HARVARD MEDICAL SCHOOL MISSION
To nurture a diverse, inclusive community dedicated to alleviating suffering and improving health and well-being for all through excellence in teaching and learning, discovery and scholarship, and service and leadership.

HARVARD MEDICAL SCHOOL COMMUNITY VALUES
Harvard Medical School is a community dedicated to excellence and leadership in medicine through education, research and clinical care. We aspire to excellence through a commitment to our community values.

Collaboration & Service
- We work together to serve our HMS, neighboring, national and global communities.
- We acknowledge that our behavior affects the experiences of others, and act in ways that are kind and respectful to all.

Diversity & Respect
- We value and respect all individuals for their unique perspectives, experiences, and potential to contribute.
- We foster a culture of inclusion and engagement, and communicate respectfully.
- We seek diversity and promote equity and social justice.

Integrity & Accountability
- We conduct our work honestly and ethically.
- We lead responsibly, hold ourselves accountable, and empathetically share constructive feedback.
- We speak up and empower others to do the same.

Lifelong Learning
- We promote an environment of learning and discovery.
- We embrace innovation and understand that creative solutions often require taking risks.
- We strive for excellence through ongoing professional and personal improvement.

Wellness & Balance
- We value the wellbeing of every member of the community.
- We encourage and support healthy and productive lifestyles recognizing they require the integration of work and life.

We are Harvard Medicine.
2020 HMS Leadership Development for Physicians and Scientists

“I left the course...with a better vision of where I wanted to go in the next 5 years, but also equipped with practical tools that I could use to get me there.”
- participant

APPLICATIONS OPEN:

Tuesday, September 3, 2019

APPLICATION DEADLINE:

Wednesday, October 16, 2019, 5:00 PM

ENDORSEMENT DEADLINE:

Wednesday, October 30, 2019, 5:00 PM

Women and Faculty of URiM background encouraged to apply

2020 Eleanor and Miles Shore 50th Anniversary Fellowship Program for Scholars in Medicine

“I felt like I had institutional support at a different level and felt more confident about the career track I wanted to pursue.”
- Shore recipient

FOR MORE INFORMATION & ELIGIBILITY CRITERIA:

https://fa.hms.harvard.edu/ofa-faculty-development
ACADEMIC OFFICES OF THE DEAN

Office for Academic and Clinical Affairs
The Office for Academic and Clinical Affairs promotes, coordinates and supports the academic and clinical activities of HMS faculty with an emphasis on faculty development and diversity through the following programs:
- HMS Initiatives, Programs, Centers and Institutes (IPCI)
- Clinical Department Review Program
- HMS Foundation Funds

Website: https://hms.harvard.edu/departments/office-academic-clinical-affairs
Main Office: 617-432-7460

To achieve the goals of our mission, the Dean for Academic and Clinical Affairs oversees three vital offices:

Office for Academic and Research Integrity
The Office for Academic and Research Integrity is dedicated to advancing a culture of integrity and academic excellence at Harvard Medical School.

Website: https://ari.hms.harvard.edu/
Main Office: 617-432-7460 | Email: ARI@hms.harvard.edu

Office for Faculty Affairs
The Office for Faculty Affairs is committed to supporting the academic careers of all our 11,000+ faculty members.

Website: https://fa.hms.harvard.edu/
Main Office: 617-432-1540 | Email: ofa@hms.harvard.edu

Instructor, Lecturer, Visiting & Reappointment (appointment verification): FacAppt@hms.harvard.edu

Assistant, Associate & Professor Promotion Questions: OFA_Promotions@hms.harvard.edu

OFA Faculty Development Program Questions: HMSOFA_programs@hms.harvard.edu

Office for Diversity Inclusion and Community Partnership
The Office for Diversity Inclusion and Community Partnership (DICP) helps to advance diversity inclusion in health, biomedical, behavioral, and STEM fields that builds individual and institutional capacity to achieve excellence, foster innovation, and ensure equity in health locally, nationally, and globally.

