

**MINUTES**  
**478<sup>th</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, May 8th, 2019**  
**School of Medicine Administration | Mary Elizabeth Garrett Board Room | MRB 103**

**PRESENT:** Drs. Alais, Al-Grain, Antoine, Badesch, Bitzer, Blakeley, Burke, Cabahug, Carr, Cervenka, Collins, Doetzlhofer, Duffield, Eberhart, Fu, Muller, Gallia, Garcia, Hutton, Ingari, Ishii, Karjoo, N. Kim, Madder, Mahesh, Margolis, McCormack, McGrath-Morrow, McNutt, Millin, Pierorazio, Pomata, Reesman, Sperati, Stayman, Stewart, Swenor, Tamashiro, Wagner-Johnston, Witwer, Wu

**Mmes:** Stewart **Messrs:** Garcia

**ABSENT:** Bennett, Boss, Bulte, Connolly, Inoue, Lehmann, Macura, Manahan, Merkel-Keller, N. Kim, Raman, Urban, Wolfgang, Zeiler

**Mmes:** Seymour **Messrs:** T. Kim, Koyawala

**REGULAR GUESTS:** Drs. Faraday, Fivush, Skarupski

**Mmes:** Guy, Vargas **Messrs:**

**GUESTS:** Drs. King, Rothman

**Mmes:** **Messrs:** Kasdin, Sowers

- I. Approval of the minutes.** The minutes of the 477<sup>th</sup> meeting of the Faculty Senate, April 17, 2019, were presented. A motion was made, seconded, and minutes were approved as distributed.
  
- II. Paul Rothman, MD, Dean and CEO of Johns Hopkins School of Medicine; State of Hopkins.** Dean Rothman explained the impetus for the Johns Hopkins School of Medicine mentorship efforts. Dean Rothman expressed that our success as an institution is dependent on strong mentorship. Dean Rothman discussed JHUSOM and JHM's continued commitment to diversity and inclusion and highlighted efforts made by leadership for institutional growth and strength. Dr. Swenor asked Dean Rothman to consider including the consideration of disabilities in the diversity efforts. Dean Rothman agreed that the new Vice President and Chief Diversity Officer, Dr. Sherita Hill Golden's office will manage such concern. Additional concerns around funding for disability services were voiced and acknowledged by Dean Rothman and Dr. Landon King. A concern was raised around tracking trends around Under Represented Minority (URM) faculty related to satisfaction, hiring, and salary. Dean Rothman directed faculty senate to publicly published hiring practices across Johns Hopkins University. Dean Rothman expressed that Ms. Inez Stewart, Senior Vice President of Human Resources, is aware of disengagement and working on strategies to improve URM faculty engagement. Dean Rothman explained the context for moving forward with the new promotion track. Dean Rothman asked that the Faculty Senate vote in support of the new Clinical Promotion Pathway. He also shared that there is strong support from Clinical Directors, President Daniels and Provost Kumar. A long discussion was held and Dean Rothman responded to current faculty's concerns including an emphasis on equity in rigor. The faculty expressed the desire to drop the modifier prior to approval by ABMF and Dean Rothman explained why the modifier will not be dropped at this time with hopes that the modifier will be dropped in the future. Dean Rothman committed to revisiting the use of a modifier in four years.
  
- III. Kevin Sowers, MSN, RN, FAAN, President, Johns Hopkins Health System, EVP, Johns Hopkins Medicine; Annual Update of Johns Hopkins Medicine.** Mr. Sowers addressed the faculty senate on the response to All Children's Hospital. Mr. Sowers offered a timeline for the series of events from the point that the bad outcomes in question were brought to the attention of the JHUSOM leadership to the present time. There is a heightened oversight at All Children's Hospital (ACH) including the implementation of a Systems Improvement Agreement (SIA) which is a 12 month project plan, with the potential for extension to 16 months, requiring external monitoring of safety improvement actions. He also shared that failure to follow the SIA can result in loss of licensure and loss of Medicare funding and stated that a program review is in progress for rebuilding efforts. The culture around whistleblowing is actively being addressed for modification. Mr. Sowers responded to concerns voiced by the faculty senate. The representative from ACH asked for support of rebuilding the relationship between the St. Petersburg community and private practice physicians. Mr. Sowers presented an update to the Clinical Roadmap. Before making efforts to expand the system Mr. Sowers will wait for recommendations from the SIA and legal findings of ACH to build quality and

safety into all hospital operations. Mr. Sowers offered an update on the status of the Office of Population Health. Mr. Sowers expressed his vision for the improvement of our organizational culture.

**IV. Robert Kasdin, JD, SVP, CFO, COO, Johns Hopkins Medicine; Strategy and Finance.** Mr. Kasdin's presentation was tabled to a future meeting.

**V. Announcements.** Quorum was met. The new Conflict Resolution Policy was distributed. Chair Ishii opened the floor for further discussion. Feedback from constituents was voiced around language that remains unclear from the revised document. A motion was made, seconded, and approved to request further revision of the policy and a vote at a later date. **A motion to support the Dean's efforts to proceed with the Clinical Promotion Track with the stipulation that modifier will be revisited in four years was made, seconded, and approved. (Yay: 33; Nay: 0; Abstain: 1).** A discussion around implementation was held. A motion was made to support broad representation, minimally by department, with consideration of diversity committee members to include URM faculty and disabled faculty. The motion was made, seconded and unanimously supported. A motion to solicit implementation feedback by department was made, seconded, and approved unanimously. A motion was made to include Functional Anatomy as an "other functional unit" on the Faculty Senate. The motion was seconded and approved unanimously.

With no further announcements, Dr. Ishii thanked everyone and adjourned the meeting at 5:16 PM.

The Faculty Senate will meet next on June 19, 2019 in MRB 103, The Mary Elizabeth Garrett Boardroom.

Respectfully submitted,

Mahadevappa Mahesh, MS, PhD

*Recording Secretary*