

MINUTES
488th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, July 15, 2020
Virtual Zoom Meeting

PRESENT: Drs. Akst, Al-Grain, Antoine, Benjamin, Bennett, Bitzer, Blakeley, Bulte, Burkhart, Burke, Cabahug, Campbell, Carr, Cervenka, Collaco, Cormack, DeZern, DeZube, Doetzlhofer, Donehower, Eberhart, Fowler, Fu, Gallia, Garcia, Gourin, Inoue, Karjoo, Kim, Macura, Mahesh, Manahan, Margolis, Merkel-Keller, O'Brien, Razzak, Redmond, Reesman, Seymour, Stayman, Stewart, Swenor, Tamashiro, Tschudy, Vernon, Wagner-Johnston, Williams, Wu, Zeiler

ABSENT: Drs. Bigelow, Boss, Burke, Cooke, DeZern, Dirckx, McFarland, Pierorazio, Ponor, Stevens

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

Mmes: Bruder, Guy, Van Beek **Messrs:**

GUESTS: Drs. Canterero, King, Rothman **Mmes:** Parkent **Messrs:** Hingtgen

- I. Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 487th meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved as distributed.
- II. Paul Rothman, MD, Dean of the Medical Faculty, Chief Executive Officer of Johns Hopkins Medicine, Landon King, MD Executive Vice Dean, Johns Hopkins University School of Medicine; Discussion of COVID-19 Response and SOM Faculty Concerns.** The broad themes raised at the June 17, 2020 Faculty Senate meeting were presented and Drs. Rothman and King were asked to discuss:
 1. Transparency in financial reporting and accounting
 2. Increase representation of faculty on committees in both JHU and JHM
 3. Assist faculty in growing their clinical practice and research programs
 4. Improve safety and support well-being of faculty and staff
 5. Enhance equity in compensation and benefits
 6. Value diversity – including among gender equity, racial and ethnic minorities, members of the LGBTQ community and faculty with disabilities in faculty career advancement and leadership
 7. Improve communication from administration to faculty and vice versa

The first topic, “Transparency in financial reporting and accounting” was raised. Dr. Rothman stated that last year, he and Dr. King met with every department to discuss the financial status of the institution and Dr. King presented details to the Faculty Senate. Drs. Rothman and King are also meeting with all SOM Departments now. Dr. King is happy to continue to meet with the Faculty Senate to give updates and come to department meetings to share additional information as needed. The specific example of the timing and mechanism of communicating staff furloughs was raised Dr. King stated that furloughs for SOM staff were not a mandate from the SOM. He expressed that no employment targets were made by the SOM and departments had autonomy to address work force concerns with review by Human Resources and SOM leadership. Regarding timing, NIH OMB allowances to charge grants whether or not work could continue in the setting of the crisis required no furlough of staff and faculty for the timeframe of March 2020 – June 2020. The NIH OMB allowances expired in June 2020. Dr. Rothman also addressed the retirement fund freeze and explained the rationale for this option versus other options. The decision was made to mitigate major financial losses and to minimize the detrimental impact on the local economy and single earner households. Both Drs. King and Rothman expressed that they agree more timely and explicit communication with SOM faculty to compliment departmental pathways is beneficial. Both Drs. Rothman and King expressed continued interest in attending future Faculty Senate meetings when invited.

Additional topics raised by Dean Rothman included:

1. Concern about rise in COVID positive testing numbers and admissions to the hospital system in the last week and the trend that younger people are increasingly ill with COVID-19. Concern about improper social distancing and mask use contributing to the rise in numbers. Discussed the need to maintain vigilance about social distancing and mask wearing on campus and in the community.
2. Return to campus procedures for the SOM community. Discussed why random one-time, wide-spread COVID testing is not an effective strategy. Discussed the data supporting the efficacy of physical distancing and wearing of masks. Working to enforce this in all learning and work places on campus continually. Have created and working to create more break spaces that are secure and appropriate for social distancing precautions.
3. Expressed concern about how the crisis is affecting early-career faculty and specifically those with childcare responsibilities as well as clinical, research, and education responsibilities. Several processes are underway to develop strategies to address this. The institutional leadership has spoken with various national and local leaders. Seeking input from Faculty Senate as well as ongoing efforts across the SOM for policies that will mitigate stress and support efficiency and personal and professional well-being.

