



Massachusetts General Hospital
Founding Member, Mass General Brigham

Center for Faculty Development Overview

Joshua Goldstein, MD, PhD, Director


Who executes the mission?

CFD Faculty Directors


Center for Faculty Development (CFD)
Joshua Goldstein, MD, PhD



Office for Clinical Careers (OCC)
Shannon E. Scott-Vernaglia, MD




Office for Research Careers (ORC)
Mary L. Boussein, PhD




Office for Senior Faculty Affairs (OSFA)
Steven M. Greenberg, MD, PhD




Office for Well-Being (OWB)
Darshan H. Mehta, MD, MPH



Office for Women's Careers (OWC)
Louisa G. Sylvia, PhD



Graduate Student Division (GSD)
Jodi M. Gilman, PhD



Postdoctoral Division (PDD)
Jodi M. Gilman, PhD



CFD Administration Team



Maire Leyne, MS, MBA
Executive Director



Anne S. Levy, PhD
Senior Program Director



Lauren E. Olson, MPH
Program Coordinator



Karan A. Patel, MHA
Program Manager



Brenda I. Vega
Office Manager



Home - Faculty Development - Offices - OCC

CENTER FOR FACULTY DEVELOPMENT

Office for Clinical Careers

The OCC supports faculty and the advancement of their careers (through one-on-one meetings, CV reviews, skill-building seminars, and mentorship).

[Request a consultation](#) >

[Calendar of events](#) >



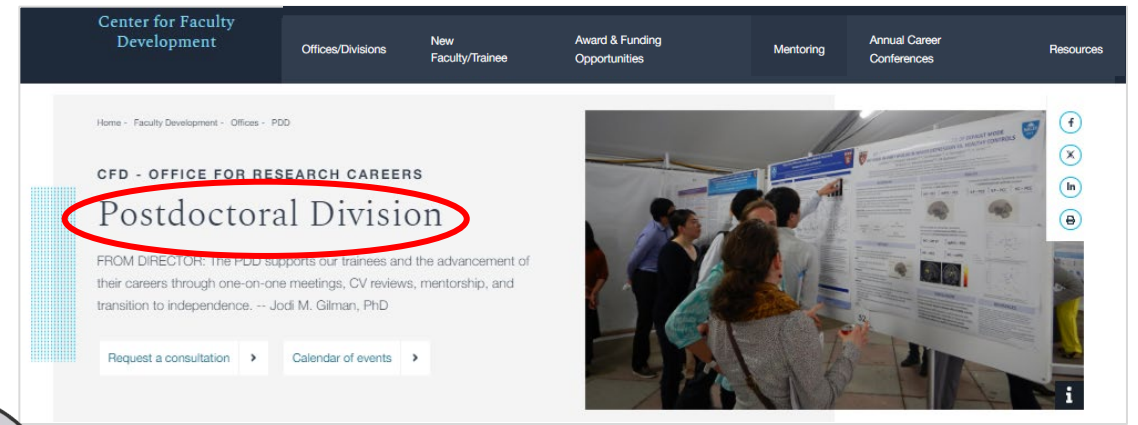
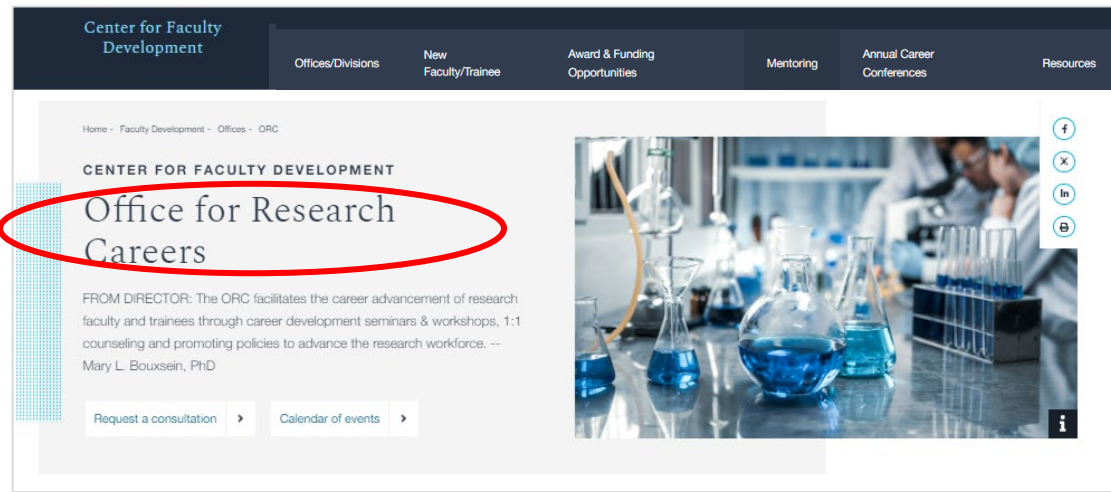
Initiatives and Offerings

