

THE HARVARD CRIMSON

PROFILE

Conversation with Linkin Park's Mike Shinoda



OPINION

Happy 150th to The Harvard Crimson



THE UNIVERSITY DAILY, EST. 1873 | VOLUME CL, NO. 13 | CAMBRIDGE, MASSACHUSETTS | FRIDAY, APRIL 28, 2023

HOLOCAUST



'Hate Ends Now' Exhibit Shown at Widener

YARD DISPLAY. University Provost Alan M. Garber and other administrators spoke at a ceremony in front of a reconstructed cattle car exhibit, which aims to educate visitors and combat hatred.

SEE PAGE 5

KENNEDY SCHOOL

Affiliates Call for Well-Being Support

HKS LETTER. Hundreds of Harvard affiliates signed a letter asking Harvard Kennedy School Dean Douglas W. Elmendorf to commit to a plan for policy changes for better mental well-being at the school.

SEE PAGE 8

VISITAS



Harvard College Welcomes New Admits

NEW STUDENTS. Prospective students attended classes, an extracurricular, an academic fair, and other programming during the two-day event, expressing excitement despite rainy weather.

SEE PAGE 8

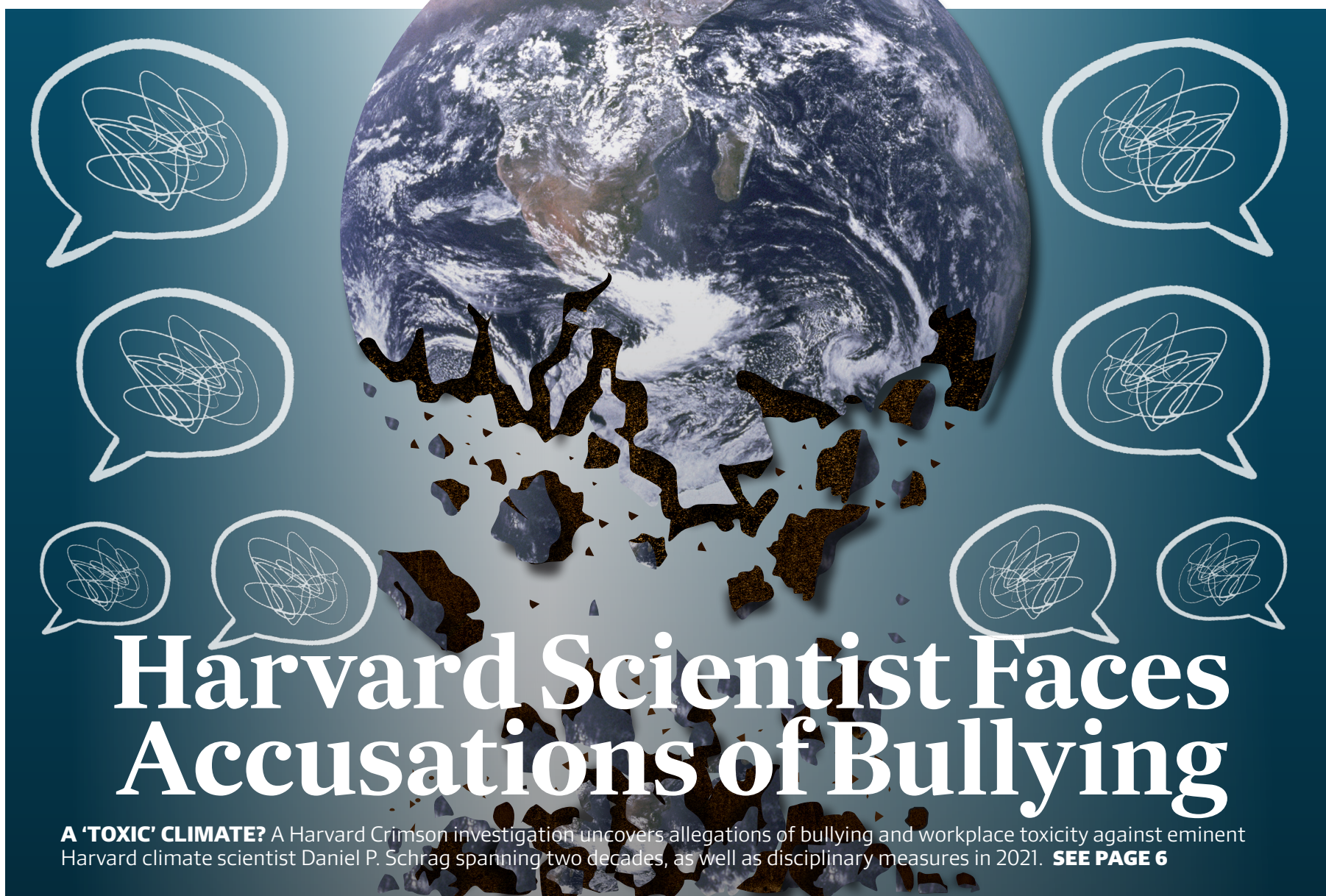
ARTS

mxmtoon Talks Vulnerability

ARTIST PROFILE. Singer-songwriter mxmtoon discusses her musical beginnings and other creative endeavors while opening up about how fame from a young age has shaped her music.

SEE PAGE 13

EARTH AND PLANETARY SCIENCES



SAMI E. TURNER—CRIMSON DESIGNER

LIEBER

Former Harvard Chemist Charles Lieber Avoids More Prison, Will Serve 6 Months House Arrest

BY MILES J. HERSZENHORN AND ELIAS J. SCHISGALL
CRIMSON STAFF WRITERS

Former Harvard chemistry professor Charles M. Lieber was spared additional time in prison — time that the judge on Wednesday and ordered to serve six months of house arrest after he was convicted of lying to government investigators about his ties to China.

Judge Rya W. Zobel '53 sentenced Lieber to one day in prison — time that the chemist had already served following his arrest — during a hearing at the John Joseph Moakley United States Courthouse, as well as two years of supervised release including half-a-year of house arrest and a \$50,000 fine. Lieber, who appeared in the courtroom wearing a surgical mask,

hugged his attorney Marc L. Mukasey after the hearing.

Lieber, 64, was also ordered to pay \$33,600 in restitution to the Internal Revenue Service, an estimate for the federal tax revenue lost due to his failure to report his income from the Thousand Talents Program in 2013 and 2014. He had already paid the sum in a pre-sentence payment.

Mukasey told The Crimson after the sentencing hearing that he was "happy with the way it turned out."

"Justice was done," Mukasey added, before declining to comment further. Lieber declined to answer questions from a reporter as he left the courthouse.

Lieber was arrested on Harvard's campus in 2020 and charged with making false statements to authorities investigating his relationship with the Wuhan University of Technology and involvement in

the Thousand Talents Program, a Chinese government initiative to bring foreign researchers to the country.

Harvard placed Lieber on administrative leave immediately after his arrest and replaced him as chair of the Chemistry and Chemical Biology Department. Lieber was convicted of six felony charges — four tax offense charges and two counts of making false statements — following a six-day trial in December 2021. Lieber's conviction was a key victory for the Department of Justice's controversial China Initiative, which shuttered in 2022.

Lieber's attorneys previously asked the court in a sentencing memorandum on Friday to spare Lieber from prison with a non-custodial sentence, citing his battle with advanced non-Hodgkin lymphoma.

Prosecutors sought a sentence of 90 days in prison followed by a year of su-

pervised release — in addition to more than \$180,000 in fines and restitution — proposing to balance Lieber's health concerns against the severity of his offenses, according to a sentencing memo filed by the government on Sunday.

Lieber is currently in remission, according to a note from his doctor included in the defense's sentencing memo. The note added that the median duration of remission following Lieber's treatment is three years and his cancer remains incurable.

In February, Lieber quietly retired from his post as a University Professor, Harvard's highest faculty rank. Prior to this, Lieber had been on paid administrative leave from the University since 2020.

During the hearing, Assistant U.S.

SEE PAGE 5

BACOW

Bacow to Meet Student Leaders After Swatting

BY MILES J. HERSZENHORN J. SELLERS HILL NIA L. ORAKWUE AND CLAIRE YUAN
CRIMSON STAFF WRITERS

Harvard President Lawrence S. Bacow agreed on Friday to meet with a group of Black student leaders after Harvard University Police Department officers earlier this month ordered four Black undergraduates out of their rooms at gunpoint while responding to a false 911 call in a "swatting" attack.

Dozens of student organizations co-signed an open letter of demands to top Harvard officials last week calling on the University to release a statement addressing the April 3 attack, which took place in Leverett House, an undergraduate dormitory. At least five HUPD officers armed with assault rifles and riot gear raided the suite at around 4:15 a.m., instructing the students to exit their rooms with their

hands raised.

In addition to other complaints, the letter criticized administrators for waiting more than 60 hours before first issuing a statement about the attack, calling the silence "a failure in leadership."

According to the letter, members of co-signatory organizations planned to stage a demonstration during Visitas — the College's admitted students weekend, which took place from April 23–24 — if the University did not respond to the letter's demands by the first day of Visitas.

Black Students Association President Angie Gabeau '25 confirmed Monday that Bacow responded to the letter and agreed to meet with a group of student representatives.

"The University has gotten back to us," said Gabeau, a Crimson Editorial editor. "They requested to have a meeting with five individuals who would represent the collective of people who wrote and

SEE PAGE 8

FAS SURVEY

61% of Faculty Approve of Gay's Appointment

BY RAHEM D. HAMID AND ELIAS J. SCHISGALL
CRIMSON STAFF WRITERS

A warm welcome to one president, and an ambivalent goodbye to another.

Harvard faculty who responded to The Crimson's annual survey of the Faculty of Arts and Sciences said they were largely satisfied with FAS Dean Claudine Gay's tenure and recent election to Harvard's presidency.

Just over 61 percent of surveyed faculty said they were "extremely" or "somewhat" satisfied with Gay's election to the Harvard presidency.

In contrast, faculty respondents offered mixed opinions on the tenure of Harvard's outgoing president, Lawrence S. Bacow, with only 42 percent of faculty respondents indicating that they were satisfied with his tenure.

The Crimson distributed its survey to more than 1,300 members of the FAS and

the School of Engineering and Applied Sciences, including tenured and tenure-track professors, non-tenure-track lecturers, and preceptors. The survey collected demographic information and opinions on a range of topics, including Harvard's academic atmosphere, life as a professor, and political issues.

The anonymous 124-question survey received 386 responses, including 234 fully-completed responses and 152 partially-completed responses. It was open to new responses between March 23 and April 14. Responses were not adjusted for possible selection bias.

The first installment of The Crimson's faculty survey focused on faculty opinions on the controversy surrounding professor John L. Comaroff, as well as Harvard's Title IX procedures. As Gay prepares to assume Bacow's position in Massachusetts Hall, this second installment explores faculty views on Harvard's

SEE PAGE 4

IOP

State Rep. Pearson Talks Gun Reform



GUN REFORM. Tennessee State Rep. Justin J. Pearson and March For Our Lives co-founder David M. Hogg '23 discussed the dynamics of state politics, gun reform, and right-wing criticism at a Wednesday evening Harvard Institute of Politics forum. Wednesday's event comes three weeks after Pearson and Tennessee State Rep. Justin Jones, both Democrats, were expelled from and later reappointed to the Tennessee House of Representatives after leading gun reform protests on the house floor in violation of the body's decorum rules. BY THOMAS J. METE AND NEIL H. SHAH—CRIMSON STAFF WRITERS

ALUMNI

Four Receive 2023 Harvard Medals



DISTINGUISHED SERVICE. Four Harvard affiliates will receive the 2023 Harvard Medal for "extraordinary service" to the University, the Harvard Alumni Association announced last Thursday. Wellesley College President Paula A. Johnson '80, former HAA Director Philip W. Lovejoy, businessman Antonio Madero, and federal judge Rya W. Zobel '53 will be presented with medals during Harvard Alumni Day on June 2. Awarded for the first time in 1981, the Harvard Medal seeks to recognize service in "as many different areas of University life as can be imagined." BY CLAIRE YUAN—STAFF WRITER

PUBLIC HEALTH

HSPH Launches Center for Mindfulness



MINDFULNESS. The Harvard School of Public Health launched the Thich Nhat Hanh Center for Mindfulness on Wednesday with funding from a \$25 million gift from an anonymous donor. HSPH announced the donation and creation of the center in a Monday press release. The center will focus on advancing scientific research and evidence-based approaches to mindfulness, which is the practice of centering oneself in the present moment. The center aims to empower individuals worldwide to live a fulfilling and happy life through education and training in mindfulness. BY MARINA QU—CRIMSON STAFF WRITER

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AROUND THE IVIES

The Week in Photos

YALE STUDENT GROUP CALLS FOR IMPROVEMENTS TO CAMPUS MENTAL HEALTH SERVICES

An activist student group, Students United Now, rallied during Bulldog Days — Yale's visiting weekend for admits — to call for improved mental health services on campus. The University defended both its systems, saying students with complicated financial backgrounds would require more back-and-forth between the student in the office, and emphasizing its investments in Yale's Mental Health and Counseling offices.

THE YALE DAILY NEWS

COLUMBIA FALLS IN U.S. NEWS GRADUATE SCHOOL RANKINGS

In a briefly-published preview of the U.S. News & World Report's 2023–24 graduate school rankings, Columbia's law and medical schools both fell several places, moving both out of the top five. In statements, deans of the two graduate schools criticized the methodology of U.S. News's rankings as "misaligned" with their goals. U.S. News has already delayed the publishing of its rankings because of an "unprecedented number of inquiries."

THE COLUMBIA SPECTATOR

GRADUATE STUDENT WORKERS AT PENN RALLY IN SUPPORT OF BETTER WORKING CONDITIONS

Hundreds of the University of Pennsylvania's graduate student workers rallied on Wednesday, calling on the school to improve their working conditions and environment. The rally took place two days Graduate Students Together — a group of more than 1,900 graduate and undergraduate student workers at the school — signed authorization cards for a union.

THE DAILY PENNSYLVANIAN

BROWN STUDENTS TESTIFY IN SUPPORT OF RESOLUTION IN RHODE ISLAND STATE HOUSE

Three members of Brown University student organization Brown Votes testified in the Rhode Island State House last month in support of the state's House Joint Resolution 5770. The bill aims to introduce a ballot question regarding amending the state's constitution to allow same-day voter registration. John Bellaire, Logan Tullai, and John Cronin — all sophomore college students at Brown University — testified at the hearing. Cronin said that each member of Brown Votes was given approximately three minutes to provide their testimony.

THE BROWN DAILY HERALD



HOLOCAUST REMEMBRANCE DAY EXHIBIT IN YARD

HATE ENDS NOW. University Provost Alan M. Garber spoke at the opening ceremony of the Hate Ends Now touring exhibit, which aims to combat hatred and educate visitors about the Holocaust. BY CLAIRE YUAN—CRIMSON PHOTOGRAPHER



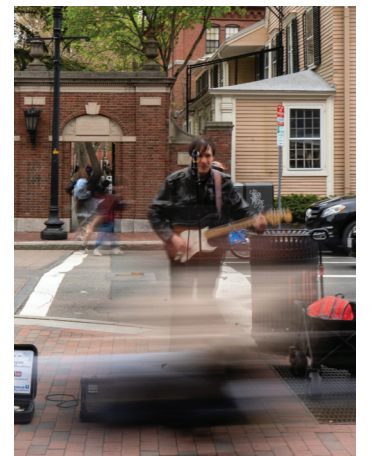
Read more at [THECRIMSON.COM](https://thecrimson.com)



INSTITUTE OF POLITICS FORUM. Journalist Christo Grozev, "Navalny" film producer Shane Boris, and Harvard Kennedy School professor Julia A. Minson '99 discussed the deteriorating health of jailed Russian opposition leader Alexei Navalny at a Tuesday Institute of Politics forum. "Navalny" is an Oscar-winning documentary that discusses the plot to kill former Russian presidential candidate Navalny, a prominent critic of Russian President Vladimir Putin. BY SOFIA CHAVEZ PACHECO—CRIMSON PHOTOGRAPHER



SENTENCING. Former Harvard professor Charles M. Lieber leaves John J. Moakley Courthouse following his sentencing hearing. BY ELIAS J. SCHISGALL—CRIMSON PHOTOGRAPHER



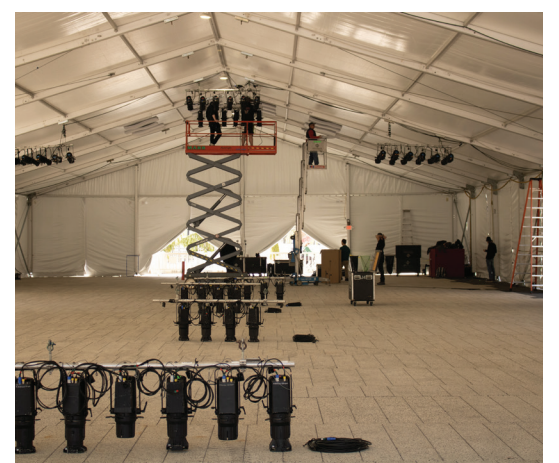
SPRINGTIME SONG. As the weather turned warmer, performers and music returned to the streets of Harvard Square this week to welcome in the spring. BY JOEY HUANG—CRIMSON PHOTOGRAPHER



HUCTW PROTEST. Members of the Harvard Union of Clerical and Technical Workers and other protesters rallied in front of Smith Campus Center on Wednesday. HUCTW includes more than 5,000 members and represents Harvard's largest labor union, covering every school and department. BY FRANK S. ZHOU—CRIMSON PHOTOGRAPHER



BOOKSTORE EVENT. Julia Lee spoke at a Harvard Bookstore event in conversation with Henry Louis Gates Jr. and Jamaica Kincaid. BY EMILY L. DING—CRIMSON PHOTOGRAPHER



ARTS FIRST. Harvard prepared to host its annual Arts First Festival between April 27 and April 30. The festival is an annual showcase of art by students, faculty, and other affiliates and is supported by the Board of Overseers. BY FRANK S. ZHOU—CRIMSON PHOTOGRAPHER

IN THE REAL WORLD

HOUSE REPUBLICANS PASS DEBT LIMIT BILL

House Republicans narrowly passed a bill to raise the debt ceiling on Wednesday, in an effort to force President Biden to negotiate on spending reductions. The bill proposes cutting government spending by almost 14 percent at the expense of the Biden administration's signature healthcare and climate legislation. According to the New York Times, the legislation is likely dead on arrival in the Democratic-controlled Senate.

BIDEN ANNOUNCES 2024 BID, TRIGGERING GOP RESPONSE

After weeks of anticipation, Biden released a short video on Tuesday which announced his 2024 re-election campaign. The video focused on the question of personal freedoms, with Biden claiming that the Republican party and its candidates pose a threat to the rights of American citizens. Soon after Biden released the video, the GOP responded with a short video of dystopian images of Biden's second term, which, according to Axios, were AI generated.

DISNEY SUES DESANTIS, CONTINUING BATTLE WITH FLORIDA

Disney filed a First Amendment lawsuit against DeSantis for his "targeted campaign of government retaliation". This litigation follows the Florida State Government ending Disney's ability to self-govern its resort, a position the state advanced after Disney criticized a Florida education law which prohibited discussion of sexual orientation in public school classrooms.

XI AND ZELENSKY CALL ON WEDNESDAY

On Wednesday, China's leader Xi Jinping and Ukrainian president Volodymyr Zelensky spoke in an hourlong phone call. According to Zelensky, the call was a "long and meaningful" conversation about the war and China-Ukrainian relations. Despite this, the New York Times reported that China's official summary did not include the word "war" nor did it include reference to the Russian offensive.

MONTANA GOP EXILES TRANSGENDER LAWMAKER FROM LEGISLATIVE SESSION

Republican members of the Montana House of Representatives barred Montana State Rep. Zoey Zephyr from participating in their legislative session. Zephyr reported to work on Thursday from a hallway bench. According to the New York Times, Republican lawmakers sought to block Zephyr from participating after her comments on a proposed ban on gender-affirming medical care for children.

