

MINUTES
449TH MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, April 20, 2016
School of Medicine Administration, Boardroom 103

PRESENT: Drs. Andrisse, Aucott, Barone, Blakeley, Bosmans, Chaudry, Chanmugam, Crino, Daoud, Dlhosh, Frank, Gonzalez-Fernandez, Hartman, Ishii, Kuo, Lehmann, Mahesh, McCormack, Mooney, Poynton, Rini, Shuler, Sokoll, Solomon, Sperati, Tobian, Urban, Zahnaw, Zhou

Mmes: Messrs:

ABSENT: Drs. Ahuja, Aygun, Barker, Best, Bettridge, Bivalacqua, Bunz, Bydon, Carey, Chung, Conte, Daumit, Eghrari, Gable, Hartman, Ishii, LaFavor, Lee, Li, Marciscano, Nieman, Puts, Püttgen, Reddy, Redgrave, Shepard, Srikumaran, Swartz, Tamashio, Taverna, Tewelde, Tufaro, Tweedell, Wade, Wyhs, Zhou

Mmes: Messrs:

REGULAR GUESTS: Drs. Clements, Skarupski

Mmes: Vargan Messrs:

GUESTS: Dr. Rand

Mmes: Gottlieb, Thompson Messrs:

I. Approval of the minutes. The minutes of the 448th meeting of the Faculty Senate of March 23, 2016, were presented. A motion was made, seconded, and minutes were approved as distributed.

II. Stanley Andrisse, PhD. Dr. Andrisse updated the Senate on the progress with this year's Postdoctoral Retreat held on May 26, 2016. Dr. Andrisse requested faculty involvement from the senators and their constituents. Since the retreat's inception, participation has increased 3-fold; this growth requires an additional 10 judges for the scientific presentations. The details of the retreat and time commitment from judges can be found in the attached documents.

III. Cynthia Rand, PhD, Associate Dean for Faculty, Johns Hopkins Bayview, Janice Clements, PhD, Vice Dean for Faculty. Dr. Rand presented the results of the 2015 Faculty Satisfaction Survey. The 2015 survey yielded a 63% response rate. The last survey was held in 2013 and revealed tension surrounding the transparency of compensation and promotion. Active measures are in place to address these concerns. The 2015 survey revealed little change compared to 2013. Average satisfaction is reported higher than the AAMC 2012 mean. Dr. Rand noted that the >120 pages of open-ended comments were shared with the Dean. The survey data are being used to dictate next steps to continue moving the needle. Departmental-level data will be shared with the directors between late May and early June at the Committee of the Whole (COW) meeting; the Dean has endorsed these data being shared with the faculty. The faculty satisfaction survey will continue to be conducted every 2 years. Trend analysis will begin to take shape after the 2017 survey (the survey debuted in 2013). Additional details can be found in the attached slides.

IV. Julie Gottlieb, MA, Associate Dean, Policy Coordination, Melissa Thompson, JD, Director, Research Integrity, Janice Clements, PhD, Vice Dean for Faculty. Mrs. Gottlieb presented an overview in procedural change addressing professional misconduct. The current protocol mirrors the research integrity misconduct protocol. The current professional misconduct procedure is lengthy and inefficient which may dissuade complainants from coming forth. Reports of sexual harassment, misconduct, and discrimination will be investigated by the Dean's office. Currently, professional misconduct cases are low with no greater than 4 cases in any stage open at any given time. Additional

details can be found in the attached slides. The current policy will be disseminated to the senators and their constituents for quick feedback.

Announcements and comments from Chair Dr. Crino. The subcommittee formed and co-chaired by Drs. Ishii and McCormack surrounding parental leave will continue to meet and discuss policy gathered from peer institutions. An update will be presented at the next senate meeting. An appeal to the CFO regarding the travel policy has been made, a final decision is pending. Commencement caused a shift in the AMBF meeting and Faculty Senate meeting, the next Faculty Senate will be held Wednesday, May 4, 2016.

With no further discussion or announcements meeting Dr. Crino thanked everyone for coming and adjourned the meeting at 4:16 PM.

Respectfully submitted,
Masaru Ishii, MD, PhD
Recording Secretary