



May 10, 2021 Faculty of Medicine Meeting Minutes

This meeting was held virtually via Zoom due to the COVID-19 Pandemic.

Dean Daley called the meeting to order, welcomed members and guests, and requested approval of the minutes of the Faculty of Medicine meeting of December 14, 2020, which were provided in advance of the meeting. The minutes were approved, as submitted.

Dean Daley then called on Dr. Arthur Kleinman, Professor of Medical Anthropology in the Department of Social Medicine, to read the memorial minute on Chester M. Pierce, MD.

Chester Middlebrook Pierce, MD 1927-2016

Chet Pierce, as he was universally known, was one of the most distinguished psychiatrists in Harvard Medical School's long history. Born in 1927 in Glen Cove on Long Island in New York, he graduated from Harvard College in 1948 and from Harvard Medical School in 1952. Chet trained in psychiatry at the University of Cincinnati, was on active duty as a Commander in the United States Navy and split his junior faculty years between the University of Cincinnati and the University of Oklahoma. He returned to Harvard in 1969 as Professor of Education and Psychiatry in the Graduate School of Education and Harvard Medical School.

As a 6' 4" 240 lbs. Tackle and End for the Crimson Football team, Chet played for four years and, in 1947, the same year Jackie Robinson became the first Black player in Major League Baseball, Chet became the first Black athlete to play on a segregated College football field south of the Mason-Dixon line when Harvard played the University of Virginia. That singular experience, during which a greatly hostile crowd screamed invectives and racist slurs, as well as his daily life as a Black man in America made racism, racial disparities and White-Black interpersonal relations central to both his personal and academic concerns. Chet called racism a public health problem long before American Society recognized it as such. He became an expert, as he put it, on how Whites when engaging with Blacks tended to dominate time and space, mobility and energy. That insight became part of Chet's theory of the everyday microaggressions and humiliations suffered by people of color in America, and the possibility for "canalizing" anger in more productive ways, much as he himself had done on the playing field and throughout his impressive academic and clinical life.

Standing tall, erect and well dressed, and looking distinguished even well into his retirement, Chet was humble to a fault and kind in all his relationships. Yet for all that, he like other African American academics of his era lived with the painful realization that racism was structured into the fabric of America and Harvard.

His achievements were many and impressive. Because of his work on human behavior in extreme conditions, a mountain in Antarctica is named Pierce Peak. His early contributions to the study of the impact of culture, race, and unequal international relations on mental health were recognized when the Massachusetts General Hospital's Division of Global Mental Health was named for him. Chet also won the American Psychiatric Association's Human Rights Award; was the Founding Chair of the Association

of Black Psychiatrists of America; and was a past-President of the American Orthopsychiatry Association and of the American Board of Psychiatry and Neurology. He was a consultant to the NIH, the National Research Council, the US Airforce, the Peace Corps, the NBA, the NFL, NASA, and to Children's Public TV (both Sesame Street and the Electric Company). His research covered a very wide variety of topics from the consequences of violence and Ghetto life, to enuresis, sleep pathology, sports psychology, stress and behavioral pathology in the Arctic, the training of psychiatrists, and the psychiatric consequences of racism. In 1962 he was a coauthor in Science of an article on the effects of LSD on an elephant, which is a long story all to itself well known to his many psychiatric mentees at the Mass General and his close friends.

Chet was an early member of the IOM, now the National Academy of Medicine, member of the American Academy of Arts and Sciences, an Honorary Fellow of the Royal College of Psychiatry in the United Kingdom and of the Royal Australian and New Zealand College of Psychiatry. Harvard commissioned a portrait of Chet which hangs still today in the Junior Common Room of Lowell House. Chet died on the 23rd of September 2016.

Chet was a great mentor and his supervision of residents was legendary both for its high quality and for its inevitable segues into discussion of the sports he loved. He mentored numerous people across an array of disciplines who went on to also have distinguished careers including many Black psychiatrists. Those who were fortunate to spend time with Chet were enriched by sincerely, unspoken communications endowed with the auras of empathy, respect and inspiration.