Website: https://mfdp.med.harvard.edu/
Main Office: 617-432-2413 | Email: dcp_mfdp@hms.harvard.edu
The Faculty of Medicine Governance, Appointment and Promotion Handbook is available on the website of the Office for Faculty Affairs at:

http://fa.hms.harvard.edu/FoMhandbook

The processes by which faculty are hired, appointed and rewarded and the policies by which we are governed as a community are central to the success of the Faculty of Medicine. This Handbook reflects the current practices and guidelines for Harvard Medical School and Harvard School of Dental Medicine. We encourage you to familiarize yourself with sections 2 and 3 of the Handbook:

2. Bylaws, School Governance, Standing Committees
3. Policies, Principles and Procedures for All Faculty
   3.1. Academic Freedom: Rights and Responsibilities for All Faculty
   3.2. Annual Faculty Reviews
   3.3. Board of Registration in Medicine
   3.4. Expectations to Teach
   3.5. Principles of Non-Discrimination
   3.6. Sexual and Gender-Based Harassment
   3.7. Unprofessional Relationships and Abuse of Authority
   3.8. Use of the Harvard Name
   3.9. Values Statement (HMS Community)
   3.10. Open Access Policy
   3.11. Faculty of Medicine Policies on Integrity in Science
      3.11.1. Policy on Conflicts of Interest and Commitment
      3.11.2. Principles and Procedures for Handling Allegations of Faculty Misconduct
      3.11.3. Authorship Guidelines
      3.11.4. Guidelines for Attribution of Credit and Disposition of Research Products
      3.11.5. Letters of Reference
      3.11.6. Guidelines for Editors and Authors of Medical Textbooks
      3.11.7. Guidelines for Investigators in Scientific Research
      3.11.8. Guidelines for Investigators in Clinical Research
      3.11.9 Faculty of Medicine Statement on Research Sponsored by Industry
   3.12. Termination Documentation and Lengths of Notice for Annual and Term Appointed Faculty
   3.13. Use of Harvard Medical School Email
Faculty Council
The Faculty Council is the formal voting body of the Faculty of Medicine of Harvard Medical School. The electoral structure is designed to assure proportional representation across disciplines and institutions. Membership is peer elected from among all areas of HMS with faculty appointments and serve three-year terms. The Dean of the Faculty of Medicine chairs the monthly meetings of the Council.

The Faculty Council advises the Dean in the formulation of major changes to policy and innovations for the Schools of Medicine and Dental Medicine. The Council submits recommendations for consideration to the Dean on major policy issues. The Faculty Council also receives reports from standing and ad hoc committees of the Dean. The Dean provides periodic reports concerning the financial status of the Schools and other relevant topics.

See the Faculty Council page for current members, agendas and meeting minutes: https://fa.hms.harvard.edu/faculty-council

Questions, Comments, Feedback, Inquiries, Docket Suggestions?
Email: facultycouncil@hms.harvard.edu

Use of the Harvard Name
Harvard University has promulgated a policy on “Use of Harvard Names and Insignias” which applies to the use of the “Harvard” name (and logos) by faculty members and others, including Harvard programs and affiliates, and has also promulgated associated guidelines on “Use of the Harvard Name in Internet Addresses, Domain Names, Web Sites and Other Electronic Context” and on “Guidelines for Responding to Requests from Third Parties for Endorsements.”
Website: https://hms.harvard.edu/departments/office-communications-external-relations/what-we-do/use-name-inquiries
Email: useofname@hms.harvard.edu

HMS Email Terms of Use
Harvard Medical School provides email accounts to quad based faculty, all staff and all HMS students with a valid Harvard ID. Usage of the HMS email system indicates that you will abide by this policy. Once your appointment or job at HMS ends, your email and all related services such as mailing lists and remote access will be terminated.
Website: http://it.hms.harvard.edu/about/it-policies-forms/email-terms-use
Email: itservicedesk@hms.harvard.edu
Update HMS Personal and Demographic Information in PeopleSoft
To review and correct your information (including ethnicity, home and office addresses, email, phone numbers, etc.), please follow the change your information link on the following page:

https://hms.harvard.edu/people-search

RESOURCES: FACULTY PROMOTION PROCESS

Faculty of Medicine CV Guidelines and Reviews
For general guidance and templates for preparation of the CV or to schedule a CV review, please contact: OFA_Promotions@hms.harvard.edu

The Faculty of Medicine CV, along with letters from internal and external referees and examples of scholarly work, provides the major evidence for the evaluation of candidates for promotion. Therefore, accurate and complete reporting of contributions and achievements in the CV is essential.

