

Present: Drs. Abraham, Becker, Bertagnolli, Born, Bourdeaux, Burnett-Bowie, Burstein, Chang, Da Silva, Daley, Earp, Farrell, Fishman, Khoshbin, King, Klig, Kroshinsky, Mehrotra, Podolsky, Rexrode, Samuels, Sieberg, Stone

Guests: Drs. Bates, Hundert, Muto, Saldana; Mr. Soled; Ms. Goel

Staff: Ms. Hecht; Dr. Lensch

Dean Daley called the meeting to order at approximately 4:05 p.m. He asked for and received acceptance of the minutes from the May 9, 2018 meeting, as submitted.

Dean Daley made comments regarding faculty members rotating off of Faculty Council and the upcoming Faculty Council election process. He thanked Dr. Burstein for serving as Faculty Council vice chair. He stated how much he is looking forward with working with Dr. Nour as the incoming Faculty Council vice chair. Dean Daley also acknowledged those who served on the Docket Committee.

Next, Dean Daley spoke briefly on the Harvard admissions lawsuit.

Dean Daley then introduced Dr. Burstein to review what was accomplished at this year's Faculty Council. Dr. Burstein appreciated the robust attendance, discussion and interest of the Faculty Council this year. He felt the meetings were lively, spirited and purposeful. Dr. Burstein opened the meeting up to discussion on the Faculty Council meetings and to hear suggestions for future topics. Dean Daley spoke briefly on the sale of HIM and on the Unionization results.

Dean Daley then gave brief comments regarding strategic planning activities at HMS.

- The financial health of the School has been among his top priorities during his first year as dean. Our joint progress means that we can now turn our attention to other strategic priorities.
- A great deal of attention has been devoted in the Waterhouse Room and others to the LCME and HMS's accreditation. He's looking forward to taking some of what we've learned from the LCME self-study process and applying it to our analysis and planning efforts for the rest of the School.
- The LCME accreditation is part of a much bigger process to take stock of where we are as a community and what our strengths and challenges are as an institution, and to outline the changes that we need to make to turn our vision into a reality. We need to work together to articulate a coherent strategic vision for the School, for where we want to be in 10 years and beyond, and then make it happen.
- When we talk about strategic planning, we're talking about an evolution, not a revolution. But we know that we are in the midst of a period of great change—in biomedicine, in the ways that peoples and nations of the world relate to one another and work together, in technology, in the way we learn and teach and heal—and we aim to lead that change and not just react to it.

Next, Dr. Burstein presented thoughts and conclusion coming out of a group of faculty interested in exploring faculty burnout.

Dr. Burstein thanked those who joined the committee and others from the hospitals who took part in the meetings. The group met three times in 2018: April 5th, May 3rd, May 31st and started meetings with reports from MGH, BWH, BIDMC, BCH, CHA, MAH, HMS Quad, DFCI, MEEI, Joslin, HMS Quad, VA, McLean, SRH, Hebrew Senior Life. The learned about programs and discussions going on at these locations.

The group learned that:

- Burnout and discussions of burnout are prevalent issues in the HMS community
- This is an active issue at affiliated hospitals
- Departments have conducted surveys, begun monitoring faculty, or initiated programs to address burnout, with varying degrees of scope and support
- There is little coordination from one hospital or department to another
- Data are not shared between institutions
- Data lack granularity to speak to issues of faculty gender / race / seniority / specialty
- Affects clinicians, and students / residents / fellows in training
- There is less known about impact on bench-based faculty
- Interventions that succeed at reducing burnout are those that yield professional satisfaction/joy – projects that align with the mission of the faculty including service, teaching, and research
- There is fear that the “solutions” of “work more efficiently” or “exercise more often” end up as more burden, not less, for faculty

Dr. Burstein laid out some recommendations for diagnostics and treatments.

Recommendation for HMS: diagnostics

- Standing committee on Joy in the Profession (nee’ burnout), framed as a “positive” to enhance faculty well-being and satisfaction
- Request data from affiliated hospitals that can be shared/studied to broaden the understanding of the issues
- Support analytics to understand these data
- Consider focused survey of non-clinical faculty
- Include faculty wellness/burnout in chair’s reports to the Dean
- Recommendations for HMS: treatments
- Clearing house website for information and best practices
- Link burnout / wellness discussion to other initiatives in professionalism and faculty development at HMS
- Encourage faculty engagement with colleagues, students and trainees across HMS
 - HMS societies
 - Residency programs and clerkship directors
 - Specialty-based social functions
 - Identify opportunities for service to the medical school, the university, or different clinical settings
- Personalized coaching services for faculty

- Seed money for projects that alleviate / address burnout
- Educational programs
 - Free access to HMS-led CME
 - Develop online/EdX content for burnout, leadership, professional development

Dean Daley introduced Shivangi Goel (HMS '21) and Derek Soled (HMS '21) to give the student council report.

Ms. Goel and Mr. Soled gave a broad overview of the Student Council. The purpose of the Council is to foster community among students, serve as an umbrella for student organizations, and advocate on behalf of students. There are 19 general members representing Pathways, HST and Dental who have different roles (society representatives, treasurer, student organizations manager, financial aid representatives, graduate council representatives, media representative, and community affairs representative). In addition to 2 co-presidents and VIPs of Operations, Advocacy, and Student Services, the Executive Council Board added a new position this year, HSDM Student President.

They discussed the 2017-2018 student council goals, which included increase number of activities and attendance to events. Other initiatives for the year included:

- Make every class event free and accessible
- Host a wider variety of inclusive events
- Provide more support and funding for student groups
- Create a school-wide calendar
- Focus on mental health and wellness

They showed photos of social events the students participated in this year. Including: trips to Cape Cod and New York City; themed parties; dodgeball tournament; trivia night; potlucks; tailgating; formal; FABRIC. Students learn of events via a weekly digest sent out on Sunday nights and through the Student Council-run calendar.

Ms. Goel and Mr. Soled spent some time discussing mental health and wellness.

They concluded their presentation discussing looking ahead based off of student input:

Student Council:

- Increased funding for student council for school events and student groups
- Reorganization of financing structure to make student groups more independent

Student Happiness:

- Revamping of recreational student space
- Community building support from administration
- Vanderbilt Housing lease time period restructure

Academic:

- Standardizing PCE clerkships with regards to hours and expectations
- Transparency regarding expectations and grades

- Prompt information on schedule for PCE year and beyond
- Diverse faculty

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