



**Faculty Council Minutes
May 10, 2023**

Present: Agudo, Astley, Bauer, Becker, Caradonna, Chang, Chen, D’Amico, Daley, Desrosiers, Fregni, Giannobile, Goldstein, Haberer, Haigis, Hedt-Gauthier, Haigis, Huang, Ingelfinger, Irani, Katz, Meyerson, Molina, Murray, Okereke, Parangi, Rosen, Spring, Treister

Guests: Messrs. Callahan, Steuart; Mss. Friedman, O’Brien, Serwald; Drs. Bittinger, Mayer, Muto, Park, Westlund

Staff: Mss. Hecht, Ivins, Ryan, Spearman

This Faculty Council meeting was held virtually, via Zoom.

Dr. Rose Molina called the meeting to order at 4:01pm. She mentioned that this is the last zoom meeting for Faculty Council this year and that the final meeting will take place in person, at Harvard Medical School on June 14th. During that meeting there will be one report on the COI policy, however, the majority of the last meeting will be to mix and mingle and enjoy some refreshments in the Countway Garden. Next, Dr. Molina asked for and received approval for the April 12, 2023 meeting minutes, as submitted. Then, Dr. Molina reviewed the agenda.

Dr. Rose Molina introduced Dean William Giannobile, Dean of Harvard School of Dental Medicine, and Associate Dean for Dental Education, Dr. Sang Park for an update on HSDM Admissions and Match results.

Dean Giannobile provided a brief overview on the HSDM and congratulated Dr. Park on the American Dental Education Association Centennial Award. Dr. Giannobile then invited Dr. Park to present the HSDM admissions and match data.

Dr. Park gave an overview of the Office of Dental Education Admissions team. Dr. Park listed the top reasons for choosing HSDM:

- Integrated oral and general health
 - o Relationship with HMS
 - o Curricular programs
- Pass/Fail curriculum
- Small class size
- Resources and opportunities available in the Harvard environment
- Patient-centered comprehensive clinical care (Case Completion Curriculum)

Dr. Park then explained HSDM’s holistic review process. Following extensive subcommittee review of application materials, HSDM conducts two subsequent qualitative 1:1 interviews with each candidate. Dr. Park explained that the key evaluation criteria sought during the interview process include the following: leadership potential, empathy, interest in research, desire to help others, and fit with mission. Additionally, “distance traveled” (overcoming a lack of resources, family support or

discrimination) is considered an important predictor of success in their program and career. There is also continued success innovating with their hybrid recruitment format.

Dr. Park mentioned that HSDM received 1012 completed applications for 2022-2023 DMD admissions cycle (30% increase). Virtual interviews increased the number of underrepresented in medicine (URiM) students. Dr. Park stated that a GPA of at least a 3.6, and a DAT of 20 (AA) and above is preferred and that applications are holistically reviewed by multiple committee members.

For the incoming class, Dr. Park provided the following demographics:

- 60% female: consistent with historical trends, higher than national average (NA)
- 10% of incoming class are first generation college students (11.4%; NA 6%)
- 25.7% of incoming class comprised of Black/African-American and Hispanic American students

Dr. Park explained how HSDM is building infrastructure to increase their diverse pipeline. HSDM is integrating Office of Diversity, Equity, Inclusion, and Belonging (ODEIB) resources into the admissions workflow. Dr. Park touched on ODEIB leadership representation on admissions committee, an expanded training on implicit bias for all admissions committee members, and ODEIB student ambassadors engaging applicants during interviews and after acceptance.

HSDM is working to reach diverse applicant pools. ODEIB and Office of Dental Education (ODE) are convening two upcoming June information sessions for candidates and two June information sessions open to all prospective dental students. This month, the Bridge to Dental School week-long course offering will take place, 235 applications received, 29% from HBCUs.

Next Dr. Park shared data published in the Journal of Massachusetts Dental Society, Fall 2022 on Perspectives on Inclusion of Implicit Bias Training in Dental School Admissions.

- 76% has implicit bias training
- 85% strongly agreed it should be included in admissions committee
- 88% strongly agreed that it contributes to improving admission fairness
- 50% strongly agreed it contributes to improving diversity

Dr. Park then presented data from the HSDM Match. 100% of students matched, most in their first or second choice program. She shared data on match rate and specialty program distribution.