An Annual Career Conference is required for all faculty members. Consideration of promotion pathway, metrics, and readiness for promotion should be discussed in these meetings. During ACCs, department chairs or their designees should reaffirm the roles and responsibilities of each faculty member (including the expectations that link to our mission in teaching, service, investigation, administration, etc.), review their accomplishments over the past year, and agree on goals for the coming year.

RESOURCES: TEACHING

Program in Medical Education (PME)
The Program in Medical Education (PME) at Harvard Medical School is the organizational structure housing education programs that lead to the MD degree. Under the leadership of the Dean for Medical Education and the Associate Dean for Medical Education Planning and Administration, the PME oversees all aspects of medical education planning and policy. We strive to empower our students, faculty, and alumni as they work together to transform the world of medicine.

Website: https://meded.hms.harvard.edu/faculty-opportunities
Email: pme@hms.harvard.edu
Health Sciences & Technology (HST)
The HST Academic Office supports our students and faculty as they integrate science, engineering, and medicine to solve problems in human health. Our primary goal is to prepare students for productive careers as leaders in medical research and academic medicine. We strive to provide an individualized educational experience, to cultivate leadership and teamwork, and to foster respect for all. Through our educational program administration and support services, the Academic Office provides a strong foundation for the educational mission of IMES/HST.

Website: https://meded.hms.harvard.edu/health-sciences-technology
Main Office: 617-432-1738 | Email: London_Society@hms.harvard.edu

HMS Scholars in Medicine Office (SMO)
The HMS Scholars in Medicine Office (SMO) supports students as they pursue research and service opportunities in Boston, across the country, and around the world.

Our office coordinates:
- Pathways and New Pathway scholarly project graduation requirement
- Funding for student research and service
- Soma Weiss Student Research Day
- Graduation with honors
- Clinical elective exchange programs
- Medical language training
- Offers other student resources

The Scholars in Medicine Office coordinates opportunities for HMS and non-HMS faculty to mentor student research.

Harvard faculty may post an opportunity for student scholarship in the SMO Opportunities Database. Your opportunity will also appear on your Harvard Catalyst faculty profile. HMS-affiliated faculty can find information about the scholarly project and mentor requirements at:
http://collaborate.hms.harvard.edu/display/scholarlyproject

Website: https://meded.hms.harvard.edu/about-scholars-medicine
Main Office: 617-432-2750 | Email: scholarsinmedicine@hms.harvard.edu

Graduate Student Teaching
Graduate students at Harvard Medical School (HMS) are integral drivers of our research productivity and reputation, and are the intellectual engine that sustains our institutional excellence. Graduate education is a major contributor to the HMS mission, “To create and nurture a diverse community of the best people committed to leadership in alleviating human suffering caused by disease.” HMS graduate programs provide an integrative network allowing our students to work with researchers across a breathtaking landscape of multiple Harvard campuses and affiliated institutions. Nine life-science PhD programs are based at HMS, and students in these programs are enrolled in the Harvard University Graduate School of Arts and Sciences (GSAS). HMS also offers two types of Master’s degrees in seven different research concentrations.
Those interested in teaching master’s or PhD students are best served by reaching out directly to the program heads of the programs listed on the graduate education website. Opportunity to teach in nanocourses, faculty can find out more here: https://nanosandothercourses.hms.harvard.edu/node/177

Website: https://hms.harvard.edu/education-admissions/graduate-education

The Academy
The Academy is responsible for professional development of faculty who teach in the MD program. Its role is also to develop and support a community of leaders in education and a culture of excellence in teaching and learning, to foster the careers of educators in medicine and science, to provide programming to improve the skills of teachers, to stimulate and support the creation and implementation of innovative approaches to learning and assessment, and to support educational research and scholarship in medical and graduate education.

Website: https://meded.hms.harvard.edu/about-academy
Main Office: 617-432-5401 | Email: academy@hms.harvard.edu

HMS Office for External Education/Global and Continuing Education
The Office for External Education provides broad access to HMS’s peerless and constantly evolving body of medical knowledge through four areas of focus: Postgraduate Medical Education for clinicians and researchers, Executive Education for business and science leaders who work in industries related to health care, HMX Online Learning for those pursuing careers in healthcare, and Harvard Health Publishing for health-conscious consumers and content providers.

