



This Faculty of Medicine meeting was held jointly with the Faculty Council, in person, at Harvard Medical School in the Joseph B. Martin Amphitheater.

Dr. Lisa Henske, Chair of the Faculty Council and Professor of Medicine at Brigham and Women's Hospital, opened the meeting at 4:00 PM and welcomed attendees. She explained that combining two faculty meetings (Faculty Council and Faculty of Medicine) is a new format intended to bring more faculty together to celebrate achievements and learn about HMS programs. A reception would follow the meeting for further connection. Dr. Henske encouraged newly appointed professors to consider serving on the Faculty Council.

She provided historical context, noting that the Faculty Council was established in 1973 when it became impractical to convene the entire faculty monthly. The Faculty Council now carries certain delegated responsibilities, though the full faculty still meets bi-annually to celebrate faculty achievements and, in May, approve degree conferrals, per university by-laws.

Dr. Henske acknowledged the presence of the full HMS/HSDM Faculty Council, asking members to rise or wave. She explained that the Faculty Council includes 38 voting members and 3 ex officio members, elected for three-year terms with annual elections. Unlike a senate, the Faculty Council is structured to ensure proportional representation across departments and institutions, though members are not expected to represent their specific constituencies.

The Faculty Council advises the Dean on school matters, hears reports from standing and ad hoc committees (e.g., Learning Environment, Admissions, Conflict of Interest), and addresses key topics like faculty well-being, diversity, climate change, and AI. Dr. Henske said she looks forward to delivering the Council's annual report in May.

Before introducing Dean Daley, she called for and received approval of the November 13th Faculty Council meeting minutes.

Dean Daley welcomed attendees and expressed gratitude for holding the December meeting in person. He thanked Faculty Council members and faculty for their patience and flexibility during this first combined meeting. He provided background on the Faculty of Medicine meetings, traditionally open to all ladder faculty to share input, recognize newly promoted full professors, honor teaching and service award recipients, and to memorialize faculty members who have passed away. He noted that the Faculty Council evolved from the Faculty of Medicine and continues much of its work, making the combined meeting a fitting format.

Dean Daley began by requesting and receiving approval for the May 13, 2024, Faculty of Medicine meeting minutes. He then transitioned to a fireside chat, introducing John Manning, Provost of Harvard University and a faculty member for 20 years. Dean Daley noted their close relationship over the past six years.

To begin the conversation, Dean Daley asked Provost Manning, "What is a provost?" prompting laughter from the audience. Before answering, Provost Manning congratulated the newly appointed

full professors and expressed his gratitude for being present. He then explained that the provost is the University's Chief Academic Officer, with faculty appointments at the core of the role. At 63, he shared that he is still learning every day about the breadth and depth of Harvard and HMS, adding, "you are never too old to have imposter syndrome." He emphasized that his primary responsibility is to support academic excellence, and noted that 33 interfaculty initiatives report to him.

When asked by Dean Daley if he was getting any sleep, Provost Manning replied that he is sleeping and exercising but not eating well. Dean Daley then invited him to share what he's learning and what has surprised him most. Provost Manning reiterated Harvard's vastness and excellence—"two things: enormous and excellent"—and highlighted innovation across the University, including zebrafish research in the Fishman Lab in the Department of Stem Cell and Regenerative Biology. He also spoke about his interest in poetry, art, science, and healing, and described Harvard as extraordinary, though acknowledging it's a challenging time for universities. Still, he wakes up each day with optimism, inspired by the community and confident that "Harvard's best days are ahead of us." Dean Daley added that Harvard remains a place where people turn for hope.

Dean Daley thanked Provost Manning for his commitment to HMS and for actively learning about the Medical School since stepping into his role. He expressed appreciation for Provost Manning's partnership and dedication to HMS's mission. Provost Manning replied that learning about the Medical School has been one of the most inspiring aspects of his job.

