



### OFFICE FOR WOMEN'S CAREERS

The Office for Women's Careers (OWC) is dedicated to professional development and advancement of women faculty at Brigham and Women's Hospital. OWC, directed by Carol C. Nadelson, MD, is a valuable career resource for women faculty at BWH. The Office supports women faculty at BWH, Harvard Medical School and its affiliate institutions.

Following the establishment of the Center for Faculty Development and Diversity (CFDD) the OWC evolved as one of three member offices within the Center, in addition to the Offices for Multicultural Faculty Careers and Postdoctoral and Research Careers. The CFDD provides a comprehensive and coordinated approach to the recruitment, career advancement and professional development of all BWH faculty and trainees.

### Office for Women's Careers

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BRIGHAM AND WOMEN'S HOSPITAL

Center for Faculty Development & Diversity



Office for Women's Careers

Sharing strategies. Supporting careers.



BRIGHAM AND WOMEN'S HOSPITAL

CENTER FOR



Faculty Development & Diversity

Office for Multicultural Faculty Careers  
Office for Postdoctoral and Research Careers  
Office for Women's Careers

Member of PARTNERS HealthCare

A Teaching Affiliate of Harvard Medical School

## Facilitating the advancement of women faculty at Brigham and Women's Hospital.

The Office for Women's Careers supports the professional development of women faculty through individualized career planning and advising, encourages departments to develop mentoring programs, and facilitates academic promotions. The OWC enhances communication between women faculty, academic departments and hospital leadership. The OWC director meets regularly with department chairs and division chiefs to focus on the progress of women faculty and to encourage annual reviews of all faculty.

### ACCESS AND OPPORTUNITY

The Office for Women's Careers advocates on issues relevant to women faculty including maternity leave, flexibility in career trajectories and childcare. The Office supports academic advancement, and enhancing morale and career satisfaction of women faculty. Through its affiliation with Harvard Medical School, the offices for faculty development in other Harvard medical institutions and the Center for Faculty Development and Diversity, the OWC provides access to a wide range of resources for its constituency.

The OWC Director meets with individual faculty members to discuss their career plans and advise them on promotion and advancement. She helps them negotiate for time, responsibilities, compensation and achievement of work/family balance.



### RESOURCES AND SUPPORT

The OWC coordinates an array of programs and services dedicated to the advancement of women faculty:

- Sponsor career and professional development programs, courses and seminars, including writing for publication, promotion guidelines, career development, negotiation, financial management, professionalism, leadership, and presentation skills
- Advocate for annual faculty career reviews
- Provide career counseling and advising
- Encourage mentoring programs within departments
- Provide networking opportunities
- Communicate via email, newsletter, and online resources
- Encourage departmental sponsorship of women to professional development programs

The Office for Women's Careers supports career development for women faculty through programs, career counseling, publications, policy development and advocacy.

- Celebrate achievements of women faculty through events and publications
- Monitor and report data on promotion of women faculty

### FIND OUT MORE

We invite you to learn more about the valuable opportunities and programs available through the Office for Women's Careers at Brigham and Women's Hospital.

Contact us at [BHWomensCareers@partners.org](mailto:BHWomensCareers@partners.org) or 617-732-8595