4. Discussed what the institution is doing to support employees with food insecurity. Looking at a variety of opportunities to address immediate needs.

Additional concerns/suggestions shared by the Senate members:

1. Given that a clear need for help with childcare and homeschooling exists, a suggestion was made to recruit student teachers to help with education initiatives for faculty and staff families that may address the need for student teaching hours and help the parents with education support needs.
2. Senate members asked for a focus on resiliency tools due to the heightened stress for staff and faculty.
3. Space for staff to take breaks while social distancing, specifically in JHOPC.
4. Address inconsistent guidance and policy gaps across SOM offices about response to potential COVID-19 infection or exposure (policies for return to work if symptomatic but test is negative, if been in contact with a person who is positive, etc.)
5. A request for increased efforts to educate the public about best practices and reduce spread of the coronavirus

III. Mahadevappa Mahesh, MS, PhD, Faculty Senate Chair; University Pandemic Academic Advisory Committee (UPAAC), Assembly of Faculty Body Leaders Committee (AFBLC).

The UPAAC is the over-arching committee that is responding to the COVID pandemic (see attached). Chaired by JHU President, it includes representatives from all Johns Hopkins schools and SOM Faculty Senate is represented. The AFBLC is a group that was started around 2018 (by previous Faculty Senate officers) and is currently chaired by Dr. Mahesh. It is a body made up of elected faculty senate leaders from various schools across JHU and is supported by the JHU Provost's office. AFBLC meets periodically to discuss topics that are common across the JHU system. The next meeting of the AFBLC is scheduled for July 20, 2020 and the JHU Provost is scheduled to attend. The Senate members were encouraged to get in touch with the Senate leaders to bring forth ideas. Diverse perspectives are needed.

IV. Mark Hingtgen, Vice President, Johns Hopkins Medicine and Chief Financial Officer, JHU School of Medicine; Hiring policies for SOM and implications of retirement policy change: In response to the COVID-19 crisis, SOM issued a hiring freeze. All open positions were retracted and departments were asked to reviewed and resubmit the positions that were crucial during this time. If there were positions that were needed for grants the PI had to provide support that people could perform the work on the grant or that the position was essential for COVID-19 response. Otherwise, the request for new positions was on hold until June 15. As laboratories were authorized for in-person activities, associated hiring requisitions were released. Clinical research position releases followed a few weeks later. Currently, there is no limitation to hiring if adequate funding can be demonstrated for at least a year. Each department Human Resources Manager has a form to complete to ensure all data needed to proceed with a hiring requisition is provided. Mr. Hingtgen next addressed the fringe rate adjustment in the setting of holding faculty retirement contributions. He explained the policies about fringe rates and the required approval by the federal government for fringe rates. The fringe rate was changed from 34% to 28% in the last several months and is now applied to all accounts. For active grants, the balance from that reduced fringe rate can be used as direct cost funds for the grant. The institution will be working to address what the fringe rate should be used for upcoming grant submissions that will be submitted in 2020, but potentially awarded in 2021.

V. Miscellaneous/Other business: The question was raised for next steps and the idea of working groups to address each of the areas of concern submitted to Dr. Rothman, as well as relaying the feedback and questions from Faculty Senate to the UPAAC, AFBLC and ABMF was suggested. Dr. Mahesh mentioned that he is working to invite other leaders to address COVID related inequities at future Faculty Senate meetings. Faculty asked for clarification if eMOCHA (a remote health monitoring app; <https://emocha.com/>) is mandatory and what measures are being taken to ensure the safety of students/learners/faculty working together.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:50 PM. The Faculty Senate will meet next on August 19th via Zoom.

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