- Advanced Education in General Dentistry (AEGD): 3%
- Craniofacial Research: 3%
- Endodontics: 14%
- General Practice Residency: 20%
- Oral and Craniofacial Orthopedics: 3%
- Oral and Maxillofacial Surgery: 23%
- Orthodontics: 9%
- Pediatrics: 9%
- Periodontics: 9%
- Private Practice: 9%

Dr. Park opened the floor for questions. Dr. Molina asked Dr. Park to speak about demographic collection during the admissions process, specifically language proficiency as it relates to patient

care. Dr. Caradonna asked about the offering of dental anesthesia as a specialty. Dr Park explained that 2 students in the past have pursued this specialty. While there are students who are interested in dental anesthesia, at times it takes a great mentor to support that pathway. This opens doors to opportunities for collaboration.

After some discussion, Dr. Molina introduced Dr. Anthony DAmico, Advisory Dean and Director of the William Augustus Hinton Society, for an update on the HMS Match results and the Student Society Reports. Ms. Sheryl O'Brien, Director of Student Affairs was also in attendance to help with any Student Affairs related questions.

Dr. DAmico thanked the Faculty Council for having him and presented the annual data from Match Day. This year, 156 students are set to graduate. 155 HMS students matched in clinical training, internships, or residency programs. One individual did not match; however, they will reapply. There are 137 students in a specialty-based match. About half of the students will stay at HMS for some part of their training. A similar trend is seen among non-URiM students. Moreover, background is not seen as a factor that determines whether students will stay at HMS for any part of training. Other than 2020, during the pandemic, half of our students have stayed at HMS for training. Like the last few years, 78% of students fall into three geographical regions: California, 31/155 (20%), Massachusetts, 81/155 (52%), and New York City, 8/155 (5%). Dr. DAmico then discussed trends in specialties, including non-clinical students. 9 students fall within the non-clinical category.

Dr. DAmico provided URiM data. The total number of URiM students at HMS for training is 32. 17/32 (53%) matched to non-HMS programs and 15/32 (47%) matched to HMS programs. The total number of non-URiM students at HMS for training is 123. 56/123 (46%) matched to non-HMS programs and the remaining 67/123 (54%) matched to HMS programs.

Dr. DAmico also provided an update on the Office for Student Affairs. Well-being program updates include a new web page, timely care, innovative programming, student executive committee, assessment of all activities by students, (AAMS) Northeast Group Student Affairs Conference Presentation on Well-being innovations at HMS. There have been 3 new staff hires in ORMA as well as various ORMA events. Updates on advising and Medical Student Performance Evaluation (MSPE) include, using MyHarvard which has provided more consistency, a student concern group has been formulated, and an increased focus on career advising. Dr. DAmico walked the Council through the HMS career advising sessions the students receive from pre-PCE to post-PCE.

Dr. DAmico then took some questions via the chat.

Next, Dr. Molina introduced Ryan Callahan, Director of Financial Aid, for the Financial Aid Update.

Mr. Callahan explained that HMS scholarship consists of mandatory fees minus the expected family contribution. Loans make up the cost-of-living expenses at HMS. The loan programs may be made up of a combination of institutional, federal and private loan sources. Mr. Callahan presented the financial aid report by showing charts listing tuition and fees, expected family contribution, and HMS scholarship for year 1-4. Mr. Callahan then explained the Dean's Resilient, Excellence, Achievement, Compassion, and Helping the underserved (REACH) Scholarships and loan forgiveness programs. Mr. Callahan presented a slide from the AAMC to explain how HMS financial aid compares to other schools. 58% of students graduated with debt compared to 71% at other schools.

Mr. Callahan then gave various financial aid updates. 75% of students received some form of financial aid. The average annual scholarship is \$60,730 for the 2022-23 year. The average scholarship offered to the incoming class is \$60,430. 1/3 of recipients received full scholarship covering tuition and fees. The average HMS graduating debt in 2022 was \$108,382. The national average at private medical schools is \$187,229.

