

**Present:** Drs. Abraham, Born, Bourdeaux, Chang, Da Silva, del Carmen, Donoff, Ferran, Galaburda, Gaufer, Howley, Khoshbin, King, Klig, Lovejoy, McNeil, Nour, Podolsky, Poussaint, Rexrode, Richardson, Sieberg, Taqueti, Vleugels

**Guests:** Drs. Garber, Golan, Muto, Westlund; Mss. Neil, Vild; Mr. Rogers

**Staff:** Ms. Hecht

Dr. Nawal Nour, Faculty Council Vice Chair, called the meeting to order at approximately 4:05pm. She asked for and received acceptance of the minutes from the April 3, 2019 meeting, as presented.

Next, Dr. Nour made two announcements. First, the June 5, 2019 meeting will be the last of the academic year. To celebrate the many accomplishments of this year's Council as well as to facilitate a bit of socializing, a reception will follow the meeting. Second, preparations are underway for the annual Faculty Council election. Next month those rotating off will be recognized. The election is a self-nomination process and current members were asked to spread the word amongst colleagues to consider adding their names to the ballot. Those whose term of service is not yet expiring and find yourself in a position where you are unable to continue in their capacity as a Council member were asked to notify Lorien Hecht so your seat can be entered into the coming election.

Dr. Nour then reviewed the meeting agenda.

Dr. Nour invited Ms. Gina Vild, Communications, to provide a quick update from the last discussion group on communicating to the faculty.

Ms. Vild showed a model for how to get info to the faculty by placing a link, monthly, in the HMS Newsletter email, with a link to the Faculty Council website. This model will be piloted and they will be able to look at analytics after a few months to see how viable the links are in this format.

Next, Dr. Nour broke the Council into 4 groups to continue conversation/brainstorming on how should Faculty Council optimize its engagement and communications with the broader faculty and assist the school and dean with prioritizing areas within overarching strategy.

After 15 minutes in groups, Nawal asked each group to present what they discussed.

Dr. Nour reported that Dr. Grace Chang sends email out monthly to her group about what was discussed at Faculty Council. Suggested soundbites from speakers would be nice to post online, giving today's meeting with Provost Garber as an example.

Dr. Kathy Rexrode reported:

- Click on a topic of interested, like “wellness” which would take faculty to recent information on that topic and how faculty can get involved using a portal
- Faculty Council process was discussed
  - How are we responding?
  - FC not making decisions
  - No mechanism/process to discuss and report back
  - Town hall by intuition where Faculty Council members can speak at their own institutions on what Faculty Council is doing.

Dr. Tina Poussaint reported:

- Make feedback button on faculty council website stand out
- After faculty council call for nominations, email faculty about new method of communication and mechanism
- Add handouts, presentations to website from meetings
- Partner with CHAD(Consortium Harvard Affiliate Offices for Faculty Development and Diversity Member Institutions) and appropriate group for the Quad and convey important links, information thru emails and newsletters
- Make Faculty Council website better by making links on side panel more obvious with information such as roster for Faculty council, photos of council members and affiliation
- Use a better photo on website which is up to date such as picture of one of our meetings around the square table to demonstrate the collaboration that occurs in meetings

Dr. Jean Klig reported:

- Keep the FC link on the HMS daily link for the full month
- Encourage bi-directional communication via social media (closed twitter group, facebook, etc.) and/or more securely via the FC website
  - Screen the input (?docket or other subcommittee) to facilitate new presentations at FC
  - Reduce routine/yearly presentations and change format to slides before FC meeting, 10-15 minutes for comments/questions)
- Launch a yearly FC presentation at the main HMS institutions in “town hall” style
  - Set presentation/slides from FC (same for all presentations)
  - Brief presentation by local representatives

Next, Dr. Nour reviewed the second agenda item. Among topics of standing interested to the Faculty Council is how does the school remaining abreast of difficulties encountered by HMS students during their studies at HMS and what, as a school, is being done to help. As part of the School’s commitment to student health and success, HMS hired Timothy Rogers as the new Director of Disability Services.

Mr. Rogers stated that the Office of Disability Services (ODS) has been set up to primarily work with students at HMS. He highlighted the ADA definition of disability and what is considered an impairment (i.e. general anxiety disorder, ADHS, learning disabilities) and what is not (i.e. text anxiety, poor organizational skills, time intensive reading). In 2008, ADA Amendments Act

reauthorized the ADA to expand whom was protected under the law, expanding the protection for those with chronic as well as mental health diagnosis.

Mr. Rogers discussed key elements of post-secondary disability services. Students must self-disclose to complete the process. Noting that disability accommodations are to provide equal access to the educational experience, not academic success.

Types of disabilities ODS works with are wide ranging.

- Attention Disorders (ADD/ADHD)
- Psychiatric/Psychological Disorders
- Sensory Disabilities (Blind, Low Vision, Deaf, Hard of Hearing)
- Health or Systemic Disorders (Cancer, digestive conditions, cardiac conditions, respiratory conditions, chronic pain, neurological disorders, allergies, etc.)
- Physical or Mobility Disorders
- Learning Disorders (Dyslexia, Dyscalculia, Dysphonic, etc.)
- Traumatic Brain Injury related disorders
- Temporary (sustained an injury, surgery, illness, etc.)

Types of typical accommodations include both physical and digital access.

- Testing-Extended time on exams and quizzes, reduced distraction environment
- Classroom-A note taker, an audio recorder, accessible desk, ASL interpreter
- Assistive Technology-text to speech software, FM systems
- Housing-single room, private bathroom, first floor room
- Clerkship-flexible schedule, breaks during rotation, place to store medication
- Dining-gluten free options, lists of ingredients, option to request individually prepared meals
- Accessibility-ramps, elevators, automatic door openers, accessible furniture, website, on-line materials, captioned on-line videos, transportation

If a student discloses s/he has a disability, Mr. Rogers asked that faculty encourage the student to contact the Office of Disability Services (ODS) for an intake meeting, direct them to the Disability Services Website or provide ODS contact information. ODS is part of Revisit, presents to HSDM and contact information is now on all admissions material.

Mr. Rogers concluded his presentation showing some demographics and a brief discussion followed.

Next, Dr. Nour introduced Harvard University's Provost, Dr. Alan Garber.

Provost Garber received topic suggestions for today's meeting but encouraged the Faculty Council members to ask questions throughout, as his visit to the Council provides an opportunity to have an informal discussion.

Provost Garber spent some time talking about President Bacow's agenda for the University, the current political climate and the impact that has on the endowment and legislation that attacks higher education.

There was a discussion on faculty ideology in the classroom.

Provost Garber spoke briefly on the admissions lawsuit.

A discussion on student mental health took place. Provost Garber updated the Council on where the taskforce is on mental health and mentioned that substance use has been included into this.

Dr. Nour adjourned the meeting at 5:38pm.