



HMS/HSDM Faculty Council

Faculty Council Minutes
June 9, 2021

Present: Abrams, Adelman, Becker, Blackwell, Caradonna, Chang, Chen, D’Amico, Da Silva, De Girolami, Desrosiers, Ferran, Giannobile, Goldstein, Howley, Klig, Livingstone, Molina, Murray, Nayak, Okereke, Park, Patel, Pian-Smith, Rexrode, Rodriguez, Solomon, Stone, Taqueti, Wagers, Weinstock

Guests: Drs. Dienstag, Golan, Huang, Mayer, Saldaña; Messrs. Callahan, LeComer; Mss. Friedman, Lewis, Saini

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 4:02. Dr. Rexrode then asked for and received acceptance of the minutes from the May 12, 2021 meeting, as presented.

Dean Daley was unable to attend this meeting, in his absence, Dr. Rexrode asked Dr. Anne Becker, Dean for Clinical and Academic Affairs to say a few words.

Dean Becker recognized the efforts and hard work of Ms. Lorien Hecht who ensures that Faculty Council is organized and supported from the kick-off meeting at the beginning of the academic year, through every meeting, and during the summer Faculty Council elections and planning for the coming academic year. She additionally thanked the following Faculty Council members who have completed their terms of service:

Christiane Ferran
Liz Gaufberg
Peter Howley
Fred Lovejoy
Kathy Rexrode
Gene Richardson
Viviany Taqueti

Dean Becker extended special thanks to Faculty Council Chair, Dr. Kathy Rexrode for anchoring Faculty Council this year as the new Faculty Council Chair. Dr. Rexrode’s service has been exemplary and her impact has been significant. Dean Becker also thanked Dr. del Carmen for her service as Vice Chair. Dr. del Carmen will return next year as the Faculty Council chair with Dr. Rose Molina serving as Vice Chair.

Next, Dean Becker shared results of the survey conducted last month regarding preference for meeting format during the AY21-22 meetings. The majority preferred to do some meetings in person and the remainder over Zoom.

Dean Becker thanked the Council and wished everyone a wonderful summer before turning the meeting over to Dr. Rexrode, who then introduced Dr. Fidencio Saldaña, Dean for Students, to give his annual reports on Match and the student societies.

Dean Saldaña presented the annual data from Match Day. This year, 151/159 HMS students matched in clinical training, internships, or residency programs. Like last year, 72% of students fall into three geographical regions: California, Massachusetts, and New York City. 46% matched at HMS-affiliated programs. Two students matched in oral and maxillofacial surgery programs, and six will pursue nonclinical training.

Dean Saldaña noted that they will no longer attempt to calculate the number of students going into primary care because they cannot tell how many of the people who train in internal medicine will eventually go into primary care versus specialty care. There is also a trend to create merged residencies or other programs that do not allow easy categorization.

Dean Saldaña also provided a society report. All students are assigned to an Academic Society and provided with a faculty adviser to follow them longitudinally throughout their time at HMS. Each society is led by an advisory dean and staffed by 2 additional society advisors (3 in HST). Dean Saldaña discussed the Council of Academic Societies (CAS) and informed the Council that the Associate Dean of Student and Multicultural Affairs/Director of the Office of Recruitment and Multicultural Affairs is a member of CAS and serves as a resource for issues of diversity, including and belonging. He reviewed the key initiatives of CAS: career advising and wellness before opening it up to questions and discussion with the Council.

Next, Ryan Callahan, Director of Financial aid presented the financial aid report by showing charts listing tuition and fees, expected family contribution, and HSM scholarship for year 1-4. He discussed the Dean's Resilient, Excellence, Achievement, Compassion, and Helping the underserved (REACH) Scholarships. In 2020-2021 REACH funding of \$1,096,000 was awarded to 67 recipients. The average loan debt for Class of 2021 for REACH was \$10,103. For the incoming Class of 2025, REACH awards of \$20,000/year were offered to 30 applicants. 22 offers were accepted.

Mr. Callahan discussed the Middle Income Initiative which waives or reduced the parental contribution expected for HMS families with total income under \$150,000. 42% of financial aid recipients qualified with 1/3 of recipients receiving a full scholarship covering tuition and fees. The average annual scholarship for all students is \$56,539.

