

**MINUTES**  
**487<sup>th</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, June 17, 2020**  
**Virtual Zoom Meeting**

**PRESENT:** Akst, Al-Grain, Antoine, Benjamin, Bennett, Bigelow, Bitzer, Blakeley, Boss, Bulte, Burke, Cabahug, Campbell, Carr, Cervenka, Cooke, Cormack, DeZern, DeZube, Dirckx, Doetzlhofer, Donehower, Duffield, Eberhart, Fu, Gallia, Garcia, Gourin, Hutton, Inoue, Karjoo, Macura, Mahesh, Manahan, Margolis, Marino, McFarland, McGrath-Morrow, Merkel-Keller, Noori, O'Brien, Pierorazio, Ponor, Razzak, Redmond, Reesman, Seymour, Stayman, Stevens, Stewart, Swenor, Tamashiro, Vernon, Wagner-Johnston, Williams, Wu, Zeiler

**Mmes: Messrs:**

**ABSENT:**

**Mmes: Messrs:**

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

**Mmes: Bruder, Guy Messrs:**

**GUESTS:** Dr. Golden

**Mmes: Messrs:**

- I. Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 486<sup>th</sup> meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved as distributed.
  
- II. Sherita Hill Golden, MD, MHS, Hugh P. McCormick Family Professor of Endocrinology and Metabolism; Vice President and Chief Diversity Officer, Johns Hopkins Medicine; Office of Diversity, Inclusion and Health Equity Overview.** Dr. Hill Golden opened with an overview of the restructuring of this office and its collaborations with leaders across Johns Hopkins Medicine to advance diversity and inclusion efforts. She introduced the Diversity and Inclusion Program Areas and their leadership teams across JHM/JHHS (School of Medicine, Training and Culture, Health System, Health Equity). She discussed the office's ongoing response to the COVID crisis (including setting policies to protect vulnerable populations and to support faculty and staff) and several initiatives within the office including the successful first Annual URM Residency Recruitment weekend. Dr. Golden introduced the Employee Resource Groups (ERG) such as Hopkins Familia ERG, Hopkins Diaspora ERG and Veterans ERG (voluntary groups of like-minded people, who come together around common purpose, interests, and/or backgrounds). Faculty are encouraged to get involved. A LGBTQ ERG is being launched and there is interest in starting a Disability ERG. The Diversity and Inclusion "Train the Trainer" Program is designed to "facilitate diversity awareness and cultural competency training education strategy for JHM" and is now available via Zoom for Faculty and Staff. The office was also vital in instituting the policy: Prohibiting Discrimination by Patients Against Employees Policy, effective March 1, 2020. The JHM Health Equity Advisory Committee, co-chaired by Drs. Hill Golden and Hill-Briggs develops operational workflows to ensure accurate socioeconomic data collection and to determine how health equity should be resourced across JHM. Dr. Hill Golden shared reflections on recent police violence and associated unrest and gave guidance for supporting black employees, faculty and trainees and ways to take meaningful action.
  
- III. Discussion among faculty senate members regarding JHU financial decisions and its implications.** Prior to the meeting, senate members were asked to get feedback from their departments and to submit statements for compilation by the executive committee of the faculty senate. During the meeting, senate members (all elected members were present) representing each department read those statements and engaged in discussion. After the discussion, Senators were asked to vote on the priority of the concerns to be addressed. The results are:

- a** Prioritization of SOM Faculty Senate concerns related to **Hopkins-wide** COVID-19 response:
- First priority: Lack of transparency in decision making, including financial decision making and the choice of retirement contributions cuts  
Secondary priority: Inequity of impact on specific groups, including under-represented minorities, women, and people with disabilities  
Third priority: Lack of confidence that contractually promised benefits, including tuition benefits are protected
- b** Prioritization of SOM Faculty Senate concerns related to **JHU-SOM COVID-19** response:
- First Priority: Lack of transparency about SOM associated spending (administrative versus clinical versus education versus research expenses) (23) 51%  
Second Priority: Impact of financial decisions on the survival or growth of research and clinical programs  
Third Priority (44 voting): Lack of appropriate protection and concern for front line faculty and staff
- c** Senators also voted on the establishment of a Johns Hopkins police force. Of the 47 voting, 81% stated that they agree with the decision to suspend implementation of a Hopkins police force for two years. Of the 46 who voted about whether a Hopkins specific police force should be canceled, 52% voted yes and 48% voted no.

**IV. Announcements:** Dr. Mahesh announced that due to the demands for decision making and ongoing active discussion in the setting of the COVID-19 Pandemic, the Faculty Senate will have two special sessions during the summer, July 15<sup>th</sup> and August 19<sup>th</sup>. In addition, elections for FY21 are suspended and all seated members are requested to remain until the Fall of 2020. At that time, we will decide how to proceed with the elections for the next fiscal year.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 5:35 PM. The Faculty Senate will meet next on July 15th via Zoom.

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