The Office for External Education provides benefits to faculty through:

- Expanded reach, recognition, and impact
- New avenues for research funding and collaborations
- Opportunities for academic advancement

With opportunities ranging from teaching and writing, to blended and e-learning, we invite you to get involved with the Office for External Education.

Website: https://hms.harvard.edu/departments/office-external-education
Main Office: 617-432-3638 | Email: External_Education@hms.harvard.edu

RESOURCES: FUNDING

Harvard Catalyst
Established in 2008, Harvard Catalyst | The Harvard Clinical and Translational Science Center is dedicated to improving human health by enabling collaboration and providing tools, training, and technologies to clinical and translational investigators. As a shared enterprise of Harvard University, Harvard Catalyst resources are made freely available to
all Harvard faculty and trainees, regardless of institutional affiliation or academic degree. Harvard Catalyst is funded by the National Institutes of Health (NIH) Clinical and Translational Science Awards (CTSA) Program (grant UL1 TR001102).

**Website:** [www.catalyst.harvard.edu](http://www.catalyst.harvard.edu)  
**Main Office:** 617-432-7800  |  **Email:** ctsc@catalyst.harvard.edu

**HMS Foundation Funds, Office for Academic and Clinical Affairs**  
The HMS Foundation Funds Program administers the nomination process for HMS/HSDM faculty and postdocs for Limited Submission Funding Opportunities (LSO's) from private foundations. Limited submission opportunities require candidates to be nominated by either Harvard Medical School or Harvard University. Each year, several foundations invite HMS/HSDM junior faculty members and postdocs to apply for over 7 million dollars in fellowships and grants, which serve as critical funding at the early stages of a research career. Interested investigators must first apply internally through the HMS Foundation Funds, and a committee will select the final candidates who will then submit applications to the foundations.

**Website:** [https://hms.harvard.edu/departments/office-academic-clinical-affairs/hms-foundation-funds](https://hms.harvard.edu/departments/office-academic-clinical-affairs/hms-foundation-funds)  
**Main Office:** 617-432-7463

**Eleanor and Miles Shore Fellowship Program for Scholars in Medicine, Office for Faculty Affairs**  
The purpose of the program is to sponsor academic activities. The awards may be used for protected time from clinical, teaching or laboratory responsibilities to pursue academic work, including writing a grant application, preparing a manuscript, completing a research project, or developing a new curriculum. Funds awarded could also be used for additional laboratory assistance at a time when the faculty member does not yet have independent funding. The fellowship is not intended to provide total support.

Fellowships are funded by HMS, HSDM, their affiliated institutes, departments, divisions, and centers, and private donors. Typically in the $30,000 to $50,000 amount, these stipends support junior faculty at the most vulnerable point in their academic careers. Each applicant must have a named project mentor. While both men and women may apply, this support is an important part of the effort at HMS to increase the representation of women at the higher ranks in the Faculty of Medicine.

**Website:** [https://fa.hms.harvard.edu/shore](https://fa.hms.harvard.edu/shore)  
**Main Office:** 617-432-1198  |  **Email:** hmsofa_programs@hms.harvard.edu
OTHER HARVARD RESOURCES

HARVARD MEDICAL SCHOOL

Archives for Women in Medicine
The Archives for Women in Medicine (AWM) collects, preserves, and provides access to the professional records of women leaders in medicine and the medical sciences. AWM collections illustrate the relationships, experiences, and struggles of women in medicine and serve as a rich resource that will inspire future generations.

Website: https://www.countway.harvard.edu/center-history-medicine/collections-research-access/awm
Main Office: 617-432-7393

Arts and Humanities Initiative
The Arts and Humanities Initiative aims to foster creativity and scholarship in the arts and medical humanities at Harvard Medical School and its affiliated hospitals, to support a community of faculty and students engaged and interested in the arts and humanities, and to enhance patient care through reflection and compassion.