- 1:1 career advice consultations with Director
- Execution and management of the Annual Career Conference online module
- Clinician Educator Workshop Series
- Monthly peer mentoring groups for clinician educators in collaboration with the Slavin Academy



Director: **Shannon Scott-Vernaglia, MD**





Director: **Jodi Gilman, PhD**

Initiatives and Offerings

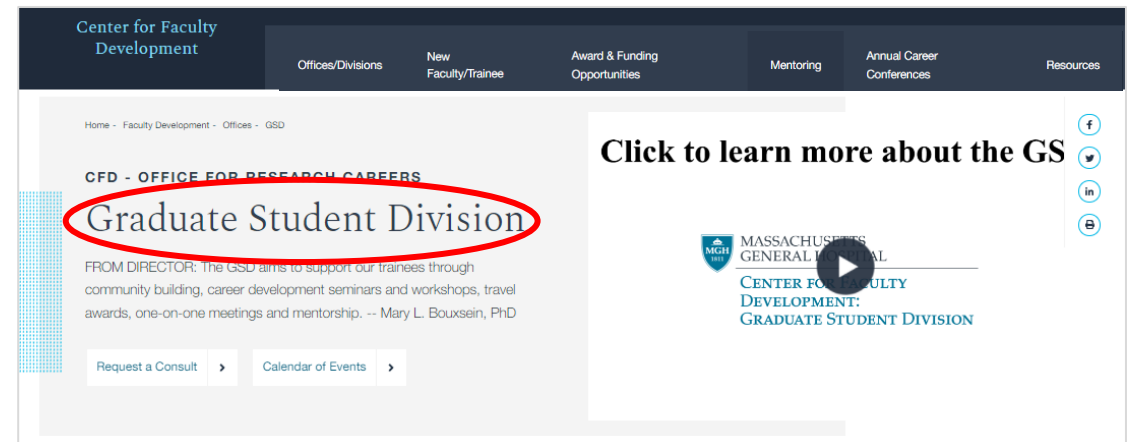
- 1:1 career advice consultations with Director
- Appointment Extension Requests
- Postdoc Guidelines
- Research Job Board database
- Mass General Postdoc Association

Initiatives and Offerings

- 1:1 career advice consultations with Director
- Leadership Development Program for Researchers
- ESOL and Communication Skills courses
- Member of Standing Committee on Equity in Research.



