The Center for Faculty Development (CFD) was established to facilitate career development of ALL MGH faculty. This umbrella organization addresses all aspects of faculty development, as well as specializing on the clinical faculty through the Office for Clinical Careers (OCC), the research community through the Office for Research Career Development (ORCD), Graduate Student Division (GSD) and Post Doctoral Division (PDD) and the women faculty through the Office for Women’s Careers (OWC).

### Programs and Initiatives

#### June 2018: Programs by Office

<table>
<thead>
<tr>
<th>Office</th>
<th>Program Description</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>CFD</td>
<td>ACAS: Clinical Expertise and Innovation &amp; Teaching and Educational Leadership*</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>ACAS: Crafting Your CV Narrative*</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>ACAS: Instructor to Assistant Professor*</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>ACAS: Investigation*</td>
<td>29</td>
</tr>
<tr>
<td>GSD, PDD</td>
<td>GSD, PDD &amp; MGPA BBQ</td>
<td>120</td>
</tr>
<tr>
<td>ORCD</td>
<td>RCR: Research Integrity and Data</td>
<td>62</td>
</tr>
<tr>
<td>OWC</td>
<td>Annual Claflin Scholars Luncheon</td>
<td>41</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td></td>
<td><strong>317</strong></td>
</tr>
</tbody>
</table>

*CME program

#### Program Evaluation Summary*

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did program meet your expectations?</td>
<td>95%</td>
<td>2%</td>
<td>3%</td>
<td>96%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Think program will have impact on your professional life?</td>
<td>93%</td>
<td>4%</td>
<td>4%</td>
<td>93%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>Did you ever attend one of our programs before?</td>
<td>74%</td>
<td>22%</td>
<td>4%</td>
<td>67%</td>
<td>28%</td>
<td>4%</td>
</tr>
</tbody>
</table>

*Does not include MGPA programs or networking social events

#### YTD: Program Attendance

<table>
<thead>
<tr>
<th>Total</th>
<th>Men</th>
<th>Women</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>2707</td>
<td>956</td>
<td>1514</td>
<td>237</td>
</tr>
</tbody>
</table>

| Theme:                                                                 |
|----------------------------------------------------------|----------|
| Career Advancement                                       |          |
| Communication                                            |          |
| Leadership                                               |          |
| Management                                               |          |
| Negotiation                                              |          |
| Networking                                               |          |
| RCR                                                     |          |
| Work-Life Balance                                        |          |

#### YTD: Topics Addressed

<table>
<thead>
<tr>
<th>Topic</th>
<th># Office Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authorship/Publications</td>
<td>20</td>
</tr>
<tr>
<td>Career Advice</td>
<td></td>
</tr>
<tr>
<td>CV/Cover Letter Critique</td>
<td></td>
</tr>
<tr>
<td>Extension Request</td>
<td></td>
</tr>
<tr>
<td>Grant Independence</td>
<td></td>
</tr>
<tr>
<td>Harassment</td>
<td>60</td>
</tr>
<tr>
<td>Mentoring</td>
<td></td>
</tr>
<tr>
<td>Promotion</td>
<td></td>
</tr>
<tr>
<td>Salary and/or Benefits</td>
<td></td>
</tr>
<tr>
<td>Specific conflict</td>
<td></td>
</tr>
<tr>
<td>Termination/Resignation</td>
<td>20</td>
</tr>
<tr>
<td>Work Environment</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>86</td>
</tr>
</tbody>
</table>

#### YTD: Top Ten Departments

<table>
<thead>
<tr>
<th>Dept</th>
<th># Office Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicine</td>
<td></td>
</tr>
<tr>
<td>Surgery</td>
<td></td>
</tr>
<tr>
<td>Pediatrics</td>
<td></td>
</tr>
<tr>
<td>OBGYN</td>
<td></td>
</tr>
<tr>
<td>Surgery Fund</td>
<td></td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td></td>
</tr>
<tr>
<td>Physical Medicine &amp; Pathology</td>
<td></td>
</tr>
<tr>
<td>Obstetrics &amp; Gynecology</td>
<td></td>
</tr>
</tbody>
</table>

#### YTD: Rank of Participants by CFD Staff Member

- **Staff Member:** Brown, Dennis  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 0

- **Staff Member:** Deckersbach, Thilo  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 20

- **Staff Member:** Goldberg, Marcia  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 40

- **Staff Member:** Klibanski, Anne  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 60

- **Staff Member:** Rigotti, Nancy  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 80

- **Staff Member:** Skoczinski, Ann  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 100

- **Staff Member:** Stern, Theodore  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 120

- **Staff Member:** External Advisor  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 140

- **Staff Member:** Robb, Amy  
  - Graduate Student  
  - Research Fellow  
  - Clinical Research Fellow  
  - Clinical Fellow  
  - Member of Faculty  
  - Lecturer  
  - Instructor  
  - Assistant Professor  
  - Associate Professor  
  - Professor  
  - Other  
  - # Office Visits: 160

#### Updated 7/6/2018