Website: https://artsandhumanities.hms.harvard.edu/what-we-do
Main Office: 617-432-5693 | Email: artsandhumanities@hms.harvard.edu

Center for the History of Medicine
The Center for the History of Medicine in the Francis A. Countway Library of Medicine is one of the world's leading resources for the study of the history of health and medicine. Our rare books, manuscript and archival collections, artifacts, and audiovisual materials attract a global audience of researchers.

Website: https://www.countway.harvard.edu/center-history-medicine
Main Office: 617-432-2136 | Email: chm@hms.harvard.edu

Francis A. Countway Library of Medicine
The mission of the Countway Library is to cultivate and advance education, research, scholarship and professional growth in the health and biomedical sciences by facilitating access to scholarly information and knowledge, preserving a historical record, and creating a stimulating and synergistic setting for intellectual growth.

Website: https://www.countway.harvard.edu/
Main Office: 617-432-2136
CommuteWorks (A Service Provided by MASCO)
CommuteWorks is a free benefit for employees of MASCO member institutions that aims to make commutes as stress free and efficient as possible. As the Transportation Management Association for the Longwood Medical and Academic Area (LMA), CommuteWorks helps employees and students better plan their commutes with information about MBTA, ridesharing, shuttle, walking and biking options.

Website: www.masco.org/commuteworks
Main Office: 617-632-2796

Harvard Longwood Campus Work-Life-Wellbeing Program
Harvard paid and benefits eligible faculty are provided with comprehensive support for Work/Life needs. The Work/Life Program Manager on Harvard’s Longwood Campus provides you with customized resources and support for personal or professional needs to make life’s transitions a bit more manageable. You may request resources for yourself or those you work with or manage.

Harvard's Employee Assistance Program (EAP) offers immediate, free, confidential help for all Harvard paid and benefits eligible employees and their household members. You can reach the EAP any day, at any time for personal or work-related concerns about yourself, family, friends or coworkers at 877-EAP-HARV (877-327-4278).

Website: https://hlc.harvard.edu/home/worklife/
Main Office: 617-432-1048 | Email: worklife.hlc@harvard.edu

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The Joint Committee on the Status of Women (JCSW) provides opportunities for networking, leadership and development of professional skills. Any faculty, post-doc, staff member or student in or affiliated with HMS or HSDM is welcome to join!

Learn more @ https://jcsw.hms.harvard.edu

Committees include:
- Career Advancement
- Community Engagement
- JCSW Dean’s Leadership Awards
- Professional Equity
- Work/Life

Become a Member
Join Today!
HMS|HSDM|HSPH Ombuds Office
The Ombuds Office is a confidential, neutral, independent and informal place to bring any issues affecting your work or studies. Our office is open to faculty, staff, students, trainees and appointees to HMS, HSDM, HSPH and their affiliated institutions. The Ombudsperson’s role is to listen and to help identify issues, goals and options; visitors will make their own best decisions regarding next steps. Options can include coaching on how to have a difficult conversation, informal mediation, group facilitation and information about resources and formal complaint processes. The Ombuds Office also provides conflict resolution and negotiation trainings on request.

Website: https://hms.harvard.edu/departments/ombuds-office
Main Office: 617-432-4041

LGBT Office
The LGBT Office was established in 2014 to enhance diversity inclusion while fostering an open, affirming, and welcoming community for LGBT students, staff, faculty, trainees, and fellows at Harvard Medical School and Harvard School of Dental Medicine (HMS/HSDM). Our goal is to identify key areas of importance, programmatic interventions, and resources that support LGBT issues. We collaborate with relevant offices and programs within HMS/HSDM, Harvard University, and the broader community to build an inclusive environment. The LGBT Advisory Committee advises the Dean of the Faculty of Medicine on key priorities that address issues of importance to the HMS/HSDM LGBT community.

Website: https://mfdp.med.harvard.edu/dcp-programs/lgbt
Main Office: 617-432-7555 | Email: dcp_lgbt@hms.harvard.edu

Office of Communications and External Relations (OCER)
The Office of Communications and External Relations (OCER) supports Harvard Medical School's role as a world leader in biomedical research and medical education, and as a thought leader that informs policy related to health care and global health. OCER stewards the public conversation while enhancing public confidence in the scientific enterprise. Through the design of external relations and internal communications strategies, OCER contributes to national and international discussions and ensures that the School’s nearly 12,000 faculty, as well as students and staff, are well-informed.

