



HMS/HSDM Faculty Council

**Faculty Council Agenda**  
**December 9, 2020**  
**4-5:30pm**  
[Zoom Link](#)

Breakout rooms have been created for those who would like to join early. We will close breakout rooms and bring everyone into the main meeting when we are ready to start at 4pm.

1. Welcome and 2020 PACEM Award Ceremony  
George Q. Daley, MD, PhD  
*Dean of the Faculty of Medicine*  
  
Joan Y. Reede, MD  
*Dean for Diversity and Community Partnership*
2. Call to Order  
Approval of the November 4, 2020 meeting minutes  
Kathy M. Rexrode, MD  
*Chair, HMS Faculty Council*
3. Diversity Panel  
[Carol Kurtz Bates, MD](#)  
*Associate Dean for Faculty Affairs, Faculty Title IX Coordinator and HMS Representative for the AAMC Group on Women in Medicine and Science*  
  
[Sherri Ann Charleston, JD, PhD](#)  
*Chief Diversity Officer, Harvard University*  
  
[Leah M. Fygetakis, PhD](#)  
*Manager of LGBT Programs*  
  
[Joan Y. Reede, MD](#)  
  
[Andrea E. Reid, MD](#)  
*Associate Dean for Student and Multicultural Affairs and Director of the Office of Recruitment and Multicultural Affairs (ORMA)*  
  
[Timothy Rogers](#)  
*Director of Disability Services*
4. Adjournment  
Kathy M. Rexrode, MD

**If you have any topic suggestions for our January speaker, Provost Garber, [please add them here](#) by December 18<sup>th</sup>.**

*The next meeting of the Faculty Council will be held on January 13, 2020 via Zoom.*

## Diversity Panelists



**Carol K. Bates, MD** is Associate Dean for Faculty Affairs and Associate Professor of Medicine at HMS. She manages the process of promotion to Assistant and Associate Professor and directs our faculty orientation program, the HMS Leadership Development Course for Physicians and Scientists, and the Eleanor and Miles Shore Faculty Development Awards Program. She is a representative of the dean to the Joint Committee on the Status of Women and also serves as the Title IX Resource Coordinator for HMS faculty. She served as chair of the national steering committee of the Group on Women in Medicine and Science (GWIMS) for the Association of American Medical Colleges and co-chair of the second national meeting of GWIMS. Before her work in the Office for Faculty Affairs, she served as primary care residency program director at Beth Israel Deaconess Medical Center for 19 years. She continues to work as a primary care physician at Beth Israel Deaconess and is co-editor-in-chief of the *Journal of General Internal Medicine*.



**Sherri Ann Charleston, JD, PhD** serves as the first Chief Diversity and Inclusion Officer (CDIO) at Harvard University. She is one of the nation's leading experts in diversity and higher education, and assumed her role in August 2020. Dr. Charleston is a historian trained in U.S. history with a focus on race, women, gender, citizenship, and the law, and an attorney with a specialization in constitutional and employment law. Most recently, she served as the Assistant Vice Provost for Diversity, Equity, and Inclusion and Chief Affirmative Action Officer at the University of Wisconsin (UW)-Madison. She was responsible for evaluating progress toward the goals of a campus-wide strategic diversity plan. During her leadership, she also oversaw the Office of Employee Disability Resources and undergraduate scholarship programs focused on recruiting and retaining students from historically underrepresented communities. As an academician and administrator, she has expertise in affirmative action, Title IX, and Americans with Disability Act enforcement and compliance. Her focus is on translating diversity and inclusion research into practice for students, staff, researchers, postdoctoral fellows and faculty of color. She also held faculty affiliations with the Departments of Gender and Women's Studies, teaching courses on women, inequality, and policy analysis at UW-Madison. In 2019, *Diverse Issues in Higher Education* magazine named her one of the "Top 35 Women in Higher Education."



**Leah M. Fygetakis, PhD** joined Harvard Medical School and the Office for Diversity Inclusion and Community Partnership in August 2019 to lead its LGBT Program area. She is a licensed psychologist and certified as an executive coach. Dr. Fygetakis began her career at the University of Rochester's Psychological Services Center, providing psychotherapy and teaching courses in the psychology of women and women and mental health. She next served as the Director of Boston University's Counseling and Wellness Center. Areas under her leadership included psychotherapy services, a pre-doctoral internship training program accredited by the American Psychological Association, and wellness education programs. A common thread throughout her career, Dr. Fygetakis has specialized in the LGBTQ psychology, inclusion and social justice areas. She has addressed a wide variety of audiences such as the American Association for Access, Equity and Diversity, the Association of University and College Counseling Center Directors, and the European Congress of Psychology. Recognized for her ability to reach across professions and the general public, she was honored by the Society for the Psychology of Sexual Orientation and Gender Diversity of the American Psychological Association with their Distinguished Education and Training Award. She was similarly honored with the Association for Women in Psychology's Lesbian Psychologies Award for her scholarship in understanding the interplay of the multiple identities of being a woman, Greek and lesbian.



**Joan Y. Reede, MD, MPH, MS, MBA** is the Dean for Diversity and Community Partnership and Professor of Medicine at HMS. Dr. Reede also holds appointments as Professor in the Department of Social and Behavioral Sciences at the Harvard School of Public Health, and is an Assistant in Health Policy at Massachusetts General Hospital. Dr. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at Harvard Medical School (HMS). This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff. Dr. Reede also serves as the director of the Minority Faculty Development Program, and faculty director of Community Outreach Programs at Harvard Medical School, and Program Director of the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center. Dr. Reede was chair of the HMS Task Force on Diversity Inclusion and Belonging.



**Andrea E. Reid, MD** is Associate Dean for Student and Multicultural Affairs in the Program in Medical Education and Director of the Office of Recruitment and Multicultural Affairs (ORMA). Dr. Reid is also a faculty member of the Department of Medicine and the Gastrointestinal Unit at Massachusetts General Hospital (MGH), and serves as Director of Diversity and Faculty Development for Gastroenterology. After graduating from Brown University in 1984, Dr. Reid came to HMS, where she earned her MD in 1988. She trained in internal medicine and GI at MGH. After completing her GI clinical and research fellowship, she joined the HMS faculty and the MGH Department of Medicine. During her tenure, Dr. Reid co-chaired the Internship Selection Committee for Medical Services, directed the GI fellowship at MGH, taught GI in the HMS curriculum and mentored numerous medical students. While at MGH, Dr. Reid earned an MPH from Harvard School of Public Health and contributed to the greater Boston community by speaking in public schools, churches, and at community events, where she encouraged students to stay in school, pursue their dreams, consider careers in STEM and Medicine, and “lift as they climb.” Dr. Reid was honored with several awards in recognition of her commitment to teaching and mentorship at HMS, MGH and in the community. In 2009, Dr. Reid left Boston to serve as a gastroenterologist and hepatologist at the Washington, DC VA Medical Center. Her clinical and research interests include hepatitis C virus infection, especially in African Americans, racial disparities in liver disease and liver transplantation, nonalcoholic fatty liver disease, and medical education. Dr. Reid continued to travel to Boston annually to teach in the GI pathophysiology block at HMS for almost a decade.



**Tim Rogers** was named the Director of Disability Services at HMS in October 2018. Prior to that he spent 15 years working in higher education and disability services at Simmons College and the University of Connecticut. Tim’s philosophy of practice is grounded in the principle of universal design - an approach whereby creating access for all insures an inclusive and welcoming environment for everyone