



HMS/HSDM Faculty Council

Faculty Council Minutes
April 14, 2021

Present: Abrams, Becker, Blackwell, Caradonna, Chang, Chen, D’Amico, Daley, Da Silva, De Girolami, Desrosiers, Ferran, Giannobile, Gauferg, Howley, Lovejoy, Molina, Okereke, Park, Patel, Pian-Smith, Rexrode, Richardson, Rodriguez, Solomon, Stone, Subramanian, Taqueti, Wagers, Weinstock

Guests: Drs. Bates, Dienstag, Hundert, Kuritzkes, Muto, Reede, Saldaña, Schwartzstein, Westlund; Ms. Quay

Staff: Mss. Hecht, Ryan, Williams.

This Faculty Council meeting was held virtually, via Zoom, due the COVID-19 pandemic.

Dr. Kathy Rexrode called the meeting to order at 4:02. Dr. Rexrode then asked for and received acceptance of the minutes from the March 10, 2021 meeting, as presented.

The agenda for this meeting focused on three standing committees who are required to report annually to the Faculty Council per LCME. Dr. Rexrode introduced Dr. Richard Schwartzstein to report on the Learning Environment Committee (LEC).

The LEC is charged with monitoring the quality of the learning environment for students in the classroom, laboratories and clinical setting; reviewing and coordinating initiatives to enhance the learning environment; and make recommendations to the Education Policy and Curriculum Committee (EPCC), department chairs, and the Dean of the Faculty of Medicine for efforts to improve the environment for teaching and learning. Dr. Schwartzstein shared data and discussed behaviors and trends seen in the learning environment which include mistreatment, humiliation/embarrassment, and racial issues.

Data from student surveys are shared with department chairs and hospital CEOs who have started to ask for more data in certain areas. Hospitals are taking the survey results seriously to make the learning environment as safe as possible for HMS students.

Following discussion with Dr. Schwartzstein, Dr. Rexrode introduced Dr. Daniel R. Kuritzkes, chair of the Student Promotion & Review Board (PRB) and Ms. Heather Quay, Harvard University Attorney to lead a discussion on the PRB and provide an overview of medical student due process procedures.

Dr. Kuritzkes’ primary focus of PRB is to address and understand why particular students have trouble and what can be done to help students through those difficulties, including what modifications could help them complete the curriculum. Commonly, students are brought to PRB when they have weak performances, trouble with shelf exams, and trouble with failing exams. Depending on how many times students encounter difficulties and the type of difficulty, they could be placed on monitored academic status. If difficulties continue the next step would be academic probation. This is typically accompanied by more in depth

look of possible causes and certain evaluations students must go through. Occasionally students are asked to take leave or retake courses. Rare occasions, students may be asked to withdraw, which they can appeal and ask the board for reconsideration. Most serve actions the board can take include dismissal or expulsion. Students who are expelled cannot reapply for medical school. Both these actions require approval by the Faculty Council per university guidelines as a faculty constituted body. When it comes to health and mental health issues- the PRB recommends students go into treatment or assessment by a clinician especially if the student works with patients.

Until recently, the academic society deans would present student cases to the board, they would ask questions then recuse themselves while discussions took place. However, during the 2019 LCME site visit, they identified a conflict of interest with society deans participating in this, so going forward, and Dean of Students would present the cases.

The Council participated in a discussion on the PRB process. Dr. Kuritzkes noted that on average, the PRB review 5-6 cases a month during the academic year, the majority having to do with exam failures; 2-4 cases a year that lead to academic probation; 0-1 cases a year that lead to a requirement to withdraw. Up until this year, they had never had a Title IX case, which they have had 2 so far.

Dr. Rexrode then introduced Dr. Edward Hundert, Dean for Medical Education to give a brief overview of the Educational Policy and Curriculum committee (EPCC).

Dean Hundert explained that the EPCC is responsible for the oversight and conduct of the four-year MD curriculum (including both preclerkship curricula – Pathways and HST) and educational policies for the MD program at HMS. Agenda items for EPCC fall into a few different categories:

- Topics Regularly Reviewed for Continuous Quality Improvement (CQI)
 - annually: admissions, comp exam results, curricular themes (health equity/health disparities; addiction/pain; trauma-informed care; aging & end of life care; sexual & gender minority health; IPE), HST, match results, MD-MBA, MD-PhD
 - biannually: learning environment, learning support system, OSCE results
 - quarterly: mistreatment, CQI review tied to all LCME metrics
 - phase reviews: post-PCE
- Course and Clerkship Reviews
 - Annual reviews and Comprehensive reviews
- Special Topics with Urgency
 - COVID-related changes to the curriculum this year
- Multi-year Major Curriculum Renewal Programs
 - Anti-Racism Work; HST Curriculum Reform; PCE Reform; PROGRESS (Professional Growth and Educational Support System)

Dean Hundert discussed sample COVID-19 related issues, a special topic this year, as well as anti-racism topics such as the creation of PME anti-racism task force and a project on

inclusive anatomical representation, which will be available to all medical schools and funded by the Harvard University Culture Lab.

Lastly, Dean Hundert explained the course and clerkship review process by walking the Council through the process using a report from one of the hospital's clerkships, demonstrating the CQI mechanisms the EPCC has built into the process as well as how some of the data connects to the LCE presentation Dr. Schwartzstein gave.

After some discussion, Dr. Rexrode thanked Dean Hundert and adjourned the meeting at 5:32 pm.