

**MINUTES**  
**450<sup>TH</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, May 4, 2016**  
**School of Medicine Administration, Boardroom 103**

**PRESENT:** Drs. Best, Blakeley, Carey, Chanmugam, Crino, Daoud, Daumit, Dlhosh, Frank, Gonzalez-Fernandez, Hartman, Ishii, Lehmann, McCormack, Mooney, Rini, Shuler, Sokoll, Solomon, Sperati, Taverna, Tweedell, Urban, Wade, Zahnnow

**Mmes: Messrs:**

**ABSENT:** Drs. Ahuja, Andrisse, Aucott, Aygun, Barone, Barker, Bettridge, Bivalacqua, Bosmans, Bunz, Bydon, Chaudry, Chung, Conte, Eghrari, Gable, Kudchadkar, Lee, Li, Mahesh, Marciscano, Nieman, Poynton, Puts, Püttgen, Reddy, Redgrave, Shepard, Srikumaran, Swartz, Tamashio, Tobian, Tufaro, Tweedell, Wilson, Wyhs, Zhou

**Mmes: Messrs:**

**REGULAR GUESTS:** Drs. Skarupski

**Mmes: Vargan Messrs:**

**GUESTS:** Drs. Baumgartner, DeWeese, Flynn, Links

**Mmes: Messrs: Bezek**

**I. Approval of the minutes.** The minutes of the 449<sup>th</sup> meeting of the Faculty Senate of April 20, 2016, were presented. A motion was made, seconded, and minutes were approved as distributed.

**II. William Baumgartner, MD, Joe Bezek, MBA, Ted DeWeese, MD.** Dr. DeWeese presented the concerns which led to the creation of the JHUSOM Compensation Committee and detailed the composition of the committee and frequency by which it meets. A White Paper details how salaries stand with specifics to clinical and revenue generation (See attached). Departmental representatives continue to work with the Compensation Committee to establish and approve compensation plans vetted for transparency (See attached "Plan Evaluation Form"). The final step in having these plans put into effect is a review by Dean Rothman. Once review by Dean Rothman is complete, all plans will be available to all faculty across departments. The Committee charge did not speak to reaching a compensation percentile. The new compensation plans are intended to serve as a tool and resource for questions surrounding compensation. The Committee welcomes and encourages feedback; Dr. Baumgartner and Mr. Bezek will serve as point people for this.

**III. Jonathan Links, PhD.** A discussion surrounding the implications of changes to the Fair Labor Standards Act was had.

**IV. Carolyn Carey, MD.** The presentation of updates from Johns Hopkins All Children's Hospital was tabled for next senate meeting, June 22, 2016.

**V. John Flynn, MD, MBA, MED, FACP, FACR.** Dr. Flynn presented the updated timeline for the EPIC launch, set for July 1, 2016. Dr. Flynn fielded questions and concerns surrounding launch and encouraged open and honest feedback. Discrepancies in the appearance of EPIC between Bayview and Main Hospital should be reconciled before July 1 launch date. The project is projected to come under budget this year and next year. Un-budgeted costs stem from the 2008 project plan not projecting Sibley and international expansion/integration. Dr. Flynn will confirm cost of ownership.

**Announcements and comments from Chair Dr. Crino.** Dr. Crino received feedback from Daniel Ennis, CFO and COO of Johns Hopkins University, regarding the travel policy. Mr. Ennis stated based on the appeal presented by the Senate that the travel policy would not be made mandatory. Dr. Crino announced that there was an error made in this year's faculty senate nominations, discussion on how to address the errors was held, and it was agreed that the current ballots would be pulled and the election process will be restarted to preserve the integrity of the body. Dr. Crino also announced that per Senate Charter, Senate Officer Elections will be held in the June 22, 2016 meeting.

With no further discussion or announcements meeting Dr. Crino thanked everyone for coming and adjourned the meeting at 5:22 PM.

Respectfully submitted,  
Masaru Ishii, MD, PhD  
*Recording Secretary*