Once at a monthly luncheon meeting with one of us (AK), Chet said in his soft and lowkey voice that in spite of all the honors he had received, he never in his three decades on the Harvard faculty had felt comfortable, owing to the everyday humiliations and microaggressions that characterized racial relations at Harvard. In light of the Black Lives Matter movement about systemic racism in our country it seems particularly important to consider this sad revelation. Chet was the very embodiment of a distinguished professor and a Harvard career. Yet, even this highly accomplished and award-winning academic could not escape the awful toll of racism's systemic structural effects. It is high time Harvard Medical School recognize Chester Middlebrook Pierce in an enduring and meaningful way to signify this Faculty's commitment to racial justice.

Respectfully submitted,

Arthur Kleinman, MD, Chairperson

Anne E. Becker, MD, PhD

Felton J. Earls, MD

David C. Henderson, MD (Boston University School of Medicine)

Augustus A. White, MD, PhD

Dean Daley requested that the memorial minute be inscribed on the permanent records of the Faculty of Medicine.

Dean Daley then invited Dean Becker to introduce the newly appointed professors.

Dean Becker recognized 22 individuals who were recently promoted, or appointed, to the rank of Professor at Harvard Medical School by reading their names.

Michael Agus, Professor of Pediatrics, Boston Children's Hospital
Bernard Chang, Professor of Neurology, Beth Israel Deaconess Medical Center
Bing Chen, Professor of Pediatrics, Boston Children's Hospital
Raymond Chung, Professor of Medicine, Massachusetts General Hospital
Rachael Clark, Professor of Dermatology, Brigham and Women's Hospital
Daniel Dickstein, Professor of Psychiatry, McLean Hospital
Sharmila Dorbala, Professor of Radiology, Brigham and Women's Hospital
Devin Eckhoff, Professor of Surgery, Beth Israel Deaconess Medical Center
Karen Kuhlthau, Professor of Pediatrics, Massachusetts General Hospital
Thorsten Mempel, Professor of Medicine, Massachusetts General Hospital
Ralph Metson, Professor of Otolaryngology Head and Neck Surgery, Massachusetts Eye and Ear
Vitaly Napadow, Professor of Radiology, Massachusetts General Hospital
Mizuki Nishino, Professor of Radiology, Brigham and Women's Hospital
Elyse Park, Professor of Psychology in the Department of Psychiatry, Massachusetts General Hospital
Annapurna Poduri, Professor of Neurology, Boston Children's Hospital
Daniel Polley, Professor of Otolaryngology Head and Neck Surgery, Massachusetts Eye and Ear
Ali Raja, Professor of Emergency Medicine, Massachusetts General Hospital
Alexander Rotenberg, Professor of Neurology, Boston Children's Hospital
Guergana Savova, Professor of Pediatrics, Boston Children's Hospital
Bala Subramaniam, Professor of Anaesthesia, Beth Israel Deaconess Medical Center
Sengwee Darren Toh, Professor of Population Medicine, Harvard Pilgrim Health Care Institute
Kathy Warren, Professor of Pediatrics, Dana-Farber Cancer Institute

Next, Dean Daley introduced Dr. Valerie Dobiesz, Joint Committee on the Status of Women's (JCSW) Dean's Award Faculty Chair.

Dr. Dobiesz reported that a subcommittee of the JCSW sought nominations for this award from the entire HMS/HSDM faculty. She then announced that the JCSW recommended to Dean Daley that Dr. Alexa Kimball be honored with the Joseph B. Martin Dean's Leadership Award for the Advancement of Women Faculty.

Dean Daley read excerpts from the nomination letters and asked Dr. Kimball to say a few words. Dr. Kimball expressed her gratitude for receiving the award.

Dr. Dobiesz then described the Dean's Award for the Enhancement of Women's Careers which was initiated in 2019 in collaboration with the Dean's office, to recognize faculty members committed to the advancement of women at Harvard Medical School and Harvard School of Dental Medicine, but may not be in a position in their career to promote and retain women faculty. The Award was named the "Shirley Driscoll Dean's Leadership Award for the Enhancement of Women's Careers" to honor Dr. Driscoll, the first faculty co-chair of the Joint Committee on the Status of Women in 1973.