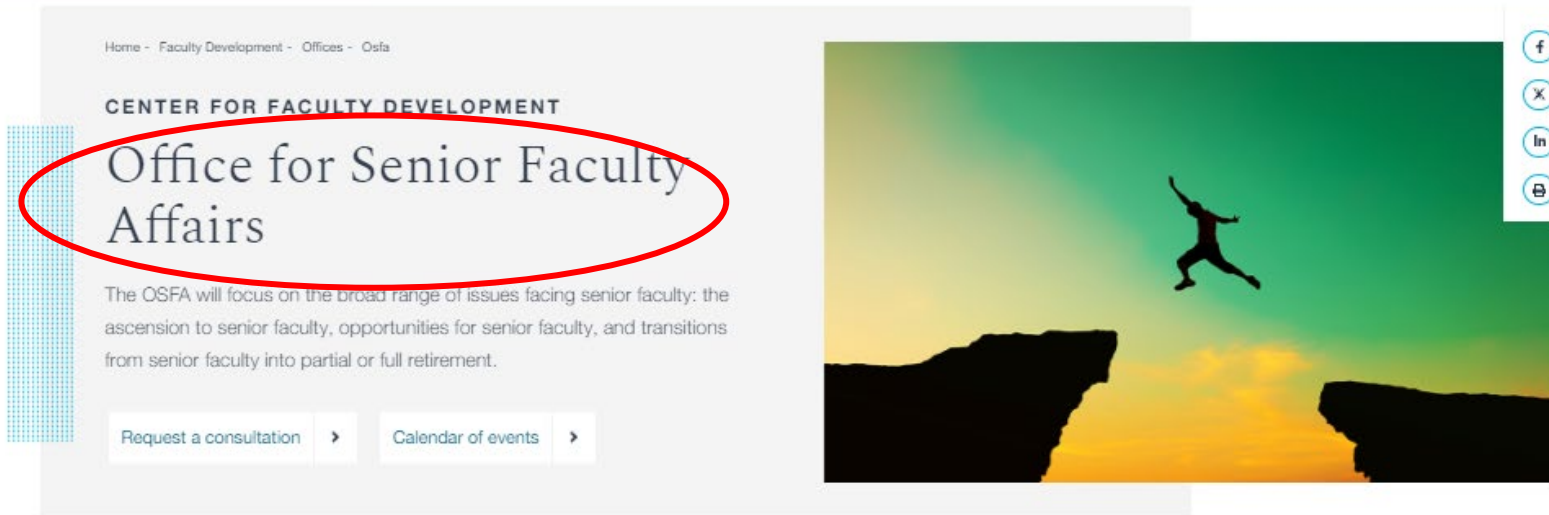
Director: **Mary Bousein, PhD**



Initiatives and Offerings

- 1:1 career advice consultations with Director





Initiatives and Offerings

- 1:1 career advice consultations with Director
- Resources for promotion to senior faculty
- Opportunities for senior faculty
- Resources for senior faculty transitioning into partial or full retirement
- Leadership Skills Retreat for mid-career faculty
- Faculty Transition Webinar Series
- “Crafting the Next Chapter” trained leaders
- Email list for faculty who want to stay in involved with MGH after transition.



Director: **Steven Greenberg, MD, PhD**



Home - Faculty Development - Offices - OWB

CENTER FOR FACULTY DEVELOPMENT

Office for Well-Being

Our office aims to improve well-being of our faculty, postdocs & graduate students across the career span by designing initiatives to increase resilience and to create a positive work culture that supports well-being.

[Request a consultation](#) >

[Calendar of events](#) >



Initiatives and Offerings

- 1:1 career advice consultations with Director
- Resources on mindfulness/meditations, exercise, and resiliency skills building
- Weekly meditation sessions on Monday and Wednesday mornings
- Fun Friday workshops aimed at reducing stress
- TEDxMGH talks by MGH community members
- Maurizio Fava Lecture Series on Well-Being



Director: **Darshan Mehta, MD, MPH**



Home - Faculty Development - Offices - OWC

CENTER FOR FACULTY DEVELOPMENT

Office for Women's Careers

The OWC supports the career advancement and leadership development of women faculty and trainees with one-on-one meetings, skill-building programs and institutional efforts to promote women's careers.

[Request a consultation](#) >

[Calendar of events](#) >



Initiatives and Offerings

- 1:1 career advice consultations with Director
- Advocates in Action Training
- Anne Klibanski Visiting Scholars Award Program
- Group Coaching for Research Women Faculty
- Group Coaching for Clinical Women Faculty
- Parenting Series webinars
- Parental Wellness Program

 Caring for Dependent(s) Travel Awards



Director: **Louisa Sylvia, PhD**

Read our newsletter - Tuesdays



Center for Faculty Development

Weekly Announcements

"A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential."

