



HMS/HSDM Faculty Council

Faculty Council Minutes
October 8, 2025

Present: Babitt, Becker, Bi, Bonds, Chen, Daley, Drachman, Franklin, Galvin, Giannobile, Golby, Goralnick, Gori, Greenberg, Harris, Huang, Ingelfinger, Kaban, Mathis, Morton, A. Nazarian, R. Nazarian, Park, Patel, Royce, Sabatine, Shih, Song, Stern, Struhl, Topor, Tsai, Vassy

Staff: Mss. Hecht, Ryan, Spearman

This Faculty Council meeting was held in person at the Harvard Faculty Club for a welcome reception and dinner meeting.

Dean Daley welcomed the members of the Faculty Council (FC) and thanked them for making time in their busy schedules to attend this year's kick-off dinner and for their continued support of Harvard Medical School (HMS). Then, he gave special thanks to Ms. Lorien Hecht and Ms. Zoe Spearman for their organization and orchestration of the dinner.

Dean Daley thanked shared that the FC is an extremely important body that is vital to the governance of HMS. He explained that it is imperative that the leadership of the school hear from the FC in order to understand their perspective and consider how to incorporate FC feedback as they move forward. Dean Daley added that unlike a Senate, the FC comprises a broad representation of faculty from departments within the various districts. While the FC is elected by their peers, there is no expectation that FC members represent the majority view of their peers, departments, or institutions as they are not representing the members of that specific department or district as constituents. He went on to say that cumulatively, the FC members act as a cross section of our very diverse faculty, now over 12,000, bringing varying experiences and perspectives to the issues that face the Dean and the school. The input and feedback of the FC are particularly meaningful and important to Dean Daley. He noted that beyond serving in an advisory capacity, the FC is the body charged with considering and recommending action on matters of utmost importance ranging from changes in HMS governance and policy to cases of possible student expulsion. He explained that this responsibility is significant and will draw upon the wisdom, experience, and commitment to community of the FC. Dean Daley stated "there is a lot of wisdom in this room," and shared that he always learns new things from the FC.

Then Dean Daley recognized the new FC members:

- Jodie L. Babitt, MD
- Matthew H. Bonds, PhD
- Ruth Franklin, PhD
- Hannah K. Galvin, MD
- Alexandra J. Golby, MD
- Erick Goralnick, MD
- Francesca Gori, PhD
- Peter Park, PhD
- Chirag Patel, PhD
- Marc S. Sabatine, MD
- David Topor, PhD
- Jason L. Vassy, MD

- Andie Bauer, Linda Bi, and Erica Greenberg were also re-elected for a second term.

Dean Daley recognized this year's Chair, Dr. Cynthia Morton, William Lambert Richardson Professor of Obstetrics, Gynecology and Reproductive Biology and Professor of Pathology, Brigham and Women's Hospital, and Vice Chair, Dr. Rosalynn Nazarian, Associate Professor of Pathology, Massachusetts General Hospital. Dean Daley explained that he met with Dr. Morton and Dr. Nazarian to discuss subjects for the Council's consideration, and he told the FC that they have already been wonderful thought partners and leaders.

Dean Daley gave an abridged version of his State of the School address, which he gave on September 17th, 2025.

He discussed the federal realignment of funding priorities that initially led to significant cuts in areas such as health disparities, gender-related research, and vaccination science. Harvard Medical School lost all federal funding and pursued litigation, ultimately winning a decisive legal victory that has led to the restoration of most funding. However, uncertainty persists amid the ongoing government shutdown and efforts to bar Harvard from applying for future federal grants. The newly imposed endowment tax will also impact affiliated hospitals.

In response to these fiscal pressures, the School has adopted more conservative financial practices, reducing discretionary spending and personnel. This includes the first layoffs during Dean Daley's tenure.

Dean Daley also noted that Harvard holds H1 visas for personnel at HMS and its affiliated hospitals. A new policy will impose significant tariffs upon renewal, which he described as a burdensome "tariff on human capital."

On a constructive note, Dean Anne Becker is leading a committee to address faculty responsibilities and reinforce institutional commitments to education and scholarship.

He highlighted opportunities and challenges related to artificial intelligence, noting substantial external investment in AI and HMS's thoughtful approach to understanding its implications for medicine.

Dean Daley reflected on the importance of fostering community among faculty and reaffirmed the Faculty Council's role in embodying that sense of connection and shared purpose.

He closed by emphasizing HMS's responsibility to uphold core values—humility over arrogance, service over self-interest, and compassion over callousness—and to engage openly in dialogue and debate. He referenced the work of the Open Inquiry Working Group (OIWG) and the importance of defending academic freedom and principled discourse within a free society.

Then, Dean Daley introduced Dr. Morton, chair of the FC, to share remarks.

Dr. Morton expressed her enthusiasm for the year ahead and introduced herself and Vice Chair Dr. Nazarian, who will assist with developing meeting agendas and chairing sessions in her absence.

She outlined the role of the Docket Committee, an eight-member group responsible for shaping monthly agendas, setting priorities, identifying topics, and monitoring ongoing work. She encouraged members to share ideas and suggestions with the committee. Dr. Morton invited the

docket members to stand and be recognized, thanking them in advance for their service. This year's Docket Committee members include:

- Cynthia Morton, *chair*
- Rosalynn Nazarian, *vice chair*
- Cristina Aguayo-Mazzucato
- Andie Bauer
- Matthew Bonds
- Francesca Gori
- Celeste Royce
- Zirui Song

Dr. Morton provided an overview of the FC, emphasizing its importance as a representative body of 35 elected and three dean-appointed members, all of whom serve three-year terms and hold voting rights. The FC serves in an advisory capacity to the Dean, offering recommendations, reviewing bylaws, and providing faculty perspectives on key issues. The Council also receives reports from standing and ad hoc committees of the Faculty of Medicine.

She noted that the FC will continue to learn about committees and programs related to medical education, including an update later this spring on the Liaison Committee on Medical Education (LCME) accreditation process. While some topics—such as human resources—fall outside the Council's scope, the FC will hear from Dr. Grace Huang, HMS Dean for Faculty Affairs, regarding the promotions process.

Dr. Morton reminded members that meeting materials will be distributed in advance and encouraged everyone to review them beforehand to foster thoughtful discussion and engagement.

She shared the areas of focus for the year, which include:

- Exploring the role of artificial intelligence (AI) in shaping healthcare, teaching, and the learning environment.
- Considering how AI can serve as a positive force across HMS, streamlining faculty work and removing administrative hurdles.
- Hearing from the Open Inquiry Working Group (OIWG) and providing critical feedback.

Dr. Morton acknowledged that it will be a busy and productive year and expressed gratitude to members for their energy and commitment, as well as to the Dean's Office team for their ongoing support. She encouraged everyone to take time to get to know their colleagues around the table and throughout the room.

After dinner, Dean Daley thanked everyone for their time and adjourned the meeting at approximately 7:00pm.