This year, the JCSW recommended to Dean Daley that Dr. Miriam Bredella be honored with the "Shirley Driscoll Dean's Leadership Award for the Enhancement of Women's Careers."

Dean Daley read excerpts from the nomination letters. Dr. Bredella expressed her gratitude for receiving the award.

Dr. Dobiesz next described the Dean's Award for an Emerging Leader in Women's Careers, initiated in 2021 in collaboration with the Dean's Office, to recognize a more junior faculty member making an impact. The JCSW has recommended to Dean Daley that Dr. Ingrid Katz be honored with the inaugural "Dean's award for an Emerging leader in women's careers".

Dean Daley read excerpts from the nomination letters. Dr. Katz expressed her gratitude for receiving this award.

Dean Daley then turned to the presentation of candidates who were recommended for the M.D. Degree, Masters Degrees, and Honors in a Special Field, noting that the names of the candidates were listed in the material distributed electronically, in advance of the meeting.

Dean Daley called upon Dr. Edward M. Hundert, Dean for Medical Education, who asked for the faculty to vote to approve the 161 candidates for the M.D. Degree. The faculty voted and approved these candidates for graduation.

Dean Daley then called upon Dr. Rosalind Segal, Dean for Graduate Education, who asked the faculty to vote to approve 50 candidates for the Master of Medical Sciences Degree, 10 candidates for the Master of Biomedical Informatics Degree; 34 candidates for the Master of Bioethics Degree; 24 candidates for the Master in Clinical Service Operations, and 13 candidates for the Master of Healthcare Quality and Safety Degree. As a formality, Dean Segal also asked the faculty to approve 1 student who met all requirements for the Master of Biomedical informatics and 3 students met all requirements for the Master of Medical Sciences who graduated in November 2020 as well as 14 students meet all requirements for the Master of Biomedical Informatics who graduated in March 2021.

The faculty voted and approved the early graduates and the candidates for the May graduation.

Dean Daley next called upon Dr. Patricia D'Amore who asked for the faculty to vote to approve the 16 students recommended for *cum laude*, and 19 for *magna cum laude*. The faculty voted and approved these candidates for graduation.

Dean Daley congratulated the graduates.

Dean Daley then introduced Dr. William Giannobile, Dean of the Harvard School of Dental Medicine. Dean Giannobile became dean in September 2020 and is an educator and leader in the field of periodontology and an internationally recognized scholar in oral regenerative medicine, tissue engineering, and precision medicine.

Dean Daley invited Dean Giannobile to present the candidates for the D.M.D. Degree and the Doctor of and Master of Sciences in Oral Biology.

Dean Giannobile presented the HSDM Class of 2021: 34 DMD candidates; 5 candidates are requested to be approved for the D.M.D. for Honors in a Special Field; 2 D.M.D. with General Honors magna cum laude and 2 with General Honors cum laude. 16 candidates are recommended to receive the Master of Medical Science degree and 10 candidates are recommended for the Doctor of Medical Sciences degree. The faculty voted and approved these candidates for graduation.

Next, Dean Daley introduced Dr. Kathy M. Rexrode, the HMS/HSDM Faculty Council chair to give a report from the Faculty Council.

Dr. Rexrode explained that the Faculty Council is a representative organization consisting of elected members of the voting faculty who serve three-year terms. The electoral structure is designed to assure proportional representation across disciplines and institutions. The Dean of the Faculty of Medicine attends the monthly meetings of the Council. The Faculty Council advises the Dean in the formulation of major changes to policy for the Schools of Medicine and Dental Medicine. Members of the faculty may propose amendments to the bylaws and/or recommend changes to policies through any Faculty Council representative. The Council submits recommendations for consideration to the Dean on major policy issues. They also receive reports from standing and administrative committees of the Faculty of Medicine, and other ad hoc committees of the Dean.