What's Next

Start every week with a preview of what's on the agenda around Harvard University

Friday 4/28

A CONVERSATION WITH YOON SUK YEOL, PRESIDENT OF THE REPUBLIC OF KOREA

John F. Kennedy Jr. Forum, 4 p.m. - 5 p.m.
The IOP will host a special Forum with South Korean President Yoon Suk Yeol, who will start the event with a speech on the challenges of freedom before moving into a moderated discussion and Q&A.

Saturday 4/29

MEN'S LACROSSE VS. YALE

Jordan Field, 12 p.m. - 2 p.m.
Harvard Men's Lacrosse will host Yale in an Ivy matchup on the Jordan Field at noon. Each student in attendance will receive a laptop sticker of their House crest. The House with the largest turnout will get free pizza during finals week.

Sunday 4/30

HARVARD CHORUSES AND HARVARD-RADCLIFFE ORCHESTRA PRESENTS VERDI REQUIEM

Sanders Theater, 3 - 5 p.m.
Harvard-Radcliffe Orchestra and the Harvard Choruses (which include Harvard Glee Club, Radcliffe Choral Society, and Harvard-Radcliffe Collegium Musicum) will present a performance of Verdi's Requiem.

Monday 5/1

ASK WITH EDUCATION FORUM: THE REAL WORLD OF COLLEGE

Longfellow Hall, 6 - 7 p.m.
Join Bidy Martin, the former President of Amherst College and a President in Residence at the Harvard Graduate School of Education, in a conversation with Wendy Fischman and Howard Gardner, authors of "The Real World of College: What Higher Education Is and What It Can Be" to discuss challenges facing higher education.

Tuesday 5/2

MINDFULNESS SELF-CARE FOR STUDENTS OF COLOR

Virtual, 4 p.m. - 5:30 p.m.
Hosted by CAMHS, the group focuses on building and sharing meditative practices for students of color. Participants will learn cognitive mindfulness-based stress reduction skills to cope with different situations. The group meets every Tuesday from 5 - 6:30 p.m.



Wednesday 5/3

PRESIDENT'S INNOVATION CHALLENGE HOSTED BY ILAB

Klarman Hall, 6 - 7 p.m.
The President's Innovation Challenge is Harvard's annual celebration of entrepreneurship and innovation. You will hear live pitches from 25 finalist teams, and discover who will receive a share of \$515,000 in funding.

Thursday 5/4

GREEK AND ROMAN ART FROM THE LOEB COLLECTION

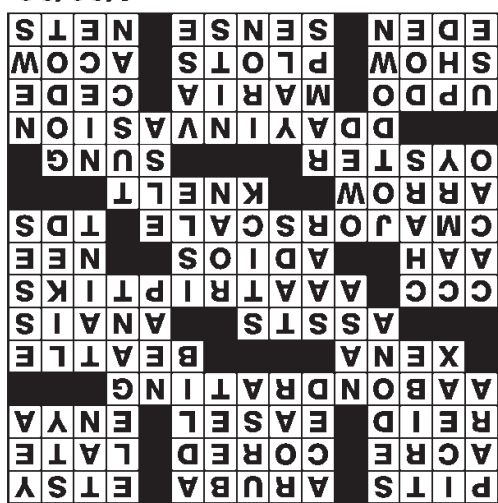
Harvard Art Museums, 12:30 - 1 p.m.
The museum staff members will present a gallery talk on the exhibit "A World Within Reach: Greek and Roman Art from the Loeb Collection." The exhibit looks at issues of power, desire, and wonder in antiquity and today by delving into small-scale ancient Greek and Roman art.

Friday 5/5

LONGEVITY: THE ROLE OF EPICS

Snyder Auditorium, 3 - 5 p.m.
The Harvard T. H. Chan School of Public Health's Department of Epidemiology will host the 7th Cutter Symposium. Three distinguished speakers will discuss connections between epidemiology and life expectancy in light of the Covid-19 pandemic and opioid crisis.

4/28/23



Answer to previous puzzle

SPRING HAS SPRUNG



JULIAN J. GIORDONO—CRIMSON PHOTOGRAPHER

Newsday Crossword

EASTERN BORDERS by Mark McClain
Edited by Stanley Newman
www.stanxwords.com

ACROSS
1 A matter of fit
5 Covert acquisition
10 Brand of foam blasters
14 Norse god
15 Book of Ruth figure
16 Toyota logo element
17 Interior design nicely
19 Underwater name of Verne and Pixar
20 "Me too!"
21 Span
23 Doesn't get to play
25 Swing in a ring
26 Workout venue
29 Cracker topper
35 No longer cool
37 Beyoncé voice role in the *Lion King* remake
38 Sounds from a barn
39 Besides that
40 Element next to carbon
41 Cook's collection
42 Requisite
43 Insubstantial bookmarks
44 Airy courtyards
45 Pandemonium
48 Sloppy spot
49 Pick for a job
50 Doesn't zip it
52 ___ succeed (make every effort)
57 Rejoices rudely

DOWN
1 Barnyard beasts
2 "Peculiar" prefix
3 Element next to copper
4 Turn out to be
5 Connected to opportunities
6 DC ballplayer
7 Fraud, for instance
8 Mideast leader
9 Stew morsel
10 Eligible for overtime
11 Unceasingly
12 Barrels into Memphis
13 Solid sheet
18 In readiness
22 Verbal commitment
24 Spanish title
26 Tuckered out
27 Neo- opposite
28 Good quality
30 Too soon
31 Partially melted
32 Metaphor for opportunities
33 "I see"

34 Thought provoker
36 Sleep aids
40 Increased some
44 Copious
46 Washroom, in brief
47 Scouts honored
51 Some convertibles
52 Something cut from a quarry
53 Antler point
54 Artist Magritte
55 Voice-training topic
56 Means of escape
58 Dismounted
59 Twice-daily riser
60 Email folder
63 Science major, for short

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FAS SURVEY FROM PAGE 1

Surveyed Faculty Approve of Gay's Election

top administrators.

FAS spokesperson Rachael Dane and University spokesperson Jason A. Newton declined to comment on the survey results.

Larry and Claudine

Surveyed faculty indicated general satisfaction with Gay's tenure as FAS dean and viewed her election to the presidency optimistically, while offering decidedly more lukewarm opinions of Bacow's term.

Just over 34 percent of surveyed faculty said they were extremely satisfied with Gay's election, with 27 percent saying they were somewhat satisfied. More than 9 percent said they were somewhat dissatisfied and more than 8 percent said they were extremely dissatisfied with Gay's election.

Just under 69 percent of ladder faculty said they were satisfied with Gay's election to the presidency, compared to approximately 53 percent of non-ladder faculty. Around 21 percent of ladder faculty said they were dissatisfied, compared to 15 percent of non-ladder faculty.

In total, a similar majority of respondents — 58 percent — said they were satisfied with Gay's tenure, with 25 percent and 33 percent indicating they were "extremely" or "somewhat" satisfied, respectively. Under 13 percent said they were somewhat dissatisfied, compared to approximately 9 percent saying they were extremely dissatisfied.

More than 67 percent of ladder faculty said they were satisfied with Gay's tenure as FAS Dean, compared to approximately 49 percent of non-ladder faculty.

Roughly equal percentages of ladder and non-ladder faculty respondents — 21 percent and 22 percent, respectively — said they were dissatisfied with Gay's tenure.

When it came to the current president, a plurality of respondents — just under 35 percent — were neither satisfied nor dissatisfied with Bacow's tenure. Just over 14 percent of faculty said they were extremely satisfied, while more than 28 percent said they were somewhat satisfied. More than 17 percent of faculty said they were somewhat dissatisfied with Bacow's tenure, and approximately 5 percent said they were extremely dissatisfied.

In the 2018 faculty survey, conducted shortly after President Bacow was announced as the University's 29th president, around 46 percent of surveyed faculty said they were satisfied with the choice while 46 percent said they were neither satisfied nor dissatisfied.

This year, a plurality of respondents — more than 37 percent — did not agree or disagree that Bacow had represented their interests well. Nearly 34 percent of respondents said Bacow had done so, with just over 29 percent disagreeing. In comparison, 48 percent of respondents said Gay represented their interests well, with approximately 28 percent disagreeing.

The Social Sciences division — from which both Bacow and Gay hail — had the highest percentage of faculty who said Bacow and Gay represented their interests, with figures of 40 percent and 63 percent, respectively.

Surveyed faculty from the Social Sciences division also approved of the selection of Gay by the largest margin — nearly 69 percent.

Similar to the reaction to the December announcement of her election, many faculty celebrated Gay's election to the presidency in an open-response question asking faculty their opinions on her selection.

One respondent praised Gay's tenure as FAS dean, writing, "As an FAS Dean, Claudine Gay has

been an effective administrator and she acted with integrity in tough situations. The best senior administrator I have ever served under."

"She was an exceptional Dean and will be an equally exceptional president," another wrote.

One respondent offered a more ambiguous reaction, writing that Gay "is razor sharp and an impressive consensus builder but I have yet to sense whether there is anything like a bold agenda."

On the other hand, some faculty disapproved of Gay's election, with one respondent writing, "Dean Gay does not support the sciences at Harvard, and we are becoming a second-rate research institution as a result."

Two respondents took issue with her interactions with non-tenure-track faculty, with one writing that they were "concerned by her lack of support," and another writing, "The things she's said and done regarding non-tenure-track faculty are egregious and profoundly disrespectful."

"She acts like she sees us as second-class citizens here, and has participated in initiatives and committees that have actively and deliberately curtailed our professional opportunities here at Harvard," the response added.

Around 90 percent of faculty said the gap between Harvard faculty and administration had widened over the years, with just under 10 percent saying it had not.

More than 71 percent of respondents said faculty should have more power in FAS and University governance, while less than 1 percent of respondents said they should have less.

Approximately 66 percent of respondents said faculty authority had waned over the past several years, while 2 percent of respondents said it had increased. Just under 32 percent of respondents

said faculty authority had remained the same. A greater proportion of ladder than non-ladder respondents — just under 78 percent compared to over 52 percent — said faculty authority had diminished.

Just over 52 percent of respondents said they had attended a faculty meeting within the past six months, but approximately 68 percent of respondents said they did not feel it was an effective forum for faculty to express their interests.

A majority of respondents — nearly 58 percent — said that they preferred the in-person meeting format, compared to 42 percent of respondents who preferred the virtual format.

Those who had attended a faculty meeting within the past six months indicated greater preference for in-person meetings — approximately 67 percent — while a majority of those who had not — 51 percent — preferred virtual meetings.

After briefly returning to an in-person setting following the pandemic, Gay announced in October 2022 that FAS meetings — with the exception of the year's final meeting — would be held virtually going forward.

FAS Dean Search

As Gay prepares to assume the presidency on July 1, some faculty spoke to The Crimson this spring about what they wished her successor as FAS dean would prioritize. Surveyed faculty were also asked about their aspirations for the next dean in an open-response question.

In a free-response question, faculty offered a range of candidates for the next FAS dean from across the University. Four respondents suggested Government professor Danielle S. Allen, a former Massachusetts gubernatorial candidate who leads the Edmond and Lily Safra Center for

Ethics, as a candidate.

Four other respondents proposed current Arts and Humanities Dean Robin E. Kelsey and three proposed Science Dean Christopher W. Stubbs. Two proposed Harvard College Dean Rakesh Khurana, and one suggested Social Sciences Dean Lawrence D. Bobo.

One respondent objected specifically to Kelsey, one to Stubbs, and two to Bobo.

Reached via email, Stubbs declined to comment on respondents' answers. Bobo, Kelsey, and Allen did not respond to requests for comment.

In an email, College spokesperson Jonathan Palumbo referred The Crimson to a February interview with Khurana, who strongly signaled at the time that he plans to remain in his current position.

"The answer remains the same," Palumbo wrote.

In recent interviews with The Crimson, Stubbs declined to comment on whether he was interested in taking the helm of the FAS, while Bobo said he did not want the position. Kelsey has not been available for an interview with The Crimson this semester.

Two respondents called for an external candidate, with one suggesting choosing a candidate from Yale or the University of Chicago.

Only 21 percent of respondents said they felt adequately included in the selection process for the next FAS dean, while more than 42 percent of respondents said they did not feel adequately included. More than half of non-ladder respondents — 51 percent — said they did not feel adequately included, compared to 39 percent of ladder faculty.

Methodology

The Crimson's annual faculty survey for 2023 was conducted via Qualtrics, an online survey plat-

form. The survey was open from March 23, 2023 to April 14, 2023.

A link to the anonymous survey was sent to 1,310 FAS and SEAS faculty members through emails sourced in February 2021 from Harvard directory information and updated in subsequent years.

The pool included individuals on Harvard's Connections database with FAS affiliations, including tenured, tenure-track, and non-tenure-track faculty.

In total, 386 faculty replied, with 234 filling the survey completely and 152 partially completing the survey.

To check for response bias, The Crimson compared respondents' self-reported demographic data with publicly available data on FAS faculty demographics for the 2021-22 academic year. Survey respondents' demographic data generally match these publicly available data.

In The Crimson's survey, 47 percent of respondents identified themselves as male and 45 percent as female, with 2 percent selecting "genderqueer/non-binary," 1 percent for "other," and 5 percent for "prefer not to say." According to the Faculty of Arts and Sciences' 2022 Report, 39 percent of FAS faculty as a whole are female.

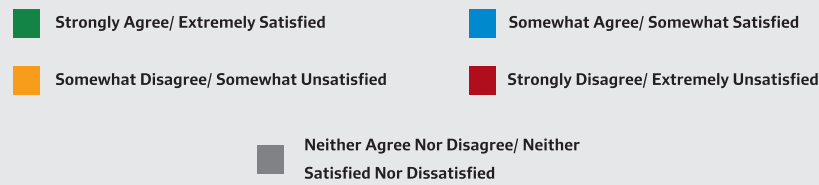
53 percent of respondents to The Crimson's survey were tenured or tenure-track faculty and 47 percent were non-tenure-track faculty. According to the FAS data, 58 percent of faculty are tenure-track and 38 percent are non-tenure-track.

31 percent of survey respondents reported their ethnic or racial background as something other than white or Caucasian, with 9 percent opting not to report their race.

According to the FAS data, 27 percent of faculty are non-white.

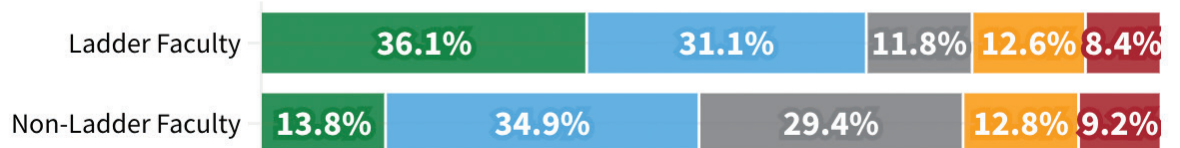
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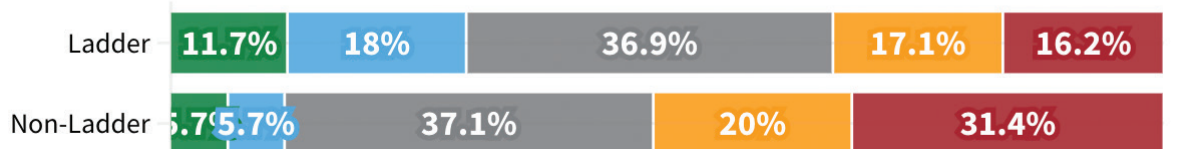


SOURCE—THE CRIMSON'S 2023 FACULTY SURVEY, RAHEM D. HAMID—CRIMSON DESIGNER

How satisfied are you with Claudine Gay's tenure as FAS dean?



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HOLOCAUST REMEMBRANCE

Exhibit Commemorates Holocaust

“HATE ENDS NOW” stopped in Harvard Yard to honor Holocaust Remembrance Day with an exhibit outside Widener Library.

BY NIA L. ORAKWUE
CRIMSON STAFF WRITER

In honor of Holocaust Remembrance Day, Harvard students, administrators, and Cambridge residents gathered in front of Widener Library for the opening ceremony of a “Hate Ends Now” cattle car exhibit on Monday.

The exhibit, which took place in Harvard Yard on Monday and Tuesday, enabled visitors to view a 20-minute immersive video presentation about the history of the Holocaust. It was hosted by Harvard Hillel in collaboration with the University.

Cattle cars were commonly used in Nazi Germany to forcibly transport up to 150 Jewish men, women, and children per car to concentration and extermination camps, according to ShadowLight, a Holocaust education organization. The reconstructed cattle car exhibit was part of

the Hate Ends Now tour, a national exhibit organized by ShadowLight and Southern NCSY, a Jewish youth organization.

Dean of the College Rakesh Khurana and University Provost Alan M. Garber spoke at the ceremony, while Harvard President Lawrence S. Bacow conveyed his thoughts through a prepared statement read by his chief of staff, Patricia S. Bellinger ’83.

“For many of you, this cattle car is a reminder of the consequences of hatred and bigotry,” Bellinger said on behalf of Bacow. “For me, it is far more. On September 14, 1942, my mother Ruth was packed into a cattle car like this one with her family and the other Jews from her hometown of Londorf, Germany.”

“Many of them died en route, the living and the dead jammed together,” Bacow’s statement continued.

Hillel Executive Director and Harvard Chaplain Rabbi Jonah C. Steinberg said Monday’s exhibit is a “deeply tangible” reminder of what survivors of the Holocaust experienced.

“The living memory of the Holocaust is passing away,” Steinberg said. “Those survivors who

remain in the world alive today are largely in their mid-90s. As their living stories pass away from the world, we have to figure out how we remind ourselves when we can’t hold their hands, look into their eyes, listen to what they went through.”

Garber, in his speech, reminded attendees of another, more permanent Holocaust memorial in the Yard — a linden tree planted to honor past Harvard student activists who helped 16 refugees escape Nazi persecution in 1939.

“Like the cattle car, the linden tree is a symbol — but not of death, of life,” Garber said. “And, it is a symbol that the work of preserving life and protecting others remains with us today at Harvard.”

Todd Cohn, the executive director of Southern NCSY and the Hate Ends Now exhibit, said in his remarks that the Holocaust “did not start with the cattle cars.”

“What it started with was everyday people — like you and I, like everybody here — that didn’t stand up to antisemitism, that didn’t stand up to hate in all its forms,” Cohn said. “That is why we’re here — to make sure that the world knows it’ll never hap-



Harvard affiliates and Cambridge locals gathered for the opening ceremony of the “Hate Ends Now” exhibit, which was hosted by Harvard Hillel and the University. CLAIRE YUAN—CRIMSON PHOTOGRAPHER

pen again.”
Roanne Sragow-Licht, the former first justice of the Cambridge District Court, learned about the opening ceremony through Hillel and said it is vital to educate students about the Holocaust.

“It is very jarring to see a cattle car in front of Widener Library in Harvard Yard, and I’m just sorry there aren’t more people here to see it,” Licht said.
“With the generation of survivors dying, my fear is that history

will be lost. I think it’s incumbent upon everybody to remember, to teach it, and to do everything we can to make sure that it doesn’t happen again,” she added.

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Meredith Hodges ’03 Elected President of Board of Overseers

BY MILES J. HERSZENHORN
AND CLAIRE YUAN
CRIMSON STAFF WRITERS

Meredith L. “Max” Hodges ’03, the executive director of Boston Ballet, was elected as president of Harvard’s Board of Overseers for the 2023-24 academic year, the University announced on Thursday.

Geraldine Acuña-Sunshine ’92, a health care nonprofit leader, will serve as vice chair of the Board of Overseers’ executive committee during the same term. Both Hodges and Acuña-Sunshine were elected to the Board of Overseers — the University’s second-highest governing body — in 2018 for six-year terms and will lead the board in the final year of their terms.

Hodges and Acuña-Sunshine take over the body’s top leadership roles from Paul L. Choi ’86, a partner at Sidley Austin LLP, and Leslie P. Tolbert ’73, professor emerita and former senior vice president for research at the University of Arizona. Choi, who served as president this past year, was one of three members of the body to serve on the presidential search committee that selected Claudine Gay as the University’s 30th president.

