

MINUTES
477th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, April 17th, 2019
School of Medicine Administration | Mary Elizabeth Garrett Board Room | MRB 103

PRESENT: Drs. Al-Grain, Antoine, Badesch, Bennett, Bitzer, Burke, Blakeley, Bulte, Cabahug, Cervenka, Collins, Doetzlhofer, Eberhart, Hutton, Inoue, Ishii, Karjoo, N. Kim, Madder, Mahesh, Manahan, Margolis, McGrath-Morrow, Merkel-Keller, Pierorazio, Pomata, Reesman, Stayman, Swenor, Tamashiro, Wagner-Johnston, Witwer, Wu, Zeiler
Mmes: Seymour, Stewart **Messrs:**

ABSENT: Drs. Alaish, Boss, Carr, Connolly, DeZern, Duffield, Fu, Gallia, Ingari, Lehmann, Macura, McCormack, McNutt, Millin, Muller, Sperati, Urban, Wolfgang
Mmes: Messrs: Garcia, T. Kim, Koyawala, Raman

REGULAR GUESTS: Drs. Faraday, Skarupski
Mmes: Vargas **Messrs:**

GUESTS: Drs. Cofrancesco, Espenshade, Haythornthwaite, Levine,
Mmes: Stewart, Nanaykkara **Messrs:**

- I. Approval of the minutes.** The minutes of the 476th meeting of the Faculty Senate, March 13, 2019, were presented. A motion was made, seconded, and minutes were approved as distributed.
- II. Inez Stewart, MEd, Senior Vice President of Human Resources, AJ Nanayakkara, ADA/Accessibility Program Manager; Human Resources Issues.** Ms. Stewart offered context on this subject from the Johns Hopkins Health System perspective with regard to ADA accommodations. There are two levels of guidance: federal compliance, and JHHS policy. During 2018, ADA accommodation requests totaled about 1035 within the JHHS ranging a variety of needs. She discussed the challenges faced by the Human Resources office to meet ADA needs and support. Ms. Stewart presented initiatives coming from her office to best support JHHS employee and patients. Mr. Nanayakkara discussed how his office addresses personnel concerns. Ms. Stewart and Mr. Nanayakkara have established a project plan for addressing the variety of needs but are petitioning for funding to move forward. They discussed about the possibility of creating a centralized funding source that can be utilized by all for these purposes. Nothing has been finalized yet. Even though they provided information about JHHS, they were in agreement that similar path can be considered for the School of Medicine. A discussion was held around how to retain strong talent and address transparency around discrimination including changes since the Searls v. Johns Hopkins Hospital 2016 summary judgement. Ms. Stewart will return in six months for an update and ask HR from the School of Medicine to collaborate on efforts.
- III. Jennifer Haythornthwaite, PhD, MA, Professor, Peter Espenshade, PhD, Associate Dean for Graduate Education; Conflict Resolution Procedure.** Dr. Espenshade offered background for the impetus for this policy around the mentorship experience. They discussed about the current efforts by NIH on this issue. The NIH identified three key areas that need to be addressed: training of faculty, mentorship monitoring, and dismissal of mentors following unacceptable practices. Dr. Haythornthwaite presented the members of the taskforce assigned to address these needs. Dr. Haythornthwaite offered an overview of the taskforce's progress. The proposed draft conflict resolution was presented. The floor was opened for discussion and the members of the Faculty Senate raised concern around the degree to which faculty are protected. Dr. Haythornthwaite addressed the degree to which students are protected as a special population and agreed to add examples that are more balanced for both parties. Language will be modified to clarify the escalation process. A request to incorporate communication training was made. Formalization around FTE protecting mentorship time was requested. Quorum was met. The document will be revised and distributed and a vote on this policy has been tabled for the May Meeting.
- IV. Joseph Cofrancesco, MD, MPH, Director, Institute for Excellence in Education, Rachel Levine, MD, MPH, Associate Dean for Education Development; Educator Competencies and Metrics Committee (ECMC).** Drs. Cofrancesco and Levine offered a background on impetus for this group. Parallelism between the charge of this committee and the Miller-Coulson Academy were made. The goals and areas of focus for the ECMC were outlined. The timeline for and progress of the committee was presented. Next steps were presented including identifying

competencies for metrics. This list of domains is meant to be comprehensive. The floor was opened for discussion. Drs. [Cofrancesco](#) and [Levine](#) requested feedback via email and invited the Faculty Senate to expand the list of domains as needed (see attached the current guidelines that are under consideration).

- V. Announcements and Business.** Dr. Ishii informed the senate that Dean Paul Rothman will address the Faculty Senate and so will Mr. Kevin Sowers, President of JHHS, and Mr. Robert Kasdin, COO, in May. Chair Ishii collected talking points for Dean Rothman, President Sowers, and Mr. Kasdin. Chair Ishii reminded the Faculty Senate of upcoming officer elections. Chair Ishii then briefly discussed the response he received from the Dean Rothman and his office with regard to the common themes raised during the faculty senate meeting in March around the new proposed Clinical Promotion Track. A lengthy discussion was held. At the end, representative from the department of plastic surgery, made a motion for the senate to vote, namely “Irrespective of the promotion paths (scholarly or clinical), both tracks should have the same name, i.e. only one name”. The motion was seconded by a representative from the department of molecular and comparative pathobiology. The motion passed overwhelmingly with 22 Yes, 1 No, and 4 Abstention.

With no further announcements, Dr. Ishii thanked everyone and adjourned the meeting at 5:32 PM.

The Faculty Senate will meet next on May 8, 2019 in MRB 103, The Mary Elizabeth Garrett Boardroom.

Respectfully submitted,

Mahadevappa Mahesh, MS, PhD
Recording Secretary