

**MINUTES**  
**510th MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, June 22, 2022**  
**School of Medicine |**  
**Virtual Zoom Meeting**

**PRESENT:** Drs. Al-Grain, Bennett, Berman, Bever, Bitzer, Boss, Broderick, Burkhart, Cabahug, Campbell, Cihakova, Cole, Douglas, Ehmann, Gallia, Gourin, Gregg, Hager, Iijima, Konopka, Kwon, Ladle, A. Lee, J. Lee, Liu, Macura, Manahan, Marrone, McFarland, Mogayzel, Moss, Obrien, Pitha, Redmond, Ritzl, Roda, Scott, Showell, Soiberman, Stayman, Stevens, Vernon, Viola, Williams, Wu, Zeiler, Terilli-Veenhuis.

**Mmes: Messrs:**

**ABSENT:** Drs. Akst, Bettencourt, Burke, Carr, Cormack, Dezube, Donehower, Fowler, Guo, Hussien, Kralli, Lin, Lucia Ponor, Merkel-Keller, Parrish, Seymour, Singla, Taylor, Villalon-Landeros, Young

**Mmes: Messrs:**

**REGULAR GUESTS:** Drs. Faraday, Ishii, Skarupski

**Mmes: Jones, Robbins Messrs:**

**GUESTS:** Dr. Branville Bard, Jon Links. Greg Duffee

**Mmes: Messrs: Mr. P. Spector**

**Welcome.** Dr. Manahan welcomed the Senate members and guests, Dr. Bard, Mr. Jon Links and Greg Duffee. The minutes of the 509<sup>th</sup> meeting of the Faculty Senate was presented. A motion was made and seconded to approve.

- I. Branville Bard** – Opened discussion with the status of the Pause: On \_June 12<sup>th</sup>, 2020\_University entered into a voluntarily pause on the creation of the JHPD. This pause ended on ended on June 12 of 2022. Clarifying there is still a lot of work left to set up the infrastructure. It is expected (1 year) 12 or 16 months to see the first JHPD officers patrolling. The next step, most important step is entering into the MOU (Memorandum of Understanding) with the city of Baltimore’s police department. This is required in the statue and is set it must be public engagement in the form of two community town halls. Once JHPD agrees to the terms of the MOU with BPD there must be a 30-day review period. There are a lot of steps just to get that MOU agreed too. This process cannot begin until the fall when all of the stake holders are present. Once the MOU has been confirmed, we will engage a consultant to help develop policies and procedures and develop an infrastructure. There is a ton of work to do from the end of the pause to the point when JHPD can stand up as a police department. This completes the updates regarding JHPD. JHU considered an alternative to police responses...*Behavioral Health Crisis response team* (launched in November at Homewood campus) instead of sending police and professionals to individuals aid (mental health crisis) send those most qualified, which a licensed clinician with an unarmed public safety officer as a support but the clinician takes the lead. *Community Innovation fund* – Four year, six-million-dollar program aimed at community-based violence prevention strategy, non-grantees. Just celebrated their one-year anniversary dinner and is shown promise but yet to be shown yet to be formally envaulted. Hopkins is investing funds and resources into alternative programs aimed to attack violence at the root cause level. Regarding SCOPE, both in terms of jurisdiction for both legal and physical. Lays out three patrol zones for JHPD will have authority to police on and upon the grounds of Johns Hopkins campuses, and any building that’s owned or leased for University purposes. This excludes hospitals, as JHPD is a University police department. SCOPE’s geographical area, Homewood (University to 28<sup>th</sup>, Remington to Calvert), Peabody and East Baltimore (Eager to Baltimore St., Caroline to Castle) JHPD can control. Outside of that Legislative recognized that staff work and live in the surrounding communities and there may be an interest in JHPD expanding boundaries into some of the adjacent neighborhoods. That does but requires more than 50% of community approval, and required resolution by city council affirming that JHPD adhere to all of the steps before the community approval process could expand the territory of the JHPD. It also enforces that no matter what Hopkins acquired outside of those areas the JHPD cannot patrol outside of the additional legislative action. Regarding Behavioral Health Crisis response team: It’s a resource for our students, staff and stakeholders but also get individuals to city resources if they’re not stakeholders. The program started as a pilot but is not fully staffed and will be expanding to the Peabody campus and then to east Baltimore. The Behavioral Response Unit determines if an individual (in mental health crisis) is not a Hopkins stakeholder will provide the help that they can but then forward them to the regional crisis team. The visitor welcoming center, JHPD is involved with that service. There will be police officers staffed at the emergency departments and stationary locations on the exterior in east Baltimore and is not likely to change. Regarding workplace violence is a continued concern. It’s a tiered approach the first level response is to summon

public safety. Depending on the level of threat JHPD will escalated it from there. Contact JHPD immediately when someone exhibits aggressive behaviors. JHPD is going to a standard uniform, except a BCPD officers. The contractors (officers on campus with yellow vest) functions is to observe and report only, not to intervene. Public safety like “IT”, goes across the University and health system. Branville is the VP for public safety across the University health system. It’s one combined unified operation.