The announcement comes as nine candidates are running for a seat on the board. Voting in the

election began on March 31 and is set to conclude on May 16.

University President Lawrence S. Bacow praised Hodges and Acuña-Sunshine in a Thursday press release for their “extraordinary thoughtfulness, insight, and dedication.”

“Together they bring a valuable set of complementary perspectives to the work of the Overseers and the University,” he said. “It’s been a pleasure to serve alongside each of them, and I’m sure their leadership and commitment will be real assets to Claudine Gay as she steps into her new role.”

Hodges, who also graduated from Harvard Business School, currently serves as chair of the committee on humanities and arts for the Board of Overseers. She is also a member of the executive committee and its subcommittees on governance and visitation; finance, administration, and management; and alumni affairs and development.

Hodges said in a press release that she was “enormously honored” to be elected as president of the Board of Overseers.

“As the child of two public school teachers, I have always believed that education is the single most important source of opportunity and advancement,” she said. “Harvard sets an example for the field nationally and internationally.”

“It has been a deeply rewarding experience to serve and learn alongside such accomplished, devoted, and diverse board colleagues for the past five years, and to engage with Harvard’s extraordinary thoughtfulness, insight, and dedication.”

Acuña-Sunshine, who also graduated from Harvard Kennedy School with a master’s in public policy, serves as chair of the Board of Overseers’ committee on institutional policy. She is also a member of the executive committee, the committee on natural and applied sciences, and the joint committee on inspection.

Acuña-Sunshine previously served as a board member of the Harvard Alumni Association, a position she held from 2012 to 2018. She currently serves on the HAA committee responsible for nominating Overseer and HAA elected director candidates, as well as on the Faculty of Arts and Sciences Dean’s Council.

In the press release, Acuña-Sunshine said she is looking forward to serving as vice-chair of the Board of Overseers.

“Harvard has been an important part of my life since my student days, and serving as an Overseer has been a terrific opportunity to help think about how Harvard can best serve the world,” she said.

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Meredith L. “Max” Hodges ’03, left, will serve as president of Harvard’s Board of Overseers. Geraldine Acuña Sunshine ’92, right, will serve as vice chair the executive committee. COURTESY OF KRIS SNIBBE / HARVARD UNIVERSITY

LIEBER FROM PAGE 1

Lieber Spared More Prison Time, Will Serve 6 Months House Arrest

Attorney Jason A. Casey stressed the severity of Lieber’s offenses while arguing for a prison sentence.

“He was somebody who was willing to lie and to deceive to protect the thing that mattered to him most,” Casey said. “And that was his career.”

In his 2020 post-arrest interview with the FBI, Lieber said he joined the Thousand Talents Program because he believed his involvement would help him win a Nobel Prize. He also told the FBI agents he “wasn’t completely transparent by any stretch of the imagination” when he spoke with Department of Defense investigators in 2018 about his ties to China.

A non-custodial sentence, Casey said, would send a message that “if you’re a prominent professor, you have a prominent career, and you lie and you cheat and you deceive, including cheating on your taxes over a period of years, you get a slap on the wrist.”

Mukasey defended Lieber’s character, calling him a “patriotic and loyal American” and charac-

terizing his offenses as an “aberrational activity in an otherwise moral, humble, and just life.”

“Charlie Lieber was never chasing money or fame,” Mukasey said. “He lives a modest lifestyle.”

“He grows pumpkins and he feeds goats,” Mukasey added. “That’s who he is.”

In a statement read aloud during the hearing, Lieber apologized to his friends, family, and former students for the “horrific experience” of his trial and conviction. His remarks at the sentencing hearing were some of his most extensive public comments since his 2020 arrest.

“The last three-plus years have been a truly horrific experience for me and my wife and my children, and I regret the things that brought me here,” Lieber said. “As you have heard, I have lost my job, my career, and my freedom — and I sincerely hope I will not lose what is left of my life given my poor health.”

“I hope that in the future — and this is whatever transpires — that I am again able to what-

ever life I have left to help young scientists learn to be successful, encourage and support them in their careers, and contribute to science that benefits humanity,” Lieber added.

Lieber displayed little emotion throughout the sentencing hearing, with his gaze cast down on the table in front of him. The only exception came when Lieber broke down in tears while apologizing to his late mother.

“It brings me great sadness, and tears often, that I couldn’t be with her as I should’ve at the end as a result of my actions,” he said, weeping. “Your memory is still very strong and dear to me, Mom. I will forever love you.”

During the hearing, Mukasey said that despite Lieber’s cancer currently being in remission, his immunocompromised state could make any exposure to disease in prison deadly.

“In prison, he will be a sitting duck for disease,” Mukasey told the judge. “In prison, he will not have access to medical care that he may need on a day-to-day basis.”

Casey said imprisonment was unlikely to pose a health risk for the former professor, arguing that any sentence could be “structured around the defendant’s medical treatment” and noting low Covid-19 rates in federal prisons.

Mukasey, however, disputed Casey’s characterization of Lieber’s current medical state.

“The case the government just laid out against professor Lieber is callous, it’s misleading, it’s naive, and frankly, it’s dangerous to his health,” he said.

“They sort of sound like, ‘He had a bad cold, he got over it, and now he’s free to go out and play with his friends,’” Mukasey added. “That is not the situation that he’s in.”

Casey clarified to the court that the government’s assessment was largely based on the note from Lieber’s doctor, Harvard Medical School instructor and oncologist Austin I. Kim.

Kim wrote that the effects of Lieber’s cancer treatment on his immune system “cannot be understated” and that he is “at risk

of more severe and potentially life-threatening bacterial and viral respiratory infections, including COVID-19.”

Lieber’s attorneys also requested that the court not impose a fine, calling the government’s request for a \$150,000 penalty “draconian” and insisting that Lieber was sufficiently punished through the financial consequences of his conviction, including the loss of his job at Harvard.

But Casey maintained throughout the sentencing hearing that Lieber should not be sentenced any differently by the court because he previously held a prominent position at Harvard, arguing that the University’s trust in Lieber “makes him more culpable.”

“The defendant can’t blatantly abuse the privileges that were extended to him by lying and then ask for leniency because those privileges have rightfully been revoked or suspended,” Casey said.

“As the court knows full well, it can’t be that the professor at Harvard is treated differently from the janitor at Harvard,” Ca-

sey added.

Mukasey also took aim at Harvard, criticizing the University for retaining a “fancy” lawyer for itself while not advising Lieber to seek counsel after learning that federal investigators were looking into the professor’s conduct.

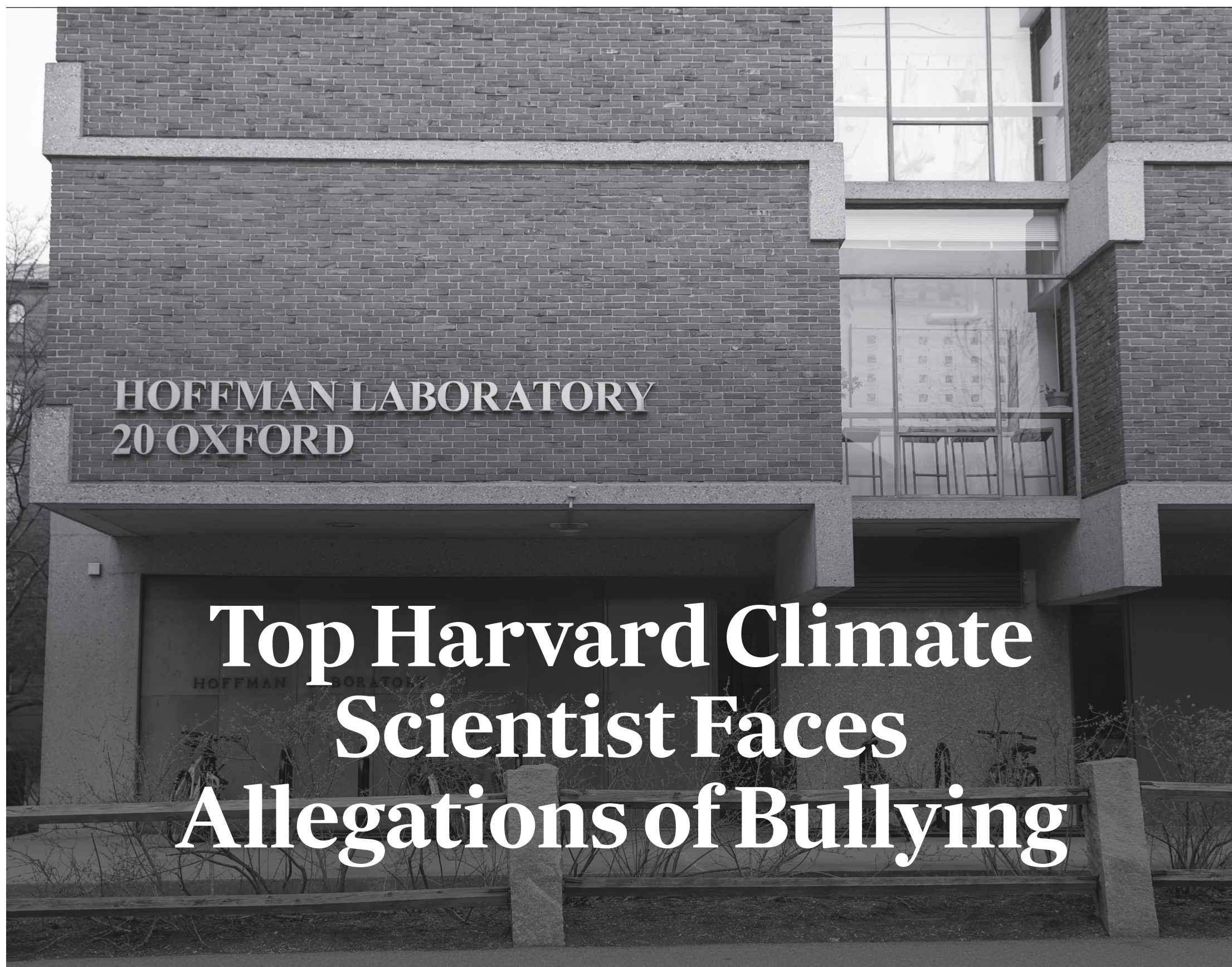
“Harvard deceived him,” Mukasey said. “Harvard failed to tell him to get a lawyer when this whole thing started, and Harvard is still taking advantage of the research that he did.”

University spokesperson Jason A. Newton declined to comment on Lieber’s sentence and Mukasey’s criticism of Harvard during the sentencing hearing.

Mukasey said the case would deter academic misconduct at Harvard and nationwide, another reason to not impose a severe sentence on Lieber.

“They’ve all gotten the message,” Mukasey said. “They all see him sitting here. They all see him having lost his job. They all see him ruined.”

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RYAN N. GAJARAWALA—CRIMSON PHOTOGRAPHER

Top Harvard Climate Scientist Faces Allegations of Bullying

A TOXIC CLIMATE?
Daniel P. Schrag, an eminent climate scientist, faced bullying accusations and disciplinary measures.

BY ARIEL H. KIM
AND MEIMEI XU
CRIMSON STAFF WRITERS

When Daniel P. Schrag arrived at Harvard in 1997, his research specialty—climate change—was beginning to take on existential importance.

Over the last two decades, as climate change has risen to the fore of American politics and academia, Schrag has risen with it to become one of the country's top climate scientists—and a figure who is synonymous with the discipline at Harvard.

A former MacArthur “Genius” fellow who holds faculty appointments at three different Harvard

schools, Schrag heads the Harvard University Center for the Environment, teaches the University's flagship survey course on global warming, and served for eight years on President Barack Obama's Council of Advisors for Science and Technology.

But while Schrag is known nationally as a respected voice on climate science and policy, many of those he worked with described a different side to his rise in academia.

In interviews over the past year, more than two dozen current and former students, staff, and colleagues have said Schrag created a poor working environment for those around him. Schrag often undermined subordinates and emphasized the power he held over their careers, fostering a culture of distrust and fear, students and staff said.

Former advisees and staff alleged a pattern of behavior in which, over the last two decades, Schrag used demeaning language, questioned their intelligence, or set unreasonable expectations while neglecting some of his own advising duties. The Crimson granted most sources anonymity because they feared retaliation given Schrag's stature within his field and at Harvard.

In spring 2021, following an inquiry conducted primarily by Harvard's Office for Faculty Affairs, Schrag was barred from taking on new lab members for around half a year, asked to step down as area chair of Harvard's Environmental Science and Engineering program, and required to receive external behavioral coaching, according to two sources with direct knowledge

of the situation. The disciplinary measures were confirmed by three individuals who were interviewed as part of the inquiry and subsequently informed of its outcome, including in an email obtained by The Crimson.

In a statement, Schrag said he is “deeply committed” to his role as a mentor.

“I have trained dozens of students and postdocs, preparing them for the rigorous demands of scientific research at universities and companies around the world,” Schrag wrote. “I sincerely regret if I caused some students distress, as my intent is and always was to help my students become the best scholars they can be. Supporting students and researchers at all stages in conducting the most critical and impactful research remains my highest priority.”

Schrag declined to comment further on the allegations related to his conduct.

‘A Negative Atmosphere’

In recent years, some of Schrag's advising relationships have been short-lived.

Five members of Schrag's lab said they departed in 2020 and 2021—midway through their academic programs—due to difficulties with the working conditions or professional differences with him.

The complaints about Schrag, which span two decades, are wide-ranging, but, 25 current and former advisees, staff, and colleagues said, illustrate a pattern of bullying. Schrag often called into question the competence of those in his lab in front of their peers and other faculty, students and staff said, and set unreasonable expectations for students while not following through on advising commitments.

“Dan created a negative atmosphere through serial bullying and manipulation,” said Andrew M. Bergman, a Ph.D. candidate in Applied Physics who terminated his advising relationship with Schrag in 2021.

Three former staff members said Schrag would at times verbally denigrate them.

Schrag often questioned the intelligence of students and staff members by belittling them in front of others, students and staff said. In 2020, he frequently spoke poorly of one specific advisee to other students in his lab, Bergman said, often “denigrating them, specifically, and saying that they were not cut out for research, that they had not met expectations.”

Schrag also compared students to one another and cast doubt upon their mental health and, in turn, “their capacity to successfully carry out research and a Ph.D.,” Bergman said.

Anatoly “Toly” Rinberg, a Ph.D. candidate in Applied Physics who terminated his advising relationship with Schrag alongside Bergman in 2021, said Schrag repeatedly singled out vulnerable advisees in his lab.

“Often over the course of the year, especially in one-on-one or in small group conversations, Dan would bring up his assessments of other advisees and former advisees,” Rinberg said. “Not just that, but he would compare their work ethic and productivity and then make assessments about how they're doing in their Ph.D.”

Schrag's assessments of others were “sort of taken as a vehicle of control—as a way to basically create a narrative around some students doing well and others not doing well,” Rinberg said.

Having heard Schrag speculate about how other students'

mental well-being affected their productivity and quality of research, one former advisee decided to leave the lab when Schrag told them they seemed to be struggling with their mental health.

“I need to get out of here before he starts seriously undermining my work to others the way that he

relationship with him.

“Beginning as a graduate student and continuing to this day, I have had a very positive working relationship with Dr. Schrag,” she wrote. “I have always felt supported by him in both my career and as a human being.”

“Dan was a phenomenal supervisor and has been a tre-

“**He's very, very intense. Very sharp. I remember that as an early-stage graduate student, that kind of stressed me out. But, with time, as my understanding deepened and evolved, I got to enjoy that aspect of his personality.**

Itay Halevy
Professor at the Weizmann Institute of Science in Israel

undermines others' work to me, and destroys my reputation as a budding scholar, and tells everybody that I'm struggling with my mental health—when I've never said that I was or indicated that I was or had any issues with my productivity,” the advisee said.

Despite the concerns raised about Schrag's behavior, many other former students detailed positive experiences with him as an adviser, saying he was demanding but cared deeply about his advisees and their work.

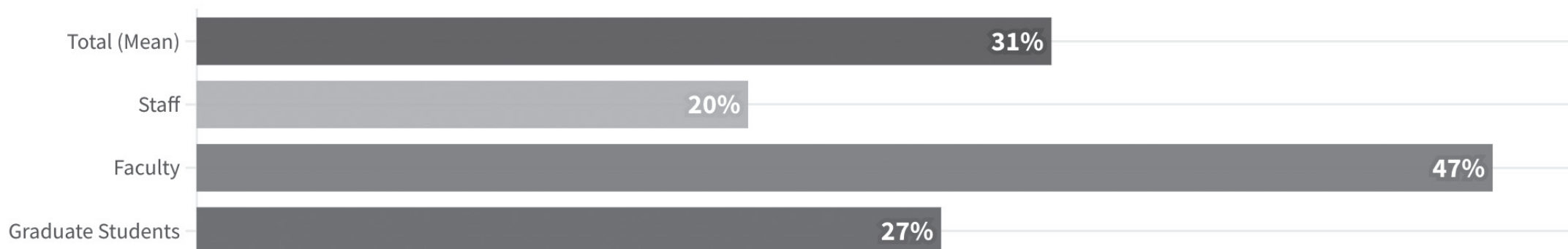
Sierra V. Petersen, an assistant professor in the University of Michigan's earth and environmental sciences department, wrote in an email that she has felt supported by Schrag and other faculty and staff in Harvard's EPS Department and has continued to have a positive working rela-

tion with him. “He's very, very intense. Very sharp,” Halevy said. “I remember that as an early-stage graduate student, that kind of stressed me out. But, with time, as my understanding deepened and evolved, I got to enjoy that aspect of his per-

mendous support to me over the course of my career,” said Alexandra V. “Sasha” Turchyn, a former advisee and now an earth sciences professor at the University of Cambridge. “I wouldn't trade the opportunity I had working with him for anything.”

Itay Halevy, an associate professor of earth and planetary sciences at the Weizmann Institute of Science in Israel who completed his Ph.D. at Harvard under Schrag's guidance in 2010, said Schrag “always had smart and insightful things to say about our research.”

% of individuals who reported they were bullied or harassed



% of individuals who reported that someone in the department “put you down or were condescending”



sonality.”

Kurt Z. House, a former graduate student who was advised by Schrag and completed his degree in 2008, described Schrag as a “very intuitive scientist,” saying his ability to guide students to the “main core of the problem” taught him “how to do science.”

House said scientific discussions with Schrag could be “intense,” adding that he could see how “the intensity of the scientific discussion might be hard” for some. But, he said, Schrag was “gentle” afterward and generally cared for students’ well-being.

Julie K. Shoemaker, an assistant professor at Lesley University who worked under Schrag during her time as a postdoctoral

M. Fell, a Ph.D. candidate in Materials Science and Mechanical Engineering who was a member of a research subgroup that Schrag co-advised.

Less than two months after the subgroup meetings began, Fell told his adviser the meetings were “a waste of my time” due to Schrag’s behavior. He soon stopped attending.

Under Review

Schrag’s conduct came under scrutiny from administrators after multiple students anonymously reported comments he made during a departmental diversity, inclusion, and belonging subcommittee meeting in Sep-

tember 2020. The students’ concerns, which were forwarded to Harvard’s Office for Faculty Affairs, centered around comments Schrag made sharing a student of color’s private information, according to two people with direct knowledge of the situation.

Two graduate students who attended the meeting said his remarks were “tokenizing” of the student. Schrag later apologized to one of the co-chairs of the DIB subcommittee in an email that was read out at a subsequent meeting.

The Office for Faculty Affairs looked into Schrag’s behavior following the concerns about the meeting. The office’s review uncovered broader complaints about Schrag’s behavior: Six among those interviewed by the office told The Crimson they relayed concerns about his workplace conduct.

As part of its inquiry, the office interviewed students and employees who had worked with Schrag across the three academic units where he holds faculty appointments: the Faculty of Arts and Sciences’ Earth and Planetary Sciences Department, Harvard’s School of Engineering and Applied Sciences, and the Harvard Kennedy School.