Together, Dean Daley and Provost Manning spoke about the importance of building community and discussed interfaculty initiatives. Provost Manning explained that these initiatives bring together individuals from across Harvard—for example, the Harvard Global Health Institute (HGHI), which facilitates collaboration across the University and with global partners to advance health equity. He emphasized how such initiatives help faculty learn from one another. They also touched on the importance of in-person interaction, noting that meaningful collaboration often occurs through unplanned encounters.

Dean Daley next raised the topic of institutional voice, noting that Harvard is a leader in many areas and that HMS is deeply connected to that voice. He expressed interest in helping the community think more deeply about what institutional voice means and asked Provost Manning for his perspective. Provost Manning explained that institutional voice is a complex issue for leaders, particularly when addressing contentious topics. He cited the Institutional Voice (IV) Working Group and the Opening Inquiry Working Group, which found that institutional statements can inadvertently discourage open discussion by making it seem the University has taken a definitive stance. Provost Manning hopes to shift this dynamic by softening leadership voices and amplifying faculty perspectives. Dean Daley agreed, noting that leaders still have a responsibility to speak out on issues tied to the core mission—such as admissions, teaching, and research—when necessary.

On the topic of civil discourse, Provost Manning emphasized the need for respectful exchange of ideas, stating that excellence cannot thrive in echo chambers. He said an important legacy would be fostering a culture where difficult conversations can occur productively and generously. He noted

that today's students, compared to those a decade ago, are less practiced in engaging with differing viewpoints and more accustomed to digital interactions, which don't nurture civil discourse. He concluded that the "art of generous listening" can be taught and that cultivating empathy is essential.

The conversation then turned to the Inclusion and Belonging Task Force, which works to ensure everyone at HMS feels part of the community. Dean Daley reminded the audience of the power and necessity of generous listening in advancing inclusion. They also discussed the importance of setting aside politics and approaching patient care—central to HMS's mission—with empathy over judgment. Dean Daley noted that respect and public discourse are being integrated into the HMS curriculum.

To close, Dean Daley and Provost Manning touched on the role of politics and the structure of government. Provost Manning expressed optimism, explaining that the U.S. Constitution was designed to regulate change, making it hard to enact sweeping changes quickly—but also hard to enact harmful ones. He reminded the audience that the system crafted by Madison and Hamilton over 200 years ago continues to serve that purpose. Dean Daley thanked Provost Manning for his reassuring insights and for participating in the fireside chat, and Provost Manning again congratulated the new professors.

Dr. Henske then took the podium and began by thanking Dean Daley and Provost Manning. She introduced the celebratory portion of the faculty meeting by recognizing several programs and faculty award recipients.

She first introduced The Program Award for a Culture of Excellence in Mentoring Award (PACEM), established in 2016 to honor departments, divisions, offices, or programs that foster innovation and sustainability in mentoring. Dr. Henske explained that the award celebrates efforts to build a culture of excellence in mentoring and provides the broader HMS community with opportunities to learn from successful, replicable models. She emphasized that, as all new junior faculty are now required to have an assigned career advisor at the time of appointment or reappointment, high-quality mentoring programs—especially those offering training and support for mentors—are more important than ever.

Following the PACEM award, the Barbara J. McNeil Faculty Award for Exceptional Service to the HMS and HSDM Communities recipients will be announced. Dr. Henske noted that this award recognizes faculty who demonstrate exceptional institutional engagement and service in support of the missions of HMS and HSDM. It honors individuals who consistently step up in times of need or who go above and beyond in their commitment to the Schools.

Next, Dr. Henske invited Joan Reede, Dean for Diversity and Community Partnership, to continue the award ceremony. Dean Reede thanked Dr. Henske and said that it was an honor to recognize and celebrate the recipients of the 2024 PACEM and the Barbara J. McNeil Faculty Award for Exceptional Service to HMS and HSDM. First, she explained that her department canvassed the HMS

community (HMS/HSDM and HMS-affiliate institutions) requesting nominations for formal mentoring programs that facilitate mentoring of learners at any level including students, trainees, faculty, or leadership. She added that an advisory committee comprised of faculty from across the HMS affiliates discussed each program and recommended this year's recipients of the PACEM.

