

Present: Drs. Abraham, Born, Bourdeaux, Connelly, Dunn, Earp, Farrell, Fishman, Khoshbin, Klig, McNeil, Nagler, Nour, Sieberg, Slanetz, Struhl, Wagers

Guests: Drs. Hundert, Saldana, Westlund; Mss. Halem, Wilker

Staff: Ms. Hecht; Dr. Lensch

Dean Connelly called the meeting to order at approximately 4:05 p.m. She asked for and received acceptance of the minutes from the March 7, 2018 meeting, as submitted.

Dean Connelly announced the results for the election for next year's Faculty Council Vice Chair. Dr. Nawal Nour was elected to serve as Vice Chair. She thanked Drs. Burnette-Bowie and Sieberg for running.

Dean Connelly introduced Dr. Wilker, JCSW faculty co-chair and assistant professor of medicine at Beth Israel Deaconess.

Dr. Wilker briefly reviewed the history of the JCSW, which was established in 1973 as a standing committee of the Dean of the Faculty of Medicine to represent faculty, fellows, residents, post docs, students and staff of HMS, Harvard School of Dental Medicine (HSDM) and affiliated hospitals and institutions. She discussed the mission of the JCSW - to facilitate and enhance the contribution of women faculty and staff by expanding and enhancing opportunities for leadership and advancement. The JCSW was founded to identify and document obstacles; develop educational programs and networking events; and, make recommendations to the Dean and relevant HMS leaders to address areas for improvement. The JCSW also sponsors the Joseph B. Martin Dean's Leadership Awards for the Advancement of Women Faculty and Staff.

Dr. Wilker spoke about JCSW membership and noted that eligibility is open to all HMS/HSDM faculty, staff, research and clinical fellows and students and that application is by self-nomination. She displayed a breakdown of membership by institution and by role and noted that membership has almost double in size since the 2012-2013 academic year.

Dr. Wilker reported that the JCSW is working to develop more interactive programming and reviewed their 2017-2018 Program and highlighted their May 18, 2018 Equal Pay Law Symposium, taking place in the TMEC Amphitheater 1:30-3:00pm with Massachusetts state senators. She discussed the committees that make the JCSW programs possible:

- Career Advancement- Programming on promotion process and expanded mentoring
- Community Engagement- Onboarding of new members, connecting across member institutions
- Professional Equity- Symposium and evaluation of best practices across HMS, HSDM and affiliates
- Work Life- Researching flex-time options and experience & childcare options

- Dean’s Award- Developing 2018 Dean’s award call for nominees and selection
- Restructuring and Rebranding- Evaluating approaches to ↑ JCSW visibility & communication

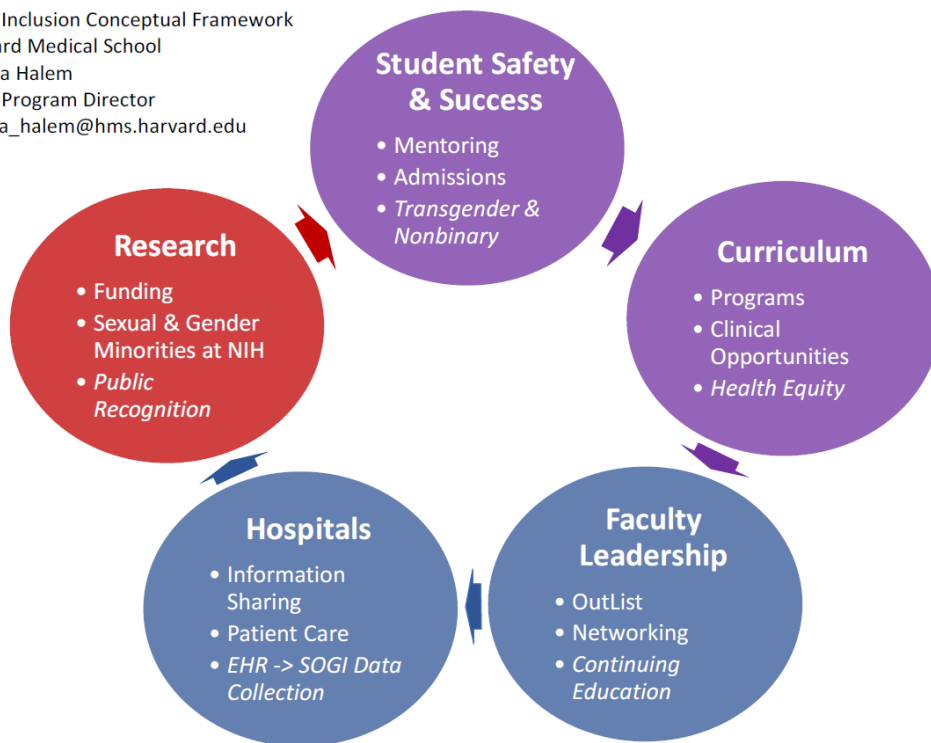
Dr. Wilker presented questions for the Council and a discussion followed.

