.thecrimson.com/article.aspx?ref=524322>

Harvard med prof. explains doctors' mistakes

http://www.browndailyherald.com/home/index.cfm?event=displayArticle&uStory_id=ea8ec65a-1483-4a1d-89f7-1512b296bca1

We need docs, not blocks

http://www.boston.com/news/health/articles/2008/10/06/we_need_docs_not_blocks/?s_campaign=8315

Hansjorg Wyss gives \$125 million to create institute for biologically inspired engineering:
Alumnus' gift to advance the field

<http://harvardscience.harvard.edu/engineering-technology/articles/hansjorg-wyss-gives-125-million-create-institute-biologically-inspir>

OMC/CFDD Events Calendar

An Introduction to Human Resources Concepts: What PIs Need to Know

Wednesday, October 15, 2008, 1:30 – 5:30 PM, Room 4-002E, OBC

This workshop provides Research Faculty (including newly appointed PIs or established PIs seeking additional preparation for hiring and managing lab personnel), and Research and Lab Managers with the opportunity to learn about basic Human Resources information which support staffing and managing a successful lab. Attendees will develop the knowledge, skills and tools to successfully manage productive postdocs, graduate students and technicians; promote a positive lab environment; and to prevent difficult personnel challenges before they arise. This interactive case-based workshop will emphasize key points from each of the following important topics; Fundamentals of Employment Law, Performance Management, and Documentation. Sponsored by the Office for Postdoctoral and Research Careers, and BWH Human Resources Organizational Development and Learning. Light refreshments will be served. Registration is limited to 20 people.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=42738>

OMC Society for Residents and Fellows Social Hour **NEW**

Thursday, October 16, 2008 6:00 - 7:30 PM, The Mission Grill, 724 Huntington Avenue

Press Appeal: Sharing Your Story with the Media

Thursday, October 23, 2008 12:00 – 1:30 PM, One Brigham Circle 4-002B, BWH

The seminar will be facilitated by BWH Vice President of Public Affairs and Communications Peter Brown and Matt Ellis, founder and principal of Ellis Strategies, a strategic communications firm. Matt is an award winning journalist with 20+ years of experience in television news and an acute understanding of how the media works. Matt's extensive media background enables him to consult with clients on the right strategies for creating a message the media will respond to and how to deliver that message to the public. Sponsored by the Center for Faculty Development and Diversity.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=42816>

Lost in the Library: How to Find What You Need, In-person or On-line

Monday, October 27, 2008 12:00 – 1:30 PM, Carrie Hall Conference Room, BWH

This program will demonstrate how to use and locate resources in the BWH Medical Library and the Countway Library of Medicine. Resources will include databases, journals, books, and other e-resources available. Come to this seminar for the opportunity to ask your questions directly to the BWH and HMS medical librarians. Sponsored by the Office for Postdoctoral and Research Careers, BWH Medical Library and HMS Countway Library.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=43016>

Native American Health Forum

Monday, November 17, 2008, 12:30 – 2:00 PM, Minot Room, Countway Library, HMS

"Diabetes in American Indians/Alaskan Natives: Challenges and Solutions" with speaker Yvette Roubideaux, MD, MPH, Assistant Professor, College of Public Health, University of Arizona. Co-sponsored by the Consortium of Harvard Affiliated Offices for Faculty Development and Diversity (CHADD).

For more information contact Melissa Alexis at (617) 432-4698 or Melissa_Alexis@hms.harvard.edu

OMC Holiday Mixer **SAVE THE DATE**

Friday, December 5, 2008, 7:00 – 10:00 PM, Home of Dr. and Mrs. Selwyn O. Rogers, Jr. MD, MPH

Please join us at our Second Annual OMC Holiday Mixer. You and your spouse/partner are invited to attend this intimate gathering to share food, fun and good fellowship. RSVP for address and directions.

For more information visit

<http://www.brighamandwomens.org/view/EventDetails.aspx?eventID=43219>

Other Related Events

Career Development Series: Federal Funding Opportunities

Thursday, October 16, 2008, 2:45 – 6:00 PM, Faculty Room, Gordon Hall, HMS

Sponsored by the Massachusetts Medical Society and the Biomedical Science Careers Program, this session will provide participants with comprehensive and current information on career prospects and resources available through the National Institutes of Health (NIH) Intramural and Extramural Programs, the Agency for Healthcare Research and Quality, and the National Science Foundation (NSF). CMEs are available. Registration fee is \$10.