Before showing a brief video featuring the recipients' programs, Dean Reede introduced the programs and their leaders. She asked that the program leaders come forward to receive their award when introduced.

The first 2024 PACEM recipient was The Call to Mentoring at MGH. The program leaders are Dr. Joshua Goldstein and Dr. Anne Levy. Dr. Goldstein is a Professor of Emergency Medicine and the Director of the Center for Faculty Development at Massachusetts General Hospital (MGH). Dr. Levy is the Senior Program Manager in the Center for Faculty Development at MGH.

The second PACEM recipient is the Grant Review and Support Program (GRASP), at HMS. The program leaders, are Dr. Steven Freedman and Ms. Bethany Bramhavar. Dr. Freedman is a Professor of Medicine at Beth Israel Deaconess Medical Center (BIDMC) and the Director of GRASP at Harvard Catalyst. Ms. Bramhavar is the Senior Associate Director of Career Development Programs at Harvard Catalyst.

The third PACEM recipient was the McLean Mental Health Research Summer Program at McLean Hospital. The program leader is Dr. Oluwarotimi Folorunso. Dr. Folorunso is an Instructor in Psychiatry and Assistant Neuroscientist at McLean Hospital.

The next 2024 PACEM award was presented to the Research & Academic Mentorship Program in Surgery (RAMPS), at BIDMC. Dr. James Rodrigue, Professor of Surgery and Psychology at BIDMC, is the program leader

The final 2024 PACEM recipient was a special staff program designation, and was presented to the Harvard Longwood Campus (HLC) Mentorship Program at HMS, HSPH, and HSDM. The program leaders include Ms. Luanne Westerling, talent and Development Program Manager in the Office of Employee Development and Wellness and Ms. Bethann Occhipinti, Program Coordinator in the Office of Employee Development and Wellness at HMS and HSPH.

A brief video was shared featuring the recipients' programs. Following the video, Dean Reede congratulated the 2024 PACEM recipients.

Next, Dean Reede introduced the recipients of the 2024 Barbara J. McNeil Award for Exceptional Service to HMS and HSDM. She explained that an advisory committee consisting of representatives from HMS, HSDM and the affiliated hospitals, carefully reviewed, discussed each nominee, and made their recipient recommendation.

The first recipient for exceptional institutional service was Dr. Allan Brandt, Amalie Moses Kass Professor of the History of Medicine in the Faculty of Medicine, and Professor of the History of Science in the Faculty of Arts and Sciences. Dr. Brandt has consistently displayed exceptional dedication and contribution to the HMS community through his exemplary service for 4 decades. However, his leadership and dedication were crystalized after the untimely death of Dr. Paul Farmer in 2022. Dr. Brandt navigated the corporate and individual grief of the department, bringing the team together to imagine moving forward with grace and a renewed commitment to the mission of HMS and Global Health. For 18 months, Dr. Brandt served as the Global Health and Social Medicine (GHSM) interim department chair. During this time, he developed a strategic plan, building upon Dr. Farmer's legacy and catalyzing the scholarship, education, and partnerships in the service of health equity. With Dr. Brandt's guidance, GHSM department established and grew its Diversity, Equity, and Inclusion Initiative and established its goals. With faculty approval and completion of the strategic plan, the Department cemented its commitment to expanding its outreach for future hires, at both junior and senior levels, cultivating a welcoming environment. Dr. Brandt's service to the larger HMS community has spanned includes serving on numerous committees throughout his tenure. Dr. Brandt is currently the Chair of the Human Remains Return Committee, and previously served on the Standing Committee on Global Health and Health Policy, the Social Science Council, and the Council of Pre-Clinical Chairs, to name a few. Dr. Brandt's council has long been sought after, and he has always given his time generous to his students, colleagues, and peers.

Dean Reede asked the audience to join in congratulating Dr. Allan Brandt as a 2024 Barbara J. McNeil Faculty Award Recipient for Exceptional Institutional Service. Dr. Brandt joined Dean Reede at the podium and gave brief remarks.