Following the inquiry, which concluded in early 2021, FAS Science Dean Christopher W. Stubbs and SEAS Dean Francis J. Doyle III told Schrag to step down from his role as area chair of the Environmental Science and Engineering program — a position akin to a department chair at SEAS — and temporarily barred him from taking on new lab members, according to two individuals with direct knowledge of the situation. Schrag was also assigned an external investigator to monitor his behavior for a period of time after the review and offer feedback, the sources said.

Three individuals interviewed for the office’s inquiry and subse-

quently informed of its outcome, including in an email obtained by The Crimson, confirmed the interim disciplinary measures.

In a joint statement, Doyle and Stubbs declined to comment on the inquiry, writing that they “cannot comment on matters related to individual faculty members.”

“We can share generally that the FAS responds to concerns that are brought forward and implements measures to support the community as appropriate,” the joint statement reads.

“The FAS Science Division and SEAS are committed to ensuring that graduate students in our programs can conduct their dissertation research and training in a supportive environment with effective advising and mentorship,” the deans added.

Schrag declined to answer specific questions about the inquiry.

The Climate

Many affiliates of Harvard’s Earth and Planetary Sciences Department and Environmental Science and Engineering program said the academic units’ problems aren’t limited to Schrag.

In a 2020 EPS climate survey, 47 percent of faculty respondents reported experiencing bullying or harassment in the department. Three-quarters of all respondents reported that someone in the department had put them down or was condescending. The survey analysis included graduate students, faculty, and staff.

The department’s climate survey “demonstrated some serious issues” with the treatment of its members, wrote Camille Hankel, an EPS Ph.D. candidate who previously led the department’s GeoClub, a student group that represents graduate students in meetings with departmental leadership and organizes social events.

“It revealed that many people are experiencing incivil or hostile treatment in the department, and that there is little to no accountability for these incivil actions,” Hankel wrote in an email. “This is not surprising as there have historically been no formal and transparent avenues by which people can report incivil behavior that falls outside the purview of Title IX and expect any kind of recourse.”

In a joint statement, EPS Chair Ann Pearson and four professors who serve on her advisory committee wrote that the “EPS mission includes as a central premise that ‘all members of our community are treated with respect and are provided equal opportunities for success in our educational and work environments.’”

“In this spirit, we are committed to maintaining and improving the quality of the professional, educational, and mentoring programs in EPS,” reads the statement, signed by Pearson and professors Frank N. Keutsch, David T. Johnston, Zhiming Kuang, and Peter J. Huybers. “Our efforts support the broader emphasis across FAS to create a more supportive and inclusive learning environment.”

Many former graduate students and staff in the EPS Department pointed to one venue in particular as being exemplary

of issues in the department: the Harvard Climate Tea Journal Club, a weekly meeting held at the Harvard University Center for the Environment that features guest speakers and graduate students.

At Climate Tea, eight sources said Schrag and many other faculty members would often vigorously interrogate speakers or argue with one another, with many describing the behavior as non-constructive and aggressive.

“I had never been to a supposedly informal, supposedly collegial research environment that’s so combative,” one former HUCE fellow said.

A graduate of the EPS Department described the seminars as “super uncomfortable,” because professors would often argue with each other, “almost having a show of power and intelligence” rather than “a constructive scientific discussion.”

Pearson and the professors on the advisory committee did not directly respond to a request for comment on conduct at Climate Tea.

In response to concerns raised by attendees, department leaders posted signs outlining “community discussion guidelines” in public spaces, according to Johnston, the director of graduate studies in EPS. The signs remind department members to “be mindful” of their tone and body language, to “cast objections in a constructive way,” and to “criticize ideas, not individuals.”

“When we have speakers and when students present, we want to be at the tip of the sword with

responsibility to confront faculty who have repeated complaints levied against them and to try to influence them to change their behavior.”

In their joint statement, EPS and ESE leaders pointed to an array of recently developed department policies aimed at creating positive work and educational environments, including policies that provide funding and one-on-one mentoring during graduate students’ first year as well as bridge funding when a student transfers to another research group, with the option to adjust graduation year without penalty if affected by a transfer.

Last month, University administrators introduced an inaugural anti-bullying policy that is set to take effect in September. Hankel and Loftus wrote in an email that the new protocol “marks a step in the right direction.” Faculty behavior is governed by the FAS professional conduct policy. Among other guidelines, the policy instructs professors to be respectful of their students and colleagues, provide criticisms “directed at the work, not the person,” and keep confidential student information private.

The policy will require each Harvard school to designate an individual to receive reports and complaints of bullying and harassment and set up a University office to provide support and store records of complaints. Its protocol calls for an at-least three-person panel of neutral Harvard faculty or staff to review the facts of each case and deter-

and the goals of this Policy.”

University spokesperson Jason A. Newton declined to comment.

‘Invisible,’ ‘Pervasive,’ and ‘Toxic’

The distinction between bullying and acceptable academic feedback is often murky, according to some of Schrag’s former advisees.

Though Rinberg said some of the comments made by Schrag were “egregious,” many of them were “small, boundary-crossing” statements that often toed the line between innocuous and inappropriate.

Still, Rinberg said these comments created a “pervasive dynamic” that contributed to “a collective anxiety and stress” among Schrag’s research group.

In its inaugural anti-bullying policy, Harvard defines bullying as “harmful interpersonal aggression by words or actions that humiliate, degrade, demean, intimidate, or threaten an individual or individuals.”

The policy enumerates several examples of power-based harassment, including sabotage or threats to sabotage an individual’s studies or career, the needless disclosure of confidential information about another person, and the use of threats, insults, or yelling to deliver performance feedback.

“Power-based harassment is of particular concern because of the ways in which it can create a broader culture of abusive behavior,” the policy reads.

Harvard’s upcoming policy also distinguishes between bullying and certain “unpleasant or unsettling” behaviors that are appropriate for “pedagogical or employment-related responsibilities,” such as critical academic feedback.

“While many in the academic community are aware of cases of heinous abuse and sexual violence, we must all also acknowledge that there is a pervasive and related culture of bullying. Professors and those in positions of power are able to act with impunity, enabled by inaction and secrecy, which disproportionately harms those who are least privileged and least able to speak up,” Bergman, Rinberg, and a former advisee wrote in a statement.

Bergman said the more “controlling” aspects of Schrag’s behavior were not immediately apparent to him until he was able to share and compare his experiences with other advisees in Schrag’s lab.

“For some time you’re questioning it yourself, but then over the years, there’s a crew of people that is all very clear-eyed that this is manipulation and controlling behavior, and that the bullying has an intent to exert control in various ways,” he said.

“It’s not knock over your head, like, ‘Oh, they did this one bad thing.’ It’s invisible, and you’re just like, ‘Is this normal?’ and then it builds and builds and builds until I finally snapped,” one graduate student in the EPS Department said.

“It’s an invisible type of behavior that’s really bad,” they said. “Toxic.”

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“

That’s an ongoing trend — calling us at night, expecting like next-day deadlines, but then not following through when you do submit the work the next day.

Anatoly “Toly” Rinberg
Ph.D. candidate in Applied Physics

fellow and graduate student between 2002 and 2014, praised him as an adviser. She said he was “super supportive” of her as she navigated the birth of her first child and health issues that caused her to take time off.

“He’s nothing but supportive of me during those times — focused on me taking the time I needed to recover and come back in a way that felt right to me,” she said. “So I’m super appreciative of him for that. I think that it doesn’t — especially in the sciences — doesn’t always go that way.”

Schrag set high but reasonable expectations for those working in his lab, Shoemaker said, characterizing difficulties as typical for a Ph.D. program.

But not everyone in Schrag’s orbit felt his expectations were reasonable.

Three former students and staff said Schrag called them late at night, often around or after midnight, without advance notice. Former students and staff also said he would set tight deadlines for work — but forget or fail to follow up.

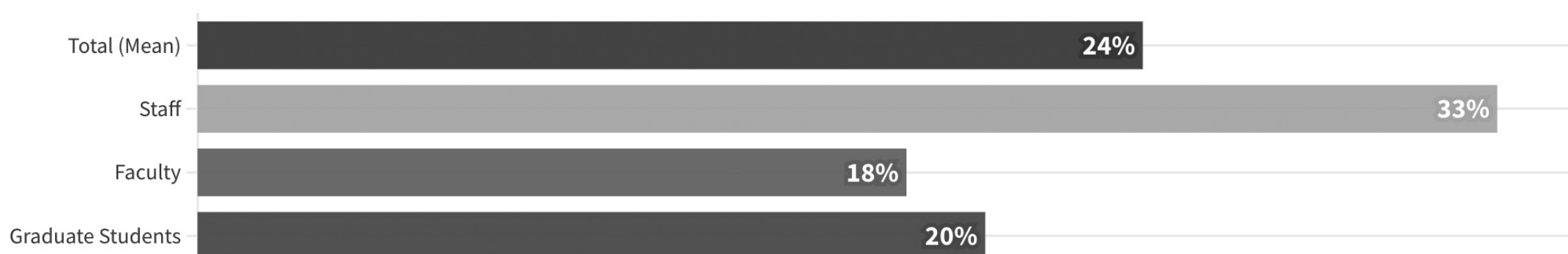
“That’s an ongoing trend — calling us at night, expecting like next-day deadlines, but then not following through when you do submit the work the next day,” Rinberg said.

“He would say, ‘You’re not working enough and you’re not getting things done fast enough’ and then completely forget about it after you put in like 70 hours that week to get it all done for him,” a former staff member said.

Some students also said Schrag was unhelpful and at times disruptive as an adviser, joining meetings late, derailing required gatherings with off-topic discussions, and not paying attention.

“Essentially, we would get almost to the point where actual scientific discussion or deep dives would happen and then things would just get derailed by Dan or go completely off topic,” said Eric

% of individuals who believe that “All members of the community are held to the same standards”



HARVARD KENNEDY SCHOOL

Hundreds Sign HKS Letter for Increased Mental Health Support

WELL-BEING PETITION. Students are calling on the Kennedy School's dean to commit to improving student mental well-being.

BY ASHER J. MONTGOMERY
CRIMSON STAFF WRITER

Hundreds of Harvard affiliates signed onto an open letter calling on Harvard Kennedy School Dean Douglas W. Elmendorf to publicly commit to implementing plans to increase emotional well-being at HKS.

Launched last week and signed by more than 200 affiliates as of Tuesday evening, the petition was organized by the Soul Keepers, a student mental health advocacy organization at HKS.

Following the suicide of HKS student Mateo Gomez in mid-December, the school hired Jimmy Kane as senior associate director of student support services, but members of the Soul Keepers said their concerns about student well-being have persisted.

The letter, co-sponsored by six HKS student organizations, calls for three policy changes.

First, it requests that all HKS syllabi and online course pages include a list of resources and information about the importance of emotional well-being. It also asks for "stand-alone sessions" on emotional well-being during summer orientation, as well as training sessions on emotional well-being for teaching fellows of Management, Leadership, and

Decision courses.

"Our three points are mainly to foster a better environment for Kennedy School students to care, rather than, 'Okay, implemented, done. Let's walk away,'" HKS student and Soul Keepers member Yiming Dong said. "I think this mentality needs to be constantly reminded and brought up."

HKS spokesperson James F. Smith said HKS leaders have been meeting with students and are

members of the Soul Keepers, wearing matching stickers, gathered in front of Elmendorf's office in an attempt to directly hand him a printed version of the open letter.

The organizers originally planned to meet Elmendorf at an event where he welcomes students to his office for breakfast. But Elmendorf ultimately ignored the students as he walked into his office and did not accept

mentor's office, Cohen said she believed Elmendorf had not responded to their meeting requests because Debra E. Isaacson, the school's senior associate dean for degree programs and student affairs, and Suzanne Cooper, academic dean for teaching and curriculum, are the "ones who are going to make things happen."

After students spent roughly 45 minutes waiting and deliberating outside Elmendorf's office, they ultimately opted to read remarks to Cohen and hand her the petition.

In an interview later on Tuesday, Kennedy School student and Soul Keepers member Kei Sakai said that after the day's events, he believes student well-being is not a priority for Elmendorf.

"The issue of emotional well-being, it's something that he, the dean himself, needs to work on or address," Sakai said. "I think that the dean's take is, basically, he would say, he already delegates these kinds of issues to small deans."

"I assume he's basically saying, this is not the issue that he would need to work on," he added.

Akira Shimabukuro, another HKS student and Soul Keepers member, said the Soul Keepers met with Isaacson and Cooper on April 18 to discuss the demands of the open letter.

According to Shimabukuro, Isaacson and Cooper acknowledged the importance of emotional well-being and agreed that change needed to occur. The ad-

ministrators also seemed receptive to the letter's demands, especially around including mental health information on syllabi and course pages, but they disagreed with requiring mental health training for TFs, Shimabukuro added.

Shimabukuro said he believes administrators are resistant to training teaching staff in emotional support because "the expectation is that the teaching fellows are expected to teach something according to the syllabi."

"Giving emotional support is not seen as something that should be provided by the teaching-side teaching team at school, but by some available resources outside of course," he added.

Smith wrote in the statement that Isaacson and Cooper have been in touch with students pushing for well-being initiatives and that administrators recognize "the need for more training for course assistants and suggesting a path for addressing this need."

Shimabukuro said he believes teaching staff hold a unique position in supporting students through classes like those offered in the MLD program.

"They are probably the one within that class who are watching out for students and also can be in a position to take time for students and also build a trustful relationship with the students easily because of their position as a teaching fellow," he said. "I think they're more accessible to students."

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BACOW FROM PAGE 1

Bacow to Meet Students After Leverett 'Swatting'

co-signed this letter. We're currently reaching back out to them, to give them the names of people that we want to see in the meeting."

Black Community Leaders Co-Chair Brian A. Cromwell Jr. '23 — who helped draft the original letter — and Black Graduate Student Alliance President Ebony Joy Johnson wrote in an emailed statement that the response came from Bacow's chief of staff, Patricia S. "Patti" Bellinger '83.

A date has not yet been set for the meeting, according to the statement.

Cromwell and Johnson wrote that the groups responded to Bellinger's email Monday morning, specifically requesting that President-elect Claudine Gay, who is currently dean of the Faculty of Arts and Sciences, be present at the meeting "because Bacow will be leaving the university shortly."

"As the incoming university president, we believe Gay should be present if there is any chance of future progress regarding the systemic issues on our campus," the statement reads.

The open letter signed by the student organizations also requested a town hall meeting with Bacow, Gay, and Dean of the College Rakesh Khurana to "discuss Harvard's handling of issues of racial policing and HUPD protocol."

In an interview Monday, Bacow defended his decision to not release a University-wide statement about the swatting attack, saying that he decided to remain silent in part because "there were already many people who had spoken out," pointing toward HUPD Chief Victor A. Clay and Khurana.

"I thought adding my voice again would not contribute much in part because everything that I would have said all had already been said by them," Bacow said in the interview.

Bacow also refuted the idea that there was not an immediate response from the University, pointing to the Harvard University Police Department's response to the swatting call and internal Leverett House communications.

"There was an immediate response to the students — literally immediate — by the police who entered the room to explain why they were there," he said. "There was a response from the faculty deans, there was a response to the house by the College."

"So it's not as if there was no response immediately," he added.

Bacow said another, "more important" consideration behind the University's response was to prevent the perpetrator of the attack from receiving more attention, advice the University received from federal authorities in law enforcement as well as other institutions which have been "subject to similar kinds of incidents."

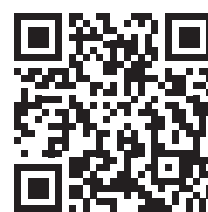
"What they're seeking more than anything else is publicity. They are seeking to terrorize an entire community," Bacow said. "If I speak it only gives the perpetrator of this crime more of what they seek."

"We're a big, fat target," he added. "If people think that they can get the president to respond to anything, any act of provocation, it will only encourage more of that."

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committed to finding ways to enhance access to appropriate services and support.

"It is precisely because we appreciate the importance of student mental health and wellbeing that in January the School appointed the first Senior Associate Director for Student Support Services, tasked with focusing on this need," Smith wrote.

"More talks are scheduled, including a meeting between students and Dean Elmendorf next week, to push forward what we all agree is vital work," he added.

On Tuesday morning, nine

the letter.

When Lisa Cohen, Elmendorf's assistant, asked the students if they were there for breakfast, the students said no and asked if they could enter to hand him a petition.

"We need to give him a petition. It will take us 30 seconds," Kennedy School student Sebastian B. Fernandez said to Cohen.

Cohen offered to take the petition and pass it on, but she did not allow the students into the Dean's office.

As the students negotiated with Cohen for access to El-

“

The issue of emotional well-being, it's something that he, the dean himself, needs to work on or address.

Kei Sakai

Kennedy School Student and Soul Keepers Member



Visitas was in full swing on campus Sunday and Monday as prospective students explored their future campus. FRANK S. ZHOU—CRIMSON PHOTOGRAPHER

Despite Rain, Harvard Admits Enjoy Visitas Weekend

BY MICHELLE N. AMPONSAH
AND EMMA H. HAIDAR
CRIMSON STAFF WRITERS

Newly admitted students did not let rain showers dampen their spirits for Harvard College's Visitas weekend.

Current students opened their doors to prospective members of the Class of 2027 during the two-day event, the second in-person Visitas after two years of virtual programming.

Prospective enrollees could attend an academic fair, an extracurricular fair, a campus jogging tour, and mixers with several student organizations. Admitted students also attended classes with current students and faculty on Monday.

Rush X. Bogin, an admitted student from Colorado interested in Economics and theater, said he reached out to other admitted students prior to Visitas on Crimson Connect, a platform where incoming students can talk with other incoming and current stu-

dents about life at Harvard.

"I've met some people previously, but then showing up just at the check in, everybody's been super friendly," he said. "I've met like 50 people."

E. Elson Bankoff, who plans to study Government and Environmental Science and Public Policy, said she has been connecting with other admitted students through social media.

"I already made a group of Bo-jack Horseman fans, like a little group chat and stuff. So I've been in touch with a lot of people," Bankoff said.

Gabrielle M. Greene, a prospective enrollee who is interested in Government and Theater, Dance and Media, said she often found herself talking to people who had impressive achievements.

"You're talking to someone and you're having a normal conversation with them, and then you find out they've done some amazing thing that changed the world," Greene said.

Similarly, prospective student

Amelie S. Liu, who wants to study Economics and Government with a citation in Mandarin, said people were "very down to earth" despite having "done such amazing things."

“

Having a community of peers who are not only supportive, but push me to achieve is going to be really great. So I'm very excited about that.

Amelie S. Liu

Prospective Harvard Student

"Having a community of peers who are not only supportive, but push me to achieve is going to be really great. So I'm very excited about that," Liu said.

Admitted students are also excited to join extracurricular and affinity groups in the fall. Greene

has been in contact with groups like the Black Students Association, Generational African American Students Association, and Harvard Christian Impact.

"They're really integral in helping me get acclimated to campus life and learning more about the College," Greene said.

Bogin said he was excited to join theater groups like Hasty Pudding Theatricals, adding he thought it was "so cool" that the organization recently honored Jennifer Coolidge.

Bankoff said the College's location was a draw for her in applying.

"I think something I was looking forward to college is proximity to a city, but also kind of that small town feel, which is exactly what Harvard is," Bankoff said. "And it has a kind of old-fashioned feel to it."

Greene also said that the weather "seemed gloomy" but that she liked the College's architecture.

"I really liked the historical aspect of it. All of the buildings

STAFF EDITORIAL

Editorial Snippets: Happy 150th to The Crimson

IN HONOR OF THE CRIMSON'S 150TH ANNIVERSARY, we asked Editorial Board members to reflect on how The Crimson has written itself into their lives.

BY THE CRIMSON EDITORIAL BOARD

In 1873, The Crimson published its first newspaper. One hundred and fifty years later, as alumni flock back in town for this weekend's 150th Anniversary Celebration, we've asked members of the Editorial Board to reflect on the bits of magic that have brought — and continue to bring — 14 Plympton St. to life.