For more information visit www.massmed.org/cme_events or call (800) 843-6356

Disparities in Surgical Care: Research to Practice 2nd Symposium

October 27 – 28, 2008, Seaport World Trade Center, Boston

Poster Abstract Submission Deadline, Friday, August 1, 2008

Sponsored by Brigham and Women's Hospital's Center for Surgery and Public Health, this two day course is designed to provide a unique opportunity for participants to transform the available evidence from research into practice.

For more information visit <http://cme.med.harvard.edu/cmeups/custom/02814075/02814075.htm>

Harvard Medical School Medical Education Day

Tuesday, October 28, 2008, 11:30 AM – 6:00 PM, Tosteson Medical Education Center, HMS

Abstract Submission Deadline, Friday, August 15, 2008

For more information contact academy@hms.harvard.edu or visit <http://hms.harvard.edu/org/actl>

Buying Your First Home: Tips to Assist You with This Process

Tuesday, October, 28, 2008, 12:00 – 1:30 PM, Minot Room, 5th Floor, Countway Library, HMS

Featuring Susan Keller, Assistant Director of Faculty Real Estate Services, Harvard Planning and Real Estate and sponsored by the Harvard Medical Center Office of Work and Family.

For more information contact Barbara Wolf at barbara_wolf@hms.harvard.edu or call (617) 432-1615

Presentation and Communication Skills

Thursday, October 30, 2008, 4:00 – 8:00 PM, Minot Room, Countway Library, HMS

Registration Deadline, Friday, October 24, 2008

Presented by Claudyne Wilder, Organizational Consultant, Wilder Presentations

For more information contact Christine Colacino at (617) 432-2922 or

christine_colacino@hms.harvard.edu

NIH Summit: The Science of Eliminating Health Disparities

December 16 – 18, 2008, Gaylord National Resort and Convention Center, National Harbor, MD

Abstract Submission Deadline, Friday, August 15, 2008

NCMHD, with the support of its NIH Institute/Center partners, is convening the first NIH Research Summit on The Science of Eliminating Health Disparities to:

- Showcase the collective contribution of the NIH in the development of new knowledge in the Science of Eliminating Health Disparities
- Highlight the progress of the NIH minority health and health disparities research activities to improve prevention, diagnostic, and treatment methods
- Increase awareness and understanding of disparities in health
- Showcase best-practice models in research, capacity-building, outreach, and integrated strategies to find solutions to health disparities
- Provide an exciting forum for participants to learn and network with the nation's multidisciplinary health disparities experts
- Identify gaps in health disparities research
- Allow participants to make recommendations that will shape the NIH health disparities strategic plan
- Establish a framework for ongoing dialogue and creation of innovative and unique partnerships to address disparities in health in all affected communities

For more information visit <http://www.blsmeetings.net/2008healthdisparitiessummit/index.cfm>

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

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

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

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

Volunteers Needed

Laboratory Hosts Need for Explorations

Tuesday, October 21, 2008, 11:00 AM – 12:40 PM

Please Respond by Friday, September 19, 2008

Explorations is an exciting one-day event sponsored by the Office for Diversity and Community Partnership at HMS when more than 300 6th, 7th, and 8th grade students from Boston and Cambridge schools are invited to participate in science-based activities on the HMS campus and the Longwood Medical Area. The students hosted at BWH will participate in morning activities that will be held at the Joseph B. Martin Conference Center (NRB), given lunch at BWH, then transported to your lab for a visit from 11:20 AM – 12:40 PM; transportation will be coordinated. We encourage you to engage students in hands-on experiments pertaining to your lab; this is your chance to make science come alive for the next generation!

For more information contact Shelita Bailey at sbailey3@partners.org or call (617) 732-5998

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 and feel free to visit

www.NewEnglandScienceSymposium.org

Articles of Interest

New Questions on Women, Academe and Careers

<http://www.insidehighered.com/news/2008/09/22/women>

Elias A. Zerhouni to End Tenure as Director of the National Institutes of Health

<http://www.nih.gov/news/health/sep2008/od-24.htm>

AAMC Comments on the Resignation of NIH Director Elias Zerhouni, M.D.