-- Brene Brown

Mid-career faculty, consider registering for the [OSFA Leadership Skills Retreat!](#)



Pet of the Week: Meet Bu Ding

Qikai Qin, PhD
Postdoctoral Research Fellow, Martinos Center for Biomedical Imaging

Do you want to show off your pet? Please send a photo and the name of your pet along with your name and role at MGH to efd@partners.org. The CFD newsletter will highlight one pet per week, so rest assured that your pet will appear in a future edition.

Announcements

[Sign up to stay connected while you step back from full-time career](#)

If you are cutting back to part-time or retiring at MGH, but want to stay connected, sign up to hear from the OSFA.

[Peer Mentoring for Parents Program](#)

Program increases personal well-being and professional productivity by empowering learning and problem-solving in a trusting and supportive space.

[Sign up to join Peer Mentoring Group for Clinician Educators](#)

Learn more about peer mentoring for health profession educators, a collaboration between the Center for Faculty Development and the Peter L. Slavin, MD Academy for Applied Learning in Healthcare.

[Calling all new and expectant parents! Faculty Parental Wellness Program](#)

Designed to increase the personal well-being and professional productivity of

Happening this Week

[HMS Core for Mentorship Excellence](#) - first workshop on TODAY, Sep 17 from 8:30 am-5:00 pm

This new workshop builds upon two decades of research conducted by the University of Wisconsin-Madison's "Center for the Improvement in the Mentored Experience in Research" ([CIMER](#)).

Facilitators: Bruce Birren, Elena Kramer, and Rogers Walker

[The Mosaic of Research: Where Music Embraces Science](#) - TOMORROW, Sep 18 from 5:30-7:00 pm

Inspired by CFD's Ode to Joy celebration, this program brings together music and science with MGH scientists and Berklee College of Music faculty.

[Two meditation sessions every week](#)

TOMORROW, Sep 18 from 8:00-8:30 am with guest leader, Joanne Doyle Petrongolo, PharmD, Pharmacy Department

Monday, Sep 23 from 8:00-8:30 am with leader, Darshan Mehta, MD, MPH

[MGH Postdoc Retreat](#) - THIS THURSDAY, Sep 19 from 8:00 am-5:00 pm

[Maximizing Public Service Loan Forgiveness during Uncertainty](#) - THIS FRIDAY, Sep 20 from 12:00-1:00 pm

Facilitator: Eryn Schultz, MBA, Founder of Her Personal Finance

[Mass General Hospital Peer Coaching Initiative \(MGHPCI\) program](#) - register by THIS FRIDAY, Sep 20

Pioneering peer coaching initiative at MGH tailored specifically for postdoctoral fellows including four mentoring evening sessions.

Upcoming Events

[Call for Applications! Group Coaching for Research-focused Women Investigators at MGH: A 7-week Workshop Series](#) - apply by Mon, Sep 23

One-hour sessions via Zoom via featuring internal and external speakers

Also available on the CFD homepage under **News & Events**
<https://www.massgeneral.org/faculty-development>



The screenshot shows the top navigation bar with links: Center for Faculty Development, Offices/Divisions, New Faculty/Trainee, Award & Funding Opportunities, Mentoring, Annual Career Conferences, and Resources. Below the navigation is a hero section with the title "Center for Faculty Development" and a description: "The Center for Faculty Development aims to serve as a center of excellence on career development for our diverse faculty and trainees." Three buttons are highlighted with red boxes: "Request a consultation", "Calendar of events", and "Meet the team". To the right is a large image featuring portraits of six staff members and social media icons for Facebook, Twitter, LinkedIn, and YouTube.

News & Events

Scroll through the slide images and stay up to date on the latest news from the Center for Faculty Development!

CFD Email Newsletter - September 24, 2024

Did you miss the CFD weekly newsletter? No worries! Read it here and find out about all of the upcoming events and announcements from our office as well as other offices outside of CFD.