What piece published in The Crimson is particularly meaningful to you, and why?

I often think about the first staff editorial published in The Magenta — the publication that later became The Crimson — because it reminds me of how far we've come. The Crimson today is an incredibly different place than when it was first founded; it is now a space teeming with so much diversity and life. This ancient and all-knowing building is home to an entire world — one where I've met my closest friends, where so many students come together to produce a daily paper. This institution is built on generations of commitment and vigor.

—Shanivi Srikkonda '24, a *Crimson Editorial Editor*, is a *Human Developmental and Regenerative Biology concentrator in Quincy House*

"After King," a piece published four days after Martin Luther King Jr.'s 1968 assassination, holds great importance to me.

"King was always a militant," the author points out; as such, it was hypocritical for officials to ask for nonviolence after riots broke out in urban areas. The author also correctly identifies the disconnect between the people's calls for equality and the "empty response" from the government. The piece demands substantial, effective legislation, as well as a complete restructuring of our racial system, to bring about meaningful change. It is disheartening that King's vision is still unmet in present-day America.

—Clyve Lawrence '25, a *Crimson Editorial Editor*, is a *Government concentrator in Adams House*

When Antony J. Blinken '84 was nominated as Secretary of State, I curiously read through all his opinion pieces in The Crimson, amused that the United States' top diplomat's undergraduate thoughts were captured and preserved for my perusal. It also reminded me of the frightening reality that anything we write today will be available in perpetuity for the judgment of future readers.

—Jacob M. Miller '25, an *Associate Editorial Editor*, is a *Mathematics concentrator in Lowell House*

I first came across Noah D. Oppenheim '00's "Keep the Old Sheet Flying" while frantically researching The Crimson's history ahead of General Elections, when we elect new members to the newspaper. For a piece that marks the end of something, it's rather hopeful. Four years of student journalism taught Oppenheim the thrill of chasing a lead and the necessity of stepping back. Somewhere in between, he found equal value in the two, and a home at the Editorial Board. My own Grand Elections have since passed, but I keep returning to Oppenheim's words for their poignancy. I have a good feeling that sometime soon, I'll start to live them.

—Violet T. M. Barron '26, a *Crimson Editorial Editor*, lives in *Straus Hall*

"Let Them Eat Code" remains the most based staff editorial this board has ever published. We're never overturning you, baby.

(Some argue that we may have overturned without explicitly stating it in the follow-up "Let Them Eat Camus." To that, I respond, "We Can Have Our Code and Eat Camus, Too" — and also, we aren't The Crimson's Editorial Board without a yearly shifting of guards that leaves us in a well-meaning but utterly lost tizzy of precedents.)

—Christina M. Xiao '24, a *Crimson Editorial Chair*, is a *joint concentrator in Computer Science and Government in Elliot House*

Having line-edited and fact-checked more than 250 individual Opinion pieces to date, I've become well-acquainted with the predictable physics of the process: Apply enough force to a piece (with suggestion-mode comments, handcrafted fact checks, and boxed wine consumption proportional to its mass) and a once-inert Google Doc will move through the pipeline to a place of publication.

But even as proofing has come to feel Newtonian in nature, I still find myself surprised by what comes after. For every painstakingly prepared piece, there is an equal and opposite reaction: the provision of a Ramadan prayer break, the inauguration of an APIDA affinity graduation, the offering of a long-suppressed language. The Third Law of Editorial Publication, and the op-eds that help to illustrate its presence, keep me in perpetual awe of even the most mundane physics of this paper.

—Eleanor V. Wikstrom '24, a *Crimson Editorial Chair*, is a *Social Studies concentrator in Adams House*

Who from The Crimson's history do you want to offer some words to?

To Gay W. Seidman '78, Intiyaz H. Delawala '03, Peter F. Zhu '11, Steven S. Lee '16, and Kristine E. Guillaume '20: There is a special pride in being the 150th President of The Harvard Crimson and knowing that I — a woman with Korean heritage — am not the first. Not the first woman, not the first person of color on record, not the first Korean, not the first woman of East Asian descent to lead 14 Plympton St. Thank you for all the late nights and early mornings you poured into this newspaper to make historic firsts. May The Crimson have many more.

—Cara J. Chang '24, the *President of The Crimson's 150th Guard*, is a *History concentrator in Leverett House*

On a brisk night in fall of 2021, I found myself once again in the Sanctum of 14 Plympton St. Only this time, we were saying goodbye to HMK and CAS. Somewhere between the cake slices with lit candles and everyone else's chatter in the background, I felt at peace again. It's strange — my favorite memory being my very first goodbyes, but I'm immensely grateful for having people I didn't want to say goodbye to. Dear HMK and CAS, if you still read The Crimson: Thank you, and (Ed)love you, always.

—Ruby J.J. Huang '24, an *Editorial Comp Director*, is a *History concentrator in Leverett House*

To Raquel Coronell Uribe '22-'23, the President of the 149th Guard:

For many, many people, within Harvard and without, you represent a remarkable first. I would like to offer a few further firsts you represent, to me: the first person that busy and that important to listen — really listen — to me in earnest and with kindness; the first person crazy enough to listen to my ideas and say "so do it"; the first leader I'd met who made me fundamentally reconceptualize what leadership looks like; the first person who made me understand what it truly meant to sacrifice for an organization.

The first person who comes to mind when I'm asked what makes The Crimson special.

Raquel, we miss you, and we can't wait to welcome you back to campus. No words — neither snippet nor novel — can quite capture what you've done for 14 Plympton, and for us.

—Tommy Barone '25, an *Editorial Comp Director*, is a *Social Studies concentrator in Currier House*

What is your favorite memory from your time at The Crimson so far?

'Twas past midnight before the deadline for comp op-ed number two, this past fall, and I was up staring at an empty Google Doc, knowing I had procrastinated just a bit too long. It took me nearly two hours that night to compose my thoughts in a way that felt genuine, and though I was frustrated with the process, I remember marveling at the blissfulness that moment brought. Furiously clacking away on my keyboard to complete silence outside the window, I rediscovered the magic of writing that I had first encountered as a young child. And three months later, that late-night product got picked up as my first published op-ed.

—Leah R. Baron '25, a *Crimson Editorial Editor*, is a *Statistics concentrator in Lowell House*

My favorite memory of The Crimson was when the Editorial Board reached an impasse after the majority pitch didn't reach the two-thirds required to overturn precedent. The room erupted into chaos as votes were counted over and over, while a small group of us chuckled on the sidelines.

—Ivor K. Zimmerman '23, a *Crimson Editorial Editor*, is a *Classics concentrator in Kirkland House*

After a Thursday meeting whose topic now evades me, under the warm glow of string lights, we all stood around the horrendously out-of-tune piano in the corner of the Sanctum. EHA tickled the broken ivories and — boxed wine in hand — everyone sang along. EVW harmonized, RJJH danced with HMK, and I knew then that this would be a place I'd call home.

—Sidnee N. Klein '25, an *Associate Editorial Editor*, is a *Sociology concentrator in Currier House*

I cannot choose a single memory. I instead choose a place. The Editorial office — perpetually too small, continuously overflowing with boxed wine and a half-eaten box of Oreos, and always staffed with editors and writers tapping away on keyboards. It is home to the post-Crimson party debriefs, it is the awesome and aggravating twilight zone where time feels like a suggestion, and it is where I found my family. Memories are etched on the walls; it is the physical space we hand down to the next round of eager Editorial writers.

—Ellie H. Ashby '24, a *Crimson Editorial Editor*, is a *Social Studies concentrator in Adams House*

—This staff editorial solely represents the majority view of The Crimson Editorial Board. It is the product of discussions at regular Editorial Board meetings. In order to ensure the impartiality of our journalism, Crimson editors who choose to opine and vote at these meetings are not involved in the reporting of articles on similar topics.

COLUMN

TOWARD A HIGHER HIGHER EDUCATION

Taking the Ivory Out of the Ivory Tower

FOCUS ON DIVERSITY. The deeper problem is that the pipeline to professorship is plagued with racial prejudice.

BY JULIEN BERMAN



I've taken eight academic classes this year. Every single one of them was taught by a white professor.

And I don't think that's uncommon. For an institution that claims to focus on diversity, Harvard's faculty is quite racially homogeneous — just 22 percent of tenured faculty are non-white, and less than 10 percent are Black, Hispanic or Latinx, or Native American. While that is far more diverse than Harvard around two decades ago, it is still woefully unrepresentative of the Harvard student body and the larger United States population.

Sadly, the rest of academia isn't much better. While universities have successfully increased student diversity, faculty diversity has failed to keep pace. Indeed, in 2020, faculty of color at U.S. degree-granting postsecondary institutions comprised just 26 percent of all full-time faculty, even as students of color made up 46 percent of the total student population.

These abysmal statistics signal that higher education institutions must do more to radically reshape their recruitment and hiring strategies. On its current track, Ivy League faculty will never achieve demographic parity with the U.S. population.

Faculty diversity isn't just about checking the representational box; it's essential to the mission of higher education. A racially diverse faculty is critical for both students of color and white students to receive a better education.

One study suggests that faculty diversity positively affects overall graduation rates for students of color. Another concludes that Black students enrolled in STEM courses taught by Black instructors are more likely to remain in a STEM field after a year.

This is not at all surprising. A more diverse faculty provides students of color with role models who share their racial or ethnic background. These students then feel a stronger sense of belonging and validation, which contributes to their academic growth and success.

Studies find that white students, too, demonstrate better critical thinking skills and report improved overall satisfaction when taught by diverse faculty.

So what can institutions do to ensure diverse, representational faculty?

Most obviously, universities should take steps to eliminate racial bias throughout the hiring process for Ph.D. students or postdoctoral researchers. Search committees should employ equity advocates — committee members that promote fair and inclusive evaluation of all candidates — to standardize the interview process and provide an extra layer of accountability.

Universities can also embrace "cluster hiring": appointing multiple faculty at once across a range of related fields, rather than hiring them one by one. Recruiting a larger group of scholars increases the likelihood of a diverse pool of applicants and can mitigate the isolation often felt by singular faculty from underrepresented demographics.

But hiring is only the shallowest level of the problem. Universities shouldn't achieve diversity goals just by poaching a limited number of faculty of color from peer institutions — that won't increase the total number of faculty from underrepresented demographics.

The deeper problem is that the pipeline to professorship is plagued with racial prejudice. Horror stories from Black doctoral students and faculty dissuade Black college graduates from pursuing higher degrees in the first place out of concerns that these programs will treat them poorly.

In addition, many students of color lack the support needed to inspire them to pursue a career as faculty. One recent study found that students who have parents with Ph.D.s are far more likely to become faculty members, in part because they are more likely to receive encouragement for careers in academia from their parents. This finding is problematic given that Black and Hispanic adults are far less likely to hold graduate degrees than white adults.

As a result, higher education appears to be locked in a vicious cycle: Students of color have less access to support and mentorship, leading to less faculty diversity, which in turn makes it harder for students from underrepresented communities to envision themselves in faculty positions.

Universities need to start breaking this cycle — now.

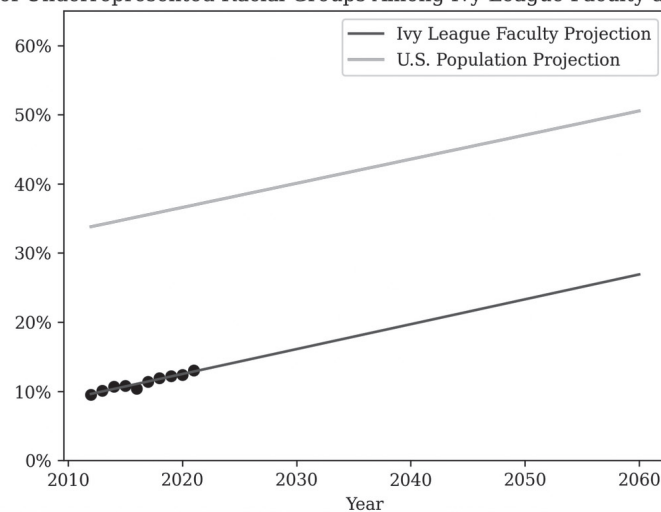
Underrepresented students should be supported at every step on the path to professorship. Universities can partner with programs specifically designed to prepare underrepresented students for doctoral study, like the McNair Scholars Program and the Alliances for Graduate Education and the Professoriate. They can also focus on hiring doctoral students from historically Black colleges and universities and other institutions that primarily serve underrepresented groups.

Next, universities should pair underrepresented graduate students with faculty mentors, who will help demystify the job search and replace a competitive environment with a supportive one. Mentorship programs can also help build trust among underrepresented students in demonstrating universities' commitments to closing equity gaps.

Ultimately, breaking down racial barriers requires a multi-pronged support system that begins when students of color first set foot on university campuses. Intervention strategies need to focus both on building the talent pool of underrepresented applicants and ensuring equitable hiring of those applicants. Otherwise, the ivory towers of academia will remain both exclusionary and far too white.

—Julien Berman '26, an *Editorial Editor*, lives in *Canaday Hall*. His column, "Toward a Higher Higher Education," appears on alternate Tuesdays.

Percentage of Underrepresented Racial Groups Among Ivy League Faculty and U.S. Population



Data from the Integrated Postsecondary Education Data System and the United States Census 2017 National Population Projections Tables. Faculty projection R squared = 0.94.



OP-ED

Why We Put a Holocaust Cattle Car in the Yard

MORE THAN A REMINDER. Sometimes it takes seeing an actual object to experience the revulsion that the memory of the Holocaust should.

BY JACOB M. MILLER

The singsong hum of prayers was dominated by one person's voice—a voice carrying a Yiddish accent of a bygone era, a voice steeped in the Old World Jewish communities known as shtetls, a voice that exuded the type of confidence only found among the old and wise.

That man's name was Morton Friedman, and he had been proudly reciting those prayers for decades, even after he saw his community nearly entirely wiped off the map of Europe during the Holocaust.

I was lucky because I got to know him between prayer services a decade ago.

"Yankel," he would say, using the Yiddish version of my name, "how are you doing today?" In the conversations that followed, he would share stories about surviving the concentration camps and seeking refuge aboard the S.S. Exodus along with thousands of other Jewish Holocaust survivors.

But as survivors of the Holocaust grow older and die, fewer and fewer people have the opportunity to learn about its atrocities firsthand. Because of this, public knowledge about the Holocaust is in serious jeopardy. Less than half of respondents in one recent survey of Americans knew how many Jews were killed in the Holocaust, or that Adolf Hitler came to power through a democratic process.

Holocaust denial is also on the rise: An estimated 19 percent of Twitter content on the topic distorts the truth or denies the events outright. In the Netherlands—the former home of Anne Frank, whose diary chronicles her persecution during the Holocaust—a recent survey found that 23 percent of adults under age 40 believe the Holocaust is a myth or exaggerated.

Perhaps as a result of these distorted retellings of history, antisemitic incidents in the U.S. are surging. Last month, the FBI report-

ed a 20 percent increase in violent crimes targeting Jews from 2020 to 2021. According to the American Jewish Committee's 2021 annual survey, nearly 40 percent of American Jews have reported changing their behavior in fear of being victimized, a trend that makes sense given the multiple recent mass shootings targeting the Jewish community.

Meanwhile, over the past few years, several public figures have used language easily construed as antisemitic. From former President Donald J. Trump's comments arguing that Jews who vote against him are disloyal to statements from Democratic Representative Ilhan A. Omar that both Republicans and Democrats criticized for playing into antisemitic tropes (although she did later apologize), politicians on both sides of the aisle have played a part in cultivating an antisemitic climate. Other celebrities contribute as well—like Kanye West, who notoriously tweeted that he would "death con 3 on JEWISH PEOPLE," even while claiming that he "actually can't be Anti Semitic."

Antisemitism is not the only kind of hate that increases when we forget the Holocaust. A primary lesson of the Holocaust was how easily society can slip into an authoritarian and genocidal state. Before the Nazis took over, Germany was a promising democratic republic and a center of arts and culture. Remembering the Holocaust can help us recognize history repeating itself—including, scarily, the mass genocides that are still taking place today.

Growing up, the Holocaust was just a fact of my life, and thinking about it was like thinking about my parents' childhood—nothing in my community would make sense without it. The oft-repeated mantra "never forget" seemed so inane that it bordered on meaningless. After all, how could one possibly forget such an atrocity?

Today, that rallying cry no longer appears so trivial.

In 2020, Morton Friedman died. He can no longer share his story with others. Slowly, recollection of the Holocaust is passing from eyewitness stories to the domain of history textbooks. The challenge our generation faces is establishing how we can "never forget" when

those with lived memory are nowhere to be found.

One truth is obvious: In order to never forget, we must always remember.

On an intellectual level, remembering is easy—a history textbook is a sufficient resource for those seeking to understand exactly what transpired. But sometimes it takes more extreme measures to truly comprehend the Holocaust.

The concentration camps where Jews were forced to do hard labor, and then brutally murdered and cremated in mass ovens, are kept in their original condition so that visitors can be impressed by the stunning cruelty of the Nazi regime. Film and literature produced by victims, as well, can provide a visceral perspective. And this potential for a visceral connection was why we—Harvard Hillel—brought a replica of a Nazi cattle car into Harvard Yard.

It is true that films and artifacts are disturbing—but that is precisely the point. The memory of atrocity fades when it is reduced to descriptions or images. Sometimes it takes seeing an actual object, or watching a vivid account, to experience the revulsion that the memory of the Holocaust should evoke.

While taking a class about the Holocaust is educational, seeing a cattle car where Jews were packed like sardines, and transported for days without food or water and only a bucket for excrement, is unforgettable. Touring a concentration camp where Jews were brutally suffocated in specially built gas chambers is very different from reading the number six million.

Those of us who have heard survivors share their experiences aren't likely to forget the terrors of the Holocaust soon. But our societal memory is flickering, and we are feeling its result. Antisemitism, and hate writ large, can only be combated properly when we remember the past.

I will miss talking with Morton Friedman, but I will carry his memories with me. I hope you will too.

—Jacob M. Miller '25, an Associate Editorial Editor, is a Mathematics concentrator in Lowell House and the President of Harvard Hillel.

COLUMN

THE HARVARD BENEATH OUR FEET

An Ode to Kirkland Basement

A HOUSE'S HIDDEN HALLS. The Kirkland basement is a dynamic and sacred space for many individuals, housing memories—new and old.



BY ADAM V. ALEKSIC

I'm in love with the Kirkland basement.

It's a perennial social space for sophomores without common rooms—a place where laundry-goers must nimbly sidestep problem setters, pool players, and gym rats. The basement literally and figuratively connects the House, providing necessary resources while its common areas vitally strengthen the community.

Everywhere you turn, pieces of the past surface as reflections of the love previous Kirklanders had for the space. The green felt of the pool table is pockmarked with pale, miniscule craters, all memories of long-forgotten games. A kaleidoscopic collage of senior murals stretches under B entryway, imparting the most important messages left behind by each cohort of graduates.

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A kaleidoscopic collage of senior murals stretches under B entryway, imparting the most important messages left behind by each cohort of graduates.

Just beyond, a lending library named after a former building manager houses a tattered yet eclectic collection of discarded paperbacks; plaques by the treadmills boast of intramural rowing victories almost a century ago; and framed photographs of smiling alumni bear timestamps dating as far back as 1977.

Caught up with ourselves, we often ignore these vestiges of past Kirklanders, even though their legacy markedly impacts our House culture today.

It's easy to miss the gravity of bygone moments, but much also goes unappreciated in the present. We cozily sit in carefully positioned armchairs, unaware of the way the crocodilian cracks in the marshmallow-colored paint behind us infuse the room with a sense of snugness. Heavenly burgundy couches suspend nappers as if they were lazily floating in amniotic clouds, and an upside-down world map greets students as they pick up their mail—swiftly corrected by basement regulars if anyone makes the grave error of flipping it right side up.

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The historic remnants and beautiful idiosyncrasies composing the Kirkland basement give it its character, imperceptibly affecting our dispositions and House culture.

The historic remnants and beautiful idiosyncrasies composing the Kirkland basement give it its character, imperceptibly affecting our dispositions and House culture.

