



HMS/HSDM Faculty Council

Faculty Council Minutes
December 9, 2020

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

Guests: Drs. Alvarez, Bates, Bredella, Charleston, Emans, Fygetakis, Glimcher, Golan, Hundert, Meyer, Millstein, Oken, Randolph, Reede, Rodrigue, Weinstein, Westlund; Mr. Rogers; Mss. Brodnicki, Wang

Staff: Mss. Hecht, Kilicci-Kret, Ryan, Williams; Mr. Gall

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

The Zoom room was open at 3:45 to provide for the opportunity for Faculty Council to socialize. Dean Daley welcomed everyone to the meeting and thanked them for their time. Before the meeting officially started, Deans Daley and Reede presented the Program Award for a Culture of Excellence in Mentoring. The following programs were recognized: the Centers of Expertise for Residents and Fellows at Massachusetts General Hospital and Brigham and Women's Hospital led by Dr. Debra Weinstein, Professor of Medicine and Dr. Gregg Meyer, Professor of Medicine; the Department of Surgery Clinical Scholarship Program at Beth Israel Deaconess Medical Center led by Dr. James Rodrigue, Professor of Psychology in the Department of Psychiatry; the Helen Gurley Brown Presidential Initiative at Dana-Farber Cancer Institute led by Dr. Laurie Glimcher, President and CEO of Dana-Farber Cancer Institute; the Orthopaedic Clinical Effectiveness Research Center at Boston Children's Hospital led by Dr. Peter Waters, John E. Hall Professor of Orthopedic Surgery; and the Radiology Faculty Mentoring Program at Massachusetts General Hospital led by Dr. Miriam Bredella, Professor of Radiology and Dr. James Brink, Juan M. Taveras Professor of Radiology.

Dr. Kathy Rexrode called the meeting to order at 4:15. The minutes were reviewed and approved. Dr. Rexrode noted that the panel for discussion at today's meeting was originally envisaged for last April and was postponed due to COVID-19. The panel started with a presentation by Sherri Charleston, Harvard University's first Chief Diversity and Inclusion Officer. Sherri joined Harvard from Madison University in Wisconsin where she served as assistant vice provost and chief diversity officer. Dr. Charleston described her approach and some of the emerging areas of focus. The next panelist was Dr. Joan Reede, Dean for Diversity and Community Partnership at HMS. Dr. Reede described the Better Together thematic areas as well as the activity supporting its implementation. Dr. Reede noted that a number of committees are actively engaged, and that program attendance has been very active during COVID. Dr. Reede cited the hiring of Dr. Andrea Reid as well as the promotion of Drs. Nawal Nour, Dr. Edward K. Rodriguez and Dr. Seun Johnson Akeju as department chairs as well as the recently held promotions differ for URiM faculty.

Dr. Andrea Reid, Associate Dean for Student and Multicultural Affairs in the Program in Medical Education and Director of the Office of Recruitment and Multicultural Affairs (ORMA), presented next. Dr. Reid returned to HMS this past July. She indicated that she has three main focuses: 1. Support the students; 2. Re-imagine ORMA and what it can be; and 3. Integrate the efforts of Diversity, Inclusion and Anti-racism into the PME. Dr. Reid is co-chair of the Task Force charged by Dr. Hundert to take a broad and deep look at the PME and make recommendations to eradicate racism from the PME.

Dr. Carol Bates, Associate Dean for Faculty Affairs, presented next. Dr. Bates represented the Joint Committee on the Status of Women, which had recently received an award from the AAMC. The committee works diligently around gender equity. Dr. Bates also serves as the Title IX Resource Coordinator for Faculty. She noted that the regulatory framework has changed this year and that she works collaboratively with the hospitals around joint processes.

Dr. Leah M. Fygetakis, Manager of LGBT Programs, next presented. She indicated that she works closely with Dr. John Dalryple and Jose Martinez who co-chair the LGBT advisory committee. Dr. Fygetakis indicated that they recently held a systemwide retreat and plan to hold another one. Additionally, she serves as a resource as people want to be inclusive but often do not know how best to communicate.

The final panelist, Timothy Rogers, is the Director of Disability Services at HMS for students. He notes that mental health and chronic health are the two largest areas of disability at HMS. He also shared that there has been a shift to focus on the task to be completed rather than how the task is completed which has allowed for better preparation.

Dr. Rexrode thanked all the panelists and noted that the concept of universal access underpins all our efforts. A council member noted that data has just come out demonstrating that women who are mentored by other women is not career promoting and asked the panelists about the approach for rapid response to destabilizing events. Dr. Reede responded that when something happens, the community is waiting for a response and that we have to consider how we can take care of our people and community. Additionally, there are many ways to think about a response. Dr. Charleston added that there is a difference to being responsive and being reactive. Dr. Bates added that a large volume of information is coming out around women's careers, and noted that we additionally need to reflect back.

Another council member asked about opportunities to integrate. Dr. Reid noted that she has been working with different people and working with others on issues. Dr. Reede added that there are two committees, CHADD and the Diversity Affiliates Committee that are longstanding and very active. Dr. Reede noted that there are vehicles in place to share as well as to generate new ideas collectively. Dr. Bates added that JCSW was designed to bring together different constituencies.

A council member asked whether there could be drop down menus for self-identification so that people could be seen and feel included. Dr. Reede noted that the social constructs can be difficult as they are always evolving and that we often have to collapse what we collect into government reporting mechanisms but that we hope to always be inclusive as possible.

Dr. Rexrode adjourned the meeting at approximately 5:35 pm.