For the AY 2020-2021, the Faculty Council focused its discussions by asking all invited guests to consider using a diversity, equity and inclusion lens. The Council thought about the diversity of the faculty and how it can support diversity, equity, inclusion and anti-racism throughout the HMS community.

The Council was additionally supported by two subcommittees that continued their work from last year (AY 2019-2020). The first subcommittee, the governance subcommittee, engaged in a review of the districting and seat allotment. On Wednesday May 12, 2021, this group will present their recommendations to the faculty council. Additionally, members of faculty council advocated for a subcommittee on climate change. This group will also present at faculty council on Wednesday, May 12th and has been particularly focused on working towards a comprehensive approach towards climate change and climate as a health emergency.

Moreover, Faculty Council is focused on learning from the student body and being responsive to their needs. This past year they heard from the students about the fall semester, how they fostered community and support for each other despite learning remotely and how they have transitioned to campus. The Council will hear from the students again at the June 9th. The Council always considers how it can support HMS students. Last year, they shared about financial aid and the REACH program, a need-based four-year scholarship that has been established to provide funding to a select group of incoming MD students who demonstrate Resilience, Excellence, Achievement, Compassion and commitment to Helping the underserved. Faculty Council worked with the Dean of Education to send an appeal for contributions to the REACH fund after hearing about its dramatic impact from the students.

The Faculty Council also thinks deeply and strategically about how it can support the faculty—in creating a positive learning and work environment, about the diversity of the faculty and how the Council can support diversity, inclusion and belonging, and in providing resources and support for faculty. Through the year, the Council also engaged in the impact COVID-19 has had on faculty and steps that the faculty council can take to support faculty and their mental health and well-being.

Dr. Rexrode encouraged the faculty to consider running for faculty council. Details about the election are distributed to the faculty over the summer. Additionally, Faculty Council minutes are posted on the [faculty council website](#) as well contact information if you have questions or concerns that you'd like the faculty council to consider. Dean Daley thanked Dr. Rexrode on behalf of the faculty, for her leadership of faculty council. He then gave the following updates.

The Dean thanked the faculty and congratulated them on their promotions and awards presented today. He noted that we've all worked so hard to understand this pandemic and contribute to solutions that can help those afflicted locally and around the world and that now, more than ever, it is important to recognize the hard work and sacrifices the faculty have made during this challenging and tragic time.

Dean Daley listed adjustments HMS made this past year highlighting that we decreased work in some labs, then ramped back up again when conditions allowed. He also shared that some students, faculty, and staff were brought back, and HMS is now preparing to bring even more of our community back to the Quad this fall.

Dean Daley noted that our first-year MD and DMD students entering last year were the only class in our schools' history to receive their white coats virtually and they undertook their first semester studying remotely from all corners of the globe. He stated that they were finally able to join in person for the spring semester, and our heroic faculty continued to prove themselves dedicated, creative, and resourceful by finding inventive new ways to provide enriching educational experiences even from a distance.

The Dean noted that in April, the 2021 graduating class participated in the school's second virtual Match Day ceremony. Nearly half placed at HMS-affiliated programs.

He also shared that the HMS community has made notable contributions to the pandemic effort. In particular, the Dean is extremely proud of the work done by the Massachusetts Consortium on Pathogen Readiness (MassCPR) which he convened here at the start of the pandemic in concert with colleagues at the Guangzhou Institute of Respiratory Health in China. These members of our scientific, clinical, and biopharmaceutical ecosystem have engaged in a remarkable response to the COVID-19 pandemic.

The Dean stated that last March, shortly after it was formed, MassCPR announced an urgent call for proposals for projects that addressed key aspects of COVID-19. Despite being given only one-week turn-around time to write their applications, 448 applications from across the Commonwealth were received and MassCPR has currently awarded \$17.6 million to support 64 high-impact research projects and shared resources across 15 partner institutions. One year later, MassCPR encompasses hundreds of scientists, clinicians, and public health experts at 17 Massachusetts universities, academic medical centers, and institutes all working collaboratively to tackle a global threat. Going from novel virus to vaccines in less than a year is a testament to what can be done when we support and engage in these vital collaborations, creating a path to recovery for all.