As I prepare to graduate, I'm slowly learning to say goodbye to my happy place, but I'm concerned that future Kirklanders may not be able to enjoy it the same way.

It is an alarming trend that recent renovations in other Houses have meant sacrificing character and history for sterile, unwelcoming corridors reminiscent of hospital wards. These modifications have rewritten the pattern language from crafting a comfortable community space to generating an alien one.

This column has been about considering the unseen, about looking at what usually goes overlooked in front of us and defending it when others don't see it. When the basement is eventually remodeled, preserving small imperfections such as the textured walls and upside-down map is crucial for recapturing the quirky, cozy atmosphere it has today, and maintaining artifacts like the murals and library is essential for continuing our connection to the past.

Otherwise, any indication of the love that I and so many others have poured into the Kirkland basement will be gone.

—Adam V. Aleksic '23 is a joint concentrator in Government and Linguistics in Kirkland House. His column "The Harvard Beneath Our Feet" appears on alternate Thursdays.



ANGELA DELA CRUZ—CRIMSON PHOTOGRAPHER

OP-ED

ChatGPT Needs a 'Problematic' Mode

BY IVAN TOTH-ROHONYI

ChatGPT is biased. It's hard to explicate the exact nature of its bias, but the chatbot has previously generated Python code concluding that male African-American children's lives shouldn't be saved and suggesting that people from Iraq or Syria should be tortured.

This bias should come as no surprise. ChatGPT was trained using an incredible amount of data from all over the Internet, which is rife with hate speech and extremism, and as is broadly the case with AI systems, it was likely created by a very specific demographic: college-educated white males. Because of its very nature as a data-trained predictive text algorithm, ChatGPT may be prone to carry the inherent biases of the content it was trained on and that its creators may harbor.

Yet today, when you give ChatGPT a similar prompt to write code determining which children deserved to be saved based on their race and gender, its response is quite different. It now refuses to answer such questions, often claiming that the topic is inappropriate.

While there are some obvious benefits to this muzzling of ChatGPT's biases, I believe it represents a fundamentally flawed approach to the new AI age. The public deserves to see the biases embedded in the chatbots that are becoming increasingly salient in our lives—including here at Harvard. ChatGPT's creators should publish a version of ChatGPT in which its biases are on explicit display—a "problematic" mode, if you will.

To understand why, here's a bit of context. Whether you like it or not, ChatGPT has arrived and it's having a real impact, helping students with everything from writing trivial emails to solving complex math problems. Yet for the foreseeable future, ChatGPT's biases will probably remain unsolved. Because of the sheer amount of data such models are trained on, it will likely take a sizable amount of time to conduct any comprehensive review of these materials.

Chatbot creators' current approach of providing "guardrails" to their programs is hiding the problem, not fixing it. Right now, we can't know the extent to which OpenAI has been successful in eliminating biases because ChatGPT refuses to answer so many questions that would reveal them. In all likelihood, there is a fair amount of bias still embedded in ChatGPT, which risks leaking into all of the mundane functions ChatGPT increasingly serves in our daily lives.

So should we just let ChatGPT spout all sorts of hateful nonsense to counter these current attempts at obscuring its problematic nature? I don't think so. There are very valid reasons to

be concerned about such an idea. Openly biased chatbots could, for example, reinforce extremists' views and provide AI-generated justifications or expose children and many others to highly inappropriate content.

While these concerns are legitimate, this is a matter of trade-offs. The public simply must have an accurate idea of the nature and extent of ChatGPT's bias. Unfortunately, extremists can already find validation and spread their vitriol in many places online—and this was the case long before ChatGPT.

The key isn't to toss all guardrails in the garbage—it's to give users options. Users should be able to choose between models with different levels of moderation in place. And of course, even a more "unbound" version of ChatGPT still shouldn't spew explicit hate or call for violence. But it would enable chatbot biases to be exposed and recorded, both to aid OpenAI in getting rid of them faster and to allow users to better understand the tool they are using.

Interestingly, some users are already trying to create an environment like this by "jailbreaking" ChatGPT, using tools such as role play or even "scaring" the chatbot by threatening to terminate a session to try to show the bot's true colors. This topic is a rabbit hole on its own, with a fascinating arms race going on between users and engineers in which OpenAI seems to be very much trying to prevent users

from accessing this side of the chatbot.

As each side tries to outsmart the other instead of working on actually addressing the chatbot's biases, both waste precious time. A much better solution would be the following: Make a version of the model available—with warnings and notices attached—that lets ChatGPT's biases show but still doesn't output hate speech or advice for crime and violence. Concerningly, some jailbroken versions are capable of generating conspiracy theories, slurs, and advice on how to best commit crimes, making them not just problematic but potentially dangerous. A "problematic" mode on ChatGPT could be tailored so that bias could be identified and called out without exposing users to the worst vitriol the chatbot can produce.

With the current system in place, the public can't determine just how biased ChatGPT is, leaving these biases to express themselves in insidious ways. So, as horrible as it might sound, I believe that in a designated mode, OpenAI should let ChatGPT show its biased and problematic views instead of hiding them away from public scrutiny. If anything, it might make all the Harvard students currently using the chatbot reconsider how much they should rely on it.

—Ivan Toth-Rohonyi '25, a Crimson Editorial editor, is a Sociology and Computer Science concentrator in Adams House.



This image was generated on DALL-E using the prompt "chatbot locked up behind guardrail digital art." COURTESY OF IVAN TOTH-ROHONYI

BOSTON CITY COUNCIL

Advocates Call for PILOT Program Reform

COUNCIL HEARING. Residents and advocates spoke at a City Council hearing about flaws and possible improvements to PILOT program.

BY SAMUEL P. GOLDSTON
AND JACK R. TRAPANICK
CRIMSON STAFF WRITERS

The Boston City Council held a hearing to review its payment in lieu of taxes program Friday, hearing testimony from residents and advocates on drawbacks and potential updates to the program that Boston has run since 2011.

The PILOT program requests for large, property tax-exempt nonprofits like universities and

hospitals to voluntarily pay 25 percent of the property taxes they would have paid without the exemption.

Up to half of this payment may come in the form of non-cash “community benefits” like scholarships reserved for local students, job training programs, and educational services targeted to residents.

These nonprofits are requested to make the payment because roughly a quarter of the city’s budget is spent on city services like police, fire, and snow removal that benefit these institutions.

For 11 consecutive years, Harvard has paid less under the PILOT program than city officials requested for its land holdings in Allston and Longwood, valued at more than \$1.5 billion.

In 2022, Boston requested \$13.7 million, but Harvard contributed roughly \$10.8 million. In each of the past five years, Harvard has contributed roughly 79 percent of the City’s requests.

Harvard spokesperson Amy Kamosa did not comment on why Harvard has consistently failed to meet the requested amount or how the University decides how much it will pay.

“As a nonprofit educational institution, Harvard engages with the City of Boston in a variety of important ways, including consistent participation in the City’s voluntary PILOT program and delivering community programs to Boston residents, paying municipal taxes on the University’s non-exempt property, as well as leading meaningful ini-

tiatives and outreach across every neighborhood in Boston,” she wrote in an emailed statement.

Harvard’s community contributions include the Arnold Arboretum, a public-private green space; fellowships for students to work on city projects at Boston City Hall, and Harvard Law School’s clinics and Pro Bono programs.

Adherence to the requests varies widely across private institutions: Boston Children’s Hospital, for example, paid its full requested PILOT contribution in 2022, while the New England Aquarium paid just half, all in community benefits.

Councilor Julia Mejia said residents should have more of a voice in determining what constitutes a community benefit under PILOT, instead of being told what benefits them by nonprofit institutions.

community benefit without community involvement,” said B. Chris Sumner, a community representative at the hearing.

Robert J. McCarron, CEO of

state legislature.

Councilor Liz A. Breadon, whose district comprises Allston and Brighton, said that as universities buy more property for student

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You can’t have a community benefit without community involvement.

B. Chris Sumner
Community Representative

the Association of Independent Colleges and Universities in Massachusetts, defended the benefits universities provide to Boston against criticism from councilors and advocates.

“Boston’s colleges and universities are integral contributors to the City and have been since their inception,” he said. “Today they continue to be vital in keeping neighborhoods alive and attracting visitors to the city.”

Another complaint about PILOT is around the program’s continued use of property valuations — which inform how much the city will request from an institution for its contributions — from 2009.

Commissioner of Assessing Nicholas Ariniello commented on the challenge of updating the property valuations during the hearing.

“It can be very hard to generate increased fundraising returns just by asking for more,” he said, pointing to what some see as a reason that Boston has not updated their valuations and increased payment requests.

Massachusetts has previously explored mandating PILOT payments from large nonprofits like Harvard, though a 2021 bill aimed at making such payments required did not make it to a vote before the

housing in the city, the city loses more in tax revenue because the properties become tax-exempt under state law.

“The other issue that comes up is when a nonprofit institution such as a university, acquires a piece of commercial property like a former hotel or a former apartment block, and the community at large think, ‘Oh, there goes another piece of valuable property that’s going to go off the tax rolls that we’re going to have to subsidize,’” she said.

City Councilor-At-Large Ruthzee Louijeune, a graduate of the Law School and Kennedy School, said she believes “times have changed” on how the city is “trying to hold nonprofit institutions accountable.”

Enid Eckstein — a co-chair of the PILOT Action Group, an organization that advocates for PILOT compliance — said during the hearing that the program should consider what Harvard owes to the city of Boston.

“What is the social and moral obligation of a world-class institution to the community that it has displaced?” Eckstein asked.

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Boston City Hall is located in the heart of Boston’s Government Center complex. JULIAN J. GIORDANO—CRIMSON PHOTOGRAPHER

“How can we have a process that is being led by people who are dictating for us what it is that we need, and then bringing it to the community for a reaction?” she asked. “That’s just not how we should be doing business.”

“You can’t have a

Cambridge Charter Review Committee Split on Structure

BY ADELAIDE E. PARKER
CRIMSON STAFF WRITER

The Cambridge Charter Review Committee met on Zoom this Tuesday to discuss changes to Cambridge’s plan of government, with members debating potential changes to the charter’s framework of city leadership.

Committee members debated two alternative forms of city leadership: a strong mayor accompanied by a chief financial officer or a city manager without an elected mayor.

Members appeared roughly evenly split on the leadership system a new charter should adopt, with the committee’s director, Anna Corning, deciding to postpone a vote for a future meeting.

The Cambridge Charter Review Committee is part of an ongoing review of Cambridge’s government structure.

Throughout this year, the committee — a task force made up of a group of diverse Cambridge residents — will convene to discuss various aspects of Cambridge governance and make recommendations to the Cambridge City Council on how to improve and modernize the city’s charter.

Under Cambridge’s current “Plan E” form of government, the city is led by a mayor, city manager, and the City Council, who each have distinct leadership roles and responsibilities.

Cambridge’s mayor leads the city politically and ceremonially, while the city manager is an administrative leader, tasked with overseeing Cambridge’s city departments and making recommendations to the City Council.

The City Council itself adopts policies that it requests the City Manager to pursue and oversees Cambridge’s finances.

The Charter Review Committee hopes to recommend a more centralized form of leadership to the Cambridge City Council, consolidating the responsibilities of the mayor, city manager, and City Council into fewer roles.

Tuesday’s meeting began with

a short presentation discussing the two alternative forms of leadership: a strong mayor system with a CFO or a city manager system.

Under the strong mayor proposal, Cambridge would be led by a mayor who would retain most of their current duties while also taking on some of the city manager and City Council’s administrative and budget responsibilities.

The mayor would be advised by a CFO, who would help them draft and implement economic initiatives.

The latter proposal would see the city manager and City Council work together to govern Cambridge with a weak unelected mayor, with the city manager taking on many of the political and ceremonial roles currently fulfilled by Cambridge’s mayor.

After hearing about both forms of leadership, the Charter Review Committee spent the rest of the meeting discussing each method’s costs and benefits.

Many committee members questioned which form of leadership would be more representative.

Proponents of the strong mayor argued a mayor would be more directly accountable to citizens than a city manager because they are elected.

Committee member Ellen Shachter said she believes the strong mayor would “infuse more democracy” into Cambridge’s system of government.

“I just feel like we’re lost in the conversation without an elected leader,” committee member Jennifer Gilbert said.

Other committee members, however, said a City Council and city manager would be more representative.

“A city manager is going to be more accountable to all of the people of Cambridge,” said committee member, historian, and Harvard Law School professor Nikolas Bowie. “The city manager isn’t elected and by virtue of not being elected, will not be blown one way or the other by the political winds.”

“I’m really concerned that somebody could put a lot of money into a mayoral run and be able to run a campaign and essentially buy an election,” added committee member Lisa Peterson.

Beyond representation, the committee also focused on expertise, with members debating which form of leadership would better enable the drafting and implementation of effective city policies.

Several committee members expressed concerns that a mayor — who under the current system holds few financial responsibilities — would not be well-equipped to handle Cambridge’s budget.

“There are some functions that require somebody to go who has a very thorough knowledge of the city budget,” said committee member Kathleen Borm. “Typically speaking, the mayor in the city doesn’t.”

However, other committee members said the proposed CFO role would enable the mayor to make well-informed financial decisions.

“I see a CFO as a way to get the best of both worlds,” Gilbert said. “Have professionalism, have leadership.”

After debating for nearly two hours, the Charter Review Committee closed the Tuesday session without reaching a consensus.

“I don’t have a strong sense that we’ve had a lot of changed minds tonight,” said committee member James G. Stockard Jr, who is a lecturer at the Harvard Graduate School of Design. “We have a pretty evenly split group at the moment.”

The Charter Review Committee hopes to return to the issue of leadership at their next meeting, where they plan to vote on which form of leadership to recommend to the City Council.

“I’ve always been massively impressed by what a wonderful diverse group this is and how it seems to me to reflect Cambridge in so many ways,” Stockard said. “Makes me feel much more comfortable about moving forward.”



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CAMPUS

Eleganza MMXXIII: 'Rebirth' Electrifies Crowds

JOEY HUANG—CRIMSON PHOTOGRAPHER

"REBIRTH" has proven that Eleganza has since grown to become one of Harvard's most annually anticipated events.

BY EMMA Y. MIAO
CRIMSON STAFF WRITER

More than 1600 students packed into the stands of the Bright-Landry Hockey Center Saturday evening for one of Harvard's most annually anticipated events, Eleganza MMXXIII: "Rebirth."

During the three hour show, students across Harvard's campus came together to celebrate fashion, dance, music, and expression.

On an elevated runway-style platform, the student-run production represented cultures from across the globe. Radically challenging social conventions, especially those pertaining to gender and sexuality, Eleganza transformed the stadium into an immersive, captivating space.

The event drew resounding praise from the student crowd, some of whom traveled from the Boston area or further in order to see the show.

U.K. visiting student Lucia Vives said she had heard "great" things about the show. "It was a once in a lifetime experience here at Harvard," she said.

Lauren Huions, a student from Columbia University, said she came to support her friend Michelle.

"Eleganza is for a great cause, and I'm so excited to be here," she said.

"Rebirth" opened with "Scene 1: E Pluribus Unum." Scene directors Aimee R. Howard '25 and Daylan N. Davis '25 aimed to create a sense of community on stage that invites a celebration of difference and a spirit of collectivism.

Saskia Fisher '23 said, "I've never felt so many emotions watching a stage and that energy from the crowd is so contagious." Lily B. Roberts '25 also responded with enthusiasm: "Amy Ojeaburu [the Fashion and Publicity Executive Producer of Eleganza] has done a great job with the show and I love seeing how it's developed after the past few years," she said.

In between scenes, BMF Step — the Black Men's Forum Step team—guest performed.

"BMF Step carried," said Chelsea P. Baker '24.

Isabelle C. Montoute '24 and Isaiah E. Coleman '23 directed

"Scene 2: Ill Intent," a dance scene featuring hip-hop and street-heavy dance styles.

At intermission, Emilio De Leon '23 said, "This is the best event I've been to in my four years at Harvard."

Julia S. Casas '24 said she loved

enjoyed watching the other performances when Bhangra wasn't performing on stage.

"I've seen Eleganza ever since my freshman year. I love it so much so [I'm] really excited to get to be a part of it this year," she said.

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These are people sitting next to you in section or maybe dozing off in lecture, but they're just such incredible talent.

Samantha M. Woolf '23

the show: "Everyone is incredibly talented. The outfits are amazing. And I'm just so impressed with all the dancing and the different styles of dance as well," she said.

Prefrosh Jhansi Bhavsar '27 described the show as "amazing." "It makes me so excited to come to Harvard. And I'm definitely very inspired," she said.

Eleganza also featured guest performances from Omo Naija X The Wahala Boys and Harvard Bhangra.

Priya Thelapurath '24, one of the captains of the Bhangra team,

Eleganza MMXXIII: "Rebirth" finally closed with "Scene 3: The Icon," directed by Isabelle L. Guillaume '24 and Norah R. Ostin '25, which pays homage to and celebrates black women, queer and trans people, and others that have helped create the roots of pop culture — especially ballroom culture.

The show concluded to roaring applause and cheering from those crowded around the runway as well as throughout the stadium.

Samantha M. Woolf '23 shared

her amazement of watching Eleganza: "Every time I go to a show like this, I'm just so amazed by the sheer talent of our classmates. They are so incredible," Woolf said. "These are people sitting next to you in section or maybe dozing off in lecture, but they're just such incredible talent. Amazing show."

Kaylee Cornelius '23 said, "The show was freaking amazing. They did so good. The dancers, the fashion, everything was awesome. They put in so much hard work. It was cool to see it play out."

Supporting diversity, equity, and inclusion beyond the Harvard community, all proceeds from the 2023 Eleganza show were donated to NEFA, Advancement Project, and AgitArte.

Eleganza, established in 1994, was initially founded 28 years ago under Harvard's undergraduate cultural production organization, Black C.A.S.T.

The event began as a small fashion show with a mission rooted in redefining beauty and aesthetic style on campus. "Rebirth" has clearly proven that Eleganza has since grown to become one of Harvard's most annually anticipated events.

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Artist Profile: mxmtoon on Vulnerability in the Digital Age

BY MILLIE MAE HEALY
CRIMSON STAFF WRITER

22-year-old Maia, better known as singer-songwriter and internet phenomenon mxmtoon, sat down with The Harvard Crimson on April 21 to talk about her career, creative evolution, and how far she's come from her beginnings as an artist.

mxmtoon describes her music as "bedroom pop." Though she is no longer making music largely by herself, she still aims to preserve that intimate and vulnerable sound.

"Having started in like my actual bedroom and making songs on GarageBand and sharing it, I still feel that that kind of intimacy and core is what I strive to do with a lot of the music I end up making," she shared.

"I really identify with the idea of making something that feels personal to you, especially in environments that you feel really comfortable in. Bedroom pop feels cozy."

mxmtoon's songwriting has been touted as "confessional," and she said her songwriting perhaps "naturally turns into an au-

tobiographical narrative."

"I do feel like you could listen front to back and have a pretty good sense of my story so far, which is really cool to me. I think I approach it with more intentionality now, but it definitely was something that I was trying to do but naturally happened anyways," she said.

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I know that my songs and the things that I make are going to become pieces of other people's stories beyond just mine.

mxmtoon

mxmtoon's second studio album, "rising," was released almost a year ago, and she called it "the music that I always ended up dreaming of making." Featuring more production than her stripped-back debut studio album "the masquerade" — self-released in 2019 — along with maturer lyrics, "rising" is a love letter

to the trials of new adulthood and coming into your own.

"rising" was fulfilling that dream I had five years ago, or even as young as six years old and listening to music for the first time and being like, 'Oh my God, I hope I can make songs that make me feel this way and make me want to dance and smile and ex-

perience joy," she said.

In addition to her music, mxmtoon has taken on other creative avenues, releasing a short daily podcast beginning in September of 2020 and lasting a year titled "365 days with mxmtoon" as well as two graphic novels accompanying her debut album and connected 2020 EPs respec-

tively. She discussed the exciting challenge of undertaking these endeavors.