[Take me to the newsletter! >](#)

The newsletter content includes the following items:

- FROM THE CENTER FOR FACULTY DEVELOPMENT (CFD)**
- Upcoming Events**
- PANEL ON COMBATTING PROCASTINATION**
Thursday, December 18 - 12:00-1:00 pm
Presenters: Andrew Rosenbaum, MD, PhD, MPH, MPP, and Nancy Seltzer, MD
- TWO MEDITATION SESSIONS EVERY WEEK!** (see details below)
Wednesday, December 1 and Monday, December 8 - 8:00-8:30 am
- COFFEE & CONVERSATIONS SERIES: "RETIREMENT: ARE YOU READY?"**
Wednesday, December 1 - 12:00-1:00 pm
Presenters: Ryan Strubbe, MPH and Dana Olin Olson, MD
- 6 WEEK GRANT WRITING COURSE: SESSION**



Resources

Helpful resources for faculty and staff.



Webinars and Podcasts

List of all recorded CFD webinars and podcasts.



Calendar of Events

Explore upcoming events.



Access Videos and Podcasts from CFD website

Webinars and Podcasts

Check out the most recent additions to the list of webinars and podcasts. Also find instructions to subscribe to CFD Podcast and Follow CFD MS Stream Channel to receive notifications when there are new uploads.

Finding Joy as a Clinical Educator on Sep 28

A panel of clinical educators working in varied settings talked about their careers and ways in which they have combined clinical practice with teaching and education.

Watch webinar >

Massachusetts General Hospital
Elevating Science, Improving Lives

Center for Faculty Development

A collaboration between the Office for Clinical Careers and Peter L. Slavin, MD Academy for Applied Learning in Health Care

“Finding Joy as a Clinical Educator”

with Carolina Abuelo, MD, Trevin Lau, MD, Alice Lorch, MD, Derek Monette, MD, MHPE

1 of 6

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<https://www.massgeneral.org/faculty-development/offices/cfd/webinars-podcasts>



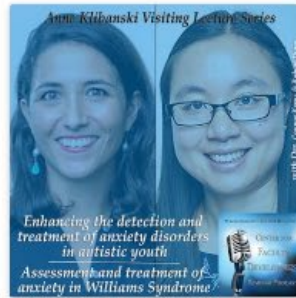
CFD Podcasts



MGH FACULTY DEVELOPMENT PODCAST



Did you miss an interesting session that the Massachusetts General Hospital's (MGH) Center for Faculty Development (CFD) offered because you were too busy in the clinic or in the lab? Were you out the day they offered it? This podcast was created because we understand your busy schedules and the CFD aims to serve you in your career development and will help with your work-life balance by providing this easy way to listen to all of the seminars we have offered right here on this podcast. Listen to it at your own convenience in your car, while you exercise, or relaxing on vacation. Just know that you may strengthen your skills at YOUR own pace! Please note that most of these podcasts are geared towards faculty, trainees and graduate students from the Massachusetts General Hospital. Thank you for listening!



2023 Anne Klibanski Visiting Lecture Series 1...
09/13/2023



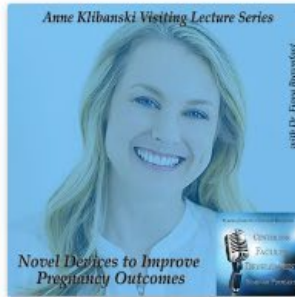
2023 Anne Klibanski Visiting Lecture Series 0...
06/06/2023



2023 Anne Klibanski Visiting Lecture Series 0...
05/23/2023



Embracing vulnerability as a leader and mentor
05/19/2023



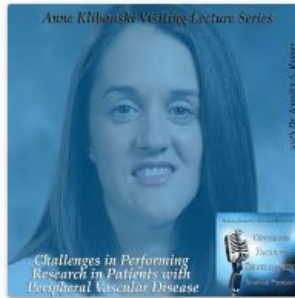
2023 Anne Klibanski Visiting Lecture Series 0...
05/12/2023



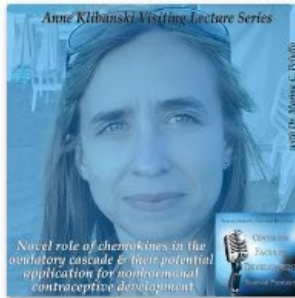
2023 Anne Klibanski Visiting Lecture Series 0...
04/25/2023



The gender pay gap and reproductive outcomes among women physicians



Challenges in Performing Research in Patients with Cerebrovascular Disease



Novel role of chemokines in the oulatory cascade & their potential application for nonhormonal contraceptive development.