Dean Reede announced the final recipient of the 2024 Barbara J. McNeil Award for Exceptional Service to HMS and HSDM, Dr. David Hunter. Dr. Hunter is a Professor of Ophthalmology at Boston Children's Hospital (BCH). He is an internationally recognized and innovative front-runner in his field, and an invaluable leader who has fostered outstanding academic growth in pediatric ophthalmology at HMS. During Dr. Hunter's tenure at HMS, pediatric ophthalmology has grown from two independent, regionally recognized practices, with 6 pediatric ophthalmology faculty, across 2 departments; to a unified, international presence. Today, more than 40 pediatric ophthalmology faculty are employed at Boston Children's Hospital and Mass Eye and Ear, offering clinical care to patients at 12 sites, in 3 states. The HMS pediatric ophthalmology program expanded in large part through a 2009 collaboration between Boston Children's Hospital and Mass Eye and Ear. This collaboration, established by Dr. Hunter and Dr. Joan Miller, brought together two formerly independent HMS affiliates, establishing a Harvard-wide pediatric ophthalmology program, benefiting patients, students, residents and fellows. Dr. Hunter is also an advocate and a mentor, the effects of which are seen in the faculty promotions of several women to the academic position of professor; one being the first female ophthalmologist promoted to Professor of Ophthalmology at HMS. The impact of the research program at BCH was partially driven by Dr. Hunter's ability, and his work with a team of business professionals to generate an operating surplus on clinical activities. This surplus translated into the establishment of 21 endowed chairs

and directorships at BCH, to date. These chairs, representing more than \$40 million in endowments held by BCH, are designated to support innovation in pediatric ophthalmology sub-specialty clinical care, basic research, and education at HMS in perpetuity. These accomplishments represent a small portion of Dr. Hunter's contribution of the HMS community and the field of ophthalmology.

Dean Reede asked the audience to join in congratulating Dr. Hunter as a 2024 Barbara J. McNeil Faculty Award Recipient for Exceptional Institutional Service. Dr. Hunter joined Dean Reede at the podium and gave brief remarks.

Dean Reede congratulated Dr. Hunter and Dr. Brandt and invited Dr. Henske back to the podium.

Dr. Henske called upon Dr. David Corey, Bertarelli Professor of Translational Medical Science at HMS, to read the memorial minute.

Elio Secondo Raviola

An understated titan of both neurobiology and medical education, Elio Raviola (1932-2023) was a singular figure at Harvard Medical School, with seven decades of contributions across science, education, and medicine. He did research on the nervous system for sixty-six years, contributing greatly to our understanding of the ultrastructure and function of the retina. He was also a revered teacher of anatomy for more than three decades, known in particular for his remarkable lectures, each a dramatic and artistic performance.

Elio remembered his childhood in Asti, the village of his ancestors, as a happy one. Along its rolling hills of grass, fruit trees and vineyards, Elio would ride bicycles with his father to gather fruit, gaining a deep respect for the beauty of the natural world. Although neither his father nor mother were educated past fifth grade, both were very intelligent and accomplished. His father managed factories, and was also politically active in the period between the wars. He supervised a clandestine anti-fascist brigade during Mussolini's dictatorship; as a boy Elio served as a lookout during the meetings. During his high school years, Elio lived in Asti under the loose supervision of his grandmother. Enjoying his independence, he traveled alone to different European cities, and—without his parents' knowledge or approval—scaled many of the peaks of the Valmasino Alps in Italy.

Elio was a good student, and he entered the University of Pavia at age 19. Based on his entrance exams, he was elected to the ancient and exclusive Collegio Ghislieri, linked to the University, which provided a scholarship, housing, and cultural opportunities. He graduated from the University with an M.D., with perfect grades at age 25. Elio then trained in neurology and psychiatry, but he also developed a passion for research and studied neuroanatomy, learning the Golgi method for staining individual cells and completing a Ph.D. at age 31. He was then appointed Assistant Professor in the Institute of Human Anatomy.

