

MINUTES
494th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, January 20, 2021
Virtual Zoom Meeting

PRESENT: Drs. Akst, Al-Grain, Antoine, Bennett, Bitzer, Blakeley, Boss, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Collaco, Cormack, DeZern, Doetzlhofer, Donehower, Eberhart, Fowler, Gregg, Gourin, Iijima, Karjoo, Macura, Mahesh, Margolis, Merkel-Keller, O'Brien, Ponor, Razzak, Redmond, Reesman, Seymour, Singla, Stayman, Stevens, Swenor, Tamashiro, Taylor, Tschudy, Vernon, Wagner-Johnston, Weiss, Williams, Wu, Zeiler

ABSENT: Drs. Bigelow, Cooke, DeZube, Fu, Gallia, Gottlieb, Kim, Manahan, Marino, McFarland,

REGULAR GUESTS: Drs. Faraday, Fivush, Skarupski

Mmes: Guy, Robbins, **Messrs:**

GUESTS: Dr. Kelen, Links **Mmes:** Blanck, Carter, Floyd **Messrs:**

- I. **Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 493rd meeting of the Faculty Senate were presented. A correction was noted to change Drs. Merkel-Keller as being in attendance. A motion was made, seconded and the minutes were approved with the correction of adding Drs. Merkel-Keller and Miho Iijima as being present.
- I. **Jonathan Links, PhD, Vice Provost and Chief Risk and Compliance Officer; Retirement Plan Investment Committee (RPIC) Update.** Dr. Links presented an update from the presentation last year by Drs. Links and Karen Horton about the Retirement Investment Plans (<https://hr.jhu.edu/benefits-worklife/retirement/mychoices-retirement/>). By law, JHU is required to name a fiduciary – a person/group that is responsible and accountable for a retirement plan’s operation – for the 403(b) plans. RPIC is the fiduciary for the JHU 403(b) plans. RPIC members are senior faculty and administrator volunteers from across JHU. RPIC is aided by a co-fiduciary, CAPTRUST, an independent retirement plan advisor. RPIC’s charge is to review the record keepers and investment menu. Industry best practice is to limit the investment fund choices in a retirement plan menu to a highly-curated small set with consistently good performance and low cost. RPIC has a fiduciary responsibility to act in the best interests of participants and beneficiaries. The committee believes that streamlining fund offerings will better serve the best interests of plan participants. *Recordkeeper Workgroup key recommendations:* (1) the current three recordkeepers’ capabilities are viewed equally (TIAA, Fidelity and Vanguard); (2) The final choice of record keepers by RPIC will be guided by the investment menu’s selection of funds; (3) Depending on the investment menu’s selection of funds, RPIC should aim for only one or at most two recordkeepers. (Reducing the number of recordkeepers reduces complexity and costs to participants.) *Investment Menu Workgroup key recommendations:* (1) Significantly reduce the number of funds in the investment menu (from >400 to roughly 20-30 funds plus a brokerage window); (2) If we offer an annuity, it should only be a TIAA Traditional; (3) Move to an investment menu that is more efficient for passive investments since this is where the vast majority of participants choose to invest. However, will maintain some options for participants who wish to play an active money management role. The changes being considered are to simplify the funds offered while meeting everyone’s needs and to simplify the recordkeepers/administration. Once the RPIC has made its final determinations, assets will be moved from the eliminated funds to the plans’ default Target Date Fund, at no cost to participants. Participants will have the opportunity to remain in the Target Date Fund, redeploy to other funds in the plan, or choose alternative funds on their own through the brokerage window. If the redeployment can be accomplished within the same recordkeeper, it will be fully electronic. If it requires movement across recordkeepers, it will likely require paper. Assets in annuities will not be moved. The plans, once decided, is scheduled to be implemented in either 2022 or 2023. An outside consulting firm is working to help address communications and Human Resources information rollout across the University to help participants understand current benefits, the possible impact of the changes proposed and what actions they can take. Town Halls are being scheduled to allow participants to engage with RPIC members in advance of the final decisions and future rollout.