Website: https://hms.harvard.edu/departments/office-communications-external-relations
Main Office: 617-432-0442 | Email: communications@hms.harvard.edu
Vanderbilt Hall Athletic Facility
Harvard employees, faculty, and non-paid Harvard appointees may join the Vanderbilt Hall Athletic Facility online or at the Vanderbilt Hall Business Office. Please contact the Vanderbilt Hall Business Office to see if you qualify.

Website: https://hms.harvard.edu/departments/vanderbilt-hall/vanderbilt-hall-athletic-facility
Main Office: 617-432-1629 | Email: vanderbilt_hall@hms.harvard.edu

HARVARD UNIVERSITY

Harvard Faculty Club
The Harvard Faculty Club is dedicated to offering quality meeting, conference, function, dining, and lodging services to a broad constituency including Harvard Faculty, alumni/ae, professional staff, long service employees, members of the Cambridge business community, and their guests.

Website: https://www.hfc.harvard.edu/
Main Office: 617-495-5758 | Email: hfc@harvard.edu

Harvard Faculty Real Estate Services

Services for Existing Faculty:
- Harvard’s Faculty Real Estate Services will provide advice about the local sales and leasing markets, discuss the specific housing needs of the Faculty member and explain the benefits of the Harvard’s Real Estate Advantage Program (REAP), and sign them up through Coldwell Banker Real Estate for brokerage or leasing services.
- All existing faculty—and staff--are eligible for REAP and are able to access this service by calling Faculty Real Estate Services and by contacting Coldwell directly at (800396-0960). The program provides excellent brokerage services and a cash back to the buyer (or the seller) after the transaction is completed. The cash back amount is determined by the sales price of the home and is half of the referral fee that Harvard receives from Coldwell Banker.
• Leasing agents are available to help all Harvard Faculty members find a good rental property. The Faculty Real Estate Services department can discuss your housing needs and recommend a good leasing agent to help find housing.

**Home Buying and Selling Seminars and Webinars:**
Faculty Real Estate Services can hold seminars at any HMS location. In addition, all HMS and Affiliated Teaching Faculty and employees are invited to participate in the webinars that they can access via the Internet. The seminars/webinars cover the basics of home buying and sales, including topics such as:

• How much can I really afford to pay?
• What type of special loans are available? (first-time buyer, physician, and more)
• How to secure that new home in a competitive market.
• How does the process, from offer to acceptance to closing, work?

**Preferred Mortgage Lenders**
As part of the Real Estate Advantage Program, our preferred lenders offer mortgages at reduced rates and/or closing costs.

Website: [http://huhousing.harvard.edu/faculty-and-employee-real-estate-services](http://huhousing.harvard.edu/faculty-and-employee-real-estate-services)
Main Office: 617-495-8840 | Email: Fres@harvard.edu

**Harvard International Scholars Office (HIO)**
HIO provides information on a wide range of topics, including immigration issues (work permits, travel), financial questions, social and cultural differences, and resources at Harvard and in the community. International students are given the opportunity to participate in Harvard’s International Student Host Program, which connects them with Americans living in the Cambridge and Boston areas.

Website: [http://www.hio.harvard.edu/](http://www.hio.harvard.edu/)
Main Office: 617-495-2789

**ID Office**
The official Harvard ID card provides you, as a Harvard affiliate, the ability to visibly identify yourself while you are on campus and add functions to your card for authorized services.

Website: [http://www.campusservicecenter.harvard.edu/services/id-cards](http://www.campusservicecenter.harvard.edu/services/id-cards)

<table>
<thead>
<tr>
<th>Cambridge Office</th>
<th>Longwood Office</th>
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| Richard A. and Susan F. Smith Campus  
Center Room 807  
1350 Massachusetts Ave.  
Cambridge, MA 02138-3846 | Harvard Longwood ID Office  
Kresge Building  
677 Huntington Ave. Ste 119  
Boston, MA 02115 |
Harvard University Outings & Innings
Enjoy savings on movies, museums, performing arts, sporting events and seasonal fun, year-round! Buy tickets for yourself, your family and friends! Harvard Key Required.
Website: https://outingsandinnings.harvard.edu
Main Office: 617-495-2828 | Email: Outings_innings@harvard.edu

