



HMS/HSDM Faculty Council

Faculty Council Minutes
January 13, 2021

Present: Abrams, Adelman, Becker, Blackwell, Caradonna, Chang, Chen, D'Amico, Daley, Da Silva, del Carmen, DePace, Desrosiers, Ferran, Gaufberg, Giannobile, Goldstein, Howley, Klig, Lee, Lovejoy, Molina, Mullen, Nayak, Park, Patel, Pian-Smith, Rexrode, Richardson, Rodriguez, Silver, Solomon, Stone, Taqueti, Weinstock

Guests: Drs. Bates, Dienstag, Golan, Hundert, Lensch, Muto, Reede, Saldaña, Westlund; Mr. LeComer; Ms. Ramirez

Staff: Mss. Hecht, Ryan, Williams.

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

Dr. Kathy Rexrode called the meeting to order at 4:04. Dr. Rexrode then asked for and received acceptance of the minutes from the December 9, 2020 meeting, as presented.

Dr. Rexrode reviewed the role of the HMS/HSDM Faculty Council Governance Subcommittee and discussed the content in the materials, which were sent in advance of the meeting, on a redistricting proposal. The subcommittee reviewed the faculty numbers and current districts and in order to balance out the districts, proposed the following changes be made:

- Shifting Neurology into district III
- Shifting Radiology into district IV
- Shifting Dermatology and Ophthalmology to District V
- Shift Neurosurgery, Population Medicine, and Physical Medicine and Rehabilitation to District VI
- Reduce District I seat allocation by 1 junior seat
- Increase District III seat allocation by 1 junior seat
- Increase District IV seat allocation by 1 junior seat
- Decrease District VI seat allocation by 1 junior seat

These proposed changes were discussed by the Council, questioning District I and suggesting that the Department of Medicine be its own district. The Council voted to approve sending the proposal back to the Governance Subcommittee to replace and consider ratios for seat allocations and return back to the Council to show finale results.

Dr. Rexrode then asked Dr. Willy Lensch to present on behalf of the HMS Artwork Committee.

Dr. Lensch gave some background on the HMS Artwork Committee and its charge to look inward at artwork currently installed and the messages it sends to their current staff, faculty, and students.

Dr. Lensch proceeded to discuss how the Artwork Committee formed. Prior to Dean Daley formally charging the Arts Subcommittee in February 2020, the group met as a subcommittee of the 2019 Faculty Council. The formal charge to the committee constitutes a working group, anchored by a sub-committee drawn from the current FC roster, and include additional members of the greater HMS community including faculty members, staff, and medical and graduate students. The Artwork Committee may include a call for longer-term commitment to HMS groups with a similar charge.

The Dean asked that an overarching philosophy for the purpose and meaning of institutional artwork at HMS be offered to guide current and future efforts. This is the key to ensuring that changes avoid a feeling of “tokenism” and that HMS has an anchoring point when considering projects and proposals going forward. This philosophy must be consistent with HMS’s Mission, Diversity, and Community Value Statements. The committee should consider near term project proposals per the committee’s philosophical recommendation and provide its recommendations to the Dean within calendar year 2020.

Dr. Lensch shared that he received funding through the HMS Dean’s Initiative Award for HMS Artwork and Cultural Representations with specific aims to develop principles for institutional artwork (why, what and where); create and install narrative elements for paintings/statues by using QRs and providing context to the works, using artwork as a teaching tool; the good, the bad, the ugly; obtain new pieces that enhances diversity, ensuring that possible projects (Harvard holdings) meet our standards. This funding has allowed HMS to commission 4 self-portraits done by former HMS Student, Pamela Chen, (now a pediatric resident at BCH), 2 of which currently hang in the Dean’s Office. She also painted 5 portraits of female HMS alumns as part of her senior scholarly project. These paintings were to be displayed in the TMEC Student study center and installed during Match Week 2020, but COVID-19 prevented the installation. The portraits will be hung as soon it is safe to do so. Another project, a portrait done by Steve Coit, was installed in the HMS Waterhouse Room of Gordon Hall in 2019. This portrait of William Augustus Hinton was the second change the Artwork Committee made on campus.

Dr. Lensch also mentioned a call to action by Lash Nolen (HMS ‘23) and Jalen Smith (HMS ‘23) in June 2020, which asked HMS to partner with them to send a message that African American lives and lived experience are important and called to change the name of the Oliver Wendell Holmes society, given Dean Holmes’ expulsion of African American Students. Dean Daley called upon the Artwork Committee to create a task force to look at why we name things. The task force met twice and created guiding principles ([available publicly online](#)) for artwork and recommended to Dean Daley that the Holmes Society be renamed and unanimously endorsed renaming the society, the William Augustus Hinton Society.

