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COMMONWEALTH OF MASSACHUSETTS
SUFFOLK, SS. SUPERIOR COURT

BENJAMIN EDELMAN
Plaintiff

CIVIL ACTION
2384CV00395-BLS2

VS.
PRESIDENT AND FELLOWS OF
HARVARD COLLEGE

Defendant

DEPOSITION OF
PROFESSOR JEFFREY T. POLZER
JUNE 25, 2025
10:00 A.M.

Via Zoom Remotely

Lisa L. Crompton, CSR (MA) (RI), RPR

<p style="text-align: right;">Page 14</p> <p>1 Q. In the context of the school's procedures for 2 promotion, what is a subcommittee? 3 A. A subcommittee is a group of four people, 4 typically. All the ones I've been on have been 5 four people. One of the members is ex officio. 6 It's the associate dean for promotions or 7 whatever that, you know, title is. And then 8 there are three tenured faculty members on the 9 subcommittee. The subcommittee typically 10 convenes in the spring in the typical promotions 11 season, if you will, or cycle, and is assigned 12 one or more promotion cases to review. And a 13 series of meetings commences in the spring. I 14 can go into more detail if you'd like. Over the 15 summer, typically, a lot of work gets done in 16 terms of reading, letter writing, all those 17 sorts of things, and then the subcommittee 18 typically reconvenes in the late summer and 19 early fall to do more work on the case. And the 20 output of the subcommittee is a report on each 21 promotion case, it includes a vote of the three 22 faculty members in the subcommittee, and a lot 23 of -- you know, some descriptive information 24 and -- about the case, about the person's work. 25 And I'll stop there.</p>	<p style="text-align: right;">Page 16</p> <p>1 A. No. 2 Q. When was a standing committee incorporated as 3 part of the process? 4 A. I don't know the exact timing. Prior to this 5 process, I would have said roughly 10 years ago, 6 plus or minus. In reading through some of these 7 documents, you know, I would still say roughly 8 10 years ago, plus or minus a year or two. 9 Q. And looking at the last sentence or the last 10 bullet point here in Exhibit 26, it says, the 11 FRB's conclusions on whether a candidate has 12 upheld the school's community values will be 13 provided to the appointment subcommittee or 14 standing committee and included with that 15 group's report to the full appointments 16 committee. Do you see that? 17 A. Yes. 18 Q. Can you tell me what the appointments committee 19 is in the context of a tenure case at HBS? 20 A. Yes. The appointments committee is comprised 21 of all full professors with tenure, and it meets 22 to discuss promotion cases, it occasionally 23 meets to discuss process issues or maybe for 24 other purposes occasionally, but its primary 25 role is to discuss promotion cases and then to</p>
<p style="text-align: right;">Page 15</p> <p>1 Q. Okay. And then this sentence that I read to you 2 also describes a standing committee. In the 3 context of a promotions case at Harvard Business 4 School, what's the standing committee? 5 MR. MURPHY: Objection. He can 6 answer. 7 A. What's going on? 8 Q. You can answer -- 9 MR. ALBANO: You can answer the 10 question. Objection for the record. You're 11 free to answer. 12 THE WITNESS: Okay. Okay. 13 A. A standing committee is a group of faculty, 14 larger than a subcommittee, and in fact composed 15 of the members of multiple subcommittees, that 16 does its work in the entire decision process, 17 after the subcommittees have produced their 18 reports, but before those reports go to the full 19 appointments committee, and the standing 20 committee has a, typically has a discussion 21 about each case, and then standing committee 22 members vote at the end of that discussion on 23 the case in question. 24 Q. When you received tenure at HBS, was a standing 25 committee part of the process?</p>	<p style="text-align: right;">Page 17</p> <p>1 have members provide their votes on those cases 2 that are recommendations to the dean about what 3 decision to make on a case. 4 Q. I'm going to ask that you close out of 5 Exhibit 26 and look at Exhibit 116 in the 6 Dropbox folder that we've provided. 7 A. Okay. I have it. 8 Q. So this appears to be an e-mail from Paul Healy 9 to some unlisted recipients on May 14th, 2015. 10 Is that right? 11 A. Yes. 12 Q. And this e-mail states: As I mentioned in my 13 recent e-mail, Youngme and I have been doing 14 extensive outreach across the faculty to 15 identify ways we might enhance the promotions 16 process and the experience of those who 17 participate in it. 18 Do you recall any outreach by 19 Paul Healy or Youngme Moon about the 20 appointments process in 2015? 21 A. No. 22 Q. Do you think that you received this e-mail in 23 2015? 24 A. I'm just looking at the rest of the e-mail to 25 see if it triggers anything.</p>