Frustrated by the pace of his academic progress, however, and seeking mentorship, Elio approached a well-known Italian professor for advice. The professor arranged an introduction to Rita Levi-Montalcini, the noted discoverer of nerve growth factor, who in turn recommended Elio to Don Fawcett, chair of Anatomy at Harvard Medical School. Fawcett initially turned down Elio's request, but, following a persuasive letter from Elio, accepted him as a Research Fellow in 1965. By then Elio was married to Giuseppina d'Elia, who had been a student at the Collegio Castiglioni-Brugnatelli, across the street from the Collegio Ghislieri. A gifted anatomist herself, Giuseppina also joined Fawcett's laboratory. The year went well and Elio was offered a faculty position, but Giuseppina's illness forced a return to Italy. In 1970, after her recuperation, they returned to Harvard, with Elio joining as Associate Professor of Anatomy and Giuseppina soon becoming Associate Professor of Anatomy at Boston University. He was promoted to Professor of Anatomy in 1974, Bullard Professor of Neuroanatomy and Professor of Ophthalmology in 1989, Bullard Professor of Neurobiology in 1993, and Professor Emeritus in 2013.

In his career at Harvard, Elio Raviola bridged two broad arcs of scientific evolution, in the fields of Anatomy and Neurobiology. The Department of Comparative Anatomy was created in 1906 under Charles Sedgwick Minot. The Department of Neurobiology was later established in 1966 by Stephen W. Kuffler, who combined physiology, biochemistry, histology, neuroanatomy, and electron microscopy to study the brain as an integrated system. Through the 1980s and 90s, Elio Raviola enthusiastically adopted this philosophy, becoming an expert in cell biological, electrophysiological, and molecular techniques, and solving problems of structure, connectivity, and physiology of the retina. He transitioned from anatomist to cell biologist to molecular biologist, investigating with a diversity of methods how the retina encodes information from the visual scene and applying these methods to studies in rodents, rabbits and primates.

He directed his efforts especially to characterizing the role of each retinal neuron cell type, focusing on the ways in which amacrine cells in the retina uniquely release the neurotransmitters dopamine and GABA, as well as seeking to understand the specific function of this mechanism in human adaptation to light. With colleagues, he identified all the transcripts present in dopamine amacrine cells, discovered the presence of the common clock-related proteins in those cells, showed that some amacrine cells spontaneously release dopamine and GABA through different mechanisms, and described a unique set of synaptic contacts made by dopamine amacrine cells at nodal points of the retinal network needed to shape retinal light adaptation. Elio's natural proclivity for art, nature, and beauty is evident in the scientific images he produced, with his incredible skills in capturing light microscopic and ultrastructural images of his retinal specimens.

With Dr. Torsten Wiesel, a 1981 Nobel laureate, Elio Raviola developed not only a deep friendship, but also an experimental model of myopia. They studied how alterations of the visual experience during the postnatal growth of the eye leads to myopia, and discovered that it is mediated by the nervous system, specifically by growth-regulating chemicals produced in the retina itself.

In addition to practicing his science, Elio Raviola directed the Introduction to Anatomy course and taught anatomy for more than thirty years. In sharing the art of human dissection, he conveyed to first-year medical students the importance of humanity and humility, and of the sacred calling of medicine.

Elio Raviola would come to the lecture hall early in the morning and draw detailed, beautiful pictures in color on the blackboard, using French art chalks. The lecture, he felt, should hint at the further existence of a world of detail, moving from surface structure to molecular and genetic depth, and promise a whole world that a student could learn through a lifetime of study.

Elio Raviola was a mainstay of Harvard Medical School for more than fifty years. He enriched the lives of many with his kindness and generosity, and loved life deeply amidst its everyday challenges. His generosity was rooted in respect for others and a spirit of sacrifice that he learned growing up in Asti. He felt deeply that his main purpose in life was to advance human discovery. That a single person could have such an extraordinary impact across many different sectors of our mission is remarkable, and a triumph.

Respectfully submitted,

*Soha Ashrafi
David Corey, chairperson
David Ginty
Michael Greenberg
Giuseppe Raviola
Carla Shatz*

Dean Daley requested that the memorial minute be inscribed on the permanent records of the Faculty of Medicine.