Promotion and CV Guide

Center for Faculty Development

Offices/Divisions New Faculty/Trainee Award & Funding Opportunities Mentoring Annual Career Conferences Resources

Home - Faculty Development - Promotion Cv

Promotion and CV Guide



Latest News

HMS has created a new professorial title, [Professor of Clinical X](#) (where X refers to the clinical department) and is now accepting materials for promotion consideration. HMS clinical faculty who have made contributions resulting in a national, and in many cases international, impact in and reputation for advancing the practice of medicine, for which clinical expertise, clinical excellence, and teaching excellence are expected to be integral, are eligible. For more information, visit the [Office for Faculty Affairs website](#).

Upcoming HMS Promotion and CV sessions: [virtual presentations calendar](#).

The newest web-based version of the Harvard Faculty of Medicine Handbook provides enhanced accessibility (including readability on mobile platforms) and easier navigation and referencing. To view the handbook, follow this link: <http://facultyhandbook.hms.harvard.edu>.

The newest version includes the following updates:

1. Clarifying what counts as [HMS teaching](#)
2. Clarifying career growth expectations for [Longer Service promotions](#)
3. Requiring [searches for new Professors, Part-Time](#)

Promotion Guide

Frequently Asked Questions on Promotions

Q: How do I decide on my Area of Excellence?

A: Your Area of Excellence (AoE) will be determined in consultation with your department head or his/her designee. It should represent your major area of achievement and impact, including a

CV Guide

The MGH Center for Faculty Development (CFD) strongly recommends that faculty create an account on the HMS [CV Generator](#) platform. To do so faculty will need to use their HarvardKey to log into the system. Importing an existing CV is easy, especially for those faculty who have been using EasyCV.me. The CV needs to be in .docx format and follow the [2022 Faculty of Medicine pre-formatted template](#).

As of June 2024, new features include:

- Assistance in generating an NIH Biosketch
- "Promotion Checker" mode highlights missing required fields
- Enhanced integration with Harvard Catalyst allows faculty to annotate and classify publications within their Catalyst Profile
- More accurate uploading of existing Harvard Faculty of Medicine-formatted CVs

The purpose of the HMS CV is to thoroughly showcase your accomplishments in a clear format.

Key CV messages include:

- Capturing **all** your **teaching**—including future engagements—in the appropriate categories as well as addressing it in your narrative
- Documenting the reach of your **reputation**, through invited presentations (including future engagements); membership in professional societies and on committees; and editorial roles and grant review responsibilities
- Demonstrating your **impact** in your **narrative**

Writing Support



Given the central role of scholarship in academic medicine, the CFD has created a dedicated webpage to bring together the information to support your writing needs, projects, and goals.



Request a Consultation >

Calendar of Events >

<https://www.massgeneral.org/faculty-development/resources/writing-support>

LATEST NEWS

[How To Effectively And Efficiently Revise And Resubmit Your Manuscript](#)

October 22, 2-3:30pm

Sign up through the NCFDD <https://www.ncfdd.org/>. If you are not a member, click on the rectangle "Become a Member" and choose Harvard University as your home base.

