

Present: Drs. Arnaout, Becker, Bertagnolli, Blacker, Born, Burstein, Connelly, Daley, Donoff, Eappen, Earp, Farrell, Haas, Klig, Kroshinsky, Morton, Pauker, Podolsky, Pomahac, Poussaint, Pursley, Sieberg, Stone, Struhl, Tarbell, Wagers

Guests: Drs. Bates, Garber, Hundert, Mayer, Muto, Westlund; Mss. Buckley, Friedman, Hunt

Staff: Dr. Lensch; Mss. Dale, Hecht

Before officially starting the meeting, Dean Daley took a moment to recognize former Chief of Staff to the Dean, Susan Dale, to celebrate her final Faculty Council meeting before retiring.

Dean Daley asked for and received approval of the minutes from the March 15, 2017 meeting, as submitted.

Dean Daley announced that plans are underway for the nomination and election of candidates to fill the Faculty Council seats that will become vacant as of June 30, 2017. Within the next month a nomination ballot will be distributed to eligible voting faculty, followed by an election of the nominees. In June, the new slate of members for the 2017-2018 academic year will be announced. Dean Daley encouraged Faculty Council members to urge colleagues to participate and vote. Those who will be completing their 3-year terms were encouraged to run again.

Dean Daley commented on the agenda for the meeting.

Dean Daley then introduced Stephanie Hunt, director of financial aid.

Ms. Hunt presented the Harvard Medical School (HMS) financial aid basics. She explained that the program is need-based with the student (and spouse) and the student's parents having the primary responsibility for financing medical education. HMS financial aid was designed to help meet shortfalls. Need analysis determines Expected Family Contribution, a national standardized formula developed and maintained by the College Board in partnership with financial aid professionals and economists. Institutional policies drive how HMS meets need when parent contributions are modified. She gave four examples, Middle Income Initiative, Student Age PC breaks, TDA break and the Unit Loan. She focused on the Unit Loan Concept, stating: "the unit loan component of the financial aid package is that amount of combined loans offered to meet financial need before any HMS scholarship is offered". She then gave an example of the 2017-2018 entering class unit loan looks like, noting that the HMS Financial Aid Office does not package additional loans against parent or student contribution; students are eligible to borrow unsubsidized loans against these figures. Non US Citizens/Permanent residents have the federal loan portion replaced with private loan.

2017-18 Entering Class Unit Loan

\$26,950 Federal Direct Loan

+ \$7,000 HMS Institutional Subsidized Loan (HMSRL or Wolfson)

\$33,950 TOTAL UNIT LOAN

Ms. Hunt concluded with a discussion of solutions to the program’s challenges. For this year’s admissions cycle, they started a pilot program utilizing half of an anonymous donation made in the amount of \$1M and half of the Presidential funding to assist Admissions with meeting the mission and preserve the need-blind and need-based aid policy. Need-blind nominees were selected by Admissions. She also mentioned that Dean Daley will convene a group of finance experts and philanthropists to work with HMS over the coming year to identify potential new ways to finance medical education.

A general discussion of tuition followed.

Next, Dean Daley introduced Dr. Mayer, faculty associate dean for admissions, to give the annual Admissions Committee report.

Dr. Mayer presented a breakdown of the HMS class and the distribution of students among the Pathways and Health and Science Technology (HST) programs, as well as the organizational structure of the admissions office and committees.

	<u>Students</u>
Annual Class Size	165
Pathways	135
HST	30

Dr. Mayer described the Admissions Committee process. Each applicant is assigned to a subcommittee based on his/her undergraduate school, with Harvard applicants distributed across the four subcommittees.

Dr. Mayer described the HMS class that entered in 2016 that includes students from 35 states, 8 foreign countries, and 65 undergraduate institutions. Fifty-nine percent (59%) of the students had taken one or more gap years between undergraduate education and medical school. While impossible to know in every situation, why applicants decline an offer from HMS, Dr. Mayer outlined some of the reasons people decline acceptance into HMS: the absence of merit scholarships, finances, family/geographic location, and dislike of the program.

Dr. Mayer reported that, for the 2016 – 2017 recruitment season, offers were made to 208 applicants (3.1% of total) from 88 undergraduate schools. Of the 208, 56 (27.4%) are underrepresented minorities:

- African-American

- Mexican-American/Puerto-Rican 14
- Other Hispanic 13
- Native American 3

Dr. Mayer also provided some data on offers made to applicants in the LGTBQ community. 26 confidential checkmarks and 18 application text.

Following his report, Dr. Mayer and Ms. Hunt entertained questions.

Dean Daley then introduced Provost Alan Garber.

Provost Garber asked if the Faculty Council had any specific questions for him. There were no questions asked, so Provost Garber took a few minutes to discuss the student unionization.

Provost Garber gave some background on the National Labor Relations Board (NLRB) ruling; that compensated student and research assistants working at private colleges are considered employees. The breadth of the ruling surprised and caught many off-guard. Harvard students chose to affiliate themselves with the United Auto Workers (UAW) union, creating the Harvard Graduate Students Union-UAW (HGS-UAW).

In November, Harvard worked with HGSU-UAW to hold an election in order to decide the general question of whether or not to unionize. The students wanted a vote to happen quickly. There were problems during the election, questions around who should be eligible to vote and if preferred or formal names should be used. The union went with preferred, which proved problematic since only formal names show up on student IDs. The NLRB held hearings to decide whether 314 ballots should count. The results of the November election, not counting those 314 ballots, showed that 1,456 students opposed unionization and 1,272 were in favor. With the union losing, they filed for a new election, which the NLRB will be ruling on soon. One of the Union's claims was that too many eligible members were kept from voting.

Provost Garber asked the Faculty Council to encourage students to vote. Students may not know they will be affected. Administration cannot play a role, but there has been an effective campaign from students opposed to the unionization. He alerted the Council that there is a high probability the University will face another election, likely in the fall.

He also pointed out other peer schools. At Yale, Physics lost, but another department won. Columbia lost, but litigation resulted. Cornell lost by a margin, similar to Harvard.

Provost Garber entertained questions before discussing the Dean search and the process leading up to Dean Daley's hiring.

Provost Garber heard, and sat in, numerous meetings from one-on-ones to town halls, with those in the hospitals and advisory committee for the search. He heard overlapping concerns from faculty, the Quad, post-docs and students about the future of federal funding,

anxiety over funding, and demoralization. There was a consensus to do more with diversity, which is a wide-spread issue.

He noticed a sense of loyalty, pride and appreciation of community- by and large- people are happy to be at HMS. Another aspect, with basic sciences, is a feeling that we have opportunities, but that there is a gap between opportunity and resources. There's a need for access to more of everything in order to remain as a leading edge institution. The most prominent issue is concern about maintaining Harvard Medical School's leading status. Dean Daley held his own meetings with the community and was asked if these concerns were consistent with what he heard.

Dean Daley said he fed on the sense of loyalty and deep ambition of the faculty. He thanked Provost Garber and President Faust, as Central admin made it clear throughout the process that HMS is a jewel in Harvard's crown and that he would have resources and knew he would have to solve the financial state.

To close, Provost Garber discussed One Harvard.

A general discussion followed.

After some questions, Dean Daley adjourned the meeting at approximately 5:40 p.m.