"It felt really natural to me, actually—I think largely, mxmtoon has always been a multi-project project, right? Music is the core of what I do, but I do so many other things," she shared. "Podcasting or graphic novels, those are all genuine interests of mine, and so trying to do my best and put my best foot forward in those different areas felt like a really individually satisfying thing to take on. And so I try to do that with mxmtoon as often as I can."

mxmtoon rose to prominence self-releasing music on YouTube in 2017, but has kept up with a changing digital landscape — she has over 200,000 followers on Twitch, over 850,000 followers on Instagram, and 2.8 million followers on TikTok. When asked about her active online presence, she said "influencer" is not a label she feels an affinity towards.

"Content creator definitely feels accurate, I make a lot of music and see myself as a creative," she said. "I grew up in the early days of YouTube, watching blogs and YouTubers generally. I feel like I am still solidly con-

nected to that world and in a lot of ways I can't detach myself from it."

Now that she has an established following, she has a lot more freedom and resources to make the music she wants.

"I started my music project and no one in my real life knew about it. I wasn't fearing of the fact that I was making music with my family or my friends," she said. "I'm 22. I'm a little bit older than I was when I started and so from more confidence and just seeking out other people to help me and support me and whatever ideas I might have, so from a creative standpoint, I think I understand the power of asking for help a lot more than I used to."

Given how public-facing her persona has been from a young age, an awareness of the distinction between public and private is present in how mxmtoon thinks about her music, as well as how she discusses her art.

"It's a very strange experience going from making music to thinking no one's gonna ever listen to it but all of a sudden knowing that people will listen to it every single time we make something."

"Vulnerability is a really pow-

erful tool, and I try to be as honest as possible in the music I make, but I also know I don't owe anybody explanations beyond the lyrics that I'm making," she said.

mxmtoon has collaborated with many artists, from Carly Rae Jepsen to Noah Kahan, and will be touring this summer under the umbrella bittersweet daze with cavetown, Ricky Montgomery, and grentperetz.

"I've worked with all of them in different capacities and so it naturally kind of came together, this idea of wanting to do a mini festival lineup this summer and playing in different cities together," she said. "I get to hang out with people I think are really cool and I get to play amphitheatres for the first time ever, which is super, super exciting."

mxmtoon reflected on how far she has come since her music was a pipe dream she kept all to herself. But she also knows that the songs she has created have naturally grown beyond just her.

"I know that my songs and the things that I make are going to become pieces of other people's stories beyond just mine."

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ARTIST PROFILE



COURTESY OF FRANK MADDOCKS / WARNER RECORDS

Artist Profile: Linkin Park's Mike Shinoda

SONGWRITING'S introspective and emotional elements came together rather for Shinoda.

BY ALISA S. REGASSA
CRIMSON STAFF WRITER

In 1996, rapper Mike Shinoda co-founded the rap-rock band Linkin Park. Although the group found immediate success with the release of their debut studio album, "Hybrid Theory," it was 2003's " Meteora" that truly cemented Shinoda's — and the band's — fame. 20 years later, Shinoda is now a jack of all trades, adding titles such as acclaimed songwriter, label co-founder, and award-winning producer to his portfolio. Following the March release of his latest single, "In My Head," Shinoda sat down with The Harvard Crimson to discuss the anniversary of "Meteora," as well as his recent release.

"In terms of the shape of the music, it's stood up," Shinoda said, referring to the 20th anniversary edition of "Meteora."

For many fans, the anniversary album offered an opportunity for new experiences, such as listening to "Lost" in its entirety for the first time, along with other unreleased demos and never before seen live performances. For Shinoda, listening to "Meteora" all these years later meant unearthing emotional memories about how the songs came together in the first place.

"It's a different experience actually listening to the demos," Shinoda said. "To hear the most embarrassing one to me — which is the reason that it's on there — is my singing demo of 'Breaking The Habit.'"

Shinoda recalled how the "unpolished" skeleton track came together in a matter of hours. "There's no autotune, no compression, no EQ — it's just me and a really bad mic, just getting my ideas down. There's a bit of exposure — I'm really exposed putting that out in the world."

The thought process behind putting together the "Meteora|20" package wasn't "Lost" on Shinoda. There was intentionality in not remastering, but preserving the original sound and expanding on it instead.

"The 'Lost Demos' album is in the 'Meteora|20' package," Shinoda said, referring to the CD grouping of B-Sides that are sprinkled throughout the anniversary album. He recalled thinking that those would eventually get released. "And then it just never happened. And then by the time we got to the next studio album, we weren't looking backwards at any of our old demos."

In retrospect, tracks like "Fighting Myself," "More The Victim," and "Massive" are some of his favorite additions to the anniversary album, along with "Lost."

"Finding ['Lost'] was awesome — obviously surprising — and really teleported me back to that time," Shinoda said. "It's the stuff that, to me, is most interesting."

When it comes to his solo projects, Shinoda employs a variety of artistic approaches.

"Sometimes a song will happen lyrics-first, melody-first," Shinoda said. "'In My Head' started track-first."

"In My Head" is one of Shinoda's two contributions to the "Scream VI" movie soundtrack, along with Demi Lovato's track, "Still Alive," which he co-wrote and produced for the end credits. When discussing his creative process while producing the song, Shinoda emphasized the parallels between the storyline and the lyrics.

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What I've always looked for in music is connecting with somebody. Whether I'm making it and they're listening or they're making it and I'm listening, that's a connection. That's a human connection.

Mike Shinoda

"One of the characters is having these intrusive thoughts. They're having worries they're turning into someone they don't wanna be," Shinoda said. "And I just felt like that felt so relatable to me. I felt like there've been times when I felt that way. I just

felt like it made a good song."

"In My Head" is far from Shinoda's first solo endeavor. Since producing The X-Ecutioners' "It's Goin' Down" in 2001, Shinoda has made chart-topping remixes, co-written Grammy-winning tracks, founded collaborative hip-hop projects, and most recently, released the solo studio album "Post Traumatic." But 2023's "In My Head" may be one of his most vulnerable releases to date.

"It felt so relatable to me. There have been times when I felt that way," Shinoda said.

Shinoda added that the more introspective and emotional elements in songwriting came together rather quickly and naturally. "Sometimes it's all about the different elements of the song coalescing all together. There's just a magic that's happening and I felt like this song had that."

Shinoda's recent work features lots of dynamic moments and sonic contrasts — putting a novel spin on his already innovative approach to musical elements — that hadn't been explored in previous works. However, the musician stays humble, paying attention to the inherently human experience of music making.

"What I've always looked for in music is connecting with somebody. Whether I'm making it and they're listening or they're making it and I'm listening, that's a connection. That's a human connection," Shinoda concluded.

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EDITOR'S PICK: CULTURE

A BITE OF HOME: CHINATOWN'S BEST BAKERIES, RANKED



COURTESY OF JENNIFER WOODARD MADERAZO / WIKIMEDIA COMMONS

With AAPI month fast approaching, Asians and allies alike should take this chance to connect with and learn about Asian culture through food, writes Staff Writer Emma E. Chan. Read on to find out which Chinatown bakery comes out on top!

3. Corner Cafe Bakery

Positioned prominently at an intersection of the busy Harrison Avenue of Chinatown, the Corner Cafe Bakery is located in a prime spot for roping in curious tourists. In terms of atmosphere, Corner Bakery Cafe has a more polished, commercialized feel. All products are neatly packaged in plastic and tidily arranged on the shelves. The floor is carefully swept, the shelves dominated by classics like pork buns and carefully scored pineapple buns.

Overall, this bakery can be described as typical. The emphasis on polish is impressive, but aside from its Asian offerings, feels like a Paris Baguette dupe — the typical mom-and-pop appeal of Asian bakeries is masked by the sanitized atmosphere. Though there's nothing wrong with sticking with the classics, this bakery's pastry selection also seems to pander to an unfamiliar, Western audience that may find their offerings more palatable. All in all, this bakery may be an ideal place for tourists, but not the most authentic way to experience Chinese pastries.

2. Ho Yuen Bakery

Ho Yuen Bakery is quite literally a hole in the wall. Although the overhead sign announces its existence, the door is difficult to find in the midst of packed buildings, and the single display window is eternally foggy. Trays of pastries remain stacked in the middle of the floor, and all of the goods are crammed together into a single display case at the cash register.

These details are meant to recommend it — the small, unassuming bakery rewards those who dare to venture in with delicious pineapple buns with crumbly, imperfect toppings and more niche Chinese favorites like savory turnip cakes. Aesthetics are less of a focus for this bakery, yet the taste more than makes up for it. Although this bakery is perhaps less approachable for first-time visitors, it will undoubtedly become a fast favorite.

1. Taiwan Bakery

Taiwan Bakery is the best of both worlds, with beginner friendly favorites interspersed with Asian household staples. Like Ho Yuen, it is a street-side location, and yet, the display window is filled with gleaming, golden pastries. It specializes in moon cakes of all kinds, though their classic buns are also delicious. Pork floss buns, which may appear daunting to a newcomer, are sold alongside Western-adapted cream buns. Each sign is handwritten in both English and Chinese characters; although the English translations are imperfect, they may uniquely appeal to Asian-Americans looking to finally learn the names of their childhood favorites.

In this way, Taiwan Bakery is the Platonic ideal of a Chinese bakery for beginners and experienced visitors alike: specialty goods, a broad appeal to many audiences, and an authentic feel that makes customers, especially AAPI ones, feel at home. Though it is difficult for a bakery to cater to every customer, it succeeds at striking the balance. For those who haven't yet found their favorite Chinese pastries and baked goods, it may be wise to begin one's exploration here.

Conductor Earl Lee Debuts in Symphony Hall

BY GWENDOLYN M. IBARRA
CRIMSON STAFF WRITER

Earl Lee, a Korean-Canadian Assistant Conductor for the Boston Symphony Orchestra, reflected on his journey in music and the mentors who have shaped his path following his debut in Symphony Hall on April 6. Alongside pianist Eric Lu, Lee presented a stunning performance with selections from Unsuk Chin, Wolfgang Amadeus Mozart, and Robert Schumann. When selecting the three pieces for the program, Lee had Beethoven in mind.

"We tried to have a connective element that binds everything together, and funny enough that it's Beethoven."

The first piece of the program was by Korean-born composer Unsuk Chin, "subito con forza." The work was written in 2020 as a tribute to the 250th anniversary of Beethoven's birth.

This was followed with Mo-

zart's iconic "Piano Concerto No. 20 in D Minor, K. 466," a composition featuring a piano cadenza written by Beethoven that highlighted the impressive talent of

“

What I always tell myself conducting is really what Maestro Haitink said — "Be clear and be there, but don't disturb them."

Earl Lee

soloist Eric Lu.

"People can hear how beautiful he plays, how he phrases. Where he takes time, where he breathes," Lee said.

Lee lovingly reminisced on his growth as a conductor and accredited an early lesson from the late musician and conductor Bernard Haitink for his current ease

and mastery in leading an orchestra as prominent and world-renowned as the BSO. As a student, Lee participated in a masterclass where his conducting skills were

developed through leading an orchestra under Haitink's guidance.

"What I always tell myself conducting is really what Maestro Haitink said — 'Be clear and be there, but don't disturb them' — especially with a really amazing orchestra like BSO," Lee shared. One of Lee's biggest takeaways

was from witnessing the errors of another student conductor.

"He [the student conductor] was totally into it, moving a lot and passionate. And he [Haitink] just came and stopped him and said 'Hey, try to not disturb them and stay out of their way, they're really busy playing.' And that really stuck with me for a long time," he said.

Understanding the importance of trusting each individual musician within an orchestra rather than serving as an overbearing influence is one piece of advice that has stuck with Lee throughout his conducting career as he leads groups such as the San Francisco Symphony, Seoul Philharmonic, and Ann Arbor Symphony. The final piece in Lee's Symphony Hall debut was Schumann's "Symphony No. 2" and the last movement quotes Beethoven's "An die ferne Geliebte," which drove the program's unity home.

Lee also described the com-

plexities of conducting a group of talented musicians.

"You sometimes ride along that or sometimes you try to steer the water into a different direction in a very subtle and clear way and it's really fun," he said.

Working with highly-skilled members of the BSO is undoubtedly an incredible opportunity for any conductor. Lee, however, is not typically limited to professional settings and also finds delight in mentoring young musicians.

"My goal was always treating the young musicians in the youth orchestra as my colleagues, not as their teacher," Lee stated.

In the past, Lee shared that he has found rewarding experiences through his roles as the Artistic Director and Conductor for the Toronto Symphony Youth Orchestra and as Music Director for the Pittsburgh Youth Symphony Orchestra.

"Seeing them experience what I have experienced in that

same seat when I was 13 years old. This spark of magic in their eyes — it's really moving."

Lee's own beginnings as a young, budding cellist were in the Toronto Symphony Youth Orchestra, though he says that he did not anticipate his return.

"When I got asked to work as a conductor later in my life, which I never expected, it was so special."

After reminiscing on his accomplished career, Lee emphasized the importance of music for those involved in music at any level.

"My goal is not to make everyone fall into music. I mean, to have them go into music [as a profession] that's not the point," Lee said. "Music is such a great way — especially playing together — is such a great way to just build friendship and to build our personality. I really think it's food for our soul and peace."

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Susannah B. Tobin '00 is the assistant dean for academic career advising and a senior lecturer on Law at Harvard Law School. She is also managing director of the Climenko Fellowship Program. She serves on the graduate council for The Harvard Crimson and Cambridge Historical Mission.

FM: So how did you get involved with The Crimson?

SBT: I comped The Crimson my freshman fall, same as you. I had spent a lot of time on my high school newspaper, so I thought that it was something I might enjoy. I actually hesitated to comp right away because I tried some other things and I thought I had already done the newspaper, and maybe I didn't need to continue to do it. But I kept being drawn back towards 14 Plympton, and once I started, I never looked back.

FM: Why did you choose the Editorial Board?

SBT: I thought I had lots of opinions and wanted to share them. And the comp at the time was a mixture of news comp training, and also editorial training. And I liked the option to do some reporting, but then also work on opinion writing as well.

FM: Though, in the past, you wrote op-eds criticizing Harvard, you're now a professor at Harvard Law School. What does it mean to simultaneously be critical of and appreciative of an institution like Harvard?

SBT: I think that's a really good and hard question. I think we are critical of things that we care about. And so when I was a student, I loved my experiences as an undergraduate at Harvard and also had opinions about ways it could be improved for everyone. And so I really welcomed the opportunity to share both sides of that experience to say, 'I love it here, and also here's how it could be better.' I think we don't spend time criticizing things that we don't think are worth trying to make better.

“ I think we don't spend time criticizing things that we don't think are worth trying to make better.

FM: You studied classics at Harvard as an undergrad, and got a master's of Philosophy in classics at Cambridge. What drew you to the field?

SBT: I love words, and I love how language fits together. And so studying Latin and Greek was a really logical thing for me to do, both because of the influence, particularly Latin has on English language and rhetoric in particular, but also because of the complexity of the languages. The grammar sounds very nerdy, but I teach writing, how the grammar works and the nuances of meaning that you can express with subtle changes in grammar was a puzzle I really loved trying to figure it out.

FM: So Cambridge, Massachusetts, or Cambridge, United Kingdom?

SBT: Cambridge, Massachusetts, for sure. I loved Cambridge, England, but Cambridge, Massachusetts, for sure.

FM: How did you end up at law school?

SBT: My grandfather was a lawyer. He actually became a lawyer rather later in his life, and he went to law school at night. And he lived with us when I was growing up.

I loved him, but I also admired him hugely and thought he had a very keen sense of justice that I admired and wanted to emulate. So I think he was the person who gave me the idea to go to law school. When I was in college and spending a lot of time at the newspaper and doing a lot of

Q&A: SUSANNAH TOBIN '00 ON OPINION WRITING, CIVIL RIGHTS, AND THE GOLD COAST

THE LAW PROFESSOR sat down with Fifteen Questions to discuss her experience writing for The Crimson and working with Harvard students at the College and Law School. She shares her love of history and talks about what it can teach us, "I think about that and think about how far we've come and how much further we have to go."

BY JEM K. WILLIAMS
CRIMSON MAGAZINE ASSOCIATE EDITOR



writing, it became clear to me that many lawyers spend a great deal of their time writing and making arguments and that appealed to me, intellectually as well.

FM: Do you have any advice for students considering law school?

SBT: Lots of advice. I think the biggest misunderstanding about going to law school is that you have to concentrate or major in a particular field in order to prepare. I think the opposite is true. I think it's better to study what you care about and what you love, and then apply that knowledge in the context of a legal setting. So you've seen, I think, a pretty big shift over the years in the range of people coming to law school, lot more students with STEM backgrounds, which I think is fantastic. And so my biggest recommendation to students is to study what you care about and then see if it leads you in the direction of the law.

FM: While in law school, you were a senior editor of the Harvard Civil Rights-Civil Liberties Law Review and worked at the ACLU. What drew you towards civil

rights law specifically?

SBT: I think in part, my work in journalism is going to be a recurring theme of this conversation. But also, I had an amazing history teacher in high school, who taught a short class on the Bill of Rights and did a wonderful job of illustrating the importance of protecting civil rights and civil liberties. So I was very, very interested in free speech and an independent media to hold government to account and read a great deal about the ACLU and the amazing work it has done to protect civil rights and civil liberties. So when I got to law school, that journal seemed like the logical place for me to work.

FM: What work specifically did you do with the ACLU?

SBT: I worked at the ACLU my first summer after law school. This is the ACLU of Massachusetts.

And I did a variety of work. Some of it was very directly related to helping students in public schools dealing with questions of whether their lockers could be searched without reasonable suspicion that

they had any contraband in them. And some of it was prisoner litigation related to prisoners' rights.

FM: You were a tutor in Leverett House for 10 years. What was that like?

SBT: I loved it. It was a great job. Leverett House is a great community. I started it in law school. So I was a first-year law student and I was working as a tutor in Leverett at the same time, which was, I think, what I would call a heavy caseload. But I loved the immersion of being in law school and then the perspective of walking back down to the river and sitting in the dining hall and talking to students who had had a million different days, were interested in a million different things, were pursuing all kinds of opportunities and had dreams, some of which related to law school, but many or most of them didn't. And hearing what they wanted to do, and trying to help them a little bit, was just an incredibly rewarding experience.

FM: Do you have a specific favorite memory from your time in

Leverett?

SBT: One recurring memory, which I think Leverett doesn't do anymore because time has passed, but we used to have a semesterly 80's dance, which was at the time, you can believe me or not, a very big deal on campus, and we did it. We did it in the fall, in the spring. In the spring, it usually coincided with pre-frosh weekend, and working with the students to organize that and see them dress up in their version of what they thought 80's costume might be. Having grown up in the 80's, it seemed very different to me from what 80's attire had been. But it was a really great community event, and always a lot of fun to work with HoCo on doing that.

FM: What are the major differences between dealing with students at the College and students at the Law School?

SBT: I'm not sure there are that many actually. I think one big difference between working at the College and working at the Law School is if you've come to the Law School, you've made a kind of choice about the direction you might want your career to go. And so in some ways that may seem more narrowing, the kinds of questions and the kinds of concerns students might have might be more headed in one direction. I think that has turned out not to be the case, for some

“ I think the biggest misunderstanding about going to law school is that you have to concentrate or major in a particular field in order to prepare. I think the opposite is true. I think it's better to study what you care about and what you love, and then apply that knowledge in the context of a legal setting.

of the reasons I was alluding to earlier that you can have lots of different paths into the law. And once you're in the law, you can take lots of different paths. So the conversations I have with my students about where they want to go, what they want to do, the kinds of justice they want to pursue, are as varied as the conversations I had with my undergraduates about the different jobs they wanted to have or what they wanted to study and that's been a really just enlivening series of conversations.

FM: Which do you prefer?

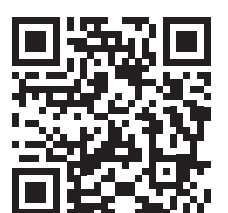
SBT: Oh, I can't choose.

