



HMS/HSDM Faculty Council

Faculty Council Minutes  
October 7, 2020

**Present:** Abrams, Adelman, Becker, Blackwell, Caradonna, Chang, Chen, Da Silva, Daley, D’Amico, De Giroami, Dienstag, del Carmen, DePace, Desrosiers, Ferran, Gauferg, Giannobile, Goldstein, Howley, Klig, Lee, Livingstone, Molina, Mullen, Murray, Nayak, Park, Patel, Pian-Smith, Rexrode, Richardson, Rodriguez, Silver, Solomon, Stone, Subramanian, Taqueti, Wagers, Weinstock

**Guests:** Drs. Bates, Golan, Hundert, Muto, Reede, Westlund

**Staff:** Mss. Hecht, Ryan, Williams;

*This Faculty Council meeting was held virtually, via Zoom, due the COVID-19 pandemic.*

Faculty Council Chair, Dr. Kathy Rexrode, called the meeting to order at approximately 4:05pm. Dr. Rexrode welcomed the Faculty Council to its first meeting of the academic year. She then invited Dean Daley to speak.

Dean Daley also provided a warm welcome. He then introduced Will Giannobile, the Dean of the Harvard School of Dental Medicine, who started on September 1, 2020. Dr. Giannobile thanked Dean Daley and noted his pleasure at being part of the Faculty Council.

Dean Daley noted the importance of Faculty Council to the governance of HMS and thanked all for their service. He welcomed the new members of faculty council. He additionally recognized this year’s Chair, Kathy Rexrode, as well as this year’s Vice Chair, Dr. Marcela del Carmen.

Dean Daley shared that Dr. Rexrode and he had discussed a framework for this year—applying a diversity lens to each meeting so that the Faculty Council asks critical questions and considers whether there are systemic barriers or benefits.

Dean Daley also thanked the members of faculty council for their work during the pandemic and beyond. He specifically recognized the teachers, the clinical teaching faculty, as well as the scientists and researchers. He urged the members of Faculty Council to consider how it can take the lead in considering issues of faculty burnout and mental health, as it has done in the past.

The Dean indicated that his first main priority this coming year is to foster and advance our commitments to diversity, inclusion and belonging and to become an institution committed to anti-racism. He discussed the “Better Together” report and framework, and noted Dean Joan Reede’s work in continuing the work of the Task Force on Diversity and Inclusion. Dean Daley additionally shared that Dean Anne Becker and Interim Dean Jules Dienstag are working creatively to ensure that faculty contributions to diversity, inclusion and belonging as well as anti-racism are appropriately recognized in the faculty promotions process. He additionally cited that the quad pre-clinical chairs brought forth a proposal for a cluster hire, seeking four outstanding scientists who are committed to the HMS mission, community values and to advancing diversity. Dean Daley added that, in the PME, our new Associate Dean for Student and Multicultural Affairs and Director of the Office of Recruitment and Multicultural Affairs, Andrea Reid, and our Dean for Students, Fidencio Saldaña, are co-chairing a Task Force on Anti-Racism in the PME which is reviewing everything from curriculum to admissions practices. Dean Daley concluded by sharing that we’ve made some small but meaningful changes around campus in the last couple of years: 1) unveiled

the bust of Alice Hamilton in the TMEC; 2) installed the portrait of William Augustus Hinton in the Waterhouse Room; 3) recent graduate Pamela Chen has executed six canvases to be hung; 4) articulated the principles and guidelines for consideration of art and images around campus; and 5) renamed the Oliver Wendall Holmes student society in honor of William Augustus Hinton.

The Dean also provided a financial update and noted that we are planning a path back to sustainability. He cited strategic investments required by the Blavatnik gift and in furtherance of our mission.

The Dean indicated that the Harvard-MIT Program in Health Sciences and Technology (HST) and the Principal Clinical Experience (PCE) will be undergoing strategic review and redesign as we continuously strive for leadership in our educational programs. The Dean noted that Debt Free MD remains a goal and thanked the Faculty Council for its commitment to the REACH Scholarship Program for the interim.

The Dean concluded with discussion of two priorities that he will seek input: the review of the affiliation agreements, and the exploration of expanded titles to recognize the breadth and depth of our extraordinary faculty particularly in the realms of teaching and clinical care.

The Faculty Council engaged in discussion with the Dean around some of the issues raised including scientific citizenship, the impact of the pandemic on the faculty and how HMS can support its faculty community.

Dr. Rexrode then asked for and received acceptance of the minutes from the June 10, 2020 meeting, as presented. Dr. Rexrode introduced Dr. Del Carmen who added her welcome to the Faculty Council. Dr. Rexrode engaged in a discussion of topics for the Faculty Council to consider for the coming year. Members of Faculty Council offered different suggestions for topics under consideration including how to incorporate broader representation on faculty committees and to include hospital initiatives with respect to Diversity, Inclusion and Belonging as part of the conversation. A request was made to consider updating the authorship guidelines as well as to consider principles of mentorship. A suggestion was made to consider a meeting that could form the basis of a formal and academic document sharing Harvard's response to a global medical emergency. Finally, the group recognized that there is important work to be done around disparities. Dr. Rexrode concluded with a recognition that this is a faculty council that has chosen to engage and be agents of change.

Dr. Rexrode adjourned the meeting at approximately 5:26pm.