<http://www.aamc.org/newsroom/pressrel/2008/080924.htm>

Report says medical-school diversity can benefit minority care

http://www.fwdailynews.com/articles/2008/09/29/greater_fort_wayne/news/hid40907sect_c300fc527d1cf561a36.txt

Overcoming Barriers to African American Participation in Research

<http://www.rwjf.org/newsroom/product.jsp?id=34973>

Making a Case for Diversity in STEM Fields

<http://www.insidehighered.com/views/2008/10/06/chubin>

Employment Opportunities at BWH

Building Interdisciplinary Research Careers in Women's Health (BIRCWH) Program

Application Deadline, Friday, November 14, 2008

Brigham and Women's Hospital, Boston, MA is the home site for a Harvard-wide training grant initiative called "Hormones and Genes in Women's Health: From Bench to Bedside." Applications are invited for a full-time or part-time faculty position for a MD or PhD/ScD to develop an academic career in women's health. Specifically, this NIH-sponsored training grant will support scholars involved in investigating the role of hormones and genes in understanding sex differences in vulnerabilities to clinical disorders and those disorders specific to women. Potential scholars investigating socio-environmental factors modulating the impact of hormones and genes in understanding these sex-specific vulnerabilities will also be considered. Scholars will be sponsored for 2 – 3 years of mentored research from Harvard faculty in basic, translational, or clinical aspects of women's health, and will combine, if applicable, clinical work in the scholar's specialty. Successful applicants will have prior relevant research training in research methodology, potential to obtain independent research funding and evidence of publication in peer-reviewed journals. Faculty appointments will be at the Instructor or Assistant Professor, commensurate with qualifications. Applications from women and minorities are highly encouraged and desired.

For more information visit

<http://www.brighamandwomens.org/ConnorsCenter/Research/BIRCWH/ResearchOpportunities.aspx>

Funding and Training Opportunities

HMS Red Book Junior Faculty Funding and Postdoc Fellowship Programs

Application Deadline, Tuesday, October 14, 2008

The program is comprised of postdoctoral and faculty fellowship opportunities for which Harvard is allowed a limited number of nominees. The HMS Faculty Fellowship Committee will select the candidates to submit applications to these award programs. The Red Book Program is on a semi-annual (fall/spring) selection schedule. Proposals submitted this fall will be reviewed by the Faculty Fellowship Committee, a standing committee of Harvard Medical School. For those awards in which Harvard University is the nominating institution, a two-tier selection/nomination process exists, and the HMS nominees are reviewed by a university-wide panel. Please see notations at the bottom of each award description for more information on nominating institutions. For more information visit <http://medapps.med.harvard.edu/fellowships/>

Doris Duke Clinical Scientist Development Award

Application Deadline, Tuesday, October 14, 2008

Applications from clinical investigators at the instructor or assistant professor level are being solicited for the Doris Duke Clinical Scientist Development Award. The purpose of the Award is to provide support and protected time for mentored research to junior faculty members working in any disease area as they begin their careers as independent clinical researchers. Harvard Medical School may nominate up to three candidates. In order to choose the nominees who will represent Harvard, an internal review will be conducted.

For more information visit <http://medapps.med.harvard.edu/fellowships/>

Harvard Catalyst Pilot Grants

Application Deadline, Wednesday, October 15, 2008

Harvard Catalyst is a pan-University collaborative effort committed to harnessing the human, technological, and fiscal resources of Harvard and its Academic Healthcare Centers (AHCs) to reduce the burden of human illness. Seed funds in the form of Pilot Grants will be granted to foster cross institution and cross discipline collaboration. In year one, \$2.5 million of Pilot Grants will be awarded, increasing to \$5 million in year two and then to \$7 million annually in years three

through five. Pilot grants ranging from \$40,000 to \$100,000 for one year. Majority of the awards will be in the \$50,000 to \$75,000 range. Application for second year of funding will be considered if benchmarks are achieved. Occasionally grants up to \$200,000 will be awarded. For more information visit <http://catalyst.harvard.edu/pilotfunding/index.html>