HMS also has loan forgiveness programs. The HMS Public Service initiative provides debt relief to HMS graduating students pursuing careers in public service. For the Class of 2021,

\$391,000 was awarded to 13 graduating students. The HMS Primary Care Program is a new loan forgiveness offering for students matching in a residency program in primary care. For the Class of 2021, \$95,000 was awarded to 4 graduating students. Lastly, Mr. Callahan explained the HMS Emergency Fund which provides assistance with expenses that are the direct result of the COVID-19 pandemic. HMS has awarded \$114,990 to 140 students to cover increase housing costs, additional technology needs, loss of parent wages, and other expenses that directly related to change in remote learning.

Next, Dr. Robert Mayer, MD, Faculty Associate Dean for Admissions then gave an Admissions update for the incoming class in August. Due to the COVID-19 pandemic, it was a year like no other with all interviews, committee meetings, and revisit held virtually. As such, there was a 19% increase in completed applications. 8002 applicants submitted materials competing for 165 positions, 851 of the applicant pool were interviewed and they made offers to 222 applicants. Dr. Mayer provided demographic information for the entering class: 79 men, 84 women, 2 different identity, 39 URiM students, 59 Asian students, 33 self-reported LGBTQ. Geographically, the entering class has representatives from 30 US States and representatives from 7 other countries including: Canada, Chile, China, Lebanon, Mexico, Poland, and Turkey. With regards to the questions “why do applicants, particularly URM students decline Harvard’s offer”, Dr. Mayer speculated that it is primarily due to receiving more funding at another school, the increasing attraction of tuition-free schools (four students accepted to HMS opted to attend NYU), and perhaps, due to the pandemic, asking candidates to choose HMS “sight-unseen”.

The national applicant pool increased by 17.7% percent this year, with some possible reasons being cancellation of previously planned gap years, leading to earlier than anticipated submission of applicants and/or possibly unrelated to the pandemic- it would have happened anyway. Dr. Mayer spent some time discussing the experiences, pros/cons of handling everything virtually during this year’s admissions process. From the vantage point of applicants, the biggest advantage was applicants did not have travel expenses- they could apply to more schools, less disruption in day-to-day activities, continued ability to interact with present students and faculty, and eliminating disparity- more equitable. Some disadvantages include applicants do not really experience the HMS campus, technical issues with Wi-Fi, inconveniences with time zones. From the vantage point of the Admissions Committee, advantages included scheduling convenience, efficiency, less time-consuming travel for interviews or committee meetings. Disadvantages include exhausting meetings (no food, more formality, no time to stretch).

Looking forward after the pandemic, they plan to keep all interviews virtual, reinstate campus tours, offer committee members a hybrid option in regards to live vs. virtual meetings, consider subsidizing the travel expenses of economically-needy, and accepted students are to facilitate their attendance at Preview programs.

The final presentation was from the Student Council, represented by Tyler LeComer, Class of 2024 Student President, and Arushi Saini, Class of 2024 Vice President for Advocacy.

They gave an update on student experience during the second half of the academic year. For HST students, finals and M1 year have come to and end. Daily anatomy sessions have started for the month of June. For many, fulltime research has begun. For Pathways students, CBCL is currently on a hybrid model with two societies in person at a time and there is a small team of students working on guiding diversity, inclusion, and social medicine in Foundations course. On the POM side, hospital and clinic visits are as usual and their virtual interview skills sessions has concluded.

With constantly changing guidelines, community engagement has largely shifted from virtual events to in-person interactions. However, Mr. LeComer stated that that virtual events allowed them to connect with communities beyond their own. They held a joint Harvard/Yale virtual tailgate and have made connections with other MA medical schools.

Ms. Saini briefly discussed the work done by students who supported the creation of an Office for Community-Centered Medical Education (OCCME) and discussed some of their aspirations for this office, which they hope will enhance their education experience by training the next generation of leaders in community-health through the development of relationships of trust, mutual respect and open communication with communities.

After some discussion, Dr. Rexrode thanked all the speakers and adjourned the meeting at 5:28 pm.