



HMS/HSDM Faculty Council

Faculty Council Minutes
February 8, 2023

Present: Adelman, Agudo, Astley, Bauer, Becker, Bi, Biddinger, Caradonna, Chang, Chen, Daley, D’Amico, De Girolami, del Carmen, Desrosiers, Fregni, Gauferberg, Giannobile, Haberer, Haigis, Hatfield, Hedt-Gauthier, Henske, Huang, Ingelfinger, Irani, Katz, Meyerson, Molina, Nayak, Okereke, Parangi, Rosen, Subramanian, Treister, Wagers

Guests: Drs. Bleich, Golan, Hundert, Olveczky, Reede, Westlund; Mss. Gershengorn, Lewis, Olson

Staff: Mss. Hecht, Ivins, Ryan, Spearman

This Faculty Council meeting was held virtually, via Zoom.

Dr. Rose Molina called the meeting to order at 4:03pm and asked for and received approval for the January 11, 2023, meeting minutes as presented. Dr. Molina gave the Vice Chair Election Announcement. If Faculty Council members are interested in running, please send in submissions by Friday, February 24, 2023.

Next, Dr. Molina introduced Grace C. Huang, MD, Dean for Faculty Affairs at Harvard Medical School, to present on changes to the Faculty of Medicine charge. There was a motion to approve the changes to the Faculty of Medicine charge as outlined in the document sent in advance of this meeting. The Council voted and approved the changes to the Faculty of Medicine charge as follows:

HARVARD FACULTY OF MEDICINE

The Harvard Faculty of Medicine includes both Harvard Medical School and the Harvard School of Dental Medicine faculty. The faculty is organized into basic science and social science departments, departments based at the Harvard School of Dental Medicine and clinical departments at affiliated hospitals. Most faculty members are not Harvard employees nor are they based in Harvard facilities but instead are located at the affiliated hospitals and research institutions.

Responsibilities of the Faculty of Medicine

The Faculty of Medicine participate in diverse areas of teaching, research, clinical care, and academic administration. Subject to the overall governance of the University, **compliance with academic policies** and delivering the required courses of study are the responsibility of the Faculty of Medicine. Voting members of the Faculty of Medicine, which includes Professors, Associate Professors, Assistant Professors, **Professors of the Practice, Professors in Residence, Professors of Clinical X, 3-year senior lecturers, and 3-year lecturers**, are expected to attend scheduled faculty meetings if possible and to participate in the selection of members of the Faculty Council. Members of the faculty participate in faculty meetings and serve on school-wide standing committees and additional committees formed for faculty searches and reviews or special assignments. From time to time, members of the faculty may also be asked to serve on University

committees. Two meetings of the voting faculty take place each year, one of which involves the granting of degrees at Harvard Medical School and the Harvard School of Dental Medicine and both of which include the recognition of newly promoted professors.

Dr. Molina introduced Ara Gershengorn, JD, University Attorney, Office of General Council, to update the Council on the Harvard Admissions Case and Harvard and the Legacy of Slavery. Ms. Gershengorn explained the Students for Fair Admissions, Inc. (SFFA) allegations as well as the district court's decision. Ms. Gershengorn reported the Supreme Court questions presented and gave insight into the Supreme Court timeline. Ms. Gershengorn stated that Supreme Court decision on the Harvard Admissions Case is expected before the end of June 2023.

Dean Daley then added that UCLA is having a similar problem. Ms. Gershengorn mentioned that various states prohibit the consideration of race in admissions. She continued to explain that there are ongoing efforts to build a diverse pool of applicants at many universities. Ms. Gershengorn also mentioned that it is important to keep in mind that Harvard is under Title VI, which states that Harvard can't discriminate on the basis of race or ethnicity. There cannot be a pipeline to bring diverse students to the school. Dean Daley states that he is interested in thinking through reasonable alternatives to support the needs of these (African American / Latino) communities. Dean Daley explained that a statement will go out in anticipation of the SCOTUS decision to calm concerns. Stating that we will buffer any impact that is had.

A lengthy discussion ensued following Ms. Gershengorn's presentation. Ms. Gershengorn explained that Title VI is a more permissive consideration of race in admission.

Next, Dr. Molina introduced Sara Bleich, PhD, Vice Provost for Special Projects at Harvard University, to give an overview of the Harvard and the Legacy of Slavery. She discussed the seven recommendations made by the Presidential Committee on Harvard and the Legacy of Slavery.