HMS Leadership Development for Physicians and Scientists, March 31 – April 3, 2009

Application Deadline, Wednesday, October 29, 2008

This course is designed for HMS and HSDM instructors, assistant professors, or associate professors (see specifics under "guidelines") who currently have responsibility for a research grant, laboratory, educational course, or clinical unit. This course is intended for those in the early stages of leadership and not for chairs of departments or divisions. The goal of the Program is to build on participants' knowledge base and skills to enhance their professional development as administrative leaders in academic medicine. Participants will acquire skills in institutional organization, health care economics (with a heavy concentration on finance), legal and regulatory issues, and the full spectrum of communication skills. Women and minorities are particularly encouraged to apply. Course limited to 60 participants.

For more information visit <http://www.hms.harvard.edu/fa/leadership/index.htm>

National Institutes of Health (NIH) Extramural Loan Repayment Program (LRP)

Application Deadline, Monday, December 1, 2009

The National Institutes of Health (NIH) are accepting applications for extramural loan repayment programs (LRPs). The LRPs repay up to \$35,000 of educational loan debt annually for individuals who commit to conducting at least two years of qualified biomedical or behavioral research at a nonprofit institution of their choice. The NIH offers five LRPs: Clinical Research, Pediatric Research, Health Disparities Research, Contraception and Infertility Research, and Clinical Research for Individuals from Disadvantaged Backgrounds. To qualify, applicants must possess a doctoral-level degree (except for the Contraception and Infertility Research LRP); devote at least 20 hours per week to research funded by a domestic nonprofit organization or federal, state, or local government entity; have educational loan debt equal to or exceeding 20 percent of their institutional base salary; and be a U.S. citizen, national, or permanent resident. Some 1,600 research scientists benefit from LRPs annually. Approximately 40 percent of all new LRP applications are funded

For more information visit <http://www.lrp.nih.gov>

Alan T. Waterman Award

Application Deadline, Friday, December 5, 2008

Congress established the Alan T. Waterman Award in August 1975 to mark the 25th Anniversary of the National Science Foundation and to honor its first Director. The annual award recognizes an outstanding young researcher in any field of science or engineering supported by the National Science Foundation. In addition to a medal, the awardee receives a grant of \$500,000 over a three year period for scientific research or advanced study in the mathematical, physical, biological, engineering, social, or other sciences at the institution of the recipient's choice.

For more information visit <http://www.nsf.gov/od/waterman/waterman.jsp>

NHGRI Intramural Health Disparities Postdoctoral Fellowship Program: Call for Applications

Application Deadline, Thursday, January 1, 2009

The National Human Genome Research Institute Intramural Health Disparities Postdoctoral Fellowship is intended to provide a promising recent doctoral-level graduate the opportunity to use genetic and genomic approaches to advance the growing area of health disparities research. Health disparities research programs involve not only basic, clinical, or behavioral research related to health disparity populations and the medically underserved, but also strive to create a diverse group of genetic and genomic scientists who engage in such research. They are searching for individuals who have clearly demonstrated their potential to become an independent investigator who also are committed to pursuing a career in health disparities research.

For more information visit <http://www.genome.gov/26525053>

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>

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

Resources

Real Life Financial Planning for the New Physician: A Resident, Fellow, and Young Physician's Guide to Financial Security

http://www.amazon.com/gp/product/1596222921/ref=cm_sw_em_r_dp

BlackAcademic.com

<http://www.blackacademic.com/page/page/4503680.htm>

The RAISE Project

<http://www.raiseproject.org/>

Boston Kaleidoscope

<http://www.kscopecity.com/>

HMS and HSDM Criteria for Appointment and Promotion

<http://facultypromotions.hms.harvard.edu/>

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

The 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 or call (617) 732-7031

MedCenterToday.com

<http://medcentertoday.com/>

HarvardScience Web Site

<http://HarvardScience.harvard.edu>

Join MentorNet: The E-Mentoring Network for Diversity in Engineering and Science

<http://www.mentornet.net/>

BWH Events Calendar

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

Center for Faculty Development & Diversity Intranet Site

<http://www.bwhpikenotes.org/OurDepartments/CFDD/default.asp>

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