

MINUTES
504th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, December 8, 2021
Virtual Zoom Meeting

PRESENT: Al-Grain, Bennett, Bever, Bitzer, Burkhart, Cabahug, Campbell, Cihakova, Cole, Fowler, Gallia, Gregg, Guo, Iijima, Konopka, Kralli, Kwon, Ladle, Lee, Manahan, Marrone, Mogayzel, O'Brien, Parrish, Ritzl, Roda, Showell, Singla, Soiberman, Stayman, Stevens, Vernon, Williams, Wu, Young, Zeiler

Mmes: Messrs:

ABSENT: Akst, Berman, Bettencourt, Boss, Burke, Carr, Cormack, Dezube, Donehower, Ehmann, Gourin, Hussien, Lin, Ponor, Macura, McFarland, Merkel-Keller, Redmond, Scott, Taylor, Villalon-Landeros, Viola

Mmes: Messrs:

REGULAR GUESTS: Daugherty Biddison, Faraday, Ishii, Skarupski

Mmes: Bruder, Guy, Robbins Messrs:

GUESTS: Mmes: Culotta, Floyd Messrs:

- I. Welcome and approval of the minutes.** Dr. Manahan welcomed the Senate members and guests. The minutes of the 503rd meeting of the Faculty Senate were presented. A motion was made, seconded to add a statement to a section of the minutes. The minutes were second, approved unanimously with the addition.
- II. April Floyd, JHU Sr. Director, Benefits and Work Life, Valeria Culotta, PhD, Associate Vice President for Postdoctoral Affairs; Updates from the Fellows Benefits Working Group.** The cost of health insurance for the Postdocs is high. This is something the institution is looking into. The health insurance plan provider for all Postdocs across JHU is EHP. This is the same plan for students at SOM, BSPH and SON. Postdoctoral fellows at JHU are provided "individual only" health insurance at no cost while the Postdoc must pay the difference in cost for other "tiers" of coverage such as children and/or family. Over 20% of Postdocs have coverage over the "Individual only" plan. Benefits plans are typically funded using an institution-wide fringe rate, peer fringe rates were reviewed. The JHU fringe benefit rate is low compared to peers. Many universities have postdoc fringe rates close to staff and provide staff health insurance benefits to postdocs. Many universities do not charge fringe to postdocs on stipends and postdocs on stipends do not receive the health care benefits as salaried postdocs. Health care costs are not subsidized for these postdocs on stipends. Nearly 20% of JHU postdocs are on stipends. JHU strives to provide equal benefits to all postdoctoral fellows regardless of their funding source. There are ongoing discussions as to how best to provide improved health insurance coverage to support fellows and their families.
- III. Michele Manahan, M.D., Faculty Senate Chair; Update regarding the Senate of Senates.** It has been decided that the UPAAC was beneficial thus we are moving forward with the creation of the Senate of Senates. The goal is to move this quickly. There is a committee working to draft the by-laws and language is being proposed. These are the main issues: How big is the group? How is the representation apportioned between the schools? How does one get to hold a seat on the Senate of Senates? Would representatives come directly from the various Senates? Or, would a separate election be held for the seat? Who is eligible to hold a seat? Full Professors? Full tenured professors? The discussion is leaning toward a small Senate of Senates. The proposed numbers are; 14 members with 3 representatives from SOM because we have the most faculty, 2 from BSPH, 1 each from the other schools, 1 from the Diversity Leadership Council, 1 from the Budget committee. The information presented was discussed. The senators agreed on proportionate representation of the SOM in this group, given the heterogeneity and large number of SOM faculty. The Faculty Senate support that representatives to the Senate of Senates should not be limited to full professors, as majority of the faculty actively engaged in representing their departments are either assistant or associate professors.
- IV. Eva Ritzl, M.D., MBA, FAAN, FACNS, Uri Soiberman, M.D.; Updates from Travel Policy Working Group.** Drs. Ritzl and Soiberman reported on their findings. Reimbursement is required no later than 60 days based on the IRS regulation 1.62-2. Accountable plans require substantiation of the paid amount. Pros of Concur: Automated tracking of expenses; easier verification that travel was actually completed; No need for expense statements; Streamlines the expense approval process for the University. Cons of Concur: Rebooking at the spur of the moment is more difficult because it must be done using Concur; Somewhat clunky app; Upgrading your travel plans can be difficult to do on your own using the app; Least expensive ticket may mean low priority to airlines.

- V. **Masaru Ishii, M.D., Ph.D., Office of Faculty; Conflict of commitment policy.** This information is an over-view of what Dr. Ishii has learned. These statements are generalized. The SOM working to update the conflict of commitment policy. The University decided that if you were to moonlight with another institution, you need to make a formal agreement with Hopkins and the other institution. Also, regarding time commitments, if you were awarded a grant and want to start a company using those funds, you will need to become part-time. More information to come once this policy has been solidified. This information is an over-view of what Dr. Ishii has learned. These statements are generalized.

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 5:00 PM. The Faculty Senate will meet next on January 19, 2022 on Zoom.

Respectfully submitted,

Philippines Cabahug, MD
Faculty Senate Secretary
Monica Guy
Recording Secretary