<p style="text-align: right;">Page 46</p> <p>1 minutes?</p> <p>2 THE WITNESS: Sure.</p> <p>3 MS. O'MEARA COSTELLO: All</p> <p>4 right. Let's go off the record. Thanks.</p> <p>5 (Recess taken at 11:16 a.m.</p> <p>6 Deposition resumed at</p> <p>7 11:23 a.m.)</p> <p>8 MS. O'MEARA COSTELLO: All</p> <p>9 right. I think we're all here, so let's go back</p> <p>10 on the record.</p> <p>11 I don't have any further</p> <p>12 questions.</p> <p>13 MR. MURPHY: Was there one</p> <p>14 document we didn't mark? That's my only</p> <p>15 question.</p> <p>16 MS. O'MEARA COSTELLO: I</p> <p>17 thought that I asked to have the document ending</p> <p>18 105 marked as Exhibit 216. If I didn't say</p> <p>19 that, then let's do it now.</p> <p>20 MR. MURPHY: That's fine. Your</p> <p>21 memory is probably better than mine.</p> <p>22 MS. O'MEARA COSTELLO: No, no</p> <p>23 guarantees. But that definitely was my</p> <p>24 intention, was to have both of the unmarked</p> <p>25 exhibits marked today, so --</p>	<p style="text-align: right;">Page 48</p> <p>1 memory, is that the semester, the fall semester</p> <p>2 and the spring semester during my time at the</p> <p>3 school have always remained approximately the</p> <p>4 same length, and that when we have had, you</p> <p>5 know, some sort of January term, it was, yes,</p> <p>6 shorter than the standard semester.</p> <p>7 Q. Do you have Exhibit 45 with you still,</p> <p>8 Professor Polzer?</p> <p>9 A. Yes.</p> <p>10 Q. So if you could scroll to Page 17 of that</p> <p>11 exhibit, which should have the numbers 18896 in</p> <p>12 the bottom right-hand corner.</p> <p>13 MR. ALBANO: 96 or 95?</p> <p>14 MR. MURPHY: 95. Thank you.</p> <p>15 A. Yes. I have that in front of me.</p> <p>16 Q. I'll represent to you, Professor Polzer, that</p> <p>17 this is a document that Ben Edelman provided to</p> <p>18 the FRB in 2017. And I'd ask you to take a</p> <p>19 look, if you would, at the fifth paragraph of</p> <p>20 that document, the one that starts with your</p> <p>21 name. Do you see that?</p> <p>22 A. Yes.</p> <p>23 Q. And Mr. Edelman said, Jeff Polzer was Field 3</p> <p>24 course head when I taught that course during</p> <p>25 winter 2015. Did I read that correctly?</p>
<p style="text-align: right;">Page 47</p> <p>1 MR. MURPHY: Thanks. Well,</p> <p>2 we'll clean it up if you didn't.</p> <p>3 EXAMINATION BY MR. MURPHY:</p> <p>4 Q. Professor Polzer, my name is Marty Murphy. I'm</p> <p>5 one of the lawyers for Harvard in this case. I</p> <p>6 just have a couple of questions.</p> <p>7 First, in the 2015 to 2017 time</p> <p>8 period, did Harvard Business School have a</p> <p>9 winter term?</p> <p>10 A. Not to my recollection. Can I ask what you</p> <p>11 mean by "winter term" or what you're referring</p> <p>12 to?</p> <p>13 Q. Well, does Harvard Business School have a winter</p> <p>14 term or January session now?</p> <p>15 A. No.</p> <p>16 Q. Did it have one in the past?</p> <p>17 A. There have been some, some years where we</p> <p>18 had, yes, some version of a January -- I don't</p> <p>19 know if they called it -- not a semester, but a,</p> <p>20 a -- some sort of term, yeah. A pedagogical</p> <p>21 unit, let's call it.</p> <p>22 Q. And how long did that unit last?</p> <p>23 A. I don't recall specifically. Yeah.</p> <p>24 Q. Was it shorter than a regular semester?</p> <p>25 A. Yes. My recollection, to the best of my</p>	<p style="text-align: right;">Page 49</p> <p>1 A. Yes.</p> <p>2 Q. Does that refresh your memory in any way about</p> <p>3 whether or not you taught a Field 3 with</p> <p>4 Ben Edelman in winter 2015?</p> <p>5 A. My assumption about that statement is that</p> <p>6 the semesters, the traditional full semesters</p> <p>7 are sometimes referred to by different names.</p> <p>8 So the fall semester I think universally is</p> <p>9 referred to as the fall semester, the second</p> <p>10 semester starts typically at the end of January</p> <p>11 and ends say in May, and so whether people refer</p> <p>12 to that as the winter semester or the spring</p> <p>13 semester, I think both terms get used. I am</p> <p>14 confident that this -- Like I didn't write this,</p> <p>15 apparently Ben did, but my understanding of that</p> <p>16 sentence is that it is referring to the full HBS</p> <p>17 semester that goes from the end of January to,</p> <p>18 you know, typically sometime in May.</p> <p>19 Q. Okay. Thank you.</p> <p>20 Ms. Costello asked you some questions about</p> <p>21 the -- a standing committee. Do you recall</p> <p>22 those questions?</p> <p>23 A. Yes.</p> <p>24 Q. As an HBS professor, are you familiar with</p> <p>25 something called a standing committee on</p>