Next, Dean Connelly introduced Ms. Jessica Halem, LGBT Program Director.

In 2011, Students presented to Faculty Council on LGBT affairs, and the Council unanimously agreed that LGBT issues needed to be addressed, resulting in Dean Flier assembling an LGBT Subcommittee. From recommendations by the subcommittee, Ms. Halem’s position formed. She has been the LGBT Program Director for 3.5 years and hired to fix a problem, figure out what’s going on and take HMS forward. HMS is the only Medical School in the US who has a full-time LGBT director and her role crosses over between departments, schools and affiliates.

Ms. Halem passed shared the LGBT Inclusion Conceptual Framework and discussed each area, priorities of what work looks like in each area and areas of concern/problems (in italics).

LGBT Inclusion Conceptual Framework
 Harvard Medical School
 Jessica Halem
 LGBT Program Director
 jessica_halem@hms.harvard.edu



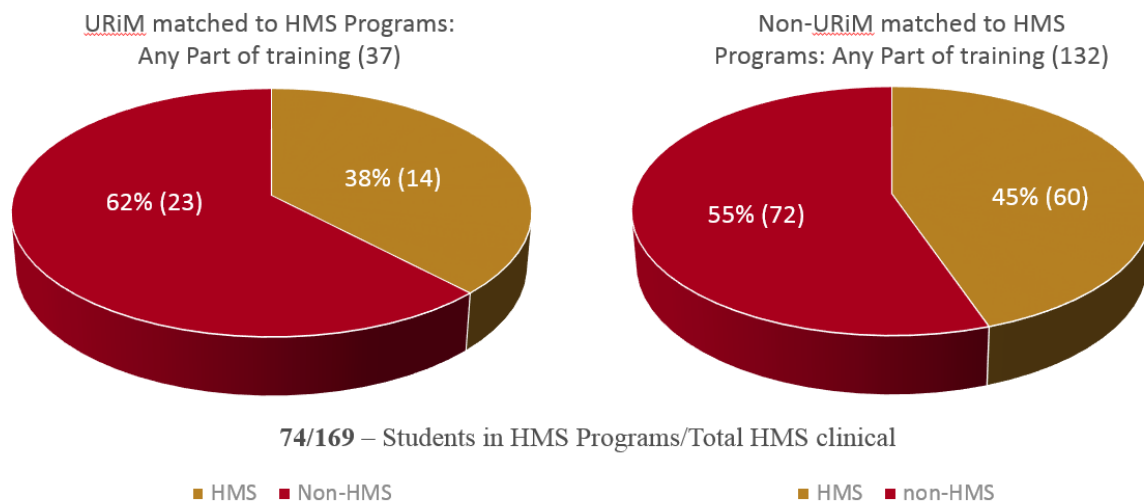
She also shared the HMS Lesbian, Gay, Bisexual, Transgender and Allies Outlist of Faculty and Staff. The list is done completely grassroots and updated after July 1st to make sure we see representation. In 2014 (class of 2018) 5 students self-reported by checking the LGBT box. For the Class of 2022, 23 students self-identified with admissions.

Ms. Halem asked the Council for their concerns and questions and there was some discussion about experience for students going to the hospitals, continuing education and working more with PhD students.

Dean Connelly then introduced Dean Saldaña, the dean for students.

Dean Saldaña distributed the recent Match Day results. A total of 175 students will graduate in the class of 2018. 169 students have chosen to pursue a clinical path, and 6 students will pursue non-clinical positions. He reported that a quarter of the class matched into California programs and almost half will remain in Massachusetts, many of whom will spend part or all of residency in training programs at Harvard-affiliated teaching hospitals. Approximately 25% of the students matched with programs in internal medicine, the largest specialty selected. With regards to underrepresented in medicine, 37 entered Match. The figure below shows the differences between URiM and non-URiM matched to HMS programs for any part of training.

Underrepresented in Medicine: 37 entered Match



Dean Saldaña also presented data illustrating that over the last 10 years no particular trends have emerged related to the selection of sub-specialties.

Students feel they're not getting career advising, despite the successful matches. Dean Saldaña discussed ways they can improve, focusing on specialty advising. Questions and comments regarding advising were discussed by the Council.

After some discussion, Dean Connelly adjourned the meeting at 5:30 pm.