II. Gabor Kelen, MD, FRCP(C), FACEP, Director, JH Office of Critical Event Preparedness and Response (CEPAR). Dr. Kelen presented on the Johns Hopkins COVID-19 Vaccination Program. He reviewed the COVID-19 vaccines that are currently approved for emergency use and those that are in late stage development. He briefly explained the mechanism of the two mRNA vaccines. He reviewed the characteristics of the enrollees on the COVID-19 clinical trials that have been reported (including age, race and underlying health conditions). A preliminary study found that mRNA vaccine seems to offer strong protection about 10 days after the first dose, compared with people taking a placebo. Though it is still thought that two doses of the currently available vaccines are needed for full efficacy. Johnson and Johnson is working on a vaccine that will be one dose. Johns Hopkins is following the prioritization of vaccine rollout issued by the State of Maryland and delivering vaccine doses to faculty, staff, patients and community members as rapidly as doses are allocated to JHU. The Governor of Maryland recently announced we are moving from Phase 1A to Phase 1C on January 25, 2021. As of today, we have given ~21,000 total first doses, ~3,000 scheduled. Employees are encouraged to schedule to receive the vaccine using MyChart. Need roughly 75% of a community vaccinated to control spread. Of JHU employees, >65% have been activated in MyChart to receive vaccine. They are also working to deliver vaccine doses to Baltimore City School System educators. Developing new methods to reach people not enrolled in MyChart. Overall, limitation is number of vaccines allocated to JHU. Additional details and updates are available here:
<https://covid19.insidehopkinsmedicine.org/>.

III. Anne Seymour, Director, Welch Medical Library and Caitlin Carter, Scholarly Communication Informationist, Welch Medical Library; The Scholarly Communication Landscape and the MIT Framework for Publisher Contracts. The Libraries at Hopkins have been charged by the Provost to meet with faculty groups across the institution to address the ever increasing fees and charges from publishers. The scholarly publishing landscape is shifting, unsustainable and needs a recalibration. There are serious and limiting budget considerations for the library to address in order to support the faculty with access to scholarly writing. In addition, there is a movement across funders and researchers to make research data openly available (required by many Federal awards) and JHU conceptually supports Open Access initiatives. The academic publishing market is a \$20+ billion dollar industry. When submitting your paper to a journal there is a standard page charge. In addition, there is a fee to make your research available when first published. Those costs are in the thousands. Libraries are then asked to buy it back and make it available. Open access charges can be an additional many thousands of dollars. Despite JHU asking for a 10% reduction in our subscriptions, we have not been given any reductions in cost or requests have simply been ignored despite working with many expert negotiators, working often with procurement, legal, and other institutions as part of a consortia. One approach to address this challenge is applying the MIT framework for publisher contracts (<https://libraries.mit.edu/scholarly/publishing/framework/>). The MIT Framework negotiating principles were presented. Benefits of the MIT Framework: Hopkins authors would retain copyright to their journal articles potentially with broad reuse licenses (to encourage sharing); Hopkins authors' final manuscripts might be made available immediately in an open access repository (JScholarship); Long-term equitable pricing and sustainable library budgets; Wider and more open dissemination of Hopkins research. The Welch Library team is charged with giving a report on Faculty feedback about these issues and potential options to address the publisher payment demands with the desire for open and timely publication of research data as well as ready access for faculty to the Provost by the end of February. There is no plan to walk away from a publisher entirely where you will lose access to journals via the library completely (although there is precedent for this with the University of California system). However, do need Faculty feedback about what publications are priority and how budget demands might be addressed. The presentation led to discussion about the current metrics used to assess merit for promotion or academic prominence and how the scientific community's valuation of "name brand" journals and journal titles has allowed a model with ever increasing charges from the publisher. There is interest in addressing this at the level of promotions committees. Ideas presented to increase use and focus on pre-print sharing of data. Considerations presented about the need to access some journals for clinical care updates. Additional common issues that arise with publishing of scholarly works including retraining copyright, seeking fair open access journals and avoiding predatory journals was presented and the following links shared: [For rights retention](#); [Assessing journal quality to avoid fraudulent publications](#); [Directory of Open Access Journals](#). [All Senators are asked to present these issues to their faculty and follow-up with either Faculty Senate leadership or Anne Seymour or Caitlin Carter.](#)

IV. Mahadevappa Mahesh, Faculty Senate Chair and Bonnielin Swenor, Faculty Senate Vice Chair; UPAAC.

Since the last Senate meeting, UPAAC has continued to meet every two weeks and has been focused on reopening the Homewood campus. This included working with leadership across the University on testing protocols. We gave feedback on compliance regarding masking and other procedures. To increase transparency, the agenda of each meeting is shared on the [UPAAC webpage](#). Faculty are encouraged to review the agenda and contact the members for issues that you feel should be discussed or elevated. One of the issues discussed at the last meeting was the gaps that continue to arise with the lack of administrative help. We believe this topic may need to be revisited now that we are a year into the pandemic.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 5:06 PM. The Faculty Senate will meet next on February 17, 2021 on Zoom. The meeting dates for the remainder of this fiscal year are:

- February 21st
- March 24th
- April 21st
- May 5th
- June 23rd

This information can be found on the [JHU SOM Faculty Senate website](#).

Respectfully submitted,
Jaishri Blakeley, MD
Faculty Senate Secretary
Monica Guy
Recording Secretary