

**MINUTES**  
**446<sup>TH</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, January 20, 2016**  
**School of Medicine Administration, Boardroom 103**

**PRESENT:** Drs. Andrisse, Barone, Best, Blakeley, Bunz, Carey, Chanmugam, Crino, Frank, Gonzalez-Fernandez, Hartman, Ishii, Kudchadkar, Li, Mahesh, Marciscano, McCormack, Mooney, Poynton, Redgrave, Rini, Shuler, Swartz, Tamashiro, Taverna, Tobian, Tufaro, Urban, Wade, Wilson, Zahnow  
**Mmes:** **Messrs:**

**ABSENT:** Drs. Ahuja, Aucott, Aygun, Barker, Bivalacqua, Bosmans, Bydon, Chaudry, Chung, Conte, Daoud, Daumit, Dlhosh, Eghrari, Gable, Gupta, Huddle, Lee, Lehmann, Neiman, Pettigrew, Puts, Püttgen, Reddy, Redgrave, Rini, Shepard, Sokoll, Solomon, Sperati, Srikumaran, Tewelde, Wyhs, Zhou  
**Mmes:** Vargas **Messrs:**

**REGULAR GUESTS:** Dr. Skarupski  
**Mmes:** **Messrs:**

**GUESTS:** Drs. Clements, Day, Fivush, Harvey, Ishii, Kerilla, McLean

- I. **Approval of the minutes.** The minutes of the 445<sup>th</sup> meeting of the Faculty Senate of December 9 2015, were presented. A motion was made, seconded, and minutes were approved as distributed.

**Announcements and comments from Chair Dr. Crino.** The Institute for Excellence in Education (IEE) is hosting its annual education conference and celebration on March 11<sup>th</sup>. See their [website](#). The Office of Women in Science and Medicine (OWISM) is sponsoring the annual Catherine DeAngelis Lecture on February 8<sup>th</sup> at 4PM in the Chevy Chase Auditorium. Dr. Lisa Ishii was selected to be this year's recipient of the Vice Dean's Award for the Advancement of Women and Jo Handelsman (Associate Director for Science at the White House Office of Science and Technology Policy) will be the keynote speaker.

- II. **Barbara Fivush, MD, Director of OWISM and Lisa Ishii, MD, MHS, Associate Prof., Dept. of Otolaryngology.** Drs. Ishii and Fivush reviewed the recommendations from the 2014 [Committee on the Status of Women report](#). Conclusion: persistent inequity by gender in all 3 domains of promotion, leadership, and satisfaction. Top 3 priority recommendations were: (1) leadership: collect and maintain departmental organizational charts; (2) leadership: institute unconscious bias training for all search committees; (3) promotion: educate departmental promotions committees.

- III. **Patricia McLean, JD, Senior Associate General Counsel and Judy Harvey, Sr. HR Administrator, Leave and Records.** Ms. McLean and Ms. Harvey reviewed the faculty parental leave guidelines (see attached). Important to note that these are 'guidelines' and not policy, which is binding. Faculty do not accrue or use leave the way staff do; faculty 'take leave' without interruption in pay. Faculty are covered by the federal Family & Medical Leave Act (FMLA) – which provides for up to 12 weeks of unpaid leave. Faculty Senate recommendation: form a small subcommittee to draft an official faculty leave policy.

- IV. **Michael Barone, MD, MPH, Associate Dean for Faculty Development in Education.** Dr. Barone shared the 3-item Qualtrics survey instrument (see attached) they used in pediatrics to gauge the use and satisfaction with the new travel management program. Discussed surveying all

faculty via the OFD Faculty Connects system. Decided to have a later discussion about this and then bring in Valerie Sikora and Amy Page back to hear feedback.

- V. **Jennifer Kerilla, Director, International Scholars.** Ms. Kerilla reviewed the process of sponsoring international trainees, fellows, and faculty. Most important point is to talk to the departmental credentialing coordinator first! Ideally, starting the process early – 90 days in advance. Be sure to be clear about what the person will be doing, how long they are anticipated to be at Johns Hopkins, and if they will be paid wages or stipend. Approval from their office comes BEFORE immigration issues. [www.ois.jhu.edu](http://www.ois.jhu.edu).
- VI. **Richard Day, MS, Director, Quality Improvement.** Mr. Day updated the group on the U.S. News and World Report of best hospitals methodology and patient safety indicators (see attached).
- VII. **Stanley Andrisse, PhD, MBA, Co-President JH Postdoctoral Association (PDA) and Rohan Gupta, MHU Research Fellow.** Dr. Andrisse briefed the group on the PDA (see attached). There are ~1,600 post-docs in the SOM, SON, and SPH. Their annual retreat is scheduled for 5/26.

With there being no further business Dr. Crino thanked everyone for coming and adjourned the meeting at 5:04 PM

Respectfully submitted,  
Masaru Ishii, MD, PhD  
*Recording Secretary*



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## Faculty Parental Leave Guidelines

### Faculty Parental Leave Policy

Upon the impending birth or adoption of a child, Faculty should give the Department Director/Division Director adequate notice and develop a plan for parental leave. The primary caregiver should have the option of taking up to 8 weeks paid leave and the secondary caregiver should have the option of taking up to four weeks paid leave. Parental leave may include vacation and sick leave in accordance with departmental policies. An additional four weeks paid parental leave is recommended in the event of medical complications.