- Yale \$106,411
- Stanford \$107,616
- U Penn \$127,725

Then Mr. Callahan took questions via the chat.

Dr. Molina then introduced Dr. Bob Mayer, Faculty Associate Dean for Admissions to discuss the HMS Admissions Report and preliminary data for the incoming class.

Dr. Mayer explained that they have not filled the incoming class yet, due to the admissions cycle, but will have final data in early June. Dr. Mayer mentioned that HMS withdrew from the US News and World Report (USNWR) Best Grad Schools Report, but have found that the USNWR was quite irrelevant to potential applicants. The Admissions Office strongly supports Dean Daley's decision. Dean Daley chimed in on the mission and values of HMS and thanked the Admissions Office for their endorsement.

Dr. Mayer provided an update on the 2022-2023 Admissions Cycle. The applicant pool remains stable in number and composition. This year, HMS received 6986 applications. Interviews and committee meetings remained virtual. Dr. Mayer mentioned that they provided transport for some students to the admitted students preview days and there was a good turnout. He then provided the following data on this year's applicants:

- 789 applicants were invited for an interview (11% of applications)
 - 168 URM (12% of URM applicants)
 - 320 Asian, Asian Indian (12% of A/AI applicants)
 - 316 non-URM; non-Asian (11% of Non-URM; non-Asian applicants)
- 210 offers were made in March
 - 62 URM (30% of all offers)
 - Includes 36 Black/African-American; 26 Hispanic/Latino; 3 Native American
 - 84 Asian, Asian Indian (40% of all offers)
 - 70 non-URM; non-Asian (33% of all offers)

Dr. Mayer concluded that selectivity continues to be high, the yield this year is likely in the range of 75% and will know the final composition by late May or early June. Dr. Mayer also mentioned that 20% of the class self-report at LGBTQ+.

Then Dr. Mayer took questions via the chat.

Dr. Molina then introduced the Student Council, represented by Geraldine Serwald, Class of 2026 Student President and Samuel Steuart, Vice President for Community Health and Action, to give their second update of the year on student experience during the second half of the academic year.

Ms. Serwald began her portion of the presentation by stating the Mission of the Student Council of Harvard Medical School (HMS): to represent the student body and work to foster the educational, cultural, social and political growth of all students, regardless of race, religion, sex, color, disability, national origin, ancestry, ethnicity, sexual orientation, gender identity, political affiliation, marital or parental status, age or veteran status and any other identity not here enumerated.

Ms. Serwald then stated the Student Council's goals for 2022-2023 including cultivating a harmoniously diverse, cohesive community amongst the first-year medical students, fostering a class culture rooted in wellness, mobilizing as HMS Class of 2026 for our surrounding Boston communities and beyond. Fostering a culture of student wellness is still one of their top priorities. Ms. Serwald then listed new student groups at HMS, singling out the newly approved HSDM Geriatric Study Club and the HSDM Research Society. Ms. Serwald then touched on upcoming events, including goat yoga, the first year formal, and Society Olympics. The student body has called for more interfacing between societies and cultivating longitudinal relationships.

Ms. Serwald then transitioned the presentation to Samuel Steuart. Mr. Steuart began his presentation by talking about his vision, specifically expanding the VP of Advocacy role into internal (our students) and external (our community) components, and broadening the capacity of Student Council.

Mr. Steuart then presented on the collaboration between OCCME and Student Council (STUCO). Mr. Steuart mentioned the OCCME Student Council Liaison as well as the chair of the OCCME Student Advisory Committee. Mr. Steuart then elaborated on their support of the OCCME mission to create a sustainable source of student engagement and leadership.

Mr. Steuart then explained the basic needs survey assessment amongst AAMC member institutions which assesses basic needs, including food insecurity, transportation, etc., and is currently seeking PME Educational Research Committee's approval to survey students.

Ms. Serwald then concluded by stating that longitudinal student wellness is the bedrock of the HMS/HSDM Student Council mission. Wellness and community-driven/inspired action lay the foundation for the positive change the HMS Class of 2026 wants to be.

Ms. Serwald and Mr. Steuart then took questions from the Faculty Council.

After some discussion, Dr. Molina thanked all the speakers and adjourned the meeting at 5:34 pm.