Dean Daley then turned to the introduction of the newly appointed professors. Dean Daley called upon Dr. Anne Becker, Dean for Academic and Faculty Affairs, to introduce those who were recently promoted, or appointed, to the rank of Professor.

Dean Becker took the stage to announce that 39 individuals would be honored, emphasizing the truly extraordinary nature of this achievement. Following this, Dean Becker proudly introduced the newly appointed Professors at HMS.

Nabeel M. Bardeesy, Professor of Medicine, Massachusetts General Hospital
Isaac Chiu, Professor of Immunology, Harvard Medical School
Andrea L. Ciaranello, Professor of Medicine, Massachusetts General Hospital
Saumya Das, Professor of Medicine, Massachusetts General Hospital
Akshay S. Desai, Professor of Medicine, Brigham and Women's Hospital
Hiroko H. Dodge, Professor of Neurology, Massachusetts General Hospital
Mark W. Feinberg, Professor of Medicine, Brigham and Women's Hospital
Lynne R. Ferrari, Professor of Clinical Anaesthesia, Boston Children's Hospital
Oliver Freudenreich, Professor of Clinical Psychiatry, Massachusetts General Hospital

German O. Gallucci, Professor of Restorative Dentistry and Biomaterials Sciences, Harvard School of Dental Medicine

Matthew P. Harris, Professor of Genetics, Boston Children's Hospital

David A. Hirsh, Professor of Medicine, Cambridge Health Alliance

Deeba Husain, Professor of Ophthalmology, Massachusetts Eye and Ear

Krista F. Huybrechts, Professor of Medicine, Brigham and Women's Hospital

Oluwaseun Johnson-Akeju, Professor of Anaesthesia, Massachusetts General Hospital

Allon M. Klein, Professor of Systems Biology, Harvard Medical School

Ula V. Jurkunas, Professor of Ophthalmology, Massachusetts Eye and Ear

Anna M. Krichevsky, Professor of Neurology, Brigham and Women's Hospital

Jennifer W. Mack, Professor of Pediatrics, Dana-Farber Cancer Institute

Adnan Majid, Professor of Medicine, Beth Israel Deaconess Medical Center

Marcela V. Maus, Professor of Medicine, Massachusetts General Hospital

Mary Ellen McCann, Professor of Clinical Anaesthesia, Boston Children's Hospital

Kerim M. Munir, Professor of Pediatrics, Boston Children's Hospital

Brett D. Nelson, Professor of Pediatrics, Massachusetts General Hospital

Roy Phitayakorn, Professor of Surgery, Massachusetts General Hospital

Madan M. Rehani, Professor of Radiology, Part-Time, Massachusetts General Hospital

Jesse Roberts, Jr., Professor of Clinical Anaesthesia, Massachusetts General Hospital

Herminia Diana Rosas, Professor of Neurology, Massachusetts General Hospital

Peter M. Sadow, Professor of Pathology, Massachusetts General Hospital

Mara A. Schonberg, Professor of Medicine, Beth Israel Deaconess Medical Center

Hanno Steen, Professor of Pathology, Boston Children's Hospital

Jennifer K. Sun, Professor of Ophthalmology, Joslin Diabetes Center

Jennifer J. Thomas, Professor of Psychology in the Department of Psychiatry, Massachusetts General Hospital

Lynne Uhl, Professor of Clinical Pathology, Beth Israel Deaconess Medical Center

M. Korkut Uygun, Professor of Surgery, Massachusetts General Hospital

Ruth A. Vleugels, Professor of Dermatology, Brigham and Women's Hospital

Ana-Maria Vranceanu, Professor of Psychology in the Department of Psychiatry, Massachusetts General Hospital

Rui Wang, Professor of Population Medicine, Harvard Pilgrim Health Care Institute

Dean Becker stated "on behalf of the Office for Clinical and Academic Affairs, I offer my sincere congratulations to you."

Dean Daley thanked everyone for attending and adjourned the meeting at approximately 5:49 PM.