It should be noted that faculty are included in the Family Medical Leave Act (FMLA), which allows 12 weeks unpaid leave for anyone who has been employed by Johns Hopkins University School of Medicine for one year.

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## Johns Hopkins Postdoctoral Association Annual Report (2014-2015)

The Johns Hopkins Postdoctoral Association (JHPDA) was formed in 1992. We focus on improving the daily life and morale of fellows, as well as long-term issues such as postdoctoral training, career development, and addressing changes in postdoctoral policy.

### Executive Board Summary

Currently, JHPDA is composed of an Executive Board and six Committees. Our tremendously hard-working Committees have hosted over 60 events in the past year- including professional development, networking, social, diversity and internationally themed events on and off campus. Additionally, in March 2015, we held our 2nd Annual Postdoc Retreat - a day of research, career exploration, professional development, networking, and awards - attended by approximately 300 Hopkins postdocs and 45 invited judges and speakers. Further, we plan to expand upon these numbers and strive to provide a stronger support system for Hopkins postdoctoral fellows.

### Committee Highlights

*Professional Development Committee (PDC):* Aims to equip postdoctoral fellows to develop transferable skills as well as recognize diverse career opportunities. We identify experts from diverse fields and help postdoctoral fellows interact with and learn from them as well as other fellows from different disciplines.

#### Academic Career Track Events:

- Research Presentation Club: Each monthly meeting involves an expert who talks briefly about a specific aspect of scientific presentations, followed by short scientific presentations by one or two postdoctoral fellows. Expert speakers included Dr. Donna Vogel, Dr. Gaelle Kolb and Dr. Kimberly Skarupski.
- Johns Hopkins Success Stories: Each semester we invite a successful Johns Hopkins scientist or physician to talk about their career trajectory to help uncover opportunities and resources that the postdoctoral fellows and residents might be unaware of. Previous invitees include Dr. Joao Lima and Dr. Myron Weisfeldt.

#### Diverse Career Track Events:

- Career in Industry R&D with Dr. Joann Kamens (Executive Director, Addgene).
- Career Talk: Opportunities with AstraZeneca Biologics Manufacturing Center, Frederick, MD.
- Career in Technology Transfer: We invited two professionals from the JHU Technology Ventures office to talk about a career in technology transfer.
- Interview workshop: We invited the Co-Founder of Oystir, a non-academic job search website, to talk about the dynamics of a face-to-face interview.

*Communications Committee:* Disseminates information about JHPDA events, professional development opportunities, jobs, and fellowship opportunities to the Johns Hopkins postdoc community predominantly through our weekly bulletins and special bulletins. In addition, we maintain the JHPDA website, a postdoc blog and our Twitter, Facebook, and LinkedIn pages to keep events alive. Most recently, we redesigned the JHPDA website, updating and refreshing the content for easy access to our postdoc community.

Policies & Advocacy Committee: Serves as a voice for Hopkins postdocs regarding issues affecting us on the Hopkins campus. Our goal is to inform postdocs of the resources and benefits available to them and, when necessary, advocate for policy changes to accommodate our postdoctoral community.

- Conducted the JHPDA Annual Survey to gauge campus awareness of postdoctoral benefits and policies.
- Organized postdoctoral orientations to inform postdocs of the resources and benefits for which they were eligible.

Diversity Postdoctoral Alliance Committee: Serves as a formal support system for postdoctoral fellows from backgrounds historically underrepresented in science, and to articulate and promote the unique challenges, needs and goals of these fellows. To this end, we engage fellows in cultural, educational, and social activities to further develop personal and professional relationships, mentoring, and networking among our fellows.

- Developed a Mentoring Family Program among postdoctoral fellows, residents, and medical and graduate students, which will expand to include faculties in the upcoming year.
- Launched a Quarterly Diversity Journal Club and Town Hall Meeting Series.

International Committee: Provides a meeting place for international postdoctoral researchers here at Johns Hopkins University to improve language and culture mastery, share experiences, network, ideally forge imminent and long-term global collaborations, and relax together.

- Co-hosted with other JHPDA committees and/or the Office of International Services for events such as visa seminars, fundraisers and international holiday celebrations to welcome and facilitate the stay of international scholars.
- Organized international-themed events, including lunches, movie nights, and BBQs.

Socials Committee: Fosters a sense of community amongst postdocs. We organize many events throughout the year intended to bring together postdoc fellows with diverse interests and personalities for social engagements, activities, and networking opportunities:

- Hosted monthly social shuttle events to explore local fine restaurants and facilitating networking within our community.
  - Organized Diwali celebration featuring Indian food, drinks, cultural music and dancing.
  - Organized several hiking and camping trips in Gunpowder Falls State Park and Shenandoah National Park.
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