



HMS/HSDM Faculty Council

**Faculty Council Minutes
February 14, 2024**

Present: Aduayo-Mazzucato, Becker, Bauer, Bi, Chen, Cluett, Daley, del Carmen, Fregni, Gehrke, Greenberg, Haberer, Harris, Hedt-Gauthier, Henske, Huang, Katz, Mathis, Morton, Murray, A. Nazarian, R. Nazarian, Royce, Shih, Stern, Wu

Guests: Drs. Awwad, Chang, Cheruiyot, Golan, Gould, Muto, Segal, Shin, Skowyra, Tchio, Westlund; Mss. Ivins, McBride, Rojas, Saleh

Staff: Mss. Hecht, Ryan

This Faculty Council meeting was held in person at HMS in the Waterhouse Room.

Dr. Lisa Henske welcomed the Faculty Council and called the meeting to order around 4:06pm. Since this meeting was in person, she asked everyone to introduce themselves before getting to the agenda. Dr. Henske asked for and received approval for the January 10, 2024, meeting minutes as presented. She gave the Vice Chair Election Announcement. Dr. Henske explained that the Vice Chair will carry out a two-year term, first as Vice Chair and second as Chair of the Faculty Council. She stated that this role is very important to the school and that HMS is a place where the deeper you get the more amazing it is. Dr. Henske explained that in advance of each monthly Faculty Council meeting, the docket committee convenes and both the Vice Chair and Chair attend. The chair also is a member of Dean's Leadership Committee. Dr. Henske stated that all eligible members will receive notice and that the ballot will be distributed via email on March 4th. The Vice Chair elect will be announced at the March 13th meeting.

Dr. Henske then introduced Jim Gould, PhD, director of Postdoctoral Affairs at HMS. Dr. Gould shared two pre-reads in advance of this meeting. One was his 2022 postdoc office strategic plan, and the other was a recent NIH ACD report on re-envisioning the postdoc. Dr. Henske also mentioned that a few postdocs will join Dr. Gould and give introductions.

Dr. Gould explained that the Office of Postdoctoral Fellows (OPF) works to enhance the development and experience of the postdoctoral community by recognizing postdoc contributions, establishing valuable programming, encouraging individual responsibility, fostering effective mentoring, cultivating a sense of community, implementing the National Postdoctoral Association (NPA) core competencies, and supporting the HMS/HSDM Postdoc Association (HMPA) & HMS Black Postdoc Association (HBPA). Dr. Gould touched on the postdoc training curriculum fleshing out the intricacies of the early postdoc, mid postdoc, the international lab and the late postdoc curriculums. Next, Dr. Gould reviewed the postdoc training phases, including career planning and professional development opportunities. Then, Dr. Gould delved into the reach of OPF. He explained their approach, while touching on the annual numbers and cross-campus scope, including recruitment efforts. Dr. Gould also presented on the importance of mentoring and professionalism in the OPF, before focusing on their strategic plan. This section of Dr. Gould's presentation focused on the challenges, initiatives and priorities of OPF. He explained that mediation is typically handled by the Ombuds Office as he tends to advocate for postdocs. He broke down the HMS Postdoc Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis. After this, Dr. Gould gave an overview of the enhanced postdoctoral experience, which included the following: recruitment & retention, postdoc experience, and research excellence. He also stated NIH Re-envisioning the Postdocs: Guiding Principles and Recommendations. These recommendations include the following:

- Recommendation 1: Increase pay and benefits for all NIH-supported postdoctoral scholars.
- Recommendation 2: Create and expand mechanisms to support the full talent pool of postdoctoral scholars.
- Recommendation 3: Facilitate the transition of postdoctoral scholars into their next career stage, including roles beyond academic faculty.
- Recommendation 4: Promote training and professional development of postdoctoral scholars and their mentors.
- Recommendation 5: Support safe and diverse perspectives and research environments within institutional research programs.
- Recommendation 6: Improve means to measure and share postdoctoral scholars' career progression.