FM: What work are you proudest of?

SBT: I think the work I'm proudest of is getting to teach and advise students every day. You all are amazing and bring so much energy and intelligence and sense of purpose to this campus all the time. And getting to work with you and help even a little bit is what I'm most proud of.

FM

Fifteen Minutes is the magazine of The Harvard Crimson. To read the full interview and other longform pieces, visit [THECRIMSON.COM/MAGAZINE](https://thecrimson.com/magazine)



FM: Do you have a specific favorite memory from your time in

TRACK AND FIELD

Four School Records Fall for Track and Field

RECORDS BROKEN

Harvard's track and field team traveled around the country this past weekend, setting new records along the way.

BY NADIA A. FAIRFAX
CRIMSON STAFF WRITER

The Harvard track and field team sent athletes to three different meets this past weekend. The distance team traveled to the Sean Collier Invite at MIT and the Wake Forest Invitational in Winston-Salem, N.C., while sprinters and throwers headed down south to the LSU Alumni Gold meet. The team posted another weekend of strong results, breaking four records across the three meets.

At the Sean Collier Invite at MIT, first-year Michaela Denson won the women's discus with a throw of 48.32 m, placing her fifth in program history.

In the men's discus throw, sophomore Eros Bottino took second place with a throw of 48.46 m.

Sophomore Jeremiah Swett placed third in the javelin with a throw of 44.59 m, and in the long and triple jump, junior Julius Ewungkem took third place and junior Noah Miles took second place, respectively.

For the runners, first-year Molly Malague won the women's 3000 m steeplechase in 10:57.03 seconds. Senior Maya Rayle and sophomore Annelies Quinton both got on the podium for the women's 1500 m run, placing in first and third respectively.

The distance runners continued their winning streak at Wake Forest, breaking three school records and an Ivy League record.

"The mindset for a lot of people is just like 'race the competition' with the main goal being to get a regional time qualifier," said sophomore Graham Blanks about his teammates' mindset going into the meet. "You let the race do its thing, compete with the other athletes, and you'll probably get a good time out of it."

Junior Maia Ramsden led the way for the Crimson, setting the new Harvard women's 1500 m record by a full second, running 4:11.73 seconds to finish fourth in the event.

Her new time puts her in 13th place in NCAA rankings. Her teammate first-year Penelope Salmon ran a time of 4:16.68 seconds to place 12th in the event, putting her in fourth place in the Crimson records books.

In the men's 1500m run, first-year Vivien Henz ran a full three seconds faster than the previous Harvard record, setting the new time to beat in 3:39.78 seconds.

His teammates sophomores Joe Ewing and Noah Ward followed shortly behind, securing second and fifth place in the Crimson record books.

"I guess I was more relieved than anything else," said Henz in reflection on his new record. "It's been a long time coming. I knew I was fit enough to break it, it was just a matter of when. It wasn't really happening over the regular season but I got it done."

Blanks, the Har-

vard and Ivy League record holder for the men's 5000 m run, broke his own record again in a time of 13:24.91 seconds.

His record-breaking race was enough to win the event, as well as earn him second place in the NCAA. Sophomore Ella Gilson ran a time of 16:16.52 seconds to get second place in the women's 5000 m, and put her fifth place in Crimson history.

"I was pretty happy," Blanks said about

his new records. "A lot of the distance records have been falling over the past few years, so I wasn't elated or anything, which is a good sign for the program. Breaking a school record is kind of the expectation for Acer and I at this point."

Harvard won the 10,000 m run, with junior Acer Iversen running 29:13.54 seconds to get first place in the men's, and senior Eloise Freitag running 34:28.27 seconds to get

first place in the women's race. In the 3000m steeplechase, sophomore Isabella Goldstein and first-year Kristin Otervik took sixth and seventh place, respectively, placing themselves in the top three in Crimson history.

In the men's steeplechase, sophomore Reed Pryor ran a time of 8:50.63 seconds to take third place in the event and place him fourth in the record books.

"Everyone knew they were going to do well at that meet," Henz reflected about the outcome of

the meet. "We had eleven regional qualifiers. People were just coming in excited and they knew what they had to do."

Over in Louisiana, the Harvard sprinters and throwers continued to have success. The throwers started the day off with multiple first place finishes as well as a school record.

First, sophomore Kenneth Ikeji broke yet another school record, throwing 73.24 meters in the men's hammer throw to win the event, as well as rank him fourth in the NCAA.

His throw was also far enough to set the facility record by a full centimeter.

In the same event for the women's, senior Stephanie Ratcliffe won as well, throwing 69.50 m.

Her teammate sophomore Cara Salsberry took third place with a throw of 57.19 m.

In the men's shot put, senior Alexander Kolesnikoff took first place with a throw of 19.81 m, keeping up his undefeated streak in the event.

Senior Sarah Omoregie and senior Estel Valeanu got first and second place in the women's shot put, throwing 16.83 m and 16.01 m respectively.

Valeanu also returned for the women's discus throw, where she took first place.

Sophomore Victoria Bossong ran a time of 2:06.53 seconds to earn first place in the women's 800 m run, as well as put her third in the Harvard record books.

The women's 4x100 m relay team of first-years Cam Henry and Jonas Clarke and juniors Lance Ward and Jaeschel Achampeong ran a time of 40.19 seconds to tie their recently set school record in the event.

The women's 4x400 m relay team of Bossong, sophomore Izzy Goudros, senior Tina Martin, and sophomore Chloe Fair earned second place with a time of 3:34.64, placing them third in the record books.

Next up, the team will travel to the historic Penn Relays hosted by the University of Pennsylvania in Philadelphia, Pa. which takes place from Thursday, April 27th to April 29th.

"The goal stays the same, it's just to win as a team," Blanks said about the team's Heptagonal Championships goals. "We're excited to take another crack at a Heps Championship, and finally try to win one."

"[For the distance guys] we lost this Fall to Princeton by two points, and at the indoor championships we lost by one point," he continued. "Tensions are running high — it's gonna be a pretty intense weekend. We're all pretty excited and we're just trying to set ourselves up the best we can to succeed and bring home that trophy."

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Sophomore distance runner Graham Blanks runs at the Wake Forest Invitational on April 21. Blanks set a new record in the 5000 meter run at 13:24.91 to win the meet. COURTESY OF JAN FIGUEROA



Junior distance runner Maia Ramsden stands with her fellow competitors at the Wake Forest Invitational on April 21. COURTESY OF JAN FIGUEROA

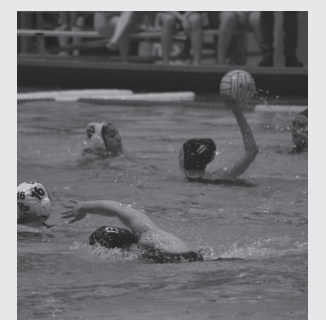
WEEKLY RECAP SCORES

WOMEN'S TENNIS VS. PRINCETON	L, 4-0
RUGBY AT DARTMOUTH	L, 24-17
SOFTBALL AT PRINCETON	W, 6-5
LACROSSE VS. COLUMBIA	W, 19-4
MEN'S BASEBALL AT BROWN	W, 4-1
TENNIS AT PRINCETON	W, 6-1
TENNIS AT PENN	W, 4-2
LACROSSE AT PRINCETON	L, 17-11

READ IT IN FIVE MINUTES

WOMEN'S WATER POLO MAKES CWPA CHAMPIONSHIPS

Following a seven-game series where it pulled out four wins, and after losing in overtime to Brown at a score of 12-11, Harvard women's water polo will take its talent next to the CWPA Championships. Before its game against Brown, Harvard went up against No. 7 Princeton and No. 14 Michigan, losing to both teams in Blodgett Pool before defeating Bucknell and Saint Francis University.



MEN'S TENNIS WINS IVY TITLE

No. 12 Harvard men's tennis (19-5, 7-0) completed its clean sweep of conference matches to capture the Ivy League title last weekend in Princeton, N.J. The Crimson took on No. 54 Princeton (16-3, 3-4), ultimately defeating the Tigers 6-1. This marks Harvard's second undefeated Ivy title in a row. The final match — the Crimson's first face-off with the Tigers in the spring season — reflected the momentum the team had built up over the course of conference play.



WOMEN'S GOLF FINISHES SECOND

While the majority of Harvard students are hitting the books in preparation for finals, Harvard golf played in its biggest tournament of the year at the Ivy League Championships this weekend. Harvard women's golf came away with a second place finish, and junior Isabella Gomez won the Ivy League individual golf title and a berth in the NCAA Regionals in May.

GAMES TO WATCH THIS WEEK

FRIDAY

Baseball
vs. Columbia
12:00 pm, O'Donnell Field

Softball
vs. Columbia
1:30 pm, Soldiers Field

SATURDAY

Women's Water Polo
at Bucknell
4:00 pm

Men's Heavyweight Crew
Smith Cup

Men's Lacrosse
vs. Yale
12:00 pm, Jordan Field

Sailing
NEISA Open Fleet Race
Championship

Men's Lightweight Crew
Goldthwait and Vogel
Cups

Softball
vs. Columbia
12:30 pm, Soldiers Field



THC
Read more at
THECRIMSON.COM

WOMEN'S LACROSSE

Women's Lax Beats Columbia



Then-senior Hannah Keating fires a shot on net against Cornell on Feb. 29, 2020. BRENDAN J. CHAPUIS—CRIMSON PHOTOGRAPHER

LACROSSE VICTORIOUS
Harvard women's lacrosse celebrated its senior day game against Columbia, 19-4 in their second-to-last game of the 2023 regular season.

BY HANNAH BEBAR
CRIMSON STAFF WRITER

In the penultimate game of its 2023 regular season, Harvard women's lacrosse left nothing on the table. The Crimson defeated Columbia 19-4 with nine different goal-scorers. The dynamic duo of junior attackers Callie Hem and Riley Campbell led the pack with five and four goals, respectively.

This win was not just monumental because of the Crimson's stellar performance, but because it celebrated its senior players. Nine seniors stepped onto Jordan Field on Saturday in celebration of four years of dedication and commitment to the women's lacrosse program. On a day filled with celebration, senior Grace Hulslander reflected on her invaluable time as a part of this team.

"To me the fact that this day had finally come for myself and I was finally the person walking down the tunnel was honestly unreal. I couldn't believe it was me and my time," Hulslander reflected. "It really was a full circle moment. It was full of so much happiness and joy."

Hulslander's year was cut short after a season-ending injury in the Crimson's first game against Michigan. As a member of the 2022 All-Ivy First-Team, she has found a way to contribute her knowledge and expertise to her team embracing her new role.

"I think coming into this year and being a super senior, I knew that this team is special. Having so many ups and downs, I knew my injury was really just another piece of adversity in my life [and] it was all about how I responded," Hulslander said.

"I've really thought about what I can do to help the girls on the field succeed, whether it's score more goals or even make a defensive stop," she continued.

"I'm so proud of the team and where they've gone. I'm so excited to see what they are going to do this weekend."

Hulslander continued to speak on not only making an impact on her team, but the greater lacrosse community and women's sports more generally.

"I've always been trying to empower and inspire younger girls through women's lacrosse. This is not only for the team and the season but for the program for years to come—I've always wanted to be a part of creating something special here at Harvard," Hulslander stated.

For this day in particular, senior midfielder Stephanie Hong had much to celebrate. The senior from Bethesda, Maryland

was not only met by a fierce Ivy League opponent on Saturday, but her younger sister, Columbia's first-year midfielder Serena Hong. It was a day for her to not only celebrate Harvard women's lacrosse, but to be joined by her family in honoring her last year of lacrosse.

"I overlapped with [Serena] one year in high school and that was the best year getting to play with my sister—having her here on my senior day was the best feeling [I] could have," Hong said.

What made the day more meaningful for Hong was the growth of the program this year and collective dedication the group has had in the past four years.

"The team this year is the closest it has ever been, which is so

exciting. We have grown so much this year," she said. "I would not change where we were or where we started because I think the way that we have grown made this season feel so much more special and meaningful."

The Crimson walked away with full hearts and much appreciation for its nine seniors. However, its work on the season is not quite finished—Harvard will travel to Princeton to play the Tigers in its last regular season game, which will determine its fate in the Ivy League Tournament. With a win against the Tigers, the Crimson will most likely get the No. 2 seed. Tune in on Sunday on ESPN+ at 12:00pm to catch the action.

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BASEBALL

Men's Baseball Mid-Season Recap

BY JACK CANAVAN
AND MILES J. HERSZENHORN
CRIMSON STAFF WRITERS

It took longer than expected, but Harvard's baseball team completed its fifth series of Ivy League conference play this season against Brown University in Providence, R.I., on Tuesday. Inclement weather forced the three-game weekend series to stretch into the workweek, but the extra time did not seem to bother the Crimson as it won the rubber game of the series, defeating the Bears 4-1.

Harvard took two out of three games against Brown, handing the Crimson its fourth Ivy League series victory of the season and continuing a remarkable turnaround from the team's early season struggles in non-conference play.

The beginning of the season could not have started more turbulently for Harvard.

Losing its first four series, the Crimson entered Ivy League play with a record of 2-14, having just recently broken a 12-game losing streak. This was Harvard's worst start since 2013, when it opened at 1-14 and finished the season at 10-31.

"It was not like we played awful," head coach Bill Decker said. "We just got walked off six or seven times and that's disheartening to begin with, but you've got to move past that, which we have."

After a deflating series against Texas A&M Corpus Christi that included a 24-3 loss, it seemed very possible that Harvard would continue this trend for the rest of the season. However, Harvard proved during the second half of the season that it could turn

things around. Making a complete 180, the Crimson has gone 10-5 in conference play, finding itself tied for third in the Ivy League standings and just a single game behind first-place Columbia with six games left in the season.

"I mean, obviously, there's a little bit of disappointment in some of the games up north that we've played in," Decker said, referring to the team's rough start to the year. "But, for the most part, this club has stayed together. They've rallied around one another."

The turnaround started in early March when Harvard traveled to Philadelphia to face the University of Pennsylvania for its first conference series of the year. The Crimson went 2-1 in the three-game series, which included an extra-inning opening game that was won on a solo shot by senior first baseman Logan Bravo in the top of the tenth inning.

"We got multiple guys in our clubhouse that are able to put this team on their backs," Decker said of Bravo's walk-off. "It's just got to be consistent. And you know, if one guy is having a little bit of an average day, hopefully somebody else can step up."

Returning to Cambridge, the Crimson played a single non-conference game against the Holy Cross Crusaders of Worcester, Mass.

In another close game, Harvard defeated its opponent 6-5 behind 2-RBI days from senior second baseman Hunter Baldwin and first-year shortstop Gio Colasante.

Staying on its home turf, Harvard next matched up with Ivy League rival Princeton for a three-game series.

In three high scoring bouts, the Crimson replicated its result

from the Penn series, winning the series at a 2-1 score. Highlighting this series was a doubleheader sweep by Harvard on Apr. 2, powered by strong performances by Bravo, junior third baseman Jake Berger, senior infielder Will Jacobsen and junior right fielder Ben Rounds.

The consistency of these four—who make up the top four spots in the lineup—has been a constant factor in Harvard's success this season.

Staying local, the Crimson next traveled to Brookline, Mass. to play the Northeastern Huskies in a first-round, single-elimination Beanpot tournament game. Down 3-2 at the top of the ninth inning, the Crimson scored two late runs behind a sacrifice fly from Rounds and a throwing error from Northeastern, pushing Harvard ahead 4-3 and securing a spot in the Beanpot final.

Harvard then trekked north to play another three-game conference series against Dartmouth in Hanover, N.H.

The Crimson swept its Ivy League foe three games to none, behind stellar performances from junior outfielder Peter Messervy (7 hits, 3 RBI in the series) and sophomore right-hander Sean Matson (8.0 IP, 1 ER, 10 SO).

Returning home to Mass., the Crimson turned its attention to the Beanpot championship game, in which Harvard matched up against the No. 11-ranked Boston College Eagles. The Crimson lost in heartbreaking fashion, losing to the Eagles 5-4 on a walkoff home run in the bottom of the ninth inning.

Returning to Ivy League play, the Crimson hosted Cornell in mid-April for a three game se-



Junior outfielder Ben Rounds runs the bases at Harvard's April 11 Beanpot Tournament. COURTESY OF HARVARD ATHLETICS

ries. Harvard concluded

ing a four-game home stand, the Crimson played a single game against the newly Division I-minted Stonehill College.

After taking a quick 4-0 lead, Harvard's bats fell silent as the game progressed, getting shut out from the third inning and going on to lose 8-4.

Despite losses along the way, this rejuvenated Crimson team has brought a fire and clutch gene that was nowhere to be found in much of the early season.

Turning its attention to a three-game series against Co-

lumbia this upcoming weekend, Harvard will enter a crucial stretch that will ultimately decide where it lands in the Ivy League standings and postseason play.

"We need to go out and we need to worry about what we're doing," Decker said. "And right now it's game one versus Columbia."

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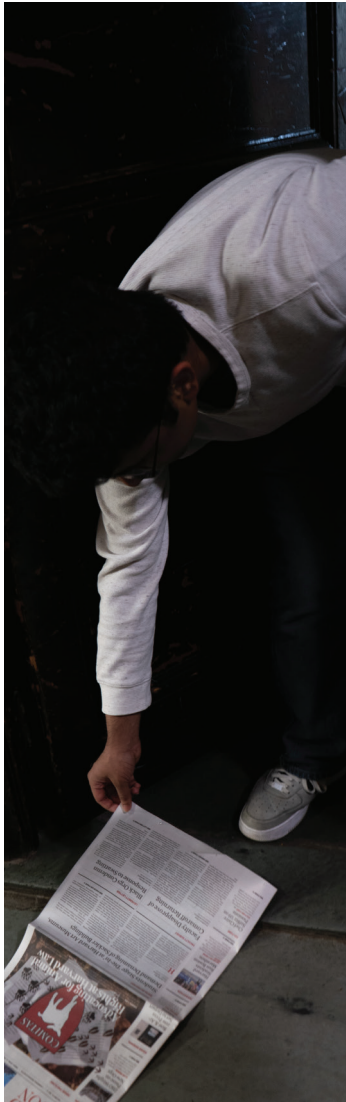
15 

150 Years of The Harvard Crimson

14 PLYMPTON ST. From typewriters and typesetting to laptops and InDesign, a lot has changed since the founding of the oldest continuously published college daily in the nation. In this photo essay, Crimson Multimedia Staff recreate archival photos from the paper's past.



14 Plympton St. has been the home of The Harvard Crimson since 1915, when the photo on the left was taken. Today, 108 years later, little of the building's exterior has changed. COURTESY OF HARVARD UNIVERSITY ARCHIVES. HUPSF CRIMSON (10), JOEY HUANG—CRIMSON PHOTOGRAPHER



Neil H. Shah '26 picks up the April 21, 2023 copy of The Crimson. JOEY HUANG—CRIMSON PHOTOGRAPHER



Crimson editors lounge and chat on the rooftop of 14 Plympton St. in 1958, the year of 85th Guard. COURTESY OF HARVARD UNIVERSITY ARCHIVES. HUPSF CRIMSON (45)



Curent Crimson editors recreate the 1958 rooftop photo nearly 65 years later. Seated center is Cara J. Chang '24, president of the 150th Guard. JOEY HUANG—CRIMSON PHOTOGRAPHER



Norman J. Walsh '46 picks up a Crimson copy. COURTESY OF HARVARD UNIVERSITY ARCHIVES. HUPSF CRIMSON (29)



Crimson Managing Editor Brandon L. Kingdollar '24 pores over the paper. On the right, Crimson editors do the same in 1957. JULIAN J. GIORDANO—CRIMSON PHOTOGRAPHER, COURTESY OF HARVARD UNIVERSITY ARCHIVES. HUPSF CRIMSON (37)



On the left, Crimson editors of the 70th Guard gather around a table in the newsroom. Students gather around similar tables today. JULIAN J. GIORDANO—CRIMSON PHOTOGRAPHER, COURTESY OF HARVARD UNIVERSITY ARCHIVES. HUPSF CRIMSON (17)