

MINUTES
512th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, October 19, 2022
School of Medicine |
Virtual Zoom Meeting

PRESENT: Drs. Al-Grain, Bennett, Berman, Bettencourt, Bever, Bitzer, Boss, Broderick, Burkhart, Cabahug, Carr, Chib, Cihakova, Cole, Cormack, Ehmann, Fowler, Gallia, Gregg, Hager, Iijima, Koay, Kralli, Krishnamoorthi, Kwon, Lee, Li, Liu, Marrone, McFarland, Mogayzel, Moss, Pitha, Porras, Redmond, Scott, Showell, Singla, Soiberman, Sun, Veenhuis, Vernon, Viola, Walsh, Wu, Young, Zeiler, Zimmerman

Mmes: Messrs:

ABSENT: Drs. Dunlock, Ladle, Lin, Macura, Ritzl, Roda, Stevens, Vasileiou

Mmes: Messrs:

REGULAR GUESTS: Drs. Daugherty Biddison, Faraday, Ishii, Lee, Skarupski

Mmes: Jones, Robbins Messrs:

GUESTS: Drs. King, Lee, McGuire

Mmes: Meredith Stewart, Julie Thomas Messrs: Pierre Joanis

Welcome. Dr. Redmond opened by welcoming the Senate members and guests. The meeting started with reminders of future meeting dates and review of senates communication outcomes within their departments. The minutes of the 511th meeting of the Faculty Senate was presented. A motion was made and seconded to approve the meeting minutes.

- I. **Overview** of Faculty Senate is for Faculty, Review of future meeting dates and meeting location concerns.
- II. **Guest speakers introduced**—Dr. Jennifer Lee, Sr. Associate Dean of OWISM, Pierre Joanis, Vice President for Human Resources; Meredith Stewart, Director of Total Care /Benefits and Julie Thomas, SOM Human Resources; Dr. Uri Soiberman, JHOC faculty senate representative; Dr. Maura McGuire, Associate Professor of Medicine and Michelle Campbell, Ambulatory Administrator; Dr. Landon King, Professor and Executive Vice Dean SOM.
- III. **Advisory Roles of the Office of Women, Science and Medicine:** Developing two councils: WPAC Women’s Professional Advancement Council; Chair, Dr. Laporte; Vice, Chair Dr. Gebo and the Advisory Council to Advance Gender Equity is in preparation once WPAC is active. OWISM is restarting the Early Career Development and leadership programs. The first program to launch is the Early Career Leadership Program in January through June, which is both in-person and hybrid. In the future OWISM will restart the Mid-Career Leadership Program for Women Faculty and the Mary Elizabeth Garrett Executive Leadership Programs. They have recently celebrated the graduates of the programs prior to covid. Collaborated with OFD, Dr. Kim Skarupski’s team to launch the first inaugural coaching camp. This was an off campus, three-day event. In the upcoming Early Career Development and leadership program they are hosting a pilot coaching group. The Pilot coaching program is to see how peer coaching works for our faculty. OWISM is working on presenting faculty satisfaction survey data stratified by gender. They’re beginning research into potential effects of gender on career development and pursuing leadership pathways. The new women professor’s celebration is scheduled to be held in February 2023.
- IV. **CareFirst and Open Enrollment for Faculty:** Outcome if a settlement is or isn’t reached by the due date? JHM providers will remain in the network through 12/5 if no agreement is reached. If JHM providers go out of network there will be a special enrollment plan. The special enrollment plan period details are in the annual enrollment email. An alternative to Carefirst is the EHP plan, which is a comparable PPO plan. EHP is not a Johns Hopkins only network. EHP has many providers in the area. They offer in-network and out of network and out of state services. If staff changes to EHP in December staff’s deductible would start over in December and again in January 2023. Even after enrollment closes on 10/28, staff can still contact the benefits service to

change their benefits before 12/31. Benefits is only holding special enrollments if Carefirst goes out of network.

- V. **Future of Work** –How are we going back to work, onsite and offsite? Issues prompted are work productivity levels, treating staff with the same respect as faculty, infrastructures and rodent exterminations. How productive is working offsite? Is there data to review prior to covid to compare to the present? How can leadership expect faculty and staff to respond without any data review at this time? How are they establishing work executed in the clinical domain and teachings?
- VI. **Faculty Development Resources – Great 8 In Basket Optimization Initiative!** - Education and coaching to improve efficiency in the 8 most common in basket tasks. The goal is physician, staff and managers will manage messages as a team, with less time and fewer clicks. The great 8 common request types: Test results review, Prescription, Referral/Testing, Patient advise, Medical supplies, Paperwork, Scheduling and Haiku & Efficiency tools. There are 3 learner groups, Staff; Faculty & Providers and Practice Manager & Supervisors. Micro learning is expected to come out a couple times a month on specific topics to help staff work through building out those efficiency tools for staffs own use. The videos will be available via mylearning and the great 8 research webpage.
- VII. **Updates CareFirst as Pertains to Our Patients & High-Performance Supplement.** – After months of negotiations Hopkins has given Carefirst a 90-day warning, notifying them to confirm a contract by December 5th. Carefirst is compensating Hopkins at a much lower level than other companies. Compensation is not just for providers, but the funds that we receive is pivotal to support the staffing in our ambulatory clinics. To provide the resources we need to appropriately staff our clinics and therefore be able to support our patients. Carefirst has 90 days ending on December 5th.
- VIII. **New Business** –
- a. Funds flow model discussion set for November meeting.
 - b. Dr. Berman will compile teams set up for Faculty Senate
 - c. Dr. Berman, Liu & Vernon will assist with faculty senates team platform.
 - d. Invite Dr. Branville Bard, JH Police Force, to return with updates.
 - e. Request for productivity data to compare levels before covid verses now.

With no further announcements, Dr. Redmond thanked everyone and adjourned the meeting at 5:10 PM. The Faculty Senate will meet next on Nov. 9, 2022 via Zoom.

Respectfully submitted,



Wendy Bennett, MD, MPH

Faculty Senate Secretary

Chanell Jones

(interim) Recording Secretary