



HMS/HSDM Faculty Council

Faculty Council Minutes
October 10, 2022

Present: Agudo, Astley, Bauer, Becker, Bi, Biddinger, Caradonna, Chen, Daley, De Girolami, del Carmen, Desrosiers, Fregni, Giannobile, Goldstein, Greenberg, Haberer, Hatfield, Hedt-Gauthier, Huang, Ingelfinger, Irani, Katz, Landrum, Meyerson, Molina, Murray, Nayak, Parangi, Spring, Subramanian, Wagers

Staff: Mss. Hecht, Ryan, Spearman

This Faculty Council meeting was held in person at the Harvard Club of Boston for a welcome reception and dinner meeting.

Dean Daley welcomed members of the Faculty Council, thanking them for making time in their schedules to attend this year's kick-off dinner, something the Council hasn't been able to do since 2019 due to the COVID-19 pandemic.

The Dean stated that Faculty Council is vital to the governance of HMS and they are the members of the school's only democratically elected faculty body. He values the Council's advice and guidance on subjects of particular importance to the school's present and future.

The Dean further noted that beyond serving in an advisory capacity, Faculty Council is the body charged with considering and recommending action, via its voting power, on matters of utmost importance ranging from changes in HMS governance and policy to cases of possible student expulsion.

The Dean recognized the new Faculty Council members:

Judith Agudo
Christina Astley
Andie Bauer
Linda Bi
Paul Biddinger
Felipe Fregni
Erica Greenberg
Jessica Haberer
Lisa Henske
Ingrid Katz
Mary Landrum
Matthew Meyerson
Megan Murray (re-elected)
Sareh Parangi
Vicki Rosen
Nathaniel Treister

Dean Daley recognized this year's Chair, Rose Molina, and Vice Chair, Josh Goldstein. The three have met to discuss subjects for the Councils' consideration.

Next, the Dean shared his vision for the School as we emerge from the SARS-COV-2 Pandemic.

“My first goal is to enable individual achievement and promote the greatness of our faculty. I’ve been committed to recruiting, fostering, and retaining excellent faculty and building the infrastructure to support their research. Yet, I’m equally committed to fostering the collaborations and community to come together to address major societal changes. I strongly believe that we, as a community, can be so much more than the individual physicians, scientists, and labs, and can take on difficult topics like climate change, aging, cancer, the delivery of healthcare and be able to make a major impact.

As Dean, I’m also strongly committed to our educational mission. Our program in medical education provides our med students with the most well rounded and contemporary experience possible. We are now re-engineering the curriculum to prepare our students to be the physician-innovators of the future, by exposing them to the latest advances in wider array of subjects including artificial intelligence, health technology, and clinical informatics.

I am excited about the educational terrain unfolding in front of us. Through the HMS Office for Community Centered Medical Education, situated in both PME and our Center for Primary Care, we are developing meaningful relationships with the neighborhoods of Roxbury, Mission Hill, and Jamaica Plain. And importantly, we continue to seek philanthropy to support financial aid, so that no medical student graduates with such burdensome debt that their career choice is dictated more by practicality than by idealism and a desire to serve.

My third major focus is our culture and community. We endeavor to have a representative faculty and a student body that reflects the cultural richness and diversity of the patients we serve. Additionally, I feel particularly concerned about the state of mental health in this country and throughout the world. We simply need to do more to help people who are experiencing the pain of mental illness. Children and adolescents, people of color, and members of the LGBTQIA+ community are at particular risk. HMS will be part of the solution. And we hope to continue the faculty council’s work around faculty burnout and how we can share resources and support each other. “

Dr. Rose Molina took the podium. Dr. Molina is an Assistant Professor of Obstetrics, Gynecology and Reproductive Biology at Harvard Medical School (HMS) and the Faculty Director of both the Health Equity Curriculum Theme, the Medical Language Program at HMS, and serves as the Director of the OB-GYN Diversity, Inclusion & Advocacy Committee at BIDMC.

She thanked Ms. Lorien Hecht in the Dean’s Office for her organization and orchestration of the welcome dinner. Ms. Hecht is a key colleague in the Dean’s Office who spearheads the administration for much of the Council’s work.

