



HMS/HSDM Faculty Council

Faculty Council Minutes
October 3, 2023

Present: Aguayo-Mazzucato, Bauer, Becker, Bi, Biddinger, Chen, Cluett, D'Amore, Daley, Gehrke, Giannobile, Goldstein, Greenberg, Hedt-Gauthier, Henske, Ingelfinger, Irani, Kaban, Mathis, Meyerson, Morton, Murray, A. Nazarian, R. Nazarian, Parangi, Royce, Spring, Stern, Treister, Wagers, Wu

Guests: Dr. Paul

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.

The Dean stated that Faculty Council is vital to the governance of Harvard Medical School (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:

Cristina Aguayo-Mazzucato, PhD, MD (BIDMC/Joslin-Medicine)
Hao Wu, PhD. (HMS/BCH- Biological Chemistry & Molecular Pharmacology)
Leonard Bruce Kaban, MD, DMD (HSDM/MGH- Oral and Maxillofacial Surgery)
Matthew Harris, PhD (HMS/BCH- Genetics)
Diane Mathis, PhD (HMS-Immunology)
Anupam Bapu Jena, MD, PhD (HMS-Health Care Policy)
Lee Gehrke, Ph.D (HMS-Microbiology)
Jennifer Cluett, MD (BIDMC- Medicine)
Theodore Allan Stern, MD (HMS- Psychiatry)
Celeste Royce, MD (BIDMC- Obstetrics, Gynecology and Reproductive Biology)
Rosalynn Nazarian, MD (MGH- Pathology)
Cynthia Casson Morton, PhD (BWH-Obstetrics, Gynecology and Reproductive Biology)
Ara Nazarian, PhD (BIDMC- Orthopedic Surgery)
Helen Alice Shih, MD (MGH-Radiation Oncology)
Teresa Chia-Ching Chen, MD (MEE-Ophthalmology)
Patricia A. D'Amore, PhD (MEE/SERI- Ophthalmology)
Amy Jo Wagers, PhD (FAS-Stem Cell and Regenerative Biology)

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

Next, the Dean touched on the lessons he has learned as the Dean of HMS and what he is doing to support our faculty. He explained that his most basic responsibility is to maintain the fiscal health and stability of HMS, since this is the bedrock of our ability to do our good work. Dean Daley then described specific ways that the school is supporting research and faculty development. He noted increased investments in core facilities and the prioritization of HMS-managed funding programs, which raise philanthropic dollars centrally but distribute resources across the HMS community. He stated that these support systems promote research collaboration on the Quad and alliances between scientist at HMS and our affiliates. Dean Daley touched on supporting faculty development by demystifying the promotions process, and mentioned that Dr. Grace Huang, Dean for Faculty Affairs, will be meeting with the Council later in the year to share the “state of the faculty” as well as the important process improvements her team has instituted. Then, Dean Daley noted another reassuring trend, the growth in the percentage of HMS department chairs, who come from backgrounds traditionally underrepresented in medicine or medical leadership.

On the topic of medical education, Dean Daley discussed the new dean for medical education, Dr. Bernard Chang, and his vision for medical education. Dr. Chang will present at the December Faculty Council meeting.

Next, Dean Daley noted important prerequisites to the widespread adoption of AI in the realm of research and health care delivery, specifically injecting computational proficiencies throughout our campus. He stated that we are capitalizing on the strengths of our Department of Biomedical Informatics through the development of a PhD track for AI in Medicine within the Biomedical Informatics PhD program. He noted that the students of HMS need to become well-versed in these clinical opportunities — while remaining mindful of potential pitfalls. Dean Daley stated that the ultimate goal in using AI will not be to replace scientists, health care workers, staff, or educators, it will be to harmonize the use of large language models in medical practice with the critical reasoning skills and compassionate delivery of care that only humans can deliver.

Dr. Josh Goldstein took the podium. Dr. Goldstein is a Professor of Emergency Medicine at Massachusetts General hospital. He thanked Ms. Lorien Hecht and Ms. Zoe Spearman in the Dean’s Office for their organization and orchestration of the welcome dinner. Ms. Hecht and Ms. Spearman are key colleagues in the Dean’s Office who spearhead the administration for much of the Council’s work.

He introduced Dr. Lisa Henske, who is serving as this year’s Faculty Council Vice Chair. Dr. Henske is Professor of Medicine at Brigham and Women’s Hospital, as this year’s Faculty Council Vice Chair. She will be working with him on the Faculty Council docket committee as well as step into the chair role if he unable to be present at a meeting.

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

- We want to discuss how AI can improve the faculty experience, and how it might even be able to remove barriers and lower hurdles for faculty so that they can spend more time and mental energy on their teaching and research.
- We also remain committed to considering diversity, equity and inclusion at all of our meetings, and will continue to consider this an important frame for our work.

- Finally, we want to engage with and share with the Dean how the clinical pressures and changing landscape of hospitals into healthcare systems impacts us and our engagement with the academic mission. I know George is keen to understand our experience.
- In November, we will start our work with presentations from Ara Gershengorn from Harvard's Office of General Counsel on the Supreme Court decision in the admissions case, and Kristin Bittinger, the HMS Dean for Faculty and Research Integrity, on the newly adopted anti-discrimination, and anti-bullying policies that apply to all faculty.
- In December, our meeting will start off with the annual Mentoring Awards, followed by receiving annual reports from EPCC, BRP, LEC, and hear from the Student Council.
- Later in the spring we will hear the annual HMS and HSDM match and admission reports. We will also hear from Grace Huang, our Dean for Faculty Affairs about the state of the faculty.

Dr. Goldstein also explained that we are hoping to hold both our February and June meetings in person. Dr. Goldstein thanked the Council for committing their valuable time to the HMS Faculty Council.

After dinner, Dr. Goldstein thanked everyone for their time and adjourned the meeting at approximately 7:30pm.