



HMS/HSDM Faculty Council

Faculty Council Minutes
May 11, 2022

Present: Abrams, Becker, Blackwell, Caradonna, Chang, Chen, Da Silva, Daley, D’Amico, del Carmen, Desrosiers, Gaufberg, Giannobile, Hatfield, Ingelfinger, Irani, Klig, Molina, Mullen, Murray, Nayak, Okereke, Park, Pian-Smith, Silver, Solomon, Spring

Guests: Bates, Hundert, Saldaña; Messrs. Boku, Callahan; Ms. Gonzalez

Staff: Mss. Hecht, Ryan, Williams.

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

Dr. Marcela del Carmen called the meeting to order at 4:02. Dr. del Carmen then asked for and received acceptance of the minutes from the April 11, 2022 meeting, as presented.

Dr. del Carmen introduced Dean William Giannobile, Dean of Harvard School of Dental Medicine.

Dean Giannobile provided a brief overview on the HSDM then invited Dr. Sang Park to present the HSDM admissions and match data.

Dr. Park mentioned that HSDM received 993 completed applications for 2021-2022 DMD admissions cycle, representing 7.3% increase over pre-pandemic application levels (AY 2019-2020). The pandemic has played a slight role in this increase, on trend with what is being seen nationally. She mentioned that the recruitment at HSDM is a hybrid model, with 5-10% being done in person.

Dr. Park stated that a GPA of at least a 3.6, and a DAT of 20 (AA) and above is preferred and that applications are holistically reviewed by multiple committee members. Regarding interview criteria, she mentioned interviews are extended to approximately 10% of the completed application pool. Generally, less than 5% receive an offer of admission. Regarding the interview process, applicants have two 1-1 interviews with Admissions Committee members, there are weekly presentations by interviewers to the Admissions Committee, applicant scoring is done anonymously.

As the Dental School completes their admissions process in the Fall, Dr. Park shared data for the incoming class of 2026:

- The overall GPA: 3.94
- DAT Scores:
 - Academic Average (AA): 24.74
 - Perceptual Ability Test (PAT): 23.14

Total Science (TS): 24.34

For the incoming class, Dr. Park provided the following demographics:

- 60% female: 40% male, consistent with historical trends

- 10% of incoming class are first generation college students (3)
- 25.7% of incoming class comprised of Black/African-American (4) and Hispanic American (5) students

Dr. Park shared the following reasons students choose HSDM:

- Integrated oral and general health approach
- Pass/Fail curriculum
- Small class size
- Resources and opportunities available in the Harvard environment
- Patient-centered comprehensive clinical care

Dr. Sang Park then presented data from the HSDM Match. The class of 2022 has 37 DMD students who will graduate. 22 of whom are entering hospital-based residencies. 95% of students go into specialty programs or pursue a post graduate education. She shared data on match rate and specialty program distribution, stating that oral surgery historically has the largest percentage of students matching.

After some discussion, Dr. del Carmen introduced Dean for Student Affairs, Dr. Fidencio Saldaña.

Dean Saldaña presented the annual data from Match Day. This year, 158 students will graduate. 146 HMS students matched in clinical training, internships, or residency programs. Like the last few years, 67% of students fall into three geographical regions: California, Massachusetts, and New York City. 44% matched at HMS-affiliated programs. Two students matched in oral and maxillofacial surgery programs, and ten will pursue nonclinical training. Dean Saldaña noted that 2 students did not match.

Dean Saldaña provided data on those underrepresented in medicine (URiM). There were 31 URiM students who entered into Match. 18/31 (58%) matched to HMS programs for any part of training. He shared that after a decline in 2020, there is now an upward trend of URiMs staying at HMS programs.

With regards to other trends and areas of concern, Dean Saldaña noted that students with Honors in medicine Sub-I have difficulty with interviews and that California programs are not giving as many interviews. On a positive note, trends show that 5th years/MD PhD students are staying at HMS programs. Regarding areas of improvement, Dr. Saldaña pointed out that the Office for Student Affairs has launched a specialty advising program and residency Match handbook as well as an improved Match process survey – OEQI.

Dean Saldaña also provided an update on the Office for Student Affairs. He walked the Council through the HMS career advising sessions the students receive from pre-PCE to post-PCE. He reported on a 4-year gift, the Christine, AB '97, MD '02 and Dave, AB '96 Ament Student Support Fund, which has helped fund various student related activities and individual student support. The list includes: Post-Match Celebration, 1st Year formal, Emergency travel for student, Emergency transportation for student, Assistance with board course for financially disadvantaged student, Community meals, Wellness programming, and Wellness mini-grants.

Dean Saldaña then took some questions.

Next, Dr. del Carmen introduced the Student Council, represented by Yoseph Boku, Class of 2025 Student President, and Selena Gonzalez, Class of 2025 Vice President of Operations, to give an update on student experience during the second half of the academic year.

