

MINUTES
425th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, December 11, 2013
School of Medicine Administration, Board Room 103

PRESENT: Drs. Ahn, Bunz, Carroll, Chanmugam, Crino, Daoud, Dlhosh, Gee, Gonzalez-Fernandez, Gottesman, Heitmiller, Ishii, Kumar, Li, Mandell, Matunis, McCormick, Mooney, Pluznick, Poynton, Shuler, Srikumaran, Swartz, Taverna, Tschudy-(Peds. Dept. Rep for Dr. Solomon) Urban, Williams, Zachara

Mmes:

Messrs:

ABSENT: Drs. Ahuja, Barone, Bivalacqua, Emmett, Herman, Keefer, LaCour, Macura, Matunis, Puttgen, Rini, Shepard, Sperati, Srikumaran, Tufaro, Wade, Wolfgang,

Mmes:

Messrs: Johnson, Tanner,

REGULAR GUESTS: Drs. Gauda, Fivush, Rand, Skarupski

Mmes: Linell Smith

Messrs:

GUESTS: Dean Rothman, Deborah Contrella, Patty Brown, Dr. Lisa Ishii

I. Approval of the minutes

The minutes of the 424th meeting were presented. Minutes were distributed. A motion was made, seconded, and the minutes were approved.

II. Announcements and comments from Chair Dr. Crino

- Dr. Brooks Jackson will be leaving in February to assume his new position as the Medical School Dean and Vice President for Health Sciences at the University of Minnesota. Dr. Ralph Hruban, professor of pathology and director of the Sol Goldman Pancreatic Cancer Research Center, will serve as interim director of the pathology department after Dr. Jackson's departure.
- Dr. Roy Ziegelstein, Vice Dean for Education, received distinguished National teaching Award from AAMC.
- Dean Rothman will be giving the State of Johns Hopkins Medicine Address on December 12, from noon to 1 p.m. in Turner Auditorium. Dr. Crino encouraged all to attend. Dr. Rothman will be speaking on the progress of our strategic priorities, as well as our financial health and business outlook.
- Steven C. Snelgrove will be the new president of Howard County General Hospital. He will join us on January 16, 2014 when Vic Broccolino retires.
- There is now a suite of 3 call rooms for faculty on Osler 7 with badge access. These rooms are available for any faculty member needing to stay in the hospital overnight.

III. Dean Rothman was introduced. Dr. Rothman spoke about the Strategic Plan that he will be presenting tomorrow from noon to 1pm about where the institution is going in the next 5 years and discussed educational advances, research initiatives and clinical innovation. He mentioned that research funding is still flat and that the 1st Grant submission needs to be great due to competition. An interactive discussion followed.

IV. Deborah Contrella, IT Director for Solutions Center was introduced. Ms. Contrella stated that IT @ JH is implementing a new software delivery application to replace SPARS, the current software licensing distribution system. The system will provide a complete inventory of JH approved software and provide an easy interface to order software and deliver it in a prompt manner. Between December 17 and January 13 IT will be testing a prototype and welcome faculty to test drive the system and provide feedback. An email with the instructions on testing the pilot and providing feedback will be sent the week of December 16. (See attached ppt)

V. Barbara Fivush, MD, Director of Office of Women in Science and Medicine (OWISM), Lisa Ishii, MD; and Cindy Rand, PhD, Associate Dean for Faculty at Johns Hopkins Bayview presented the results of the Faculty Satisfaction Survey. Drs. Fivush and Ishii gave an analysis of the faculty satisfaction survey results by gender. The data reveal that gender differences exist in some areas. The greatest differences were in the areas of departmental climate for women and career progression. Satisfaction with compensation was poor for both male and female faculty; however, women were more dissatisfied than their male colleagues in regards to the transparency of their compensation. Dr. Rand presented the following summary:

Methods:

- Questionnaire developed by the JHSOM Committee on the Status of Women and adapted from the 2010-12 University of Wisconsin-Madison Faculty Work Life Satisfaction Survey. <http://wiseli.engr.wisc.edu/facworklife.php>
- Email request for participation sent from Dr. Paul Rothman to all SOM faculty April 2013.
- Resent 4 times to non-responders over four weeks.
- Individual confidential link for each faculty email to assure non-duplication.
- Data analyzed by the JHSPH Biostatistics Center.
- Analyses excludes Research and Clinical Associates and faculty not primarily based on the JHH or Bayview campuses.
- The analyzed dataset removed identifying email address.
- Data analysis at Departmental level conducted only where $N \geq 10$ respondents to further preserve confidentiality

Summary of Results:

63% response rate (N=1392), compared to 33% response rate of faculty to Gallup Engagement Survey (N=775)

- The great majority (77%) of faculty are satisfied being a faculty member in JHSOM, however, close to a quarter of junior and mid-level faculty report being dissatisfied with the transparency of the promotion process, as well as gaps in their mentoring and resources available for professional development.
- High levels of dissatisfaction are reported with salary and a substantial majority (>75%) of faculty have considered leaving Hopkins for this reason. Close to one half of faculty are dissatisfied with the equity and transparency of their compensation
- Over 25% of faculty report being likely to leave Hopkins in the next 3 years.

Additional Analyses

- Additional analyses are planned to examine responses by rank, career track, race/ethnicity, and department
- Department Directors will receive summaries of department-level data in January 2014
- A copy of the survey instrument and survey data will be posted to the Office of Faculty Development in January 2014

VI. Lisa Ishii, MD was introduced and gave an overview of the Transforming Health Systems for Accountable Care program offered by the School of Public Health. After explaining the launch and format of this program she provided the following information:

- Cost is \$10,000 per JHM participant, covered in full by JHU for eligible faculty and staff
- First boot camp – week of Jan 12, 2014
- Second boot camp – week of March 31, 2014
- Summation experience – June 17 – 19, 2014
- 7 Monday evening web-based meetings between boot camps and additional team project meetings as required
- For more information go to: <http://www.jhsph.edu/academics/executive-education/transforming-health-systems-for-accountable-care> (See attached ppt)

I. Patty Brown, President, Johns Hopkins HealthCare LLC was introduced and provided an overview of the health care transformation strategies of Johns Hopkins Medicine, in response to mandates of health care reform and in furtherance of the recently adopted JHM Strategic Plan. She described how JHM is committed to being the highest performing delivery system possible, and how it will leverage its commitment to the academic tripartite mission to achieve this goal. She explained the concept of "Triple Aim" ---i.e., better care, better health, better costs --- and encouraged all to not only identify ways within their own practice, but also at the system, population, and community level, to improve the health of the individuals we serve. "After all", she reminded us, "that is our mission." Q & A was held. (See attached ppt)

With there being no further business Dr. Crino thanked everyone for coming and adjourned the meeting at 5:00PM

Respectfully submitted,

Julie Simon

Recording Secretary