



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

Harvard Medical School

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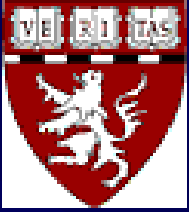


# Profile of HMS Faculty

- 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)





# Origin of Fellowship

- Celebration in 1995 of 50<sup>th</sup> 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

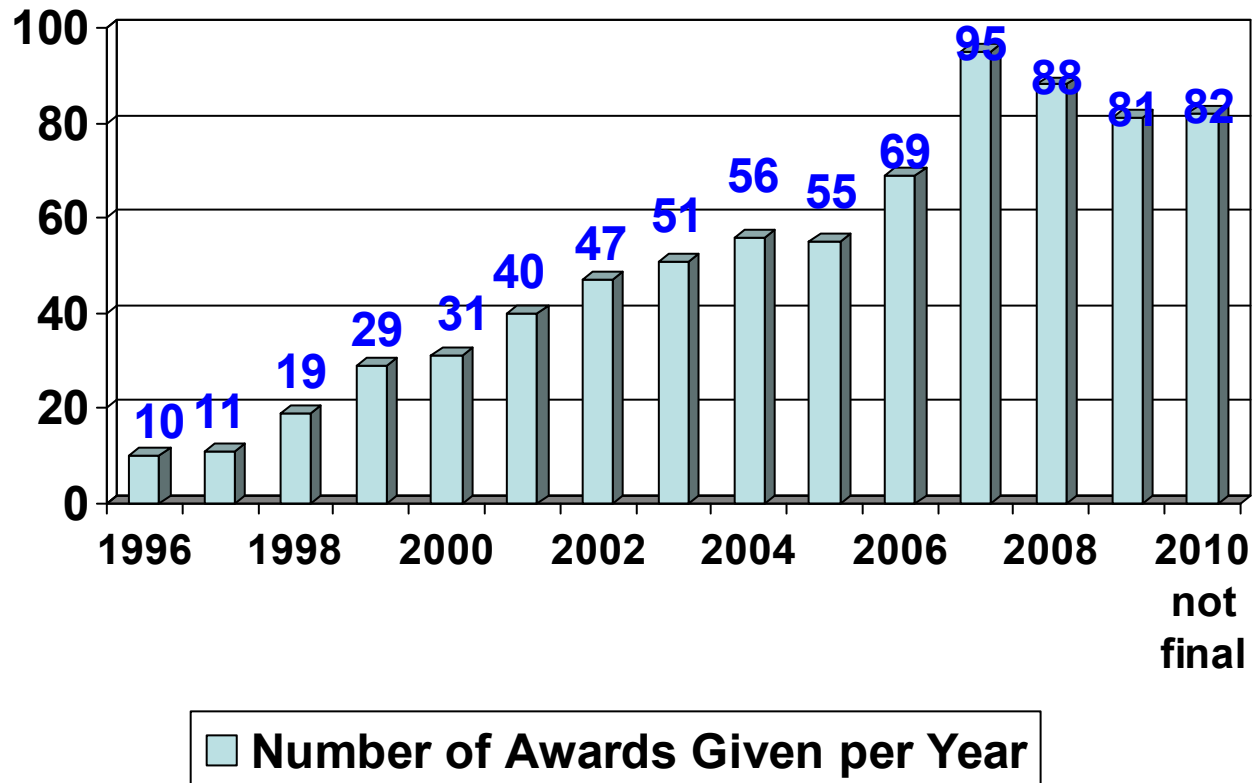
- Purpose: to enhance the quality and diversity of HMS faculty at all ranks
- Commitment: to Raise Ten \$25,000 Fellowships per Year for 5 Years
- Stipends for buying protected time or additional laboratory assistance
- First Awards: July 1996, 10
- Total Awards: 1996-2010, 764



# Description of Fellowship -- II

- 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





# 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







# 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