Mr. Boku and Ms. Gonzalez reviewed the three Student Council goals and provided updates on events and programs. Ms. Gonzalez informed the Faculty Council that they continue to approve new student groups, having approved 17 over the last few months with 3 new applications waiting to be reviewed. They anticipate even more applications from their passionate classmates.

Fostering a culture of student wellness is still one of their top priorities. Becoming even more important after coming out of pandemic where wellness and mental health was not so great. They admitted that the Omicron variant in December 2021/January 2022 made them feel like regressing after coming to campus for a bit, but the lifting of the mask mandate, to allowing students to eat together, encouraged extracurricular activities this spring. A series of wellness events from May-June have been planned with generous support from the HMS Mental Health and Wellbeing Initiative. Mr. Boku and Ms. Gonzalez highlighted past and upcoming events including:

- Hip Hop Dance Class with Urbanity - May 8
- Succulents & Snacks - May 9
- Meet The Spouses - May 12
- Goat Yoga - June 7
- Watercolor Art - June 13
- Summer Solstice Picnic - June 21

Mr. Boku discussed another goal of the Student Council- increase the student body's engagement with local communities and support diversity initiatives at HMS. He mentioned that the Student Council efforts purposefully engage in communities like Roxbury, JP, and Mission Hill. The Student Council partnered with Dean Oriol and Dr. Duong to strategize and provide input in early years of the Office for Community Centered Medical Education (OCCME). They've played an integral part in identify partner organizations and pairing students with these community organizations. Mr. Boku mentioned there's been a lot of excitement in connecting with the incoming class of 2026 and telling them about all the community engagement opportunities offered here at HMS. During Revisit/Preview day, they gave a presentation and spoke about their service at shelters and research done with COVID and those incarcerated. It was a great way to show admitted students what are offered here at HMS and the institutional value for this community engagement early on.

Mr. Boku further discussed the Student Council's involvement with OCCME, started by advocacy of students who wanted to engage with community. To ensure its longevity and continuity they formed a new committee, Student Advisory Committee (SAC) of the OCCME. This advisory committee includes members from all class years (25) plus 2 co-chairs. This committee, separated into 2 sections, is community and student facing. On the community facing side, it pairs students with partner committee organizations where students will have opportunity to attend these community meetings held by those partnering organizations. On the student facing side, they will organize events for students such as a community engagement fair in the fall, create a community engagement newsletter/events calendar. He also noted that with students working in the community, there's a need for certain tools. Student Council sponsored training has provided students with specialized trainings, such as Narcan administration training lead by specialists from Fenway Health.

On the diversity side, Mr. Boku was happy to announce that starting in July 2022 there will be at least one all gender bathroom on the 2nd, 3rd, and 4th floors of Vanderbilt Hall. This is a huge win. Mr. Boku mentioned that admitted students have reached out asking about this, and now they can say “yes”. On the Vandy form students complete, there will be an option for gender diverse students allowing them to request being near an all gender bathroom. The Student Council is really happy to have this change.

Every year the first-year class makes a video, with the primary reason to show admitted students what HMS is all about, that yes, students study, but they also have a lot of fun, and the video is designed to give admitted students an inside look of being a student at HMS. This year’s video went viral in two weeks. With over 1.5M views over 2.5 weeks, seen in 188 countries with at least 10 views.

Mr. Boku and Ms. Gonzalez then took questions from the Faculty Council.

Next, Ryan Callahan, Director of Financial Aid, presented the financial aid report by showing charts listing tuition and fees, expected family contribution, and HMS scholarship for year 1-4. He also discussed the Dean’s Resilient, Excellence, Achievement, Compassion, and Helping the underserved (REACH) Scholarships and loan forgiveness programs.

Mr. Callahan stated that 72% of students receive some form of financial aid with the average annual scholarship of \$59,502. 1/3 of recipients received full scholarship covering tuition and fees. He also shared that the HMS average graduating debt has been declining over the last few years:

- HMS average graduating debt in 2021: \$105,041
- \$106,877 in 2020
- \$111,823 in 2019

He also provided the national average at private medical schools \$188,295.

Mr. Callahan reviewed the School’s Middle Income Initiative, which waives or reduces the parental contribution expected for HMS families with total income under \$150,000. 42% of financial aid recipients qualified. He also mentioned the Student Age Policy, explaining that for students who are age 29 or older as of October 1, 2021, the calculated parent contribution will be reduced by certain percentages based on student age.

Mr. Callahan reminded the Council of two loan forgiveness programs. The HMS Public Service Initiative provides debt relief to HMS graduating students pursuing careers in public service. The HMS Primary Care Program Loan Forgiveness provides debt relief to students matching in a residency program in primary care. Lastly, Mr. Callahan explained the HMS Emergency Fund was created to provide assistance to students with expenses directly related to the COVID-19 pandemic. To date they have awarded \$175,359. 201 students have received the fund with an average award of \$. With money still in this fund, Mr. Callahan stated that this program will continue in the future as a general MD Student Emergency Fund.

After some discussion, Dr. del Carmen thanked all the speakers and adjourned the meeting at 5:31 pm.