Dean Daley requested the salutations to Dr. Lensch during the Zoom meeting be captured in the official minutes:

From Viviany Taqueti to Everyone: 04:37 PM

Remarkable, Willy. Thank you.

From georgedaley to Everyone: 04:46 PM

This is a tremendous example of leadership— Willy’s leadership in taking on a mission to transform our public spaces. Willy recruited others— Nawal, Fidencio, Joan, and convened the Arts and Cultural Representation Committee to push culture change. Many contributed to these efforts, but the single most energetic driver of change was Willy. On behalf of HMS, we on the faculty council owe a collective thanks to Willy for his extraordinary impact here. Bravo Willy!!!

From Liz Gaufberg to Everyone: 04:46 PM

Such thoughtful work and a wonderful, meaningful presentation. Thanks Willy.

From Will Giannobile to Everyone: 04:46 PM

Bravo Willy - outstanding!!!

From Joan Reede to Everyone: 04:46 PM

Thank you Willy

*From Dr Sang E. Park to Everyone: 04:47 PM
Thank you for this impressive work, Willy!!
From Christiane Ferran to Everyone: 04:47 PM
Thank you Willy! This is amazing
From John Da Silva to Everyone: 04:47 PM
Thank you Willy!
From Rose Molina to Everyone: 04:47 PM
wonderful work! thank you!!
From Dr Anne E. Becker to Everyone: 04:48 PM
Thanks Willy, for this amazing work and for the most uplifting faculty council presentation ever!
From Marcela G. del Carmen, MD, MPH to Everyone: 04:55 PM
Incredible work, Willy! Thank you for your commitment and leadership!*

Dr. Rexrode then transitioned to the last item on the agenda. She invited Mr. Tyler LeComer, Class of 2024 Student Council President, and Ms. Nereida Ramirez, Class of 2024, Student Council Financial Aid Representative, to present on behalf of the Student Council.

Ms. Ramirez and Mr. LeComer discussed the goals of the HMS/HSDM Student Council which focused on access to the greater Boston community; access to HMS/HSDM community and access to HMS/HSDM Student Council. The full HMS/HSDM Student Council members can be found on their new updated website: hmsbsdmsstuco.com.

They gave an overview of how the fall semester went, discussing, for example, how breakout rooms and exams were handled. They commented that the IDD wasn't consistent between the different groups and Anatomy courses were more difficult in a virtual setting, but noted upcoming in-person anatomy sessions. They additionally noted that through the practice of medicine course which provides students with skills around patient interviews and physical exam the students got a taste of telemedicine. Overall, despite widespread issues with technology over the fall, the students made it through and are happy to be able to see patients in person and learn steps of physical exam.

For HST students, virtual Anatomy classes were held at end of day. The HST students noted that they learned so much including Zoom fatigue and etiquette. They felt that every faculty really cares and that the organization of material online really mattered. HST also held HST Huddles where there was acknowledgement of the uncertainty they were experiencing.

The students also discussed social events and how they have changed in light of COVID. Social events were switched to virtual. They held a virtual Escape Room and virtual socials including a wine and snacks events, where students picked up wine and connect via zoom. HST introduced silly experiencing including an event where people were invited to dress up as a favorite organ. Facebook and Instagram accounts have been instrumental in featuring students and events.

With regards to community engagement, students are trying to be involved with the local community. They held their first annual holiday season community fundraiser for ABCD. They continue to work with Faculty Associate Dean for Community Engagement in Medical Education, Nancy Oriol, around community engagement. Additionally, the students are actively working on different ways to build community—such as YogaAnatomy.

On the subject of Financial Aid, there were unprecedented challenges. Ms. Ramirez explained how they made sure different modes of communication was available by creating an online form and

encouraging students to contact the Financial Aid office. Students worry about the financial aid packages and discussed the COVID relief fund. The students noted that additional transparency around the COVID Relief Fund and how it is distributed would be appreciated. Financial Aid has made it possible for many students to attend HMS, including Ms. Ramirez. It is also important for people to be recognized and rewarded for the contributions to their community.

To close, Mr. LeComer and Ms. Ramirez discussed future goals, wanting to see applicants be able to choose HMS without concern for financial concerns. Their goals are to:

1. Increase REACH
2. Loan forgiveness programs
3. Middle income initiatives

Dr. Rexrode thanked the students for their time and adjourned the meeting at approximately 5:34 pm.