At HMS, the combination of the basic science and clinical research efforts has packed a formidable punch. Last July Brigham and Women's served as a clinical research site for a 30,000-person phase three clinical trial to evaluate the Moderna vaccine. Dr. Lindsey Baden, an HMS associate professor of medicine and an infectious disease specialist, was co-principal investigator on the study. Dr. Baden is also a co-lead of a MassCPR working group on clinical management and outcomes research. Dr. Dan Barouch, William Bosworth Castle Professor of Medicine at Beth Israel Deaconess Medical Center, is spearheading development of the J&J vaccine and is one of the co-leads of our MassCPR vaccine working group. That group is now forging ahead with research on virus variants. We are not nearly out of the woods yet, but the work that has been done is truly remarkable and we have every reason to be proud and optimistic.

The convening power of HMS, so wonderfully illustrated by MassCPR, has primed for advances in other areas as well. Dean Daley next discussed therapeutics and computational biomedicine. He noted as follows.

In January of 2020, Mark Namchuk, PhD, joined HMS as executive director of therapeutics translation, after 24 years in research and development in the biotech industry at Alkermes and Vertex. Dr. Namchuk and his team are making substantial progress toward advancing therapeutics research, accelerating the translation of discoveries toward important medicines, and training the inventors of those future medicines. This work has engaged and vitalized the HMS faculty. He's also been an integral part of MassCPR, co-chairing the therapeutics working group. Additionally, he's already developed a key partnership with AbbVie that involves a \$30 million collaborative research alliance with AbbVie to study and develop therapies against emergent viral infections, with a focus on those caused by coronaviruses and by viruses that lead to hemorrhagic fever.

Last summer, Robert Gentleman, PhD, joined HMS as the founding executive director of the Center for Computational Biomedicine. Dr. Gentleman was previously vice president of computational biology at 23andMe and has quickly devised an exciting, strategic computational plan to advance HMS in the artificial intelligence and computational biomedicine arena.

Next, Dean Daley addressed the structural deficiencies and inequities that are rife within the U.S. health care system, which the pandemic has intensified, causing indigent people, older people, and people of color to bear the brunt of this crisis. HMS is working to address structural racism in our health care system by beginning at the beginning — as many medical schools across the country are doing — in our classrooms, in our labs, and in our community.

Most recently, the Program in Medical Education Task Force to Address Racism, made up of 150 faculty, student, and staff members, put in long hours examining the school's learning environment, curriculum, faculty and staff development, admissions processes, assessment practices, and student affairs. Their findings and recommendations were recently presented to the Educational Policy and Curriculum Committee, and an implementation plan is forthcoming.

HMS is also making a concerted effort to diversify the faculty and create an environment where all educators and students can thrive. The school embarked on an important initiative to expand the diversity of scientists on the Quad who are employed directly by HMS. After reviewing recruitment data for the past 10 faculty searches and noting that there were excellent candidates from underrepresented backgrounds but often they were not hired because searches were narrowly focused on a specific scientific subspecialty, an initiative was launched to counter this narrow focus on "scientific fit". This initiative allowed the school to search for and hire up to four faculty positions in one round of recruitment. The school sought candidates who, in addition to exceptional scholarship, have demonstrated a commitment to our mission and community values, which include advancing diversity and inclusiveness.

Dean Daley also mentioned the submittal of a grant proposal to the NIH FIRST (Faculty Institutional Recruitment for Sustainable Transformation) grant program which aims to enhance and maintain inclusive excellence in the biomedical research community. Together with the school's affiliate institutions and sister schools, HSDM and the Chan School, we have committed to bringing 20 additional members of our community in through this initiative. He is confident that all of these

efforts, and more, will move us in the direction we need to get- toward a more diverse and inclusive community that will better reflect and serve our patients.

Dean Daley thanked the faculty for their time, congratulating them on their achievements and adjourned the meeting at 5:00pm.