

MINUTES
500th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, June 23, 2021
Virtual Zoom Meeting

PRESENT: Akst, Al-Grain, Antoine, Bennett, Bettencourt, Bever, Bitzer, Blakeley, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Cihakova, Cole, Dezube, Doetzelhofer, Donehower, Eberhart, Fowler, Gallia, Gregg, Iijima, Karjoo, Kwon, Ladle, Lee, Lin, Links, Macura, Mahesh, Manahan, Marrone, Mogayzel, Parrish, Ponor, Redmond, Reesman, Rhodes Lesley, Ritzl, Roda, Scott, Singla, Soiberman, Stevens, Swenor, Tamashiro, Tschudy, Vernon, Viola Weiss, Williams, Wu, Young, Zeiler

ABSENT: Ashok, Boss, Bulte, Collaco, Cooke, Cormack, DeZern, Duffield, Fu, Gottlieb, Gourin, Guo, Gupta, Inoue, Kim, Kralli, Margolis, Marino, McFarland, Merkel-Keller, O'Brien, Peters, Pierorazio, Razzak, Seymour, Showell, Stayman, Taylor, Vasavda, Wagner-Johnston

REGULAR GUESTS: Ishii

Mmes: Bruder, Robbins **Messrs:**

GUESTS: Drs. Chisolm, Links

- I. Welcome and approval of the minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 499th meeting of the Faculty Senate were not ready for presentation.
- II. JHU Roadmap on Diversity and Inclusion – Bonnielin Swenor, MD, Faculty Senate Vice Chair.** The [Roadmap on Diversity and Inclusion](#) is a five year strategic plan. The end goal is to provide recommendations of how to advance our diversity, equity and inclusion goals. Those recommendations are then taken to the Board of Trustees and a strategy is voted on and approved. The Roadmap Taskforce is made up of multiple working groups. Those working groups were asked to come up with recommendations. At this point in the process the working groups are asking for feedback help prioritize and reinforce what the faculty feel is most important to be presented to the Board of Trustees. **ALL FACULTY ARE ASKED TO PLEASE VISIT [this link](#) to review the recommendations.** Then complete the [survey](#) to cast your vote on what you believe the top five recommendations the institution should address first.
- III. Update: Clinical Excellence Promotion Track – Margaret Chisolm, MD, Co-Chair of Clinical Excellence Promotion Committee.** The committee began receiving applications as early as January 2020. As of April 2021, they have received a total of 36 applications. 23 are in progress for rank of Professors: 3 women, 9 men; Associate Professors: 4 women, 7 men. 11 reviewed and approved: Professors: 3 women, 3 men; Associate Professors: 3 women, 2 men. Not approved: Professors: 0 women, 0 men; Associate Professors: 2 women, 0 men. The average number of years at rank: Professors: 14 years (compared to 7.5 years for Scholarship Track); Shortest: 4 years; Longest 32 years. Average number of years at rank: Associate Professors: 11 years (compared to 8 years for Scholarship Track); Shortest: 7 years; Longest 17 years. Time to completion for Professors: Average 9 months to CET approval (add 2 months for ABMF); Earliest CET approval was 6 months; Latest CET approval was 12 months. Time to completion for Associate Professors: Average 5 months to CET approval (add 1 month for ABMF); Earliest CET approval was 3 months; Latest CET approval was 7 months. To be eligible for promotion in this track, individuals will devote >60% of their effort to patient care efforts (inclusive of program building, clinical teaching and clinical research). There are seven criteria: 1. Demonstration of sustained clinical excellence; 2. Metrics documenting outstanding clinical performance and excellence; 3. Recognition of clinical excellence; 4. Teaching and Mentorship; 5. Discovery; 6. Dissemination; 7. Institutional Contributions.
- IV. Update on Retirement Plan Investment Committee – Jon Links, Vice Provost and Chief Risk and Compliance Officer.** Retirement Plan Investment Committee (RPIC) is an independent committee charged with reviewing options for the retirement plans. The RPIC started a review of plans approximately 2 years ago. The committee has decided to go with an investment menu of 20 passive and 10 actively managed funds. They are keeping the Vanguard Target Date funds as the default investment and keeping one fixed annuity. They are switching from the individual contracts to the institutional version. TIAA will be the sole record keeper. This will have an advantage on cost and the simplicity of investment platform. They are also keeping TIAA's brokerage window. A communication will be sent in a few weeks with more details. An outside communications consulting firm will help with further communications about the change.

- V. Template for inviting leadership to senate meetings to provide continued communication and maintain transparency – Senate officers.** Dr. Mahesh shared a template he and the outgoing senate officers have used to invite JHU SOM leadership. This helped to know which leadership member can be invited at what month and what topics they would be asked to discuss.
- VI. Update from UPAAC & Other Business.** Dr. Mahesh gave an update to the Senate on the last meeting.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:40 PM. The Faculty Senate will meet next on September 15, 2021.

Respectfully submitted,

Jaishri Blakeley, MD
Faculty Senate Secretary
Monica Guy
Recording Secretary