

MINUTES
513th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, November 9, 2022
School of Medicine |
Virtual Zoom Meeting

PRESENT: Drs. Al-Grain, Bennett, Berman, Bettencourt, Bitzer, Broderick, Burkhart, Cabahug, Chib, Cihakova, Cole, Cormack, Ehmann, Fowler, Gallia, Hager, Iijima, Koay, Kralli, Krishnamoorthi, Kwon, Ladle, Lee, Li, Liu, Macura, Moss, Pitha, Porras, Redmond, Ritzl, Roda, Scott, Showell, Singla, Soiberman, Stevens, Sun, Veenhuis, Vernon, Viola, Walsh, Wu, Zeiler, Zimmerman

Mmes: Messrs:

ABSENT: Drs. Bever, Boss, Carr, Dunlock, Gregg, Lin, Marrone, McFarland, Mogayzel, Vasileiou, Young

Mmes: Messrs:

REGULAR GUESTS: Drs. Biddison, Faraday, Ishii, Lee, McGuire, Skarupski

Mmes: Jones, Robbins Messrs:

GUESTS: Drs. Etienne-Cummings, King

Mmes: Messrs: Mark Hingten, Michael Shenk, Frank Shipp, Dr. Sarah Conway, Marissa McKeever, Dr. Jonathan Efron

Welcome. Dr. Redmond opened by welcoming the Senate members and guests. The meeting started with the first guest speaker, Vice Provost of Faculty Affairs, Dr. Ralph Etienne Cummings providing insight on the faculty satisfaction survey. Thereafter minutes of the 512th meeting of the Faculty Senate was presented. A motion was made and seconded to approve the meeting minutes.

- I. **Overview of Faculty Senate,** Review of future meeting dates and future meeting location concerns.
- II. **Guest speakers introduced** – Dr. Ralph Etienne-Cummings: Vice Provost of Faculty Affairs; Dr. David Berman: Faculty Senator for Anesthesiology and Critical Care Medicine; Dr. Landon King: Professor and Executive Vice Dean SOM; Mark Hingten: CFO and JHM VP, Sr. Assoc Dean Finance and Michael Shenk: Chartis Consulting Company; Dr. Uri Sobierman: Faculty Senate JHOC representative.
- III. **Introduction and ongoing efforts including faculty satisfaction survey:** Dr. Etienne Cummings was became Vice Provost of Faculty Affairs for JHU in July 2022. He visualizes his role as an ambassador between the central administration and the faculty, policies, directions and desires of what central administration expect. Focusing on understanding the needs and concerns from the faculty perspectives; shared faculty governance, decisions policy wise, and the current set up with JHUC loop between faculty and central decision making. There have been three successful formal meetings with JHUC, which is an offspring of the UPAC. JHUC is currently moving the pandemic posture into a more universal posture so all decisions that affect the division maybe discussed and faculty can have direct input. It is an ongoing process; finding the correct way to involve entities such as senate. COVID Policy: Defining how the different schools was defining how faculty can handle classrooms before the beginning of the term. If masks would be enforced or not. Future of work: With the current remote posture expiring soon, deciding on what the future of work means for 2023. What is hybrid, remote hybrid, remote, allowed and not allowed. This was the reason for the survey. The goal is a coherent, cogent and fair policy that will hit all the divisions in the same way. In the process of universalizing what is the code of conduct for faculty, voting and free speech policy. These policies are being written up daily. Free speech will be one of the main topics managing by the office of general council. The president's office is currently determining the goals to be perused for us to become more excellent; how to deliver the types of services we deliver to our constitutes and to improve our education mission and service missions. Leadership is currently involved in several listening sessions. The senate should be seeing some drafts soon that will flow through JHUC to obtain input.
- IV. **Teams channel tutorial:** Microsoft Teams is ideally zoom, share point, one-drive etc.... all integrated into a software package. Teams lets you collaborate via either video chat or chat directly with other people. It will

also allow you to make teams specific to your needs. Dr. Berman created a faculty senate team with channels within the team. Within each channel is a file tab, which houses previous general discussion, meeting minutes, slides, archive of prior presentations. In addition to having these channels for announcements and files, eventually presenters can upload their slides in advance of the meetings; therefore, slides for future presenters can be in the presentation archives. We are currently backfilling from this year and last year and placing them in the archive folders. Notifications by default are turned off. This can be set to an individual's preference by selecting the general tab; channel notifications, there you can set it to what you get notified about. Teams can be a great resource for feedback within your department in an order to decrease emails.

- V. **Updates from Deans office: CareFirst:** In terms of this round of negotiations and improvement in our position with Care first, we had some successes. It was done as a 3-year contract. They are working to help transition us to more value based clinical activity and we are committed in partnering with them. We made progress in terms of professional fees. **Compensation Initiative:** We have continued to refine the components of the compensation initiative for faculty supplements to the fall. We are really keen on advancing faculty compensation and worked on plans to allow us to make improvements over three to four years, to accelerate those into being improvements within FY22. The increases completed last year (merit increase 3% last July, additional 3% in Feb, and this merit increase this July) moved us up roughly 6% points against the AAMC benchmark is just a start. There has been extensive work with the department directors to help shape the framework to recognizing high performance, clinical activity, research and education. The education component wasn't considered within the last decision. We have received tentative approval from President Daniels and Provost Kumar. Our intent is for these to be paid out by the end of November.
- VI. **Chartis Consulting Company: Overview of Fund Flow Process & QA:** The Senate reviewed the objectives of the Financial Transformation Programs' (i.e., to create a more sustainable financial model that supports market competitive compensation and mission, increase access to investable resources at the department level and resolve outstanding surpluses and deficits to properly balance funding across enterprise). The funds flow model development speaks to how money moves around within an organization, including the health system and the school, school. Funds flow is one of the major vehicles by which the elements of JHM (Central SOM, Departments, JHHS, etc.) align their strategies, define expectations and support one another to achieve excellence across missions. The funds low is separated into four categories; purchased services, structural deficits, strategic investments and incentive alignment.
- VII. **Updates from JHUC meeting** – The status of returning to work (offsite or onsite). Every school and division will have a specific decision. Assuming SOM will be onsite with some mandatory days offsite. Students and grad students trying to unionize. More information is listed via online at TRU (teachers researchers unite).
- VIII. **New Business** –
- a. Updates from Faculty Senators involved with Funds Flow Working Groups.

With no further announcements, Dr. Redmond thanked everyone and adjourned the meeting at 5:08 PM. The Faculty Senate will meet next on Dec. 7, 2022 via Zoom.

Respectfully submitted,



Wendy Bennett, MD, MPH

Faculty Senate Secretary

Chanell Jones

(interim) Recording Secretary