- Recommended Resources on Writing +
- MGH Scientific Writing Group Writing Support +
- Workshops and Courses on Writing +
- Writing Evaluation Letters +
- Templates and Samples +
- Using AI at work +



Mentoring Section on CFD Website

The screenshot shows the website's navigation bar with 'Center for Faculty Development' and links for 'Offices/Divisions', 'New Faculty/Trainee', 'Award & Funding Opportunities', 'Mentoring', 'Annual Career Conferences', and 'Resources'. The main content area features the title 'The Call to Mentoring at Mass General' and a quote by Suzanne Koven: "...A mentor is someone who has more imagination about you than you have about yourself." Below the quote are three buttons: 'Request a consultation', 'Calendar of events', and 'Mentoring for Fellows'. A 'Mentoring Resources' sidebar on the left lists 'Latest News', 'Awards', 'Peer Mentoring Groups', 'Departmental Mentoring Programs', and 'Resources'. A 'CONTACT INFORMATION' box provides the email 'alevy@mgm.harvard.edu' and a 'Confidential Contact' section with contact details for Anne Levy.

➔ Latest News

- **New: Mentorship in C/T Research**

Mentorship is critical for career and skill development in clinical and translational research, but locating practical resources on how to initiate, build, maintain, and assess these relationships is

➔ Mentoring Advice and Support

Articles by MGH faculty on Mentoring:

Videos by senior mentors on the value of mentoring.

➔ Speed Mentoring Sessions

Speed mentoring with mentor leaders, open to all faculty:

Register to participate and come ready with questions about any aspect of mentoring or being

➔ Peer Mentoring Groups

Peer mentoring has been shown to improve support, collaboration and access to resources. Peer mentoring groups empower robust debate, learning, and problem solving in a space of trust and both practical and emotional support.

➔ Resources

- **Mentor Training**

- [HMS Core for Mentorship Excellence](#)—Harvard's new Core for Mentorship Excellence builds upon two decades of research conducted by the University of Wisconsin-Madison's

- **Best Practices and Toolkits**

- [Best Practices Mentees and Mentors](#)

- **Center for the Improvement of Mentored Experiences in Research (CIMER), School of Education, UW-Madison**

- **Suggested Mentoring Articles**

- **Webinars**

➔ Awards

The **CFD Excellence in Mentoring Awards** recognize faculty and postdoctoral fellows who have mentored and contributed to the success of other faculty and/or trainees during their career. Winners

➔ Departmental Mentoring Programs

Examples of Mass General Departmental Mentoring Program Structures:

➔ Articles on Mentoring by MGH Faculty

- Bredella, M. A., Alvarez, C., O'Shaughnessy, S. A., Lavigne, S. D., Brink, J. A., Thrall, J. H. [Radiology Mentoring Program for Early Career Faculty—Implementation and Outcomes](#). J Am Coll Radiol. 2021 Mar;18(3):451-456.

➔ Departmental Mentor Leaders

Mentoring Leader Round Table: Mentor leaders meet on a bimonthly basis to share mentoring program structures and initiatives, successes and challenges. These meetings consist of focused



Create a strong mentoring culture through departmental commitment to structured mentoring and cross-fertilization of ideas across departments



Demonstrate the crucial importance of mentoring in career development, job satisfaction, work/life balance, and academic success



Support and publicize mentoring by recognizing and celebrating star mentors, notwithstanding academic rank



Catalyze change at the HMS level so that mentoring is defined as a valuable service deserving of greater recognition



PARENTAL WELLNESS PROGRAM

Faculty Parental Wellness Program

Designed to improve the personal well-being and professional productivity of expectant and new parents who are faculty. We welcome all family types and support participants from early in the expectant phase through the first year of your child's life.

Benefits for participants:

- Parental Wellness Advocate (PWA) pairings
- Website with centralized lactation, parental leave, and parenting resources
- Access to emergency lactation supply programs
- Lactation and feeding stipends (pending eligibility)





PROVIDED BY THE MGH SCIENTIFIC WRITING GROUP
SUBSIDIZED BY THE CENTER FOR FACULTY DEVELOPMENT

WRITING SUPPORT SERVICES

FOR YOUR GRANTS, PRIMARY ARTICLES,
REVIEWS, COMMENTARIES, PERSPECTIVES,
AND BOOK CHAPTERS

APPLY
HERE

Contacts

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Website: <https://www.massgeneral.org/faculty-development/>

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