

Present: Drs. Abraham, Abrams, Becker, Blackwell, Born, Chang, Da Silva, Daley, del Carmen, DePace, Dienstag, Ferran, Fishman, Galaburda, Howley, Khoshbin, King, Klig, Kroshinsky, Lee, Lovejoy, Mullen, Murray, Nour, Patel, Pian-Smith, Poussaint, Rexrode, Richardson, Rodriguez, Rose, Rosen, Stone, Taqueti, Vleugels, Weinstock

Guests: Drs. Bates, Golan, Mayer, Muto, Saldana, Westlund, Hundert; Mss. Boudreau, Brodnicki, Chandrashekar, Friedman, Hartswick, Nathan, Nolen, Sandhu, Vazquez; Messrs. Benson, Eappen, Virji

Staff: Mss. Hecht, Ryan, Williams

The HMS/HSDM Faculty Council met via Zoom due to the COVID-19 pandemic.

Dean Daley called the meeting to order at approximately 4:00pm.

The Dean acknowledged that today, June 10, 2020, thousands of researchers around the world pledged to pause their work to support efforts against racism. And stated, "We paused today as a community at noon. While we will proceed with today's meeting, I have spent time today to reflect, become better informed and plan concrete actions. I hope you have as well. I look forward to doing so together at our future meetings, as this is an issue and topic that requires more than one day. I know that we collectively will be working together to combat structural racism daily and will dedicate a portion of our time together to do so. Thank you for your efforts in this area."

Dean Daley asked for and received acceptance of the minutes from the May 13, 2020 meeting.

Dean Daley recognized the efforts and hard work of Ms. Lorien Hecht who ensures that Faculty Council is organized and supported from the election to the kick-of dinner and every monthly meeting. He additionally thanked the following Faculty Council members who have completed their terms of service:

Jonathan Abraham
Rick Born
Margaret Ellis Bourdeaux
Grace Chang
Jay Fishman
Shahram Khoshbin

Randy King
Isaac Kohane
Daniela Kroshinsky
Barbara McNeil
Nawal Nour
Tina Young Poussaint

Dean Daley extended special thanks to the Faculty Council Vice Chair, Dr. Kathy Rexrode for anchoring Faculty Council this year and agreeing to serve as the Faculty Council Chair for the upcoming year.

Dr. Rexrode announced the results of the Faculty Council Vice Chair election. Marcela del Carmen, Professor of Obstetrics, Gynecology and Reproductive Biology at Harvard Medical School, and Chief Medical Officer of the Massachusetts General Physicians Organization was elected to serve as Vice Chair. She also thanked David Weinstock and Bernie Lee for running in what was a close race.

Dr. Rexrode thanked this year's Docket Committee members:

Margaret Ellis Bourdeaux

John Da Silva

Christiane Ferran
Randy King
Daniela Kroshinsky

Mary Mullen
May Pian-Smith
Valerie Stone

And assistance from Jen Ryan, Jules Dienstag and Gail Williams

From there, the agenda proceeded as follows:

1. **Match & Student Society Report** Fidencio Saldaña, MD, *Dean of Student Affairs*
2. **Admissions Committee Report** Robert J. Mayer, MD, *Faculty Associate Dean for Admissions*
3. **Financial Aid Update** Edward M. Hundert, MD, *Dean for Medical Education, and Lisa Boudreau, Dean for Alumni Affairs and Development*
4. **Student Experience During COVID-19** Lianet Vazquez (HMS '22), Emma Hartswick (HMS '22),
Brendan Eappen (HMS '23)
5. **Student Council Report** LaShyra "Lash" Nolen, (*HMS/HSDM Student Council President '23*), Rubee Sandhu (*HSDM Student Council President*), Anusha Nathan (*Student Council HST Representative*), Pooja Chandrashekar (*Student Council VP of Advocacy*), Azan Virji (*Student Council Financial Aid Representative*), Jalen Benson (*Student Council Financial Aid Representative*)

Dean Saldaña presented the annual data from Match Day. This year, 160/162 students matched. This was noted as typical for HMS and on the higher end of our peer institutions in term of overall match success. 78% of student fall into three geographical regions: California, Massachusetts, and New York City. 28 URiM students entered the match. 39% matched locally.

A discussion ensued regarding why more URiM students do not stay in the Boston area. Issues included specialty-specific issues and a desire to move out of Boston. The issue of “belonging” is one that needs to be further addressed. Prof. Hundert highlighted Prof. Joan Reede’s program to welcome individuals into clerkships. Dean Daley reminded everyone that our system would need to add 200 individuals, distributed across our 67 department, who are underrepresented in medicine in order for HMS people to reflect the national average.

Next, Dr. Mayer gave the admissions report for the incoming class in August. Some 6,700 applicants submitted materials. Of all students admitted, 135 will go into Pathways and 33 into HST. Of the 63 who declined acceptance, 45 listed reasons for declining: 49% finances, 27% MSTP, 18% family/location/personal, 7% program/curriculum/fit. Dr. Mayer reviewed demographical data from the incoming class of students and mentioned continuing trends, including:

- Women outnumber men in incoming class
- Broader representation of undergraduate schools in incoming class
- Application #s remain stable
- Decline rate due to MSTP & Financial Aid
- REACH valued by many nominees but not enough to sway others

Dean Hundert and Dean Boudreau gave an update to the January 15, 2020 Faculty Council discussion on the REACH scholarship program. A few Faculty Council members have reached out on behalf of their departments to sponsor a REACH scholarship. A brief discussion followed.

Next, Mss. Vazquez, Hartswick and Mr. Eappen shared their experiences working with the Boston Hope Field Hospital and Boston homeless during the COVID-19 pandemic. Ms. Vazquez shared [ContraCovid](#), a website resource three HMS second year students started to serve immigrant communities. This COVID-19 response started in Boston and now has over 150 students throughout the US who has helped to compile their own cities info in the site. Mr. Eappen described his experience done working with the homeless.

The final presentation was from the Student Council, represented by members of the Class of 2023. They discussed the transition in the spring from living on campus and moving out quickly and transitioning to remote learning due to the pandemic. Students have formed a subcommittee advocating for changes to be made in the curriculum and smooth learning situations as learning medicine remotely is not easy with all having different home environments, stress from the global pandemic and fighting systemic racism. They voiced some frustration regarding communications during the transition and the challenges HSDM students face. They discussed the Racial Justice Coalition, a newly formed student advocacy group and how proud they were of the HMS community during these extraordinary times.

A discussion followed.

Dean Daley adjourned the meeting at 5:40 pm.