



Committee on Rights and Responsibilities

Committee Charge

Members of the committee will be designated, as needed, to function as members of the Appeals Panel under the Procedures for Consideration of Academic Performance, and the Conduct and Appeals Panels under the Policy and Procedures for Consideration of Unprofessional Conduct. In any case where additional or special expertise would be useful, the Dean may designate other members of the senior faculty of the University to serve on these Panels. In addition, members of the committee will be designated to serve as Determination Panel members and Appeals Panel members for complaints against faculty in accordance with the Harvard University Non-Discrimination and Anti-Bullying policies and procedures, and for serving as investigative members as well as a review committee for grievances processed according to the Faculty Grievance Procedures. This committee is also charged with making recommendations to the Office of the Dean for sanctions in accordance with the Procedures for Handling Complaints Involving Faculty Pursuant to the Harvard University Interim Title IX Sexual Harassment Policy and Interim Other Sexual Misconduct Policy¹.

Committee Selection

Nomination: Prospective candidates are solicited via self-nomination, recommendations from current committee members, department and/or executive committee chairs across institutions, academic deans, program leaders, committee outreach to partners and stakeholders, and/or committee administrative search. All candidates must submit a brief statement of interest, a copy of their CV in HMS format, be available for outreach from committee members and/or the committee chair, and agree to attend 2/3 of committee meetings. Nominees are vetted by the committee and names are submitted to the Faculty Council for formal vote.

Distribution for all Standing Committees of Harvard Medical School is sought across departments, specialties, gender, race/ethnicity (to the extent known), based on required areas of expertise and academic rank. Up to 3 seats per committee can be appointed by the Dean to diversify representation.

Qualifications for the Committee on Rights and Responsibilities: Prospective candidates must be associate or full professors in good standing, who are mature, experienced, fair-minded and have shown considerable discretion and confidentiality.

Terms: Members are invited for a 1-year term; based on attendance and contributions, at the end of the first year they are either asked to continue for 4 more years or thanked for their service. To maintain continuity and stability within standing committees, and to leverage valued expertise acquired through longer service, service may be extended beyond two 5-year terms for a proportion of the committee at the discretion of the Dean. Due to the nature and sensitivity of the issues reviewed by this committee, longer service is highly valued and encouraged.

Committee Members

AY 2023-2024

Chairperson: Dr. Haiden Huskamp
Ex officio: Ms. Kristin Bittinger, Ms. Keri Godin

Dr. Tom Aretz
Dr. Toni H. Golen
Dr. Neena Haider
Dr. Tayyaba Hasan
Dr. John Herman

Dr. Salmaan Keshavjee
Dr. Andrew Kruse
Dr. Frederick H. Lovejoy, Jr.
Dr. Leon Sanchez
Dr. Amy Wagers

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Managed by the Office for Faculty Affairs

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¹ For alleged conduct occurring before August 14, 2020, the Harvard University Sexual and Gender-Based Harassment Policy instead applies.