Then, each postdoc spoke. First, Abigael Cheruiyot, PhD, Co-Chair of the Harvard Black Postdoc Association and Postdoc at Joslin Diabetes Center introduced herself. She explained that at times she feels isolated. She stated that the association has been helpful and supportive and has given her space to share experience, offer advice and think about ways to improve. She had a science symposium in December, which helps to elevate academic careers as well as offer opportunities for support and networking. She also mentioned role models.

Next, Michael Skowyra, PhD, Co-Chair of the Harvard Medical Postdoc Association and Postdoc at Harvard Medical School spoke. Mike pre-dates the HMS OPF and works with OPF to try and complement what that office offers. This includes mentoring events, and raising awareness of issues. He also explained that the Harvard Medical Postdoc Association (HMPA) is the reason the OPF exists.

Following Dr. Skowyra, Cynthia Tchio, PhD, Co-Chair of the Harvard Black Postdoc Association, and Postdoc at Massachusetts General Hospital introduced herself to the Council. She spoke to the feeling of this being a home away from home. She also explained that the resource and tools for preparation of OPF are great assets.

Dr. Henske then opened the floor to questions from the Council. One Council member asked a question regarding the NIH plan for postdocs, specifically for retention and attraction. Another Council member asked a question about unionization as a threat—what is going on and why is this a threat? The postdocs explained that they have to negotiate what they do. If postdocs are treated better, they will be better. The compensation is not equal.

Next, Dr. Henske introduced Dr. Roz Segal, Dean for Graduate Education for a brief presentation on Masters programs, Masters students, and opportunities for faculty involvement. Dr. Henske explained that following Dr. Segal's presentation, the graduate students would also introduce themselves, their programs, and their future plans.

Dr. Segal gave an overview on the Master of Medical Science Programs including: Clinical Investigation, Immunology, Global Health Delivery, Medical Education and Biomedical Informatics, which are each 2 years, if full time, as well as the Master of Science Programs, including: Master of Bioethics, Master in Clinical Service Operation, Master of Healthcare Quality and Safety, and Master of Science in Media Medicine and Health, which are each 1 year, if fulltime. The Master of Medical Science Programs include a thesis and the Master of Science Programs include a capstone project. Next Dr. Segal explained that composition of the master program, she mentioned that they will be

adding the following three new programs: Therapeutics, Clinical Research and Social Medicine. Then, Dr. Segal delved into HMS masters admissions. By year, she broke down number of applications, and percent selectivity and yield. She explained that the yield rate varies by program (59% - 98% in 2022) and that the selectivity rate varies by program (29% - 60% in 2022). She projected a map and explained that their students come from all over the world, many from the US. Next, Dr. Segal touched on opportunities for faculty engagement including mentoring for capstone/thesis, teaching in courses, and reading/evaluating written theses.

Then, Fiona McBride, Biomedical Informatics Student, introduced herself to the Council. She explained that she has a background in Biology and that she carried out a summer computational project. During this project she learned how to code and loved that work. Ms. McBride then touched on her 1-year capstone project, where she had the opportunity to take electives. She described how all of her experience solidified the type of work she wants to do.

Next, Omnia Saleh, Second Year Clinical Investigation Student, introduced herself. She explained that there is not much cross over between the clinical setting or academic and research settings unless you are at a university hospital. Omni spoke from her experience during the pandemic, and how she got papers but did not know how to read them. Now, she has one published paper and 1 ready for submission. She also explained that she had a great mentor.

Then, Sofia Rojas, Biomedical Informatics Student introduced herself to the Council. She explained that she is in the Nils' lab and that she has a DBMI index scholarship. Ms. Rojas stated that she is surprised by the diversity of thought and the enrichment of the experiences. She explained that it is easy to find people who will think of new ideas.

Next, Aya Awwad, MD, Clinical Investigation Student and the Director of Policy and Advocacy for the Master's Student Council introduced herself. She explained that she came across the program while in medical school and she spoke highly about her experience. She wanted for research after her Fulbright scholarship and she came for the translational track of the clinical investigations program.

After the graduate students spoke, a discussion ensued.

Dr. Henske thanked everyone for their participation. She welcomed everyone to stick around for the reception and adjourned the meeting at approximately 5:30pm.