**II. Concerns regarding the JHPD.** Public safety. What that would JHPD look like? What it means for trust with our patients? How will JHPD office partner with and balance the issue with providing a safer environment being responsive and proactive to the need JH to make a broad investment in the community and neighborhoods to make it safer long-term? Creating safe spaces like parks, light, etc.... Scope! What is the process for assistance from JHPD? Will JHPD be involved with the Johns Hopkins Hospital updated security entrance program? How will we identify who’s who and what they do? When if ever will staff see the Behavioral Crisis Response Team (Where the clinician and an unarmed officer respond to matters) on our campuses? Concerns about threats from patients or their families inside the buildings (workplace violence)?

**III. Jon Links**, Professor of Public Health/ Chair of the Retirement Plans Investment Committee /University Vice Provost/ **Greg Duffee**, Professor of Economics/ Member of Retirement Plan Investment Committee – 403B Retired Plan Investment Changes. R-PIC is the name for the 403B retirement plans. It’s a legal concept means our decisions must be exclusively for the benefit of all of us as individual planned participants. They are forbidden by law to take in consideration what’s best for the University. The current design will be implemented during a transition next month, July. The new design has TIAA as the sole record keeper, core menu of thirty-three funds, one annuity TIAA traditional and a brokerage window that opens participants up to many thousands of additional funds. This role out is a several week process. During the transition your money will never be out of the market. What will happen is those who have money and funds that are going away from the menu, unless you do something ahead of time, your money will automatically move to the, what for you, is the age appropriate Van Guard target date fund. After the blackout period you can go back in and redeploy to other funds in the menu or the brokerage fund.

Questions/ Concerns: Faculty members are concerned about the fact that well performing low cost funds have been dropped in favor for poor performing higher cost ones? R-PIC has roughly 40K participants in our 403B plans. Roughly 75% participant really just want to default in the Van Guard target date fund. Another 20% or so want to invest some but with significant guard rails and this is what the menu is all about. Then there roughly 5% of savvy investors, who built sophisticated portfolios, where the brokerage window would be ideal. In terms of the menu, the construction is to first identify the acid classes they wanted represented. The brokerage window has been incredibly underutilized since launched in 2016. When you’re at 33 funds they feel that the brokerage window is going to be of interest to a lot more people. We are not moving money into TIAA funds, the investments aren’t going into TIAA funds. TIAA is becoming the new record keeper. There is a clear distinction between who is the Vendor of funds and who record keeps. The record keeping fee \$26.00 yearly that everyone pays. TIAA is fore profit, JHU administration is making sure TIAA acts responsible. Faculty members can contact TIAA service center for specific transition concerns, HR website for contact number and web. Complaints and concerns should be directed to Jon Links directly. There will be more informative emails distributed to faculty members in July. Dr. Soiberman requested an email to be delivered to all faculty to instruct them on the steps to reaching out to Marsh McKellen. The movement to the VanGuard target date funds has nothing to do with the brokerage window and are absolutely no fees associated for that. The brokerage fees are waived through the end of September and no tax implications.

**IV. Faculty Senate Elections.** Elections for the senators for new “Chair, Vice Chair and Secretary”. Dr. Manahan nominated the people who expressed interested ahead of time. Then nominations from the floor. Nominations for Chair of Faculty Senate: Dr. Kristin Redmond. There are no other nominees for this position from the floor. Voting was conducted and Dr. Redmond won as the new Faculty Senate Chair. Nominations for Vice Chair: Dr. Richard Burkhart. There were no other nominees for this position from the floor. Voting was conducted and Dr. Burhart won as the new Faculty Senate Vice Chair. Nominations for Secretary: Dr. Wendy Bennett. There were no other nominees for this position from the floor. Voting was conducted and Dr. Wendy Bennett won as the new Faculty Senate Secretary.

**V. Dr. Manahan; Johns Hopkins University Council** – New position, second representative to JHOC, Dr. Uri Sobierman is the nominee for this position. There were no other nominees from the floor. Voting was conducted and Dr. Uri Sobierman won the new Faculty Senate JHOC representative.

**VI. New Business.** – JHOC details for the investments will be discussed at a later time. Dr. Manahan thanked the faculty senate for time served as Faculty Chair for the past year. Things Faculty senate would like to be discussed over the summer. If faculty could speak with their colleagues within their departments regarding Concur processing concerns. Best ways to communicate with faculty and faculty senate after decisions have been made? Does every department have monthly meetings?

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 4:30 PM.

Respectfully submitted,

Philippines G. Cabahug, MD

Faculty Senate Secretary

Chanell Jones

*Recording Secretary*