- The first recommendation aims to engage and support descendant communities by leveraging Harvard's excellence in education, by focusing on the creation, expansion, and dissemination of learning opportunities, including curricular and pedagogical innovations. It is also suggested that Harvard partners with local colleges and non-profits who serve students from disadvantage backgrounds.
- The second recommendation aims to honor enslaved people whose labor facilitated the founding, growth, and evolution of Harvard through memorialization, research, curricula, and knowledge dissemination
- The third recommendation is to develop enduring partnerships with Historically Black Colleges and Universities (HBCU). Dr Bleich mentioned that there are already a number of strong partnerships with HBCUs that focus on research and education which is aa testament to the fact that across the University there's so much already happening that is in support of this initiative that was going on in many cases long before this initiative started
- The fourth recommendation aims to identify, engage, and support direct descendants of people who were enslaved on Harvard's campus so we have launched what's called the Harvard and the Legacy of Slavery remembrance project that's led by Richard Cellini. Dr. Bleich provided a link to an article in The Gazette back in October which talks about the launch of this effort <https://news.harvard.edu/gazette/story/2022/10/university-appoints-richard-cellini-to-lead-legacy-of-slavery-remembrance-program/>

- The fifth recommendation focuses on honoring and engaging Native Americans or Native communities and part of the recommendation was a commitment to plan and hold a conference on Native Americans at Harvard. Dr. Bleich mentioned that this is coming in November 2023 and it's being led by Dan Carpenter and Dr. Joe Gone from the Harvard University Native American Program (HUNAP)
- The sixth recommendation is the establishment of the fund to support this work which is the \$100 million endowment and that piece is complete
- The seventh, and final, recommendation is ensuring the institutional accountability to do this work and so that's underway with the creation of Dr. Bleich's role and building a team and we're building infrastructure to manage the implementation activities

Dr. Bleich ended by saying a few words about how she hopes that we all can begin working together as they are trying to look for areas of synergy across the University to avoid duplication and provide a line of sight about a lot of the relevant stuff happening across campus. She mentioned that they are also looking for ways to facilitate collaborative activities across the University as well as connect with external groups. She encouraged members of the Faculty Council to reach out if they have ideas or if suggestions.

Dr. Molina opens the meeting to discussion and mentioned the anti-racism curricula within the health equity theme at HMS. A lengthy discussion ensued following Dr. Bleich's presentation.

Dr. Molina thanked Ms. Gershengorn and Dr. Bleich and introduced the next two speakers. The Faculty Council Docket Committee invited a couple speakers from some of the Harvard clinical affiliates to share about diversity equity inclusion and belonging initiatives, particularly to think about measures of impact and sharing if there have been particular successes that could be potentially shared across some affiliates. She had asked these speakers to bring forward questions that they have that the Faculty Council could be helpful in terms of helping them work through and how their opinions could be useful to them in terms of things that they're actively wrestling with.

Dr. Molina introduced Dr. Danielle Olveczky, a hospitalist and director of the Center for Diversity, Equity and Inclusion at Beth Israel Deaconess Medical Center (BIDMC),

Dr. Olveczky presented some slides labeled "Striving Towards Inclusive Excellence" emphasizing using the word "strive" as an intentional commitment and that BIDMC is still on the journey that started over 100 years ago when BIDMC was founded to serve the underserved and those who were discriminated against. BIDMC has a very diverse community of patients, and Dr. Olveczky shared a graph depicting the higher percentage of patients of color at their medical center. Dr. Olveczky then focused her presentation on trainees and Boston's need. Dr. Olveczky also mentioned that the quintupling of the BIDMC budget has led to many more events that focus on mentorship, recruitment, community outreach.

Dr. Molina introduced Elena Olson, JD, Executive Director of the Center for Diversity and Inclusion at Massachusetts General Hospital. Ms. Olson stated that the center has been around for 31 years. There is a larger effort happening across all MGB. Anti-racism agenda is at the core of where MGH has been working. Three pillar areas include leadership(/employees/culture), patient care, and Community Health & Policy Advocacy. An example from the legal policy space that Ms. Olson mentioned was developing incident reporting processes and code of conduct for staff and patients regarding anti-racism. Their team has grown considerably. Ms. Olson then touched on a few of the challenges and lessons that they have learned. She included that advancing diversity, equity and

inclusion is a marathon, not a sprint, and that though there are many structural barriers, partnership and investing in leadership is critical.

Dr. Joan Reede, Dean for Diversity and Community Partnership, thanked Dr. Olveczky and Ms. Olson and began the Diversity Equity and Inclusion and Belonging Initiatives Panel. Dr. Reede reiterated that partnership between diversity and admission offices is critically important.

A rich discussion followed the presentations. Ms. Olson reiterated the importance of building a diverse force of trainees to ensure diversity at the faculty level and funding loan repayment programs that will help people stay. What is it about the culture of HMS that will attract a diverse taskforce and keep them here? Dr. Olveczky mentioned that it is difficult to attract a diverse faculty without a diverse taskforce of trainees. Trainees are also asking to see our faculty. Ms. Olson mentioned that cross pollination is key. This is essential for the recruitment of all, not just black and brown people, because people from all different backgrounds are interested in diversity.

Dr. Molina thanked all the speakers and then opened the meeting for discussion with the Council. A lengthy discussion took place, and Dr. Molina adjourned the meeting at 5:30 pm.