She introduced Dr. Josh Goldstein who is serving as this year’s Faculty Council Vice Chair. Dr. Goldstein is a Professor of Emergency Medicine, Co-Director of the Center for Neurologic Emergencies and Vice Chair of Faculty Affairs for the Department of Emergency Medicine at MGH. He will be working with Dr. Molina on the Faculty Council docket committee, as well as step into the chair role if she unable to be present at a meeting.

Dr. Molina then announced this year’s docket committee:

- Christina Astley
- Teresa Chen
- Bethany Hedt-Gauthier
- Jessica Haberer
- Marcia Haigis
- Elisabeth Henske
- Lakshmi Nayak
- Olivia Okereke
- Radhika Subramanian
- Nathaniel Treister

Dr. Molina reviewed the charge of the Faculty Council and its role within HMS. She also discussed subjects that she's interested in having the Council explore during the year and gave a preview of topics already scheduled on the Faculty Council docket.

- In December, our meeting will start off with the annual Mentoring Awards, followed by receiving annual reports from EPCC, PRB, LEC, and hear from the Student Council.
- In early 2023, we will hear from Provost Alan Garber as well as hear from our Dean for Faculty Affairs on the state of the faculty.
- We would also like to spend one of our meetings focused on community engagement. We would hear from the Office for Community-Centered Medical Education as well as some of the students who are doing this work.
- Later in the spring we will hear the annual HMS and HSDM match and admission reports, and we will end the year with an in-person meeting and reception.

There are also some focus topics that she discussed with Dean Daley and Dr. Goldstein:

- We would like to continue to collectively work on diversity, equity, inclusion as well as mental health and wellness, especially in the context of where we are in the COVID-19 pandemic.
- We would also like to better understand and explore the relationship between HMS and the clinical affiliates, particularly with regards to expectations of faculty.
- We would like to make the monthly meetings more meaningful and have asked both Dean Daley and our Dean for Faculty Affairs how the Council can better serve them.
- As we did last year, we will be structuring the Faculty Council meetings to optimize engagement with all and will continue to use breakout rooms and ask the presenters to send materials to review in advance and limit their presentations to allow for more discussion with you all.

Before dinner was served, Dr. Molina asked the members to consider ideas they'd like the Council to cover this year.

After dinner, there was a group discussion that came from the conversations that happened at each table on topics they felt the Faculty Council should consider this year, and included:

- Promotions process
 - HCP/Primary Care track
- Equity in the workplace/describing the intricacies of HMS' relationships with the clinical affiliates

- Parental Leave policies
- Opportunities for faculty development/the promotion process
- Women accept roles that men might not
- How do we create equal opportunity?
- Recruitment of underrepresented faculty
 - Recruitment and retention of diverse faculty
 - Joan Reede to present
- Community Engagement
 - How do the hospitals and HMS engage with the community?
 - Most patients don't trust MGH
 - How can we learn from each other?
 - How can we operationalize community engagement?
 - We also need to reevaluate how we think about "community"
 - Jessica Haberer: Participate with OCCME: Office for Community Centered Medical Education- panel?
 - Student and faculty engagement
- HMS needs to engage on a national level
 - Deep reevaluation of HMS's role in the global health community
 - We need to come together and bring greater purpose
 - What is HMS's role in advocating for change and equity in global health, but also US health
- Collaboration/Harvard Image
 - How does Harvard communicate/ present itself?
 - We need to be collaborators not arrogant/out of touch
 - We should encourage collaboration
 - Angela DePace (Science Citizenship Initiative) → could be a great moderator of discussion
 - Danger of only representing the liberal half of America; discouraging to those on the conservative side to apply
 - The academic world comes off as hostile to half of America
 - Growing corporatization → we need to be thoughtful about what to prioritize
 - How do we promote academic time w/in conglomerates?
 - International research guidelines to engage more
- Climate Change
 - Health effects of climate at HMS (our response should be more robust)
 - Faculty council subcommittee
 - Gaurab Basu, MD → invite to speak about what they are working on...
- Abortion: What does the post-Row world mean for HMS?
 - Safety of female students, residents, faculty in anti-abortion states

Dr. Molina thanked everyone and mentioned she will be incorporating these ideas to the extent possible into the Faculty Council docket and discussions.

Dr. Molina adjourned the meeting shortly after 8:00pm.