Memorial Minutes
In tribute to their dedicated efforts to science and medicine, deceased members of the Harvard Faculty of Medicine (those at the rank of full or emeritus professor) receive a review of their life and contributions with a complete reflection, a Memorial Minute.

https://fa.hms.harvard.edu/memorial-minutes
CHADD MEMBERS

Consortium of Harvard Affiliated Offices and Centers for Faculty Development and Diversity
The Consortium of Harvard Affiliated Offices for Faculty Development and Diversity (CHADD) was established to create an inclusive and supportive scholarly community to support the success of faculty of Harvard Medical School. CHADD meets five times per year, rotating the location among member institutions, to share best practices and collaborate on joint programs.

Office for Academic Careers and Faculty Development (AFCD)
Beth Israel Deaconess Medical Center
Website: https://www.bidmc.org/medical-education/academic-careers-and-faculty-development
Main Office: 617-667-0900 | Email: acfd@bidmc.harvard.edu

Office of Faculty Development (OFD)
Boston Children’s Hospital
Website: http://www.childrenshospital.org/ofd
Main Office: 617-355-2923/2922 | Email: ofd@childrens.harvard.edu

Center for Diversity & Inclusion (CDI)
Brigham and Women’s Hospital
Website: http://cdi.brighamandwomens.org
Main Office: 617-525-8973 | Email: bwhcdi@partners.org

Center for Professional and Academic Development (CPAD)
Cambridge Health Alliance
Website: https://chacpad.org/
Main Office: 617-665-3152 | Email: cpd@challiance.org

Office for Faculty Development (OFD)
Dana-Farber Cancer Institute
Website: https://www.dana-farber.org/for-physicians/education-and-training/office-for-faculty-development/
Main Office: 617-582-8714

Center for Faculty Development (CFD)
Massachusetts General Hospital
Website URL: http://facultydevelopment.massgeneral.org/
Main Phone: 617-724-0818 | Email: cfd@partners.org

Office of the Chief Academic Officer
McLean Hospital
Website: https://brainwaves.mcleanhospital.org/academics
Main Office: 617-855-2241
CHADD Mentoring Course for Faculty

The CHADD Mentoring Course is a collaborative initiative, co-sponsored by Harvard Catalyst, designed to enhance the climate for mentoring across Harvard Medical School and its affiliated hospitals through mentor training. The mentoring course is a half-day program in the fall designed for faculty of Harvard Medical School and Harvard School of Dental Medicine to receive formal training in mentorship and best practices.

More Information: [https://mfdp.med.harvard.edu/mentoring/chaddmentoring](https://mfdp.med.harvard.edu/mentoring/chaddmentoring)
Questions: [hms_chaddmentoringcourse@hms.harvard.edu](mailto:hms_chaddmentoringcourse@hms.harvard.edu)

### Faculty of Medicine Demographics

Active on 10/1/18

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Faculty Members</td>
<td>11,588</td>
</tr>
</tbody>
</table>

Includes Principal Associates, Lecturers, Instructors, Assistant Professors, Associate Professors and Professors

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment in a Basic or Social Science Department at a Quad location</td>
<td>327</td>
</tr>
<tr>
<td>Appointment in a Basic or Social Science Department at a Hospital or Affiliate location</td>
<td>85</td>
</tr>
<tr>
<td>Appointment in a Clinical Department at a Hospital or Affiliate location</td>
<td>10,858</td>
</tr>
<tr>
<td>Appointment in a Harvard School of Dental Medicine Department</td>
<td>318</td>
</tr>
</tbody>
</table>

For figures based on active appointments in the Faculty of Medicine, visit: [https://fa.hms.harvard.edu/faculty-demographics](https://fa.hms.harvard.edu/faculty-demographics)
“To nurture a diverse, inclusive community dedicated to alleviating suffering and improving health and well-being for all through excellence in teaching and learning, discovery and scholarship, and service and leadership.”

MISSION STATEMENT, HARVARD MEDICAL SCHOOL

“To develop and foster a community of global leaders dedicated to improving human health by integrating dentistry and medicine at the forefront of education, research and patient care.”

MISSION STATEMENT, HARVARD SCHOOL OF DENTAL MEDICINE