

MINUTES
491st MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, October 21, 2020
Virtual Zoom Meeting

PRESENT: Drs. Akst, Al-Grain, Antoine, Bennett, Bitzer, Blakeley, Boss, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Cooke, Cormack, DeZern, Doetzlhofer, Donehower, Eberhart, Fu, Garcia, Gourin, Inoue, Karjoo, Macura, Mahesh, Margolis, McFarland, Merkel-Keller, O'Brien, Pierorazio, Ponor, Redmond, Reesman, Seymour, Swenor, Tamashiro, Taylor, Tschudy, Vernon, Wagner-Johnston, Weiss, Wu, Zeiler

ABSENT: Drs. Bigelow, DeZube, Fowler, Gallia, Gottlieb, Karjoo, Kim, Mangus, Marino, Razzak, Stayman, Stevens

REGULAR GUESTS: Drs. Clements, Faraday, Skarupski

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

GUESTS: Drs. Caldwell, Weisfeldt **Mmes:** Caldwell **Messrs:** Hingtgen, Stansky

- I. Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 490th meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved.
- II. Mark Hingtgen, Vice President, Johns Hopkins Medicine and Chief Financial Officer, JHU SOM.; Financial Update.** JHU/SOM fiscal year 2020 ended June 30, 2020. Primary negative variances in revenue were related to clinical revenue (-\$87.6M) and grants (-\$20M) offset by support from the health system (+\$50M) and CARES Act relief (+\$14.9) and better joint venture performance (+\$12.5). Expense variance driven by increased costs related to malpractice insurance. The malpractice insurance increase is not limited to JHM but rather nationwide. JH belongs to a mutual insurance fund along with several other academic institutions. The cost per claim has increased, not the number of claims. At the close of the fiscal year, the institution performed better than projected. The projected was - \$55M but experienced an actual loss of -\$8M. Primary drivers of revenue variance – Sponsored revenue (-\$13M) unfavorable offset by a favorable clinical revenue variance (+\$41.7M). Expense variance driven by lower expenditure on sponsored grants and contracts, which lowers sponsored revenue recognition. Overall, fiscal situation is better than anticipated and there are opportunities for further improvement with spending on sponsored grants and contracts as research enterprises continue to increase activity.
- III. Janice Clements, PhD, JHU SOM Vice Dean for Faculty; Policy on Faculty Members Participating in Part-Time Clinical Fellowship Training.** This policy allows full time faculty to get a clinical fellowship training while remaining on the faculty without having to step down and then go through re-appointed. This policy allows faculty to go to limited full-time which is 75% FTE with 25% FTE (and their free-time) dedicated to the clinical training. They will receive 75% of total salary and full benefits. This allows faculty to get clinical fellowship training that were not able to do so previously. This policy does not apply to part-time faculty nor post-doctoral trainees. Dr. Clements is seeking approval from the Faculty Senate. The Senate members are asked to take the policy to their departments for review, bring back the remarks and be prepared to vote on at the November 2020 meeting.
- IV. Myron Weisfeldt, MD, Medical Consultant JH Tech Ventures; JH Tech Ventures.** The vision state of JH Tech Ventures is: Bringing the benefits of academic discovery to the world. (<https://ventures.jhu.edu/>) Dr. Weisfeldt reviewed and demonstrated to the Senate how to navigate the website. JHTV works to create corporate partnerships. The corporations through JHTV sign up and contribute funds for research projects, to work with the faculty of their choice. The documents and agreements included intellectual property. In general that company will have the right to first refusal for the item discovered by that faculty member. JHTV works with FastForward to help Faculty small business ventures. FastForward has the space, funding and support to help faculty with their small business. FastForward has brought in to the start-ups \$2.48 billion. There are 111 start-ups formed in the past five years.
- V. Katrina Caldwell, PhD, Vice Provost and Chief Diversity Officer; Diversity Roadmap.** The institution developed a strategic plan to invest in diversity, equity and inclusion five years ago. Five years later we are having conversations about the impact and modifications we want to make. In July 2020 President Daniels announced the Diversity Roadmap 2020 Task Force. This will be a five year program. The task force includes 34 members comprised of faculty, staff, alumni, community members and students. The working groups are focused on: Alumni Engagement, Faculty Diversity 2.0, Pathways to Staff Advancement, Community Engagement, Institutional Accountability, Student Success and Training and Development. These groups will design the recommendations for

moving forward. The JHU Roadmap on Diversity and Inclusion can be found [here](#). Faculty are encouraged to review the website and share feedback now as the Diversity Roadmap is actively being formed and will be finalized in the Fall of 2021.

VI. Nauder Faraday, MD, MPH, Sr. Associate Dean for Faculty Development; Mentorship of Faculty: Electronic Tools and Resources. Dr. Faraday performed a demonstration of a standardized web based tool used for faculty annual reviews the Department of Anesthesiology. This tool has been shared with other departments within SOM. In 2019 the tool was updated to include mentoring modules. The web based tool is accessible via the intranet. This is to be completed prior to their annual review. Within the module, the faculty are asked if they are mentored or are interested in being a mentor. This information is compiled and searchable and viewable to all ACCM faculty to allow “precision mentoring”. Dr. Faraday offered to do perform demonstrations of the tool for departments by request. He is scheduled to perform a demonstration of the tool to the ABMF in December 2020. The Faculty Senate members were asked to report what their various departments are using for mentoring at the November 2020 meeting.. Senate members were also asked to review the mentoring report presented by Dr. Faraday and be prepared to prioritize items within the report.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 5:06 PM. The Faculty Senate will meet next on November 4th via Zoom.

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