

MINUTES
506th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, February 16, 2022
Virtual Zoom Meeting

PRESENT: Akst, Bennett, Berman, Bettencourt, Bever, Bitzer, Burke, Burkhart, Cabahug, Campbell, Carr, Cihakova, Cole, Cormack, Donehower, Ehmann, Fowler, Gregg, Hussien, Iijima, Konopka, Kralli, Ladle, Lee, Lucia Ponor, Macura, Manahan, Marrone, McFarland, Mogayzel, Redmond, Ritzl, Roda, Scott, Showell, Singla, Soiberman, Stayman, Stevens, Vernon, Villalon-Landeros, Viola, Williams, Wu, Young

Mmes: Messrs:

ABSENT: Al-Grain, Boss, Dezube, Gallia, Gourin, Guo, Kwon, Lin, Merkel-Keller, O'Brien, Parrish, Taylor, Zeiler

Mmes: Messrs:

REGULAR GUESTS: Daugherty Biddison, Faraday, Ishii, Oliva Hemker, Skarupski

Mmes: Bruder, Guy, Robbins Messrs:

GUESTS: Agrawal, King, Lee-Summers

Mmes: Messrs:

- I. Welcome.** Dr. Manahan welcomed the Senate members and guests.
- II. Landon King, MD, Executive Vice Dean, Johns Hopkins School of Medicines; Faculty Compensation Advancements.** The research, teaching and clinical care provided by Johns Hopkins School of Medicine faculty, rank at or near the top of most of our peer institutions. The school has developed a plan, approved by the university for FY22 increases and over a 3 – 5 year period. SOM plans to increase faculty salary to above the 50th percentile of the AAMC, as soon as possible. This goal is a part of our five-year plan.
- III. Approval of the minutes.** The minutes of the 505th meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved as distributed.
- IV. Wendy Bennett, MD, MPH, Associate Professor, Department of Medicine, Faculty Senate Representative; Updates from the Faculty Senate Police Force Working Group.** As background, the faculty senate formed this workgroup to identify and voice the concerns of our Faculty regarding the proposed Johns Hopkins University police force. The working group was tasked with putting together recommendations for further review and input by the Faculty Senate, which could then be submitted to Dr. Branville Bard, Jr., Vice President for Public Safety. In today's meeting the working group asked the representatives to review the questions they compiled. The questions were reviewed and modified as needed. A motion was made, seconded and approved unanimously by the Faculty Senate for the working group to move forward with the recommendations formulated. The Faculty Senate representatives were made aware that the Johns Hopkins Police Accountability Board reconvened in December 2021. Five Johns Hopkins University affiliates have been nominated to fill vacancies in the board, one of which is from Faculty. This provides another method of communicating with Dr. Bard. Everyone is encouraged to attend one of the public meetings. The schedule can be found [here](#).
- V. Nauder Faraday, MD, MPH, Sr. Associate Dean for Faculty Appointments and Promotions, Jennifer Lee-Summers, MD, Associate Vice-Chair for Faculty Affairs and Development in ACCM, Yuri Agrawal, MD, MPH, FACS, Otolaryngology Faculty Affairs and Development Board Member; Faculty Promotions and the Pandemic.** As background, Dean Rothman assigned a COVID task-force and they compiled recommendations. Two of those were: 1) Perform ongoing assessment to monitor the impact of COVID on academic progression and promotion of faculty 2) Organize JHU branded site for organizing and hosting virtual (inter)national seminars, grand rounds, and conferences to enhance faculty visibility and career development. All departments were asked to query the faculty during their review and ask what the impact was individually. The FADB was formed based on the recommendations from the task force. The recommendations for promotions committees related to COVID: 1)

In-person virtual invited lectures be given equal consideration in the promotions process by the JHSOM promotions committees (PPC, APPC, AND CEPC) going forward, including post-COVID pandemic; 2) Examination of current processes for soliciting reference letters, the number required, and the criteria for evaluation of letters be conducted by the SOM promotions committees with assistance from the OF and FADB to identify best practices and efficiencies; 3) Clarify use of impact (including COVID statements), specifically, in what situations is a candidate expected/encouraged to submit an Impact Statement, what type/form is suggested, and if Impact Statements are included with a candidate's CV with requests for reference letters. A motion was made and seconded. The Faculty Senate unanimously approved all three recommendations made by the FADB.

VI. Maria Oliva-Hemker, Nauder Faraday, Masaru Ishii, Laura Robbins; Faculty Retention. The Office of Faculty did a through evaluation of faculty leave and retention. The evaluation was done by total number and broken down by male, female, associate and assistant professors of the faculty within the School of Medicine. The analysis found the leave rates are going down. Though it was found that the leave rate for women is higher.

VII. Michele Manahan; Johns Hopkins University Council (Senate of Senates). We were able to get the number of representatives requested. We are up to 4 from 3. The representatives were asked to look over the distributed draft by-laws and to voice concerns now. If any concerns come-up later we can address those at that time. The JHUC is looking to move forward with the draft by-laws. A motion was made and seconded and the draft by-laws were approved with one abstention.

VIII. Other news: OFD will begin ramping up Faculty Senate elections. Be on the look-out for emails.

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 5:02 PM. The Faculty Senate will meet next on March 23, 2022 on Zoom.

Respectfully submitted,

Philippines Cabahug, MD, FAAPMR
Faculty Senate Secretary
Monica Guy
Recording Secretary