Welcome to the Faculty of Medicine
Harvard Medical School and Harvard School of Dental Medicine

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Overview

- Faculty demographics
- HMS leadership
- Teaching at HMS
- Promotion basics
- Other ways to connect to the HMS community
Faculty of Medicine Demographics

Total Faculty Members: 11,900
Includes Lecturers, Instructors, Assistant Professors, Associate Professors and Professors

Full Time: 9,000 and Part Time: 2,900

Faculty Appointments

- Professors
- Associate Professors
- Assistant Professors
- Instructors

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Distribution of Faculty by Affiliated Institution

Total Faculty in clinical departments at affiliates: 10,672

- Massachusetts General Hospital (2,389)
- Brigham and Women's Hospital (2,314)
- Beth Israel Deaconess Medical Center (1,548)
- Children's Hospital Boston (1,367)
- Cambridge Health Alliance (534)
- McLean Hospital (437)
- Dana-Farber Cancer Institute (350)
- Massachusetts Eye and Ear Infirmary (284)

Other (339) include:
- Massachusetts General Hospital
- Schepps Eye Research Institute
- Spaulding Rehabilitation Hospital
- Veterans Affairs Boston Healthcare System
- Forsyth Institute
- Harvard Pilgrim Health Care
- Hebrew SeniorLife
- Joslin Diabetes Center
Harvard Medical School and Harvard School of Dental Medicine
Growth in Percentage of Women Full Time Faculty by Rank (1980-2011)

As of June 2011
Minority Full Time Faculty (1980-2011)
Jeffrey S. Flier, Dean of Harvard’s Faculty of Medicine

Jeffrey S. Flier became the 21st Dean of the Faculty of Medicine at Harvard University on September 1, 2007. Flier, an endocrinologist and an authority on the molecular causes of obesity and diabetes, is also the Caroline Shields Walker Professor of Medicine at Harvard Medical School. Previously he had served as Harvard Medical School Faculty Dean for Academic Programs and Chief Academic Officer at Massachusetts General Hospital.
HMS Leaders from MGH

- Anne Klibanski, Academic Dean, Partners Healthcare System
- Nancy Tarbell, Dean for Academic and Clinical Affairs
- Jules Dienstag, Dean for Medical Education
- Bruce Donoff, Dean of the School of Dental Medicine
- Joan Reede, Dean for Diversity Inclusion and Community Partnership
- Kate Treadway, Associate Master
The Academy Announces New Faculty for Director of the Center for Teaching and Learning and Associate Director of the Academy

Fall 2011 Calendar of Events now available
Click here to view upcoming events for fall of 2011
Finding teaching opportunities at HMS

- **Direct Link:**
  [http://mycourses.med.harvard.edu/ec_QPageDisplay.asp?name_GUID={C65C6B69-AE2A-4E5D-BEF4-54B3B972C90E}#link1](http://mycourses.med.harvard.edu/ec_QPageDisplay.asp?name_GUID={C65C6B69-AE2A-4E5D-BEF4-54B3B972C90E}#link1)

- **PME Website:** [http://pme.med.harvard.edu/](http://pme.med.harvard.edu/)
  Link to *Teaching Opportunities at HMS* near bottom of right-hand column titled “Resources for Students and Faculty”

- **Academy Website:** [http://www.hms.harvard.edu/academy/](http://www.hms.harvard.edu/academy/)
  Under “Our Services: Resources for Faculty” in left-hand column.
All faculty are evaluated for contributions to teaching at Harvard and its affiliates
- Specifically note teaching of Harvard medical, dental and graduate students

Degree of contribution considered

Educational activities are broadly defined

Expected that almost all faculty will contribute to teaching
Creating a Promotion Profile

Select ONE area of excellence representing the major area of contribution, achievement, and impact.

Areas of Excellence

- Teaching and Educational Leadership
- Clinical Expertise and Innovation
- Investigation

Evaluation for Teaching and Education

ALL candidates will be evaluated for teaching and educational contributions.

MAY identify other significant supporting activities.

Significant Supporting Activities

- Clinical Expertise
- Investigation
- Education of Patients and Service to the Community
- Administration and Institutional Service
Assistant and Associate Professor Promotion Process

Institution

Departmental Process

HMS Department Executive Committee

HMS

Submission to Faculty Affairs

Review by P&R Committee

Review by the Dean

University

Review by the Provost

Governing Boards

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Academic Promotion

- Annual conversation with your chief
- Tenure clock only in basic and social science departments
- Use the criteria booklet to identify contributions that support promotion
- Keep your CV up to date
- OFA staff members are available to speak about promotion to your division, department, institution
Faculty Development

HMS Leadership Development for Physicians and Scientists

- Designed for HMS and HSDM instructors, assistant professors, and associate professors, in the early stages of leadership
- Participants acquire skills in institutional organization, finance, legal and regulatory issues, and the full spectrum of communication skills.
- Women and minorities are encouraged to apply.
- Quote from 2010 participant: “I just wanted to … express my gratefulness for the Leadership Course …. It was a wonderful opportunity for networking, and I think at least one collaboration will come from it. The courses were excellent, and I believe I have obtained new tools that will improve my scientific output, as well as keep my lab members happy and motivated. It was truly a life-improving experience.”

Eleanor and Miles Shore 50th Anniversary Fellowship Program for Scholars in Medicine

- Supporting the academic careers of junior faculty at the most vulnerable point in their academic careers, namely, when young physicians and scientists must teach, do research, compete for grants, publish, and practice (if a clinical faculty member) at the same time they may be assuming increased family or other responsibilities.
- More than 750 Fellowships have been awarded since 1996
Other Faculty Development Programs

- Harvard Catalyst: Training in translational sciences, leadership

- Faculty Foundation Awards: Competitive awards for research requiring the Dean’s nomination (due October 16)

- Joint Committee on the Status of Women: open membership
New Faculty Orientation: HMS

- November 1 OR November 13, 3:00-6:00pm
- Waterhouse Faculty Room at Gordon Hall
- Opportunity to meet colleagues, the Dean, other HMS leaders
- Campus tours, ID photos, food!!
Dual Citizenship

- Extraordinary colleagues
- Opportunities to teach exceptional students
- Leadership roles
- Library resources
- Potential collaborations
- Faculty development programs
- Connections to the larger University
- The reach of the Harvard name
- Recognition
WELCOME!!