The Eleanor and Miles Shore Fiftieth Anniversary Fellowship Program for Scholars in Medicine

Harvard Medical School

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Profile of HMS Faculty

- 11,215 faculty members located at HMS and 17 affiliated institutions (Instructors, Assistant Professors, Associate Professors, and Full Professors)

- Majority of faculty located in clinical departments with no tenure clock
Harvard Medical and Dental Schools
Growth in Percentage of Women Full Time Faculty by Rank (1980-2010)

Instructor/Lecturer
Assistant Professor
Associate Professor
Professor

As of June 2010

Office for Faculty Affairs

Harvard Medical School
Origin of Fellowship

Celebration in 1995 of 50th Anniversary of Admission of Women to HMS in 1945

- Two Weekends of Panels, Symposia, Lectures
- Time Line of Women’s Contributions at HMS
  - 1847-1991
- Celebratory Dinner with Announcement of a Fiftieth Anniversary Fellowship Program

(Renamed the Eleanor and Miles Shore Fiftieth Anniversary Fellowship Program in 2005)
Description of Fellowship -- I

- **Purpose**: to enhance the quality and diversity of HMS faculty at all ranks
- **Commitment**: to Raise Ten $25,000 Fellowships per Year for 5 Years
- **Stipends** for buying protected time or additional laboratory assistance
- **First Awards**: July 1996, 10
- **Total Awards**: 1996-2010, 764
Selection criteria:
- academic promise
- obstacles to continuing an academic career
  - Personal (child care, elder care, family illness)
  - Heavy clinical load

Both men and women may apply

Size of Fellowship in 2010:
- Majority = $30,000/yr, but some = $50,000/yr
Awards Given 1996-2010

Number of Awards Given per Year

- 1996: 10
- 1998: 11
- 2000: 29
- 2002: 31
- 2004: 40
- 2006: 47
- 2008: 56
- 2010: 51
- 2009: 56
- 2007: 69
- 2009: 95
- 2008: 88
- 2010: 84

Not final
Survey Results, 2004-2005

- Response Rate: 71%
- Promotions within HMS: 40%
- Publications: 94%
  - Original Articles: 85%
  - Proceedings/Reviews: 80%
  - Case Reports: 33%
- External Funding: 86%
  - Federal: 62%
  - Foundation or Industry: 51%
Intangible Benefits Reported by Respondents

- Increased support from chief and department
- Improved morale when obstacles might have seemed insurmountable
- Continued departmental support after fellowship ended
- Increased visibility within department and discipline

- Reports in Focus and Gazette
- Public celebration of awardees in reception hosted by the Dean
Essence of the Fall Celebration

- Faculty Sponsors, Department and Division Heads, and CEO’s are invited to attend to congratulate and have pictures taken with their fellows.
- Family members including children, spouses, and parents may attend.
- Booklets are distributed with an extensive paragraph from every recipient re the project to be undertaken during the year.
- Slides on large screens highlight the faculty sponsors for each fellow as s/he is called forward.
Sponsored by: David Beier, M.D., Ph.D.,
Professor of Medicine,
Brigham and Women's Hospital
Donors - 2009

- Schools, Hospitals, Research Institutes: 13
- Departments: 18
- Divisions: 5
- Individual Donors: 5
Financial Facts

- Funding for Present Use Only – Not Endowed
- 2010 Support of Junior Faculty
  - More than $2.4 Million
- Fifteen Year Cumulative Support
  - More than $23 Million
- Endowment that would be needed to sustain at current level = $60 Million (at Harvard’s 2009 payout rate of 4.1%)
Benefits to Departments and Divisions

- Increased academic activity by recipients
- Increased external support for recipients in future years
- Stronger publications to share outcome of research or clinical projects
- Higher academic ranks for recipients, with increased ability to assume leadership roles in department and externally
Requirements to Sustain Program

1. Commitment of Medical School Leadership, particularly Dean of the Faculty of Medicine and Dean for Faculty Affairs, Dr. Maureen Connelly

2. Conviction of Hospitals, Departments, Divisions that there is a significant return on their investment.

3. Contribution of time and effort on part of Office for Faculty Affairs, fundraising committee, and selection committees (with support for the reception from the Office for Resource Development).
Plans for Growing the Program

- Additional departmental participation
- Additional divisional participation
Progress

- Increase in percentage representation of women at each faculty rank
- 14.7% women full professors (134/867) in 2010, up from 7% in 1996
- 26.6% women associate professors in 2010, up from 15% in 1996

Problems: Assessing results without a comparison group, and correlating results from a single program when multiple programs exist simultaneously
Goals for Future

- Fund more Fellowships for two years
- Increase stipend amounts (presently most funded at $30,000 but some at $50,000/yr)
- Extend program to associate professors