<p style="text-align: right;">Page 50</p> <p>1 professors of practice, management, and term 2 faculty? 3 A. Generally speaking -- I don't, I don't know 4 about that very specific term you just used. 5 But my assumption, when I hear that, my 6 assumption is that it refers to committees that 7 are typically convened to review the types of 8 faculty you just named, professors of 9 management, practice, for example. Whether 10 they're called standing or -- you know, whatever 11 is -- whatever the name used for the committee, 12 I don't have a clear view even now of what we, 13 what we call those or whether that has changed. 14 Q. And the professors that are governed by that 15 committee are professors who are not on the 16 tenured track at Harvard Business School; is 17 that correct? 18 A. Correct. 19 Q. Have you ever served on the standing committee 20 on professors of practice, management, and term 21 faculty? 22 A. No, not to my knowledge. 23 MR. MURPHY: Thank you. I have 24 no further questions. 25 MS. O'MEARA COSTELLO: I don't</p>	<p style="text-align: right;">Page 52</p> <p>1 COMMONWEALTH OF MASSACHUSETTS 2 BRISTOL, ss 3 4 I do hereby certify that I am expressly 5 approved as a person qualified and authorized to 6 take depositions pursuant to the Rules of Civil 7 Procedure of the Court, especially, but without 8 restriction thereto, under Rules 28 and 30(b)(4) 9 of said Rules; that the witness was first sworn 10 by me; that the transcript contains a true 11 recording of the proceedings. 12 13 Reading and signing of the transcript 14 was not requested by the witness or any parties 15 involved upon completion of the deposition. 16 17 IN WITNESS WHEREOF I have hereunto set 18 my hand this 9th day of July, 2025. 19 20 21 <i>Lisa L. Crompton</i> 22 LISA L. CROMPTON 23 REGISTERED PROFESSIONAL REPORTER 24 MY COMMISSION EXPIRES 1/17/2031 25</p>
<p style="text-align: right;">Page 51</p> <p>1 have anything further. 2 THE REPORTER: Would you like a 3 copy? 4 MS. O'MEARA COSTELLO: Yes. 5 Yeah. Regular copy. 6 MR. MURPHY: We'll take one as 7 well. 8 (The deposition concluded 9 at 11:32 a.m.) 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>	<p style="text-align: right;">Page 53</p> <p>1 JONATHAN M. ALBANO, ESQ. 2 jonathan.albano@morganlewis.com 3 July 9, 2025 4 RE: Edelman, Benjamin v. President And Fellows Of Harvard 5 College, Et Al 6 6/25/2025, Jeffrey T Polzer (#7445605) 7 The above-referenced transcript is available for 8 review. 9 Within the applicable timeframe, the witness should 10 read the testimony to verify its accuracy. If there are 11 any changes, the witness should note those with the 12 reason, on the attached Errata Sheet. 13 The witness should sign the Acknowledgment of 14 Deponent and Errata and return to the deposing attorney. 15 Copies should be sent to all counsel, and to Veritext at 16 cs-ny@veritext.com 17 Return completed errata within 30 days from 18 receipt of testimony. 19 If the witness fails to do so within the time 20 allotted, the transcript may be used as if signed. 21 22 Yours, 23 Veritext Legal Solutions 24 25</p>