

**MINUTES**  
**509th MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, May 11, 2022**  
**School of Medicine |**  
**Virtual Zoom Meeting**

**PRESENT:** Drs. Akst, Bennett, Berman, Bettencourt, Bever, Bitzer, Burke, Cabahug, Campbell, Carr, Cihakova, Cole, Donehower, Fairman, Fowler, Gallia, Guo, Hussien, Iijima, Kralli, Kwon, Ladle, Lee, Macura, Manahan, Mogayzel, O'Brien, Redmond, Ritzl, Roda, Seymour, Showell, Singla, Soiberman, Stayman, Stevens, Wu, Young, Zeiler, Terilli Veenhuis,

**Mmes: Messrs:**

**ABSENT:** Drs. Al-Grain, Boss, Burkhart, Cormack, Dezube, Ehmann, Gourin, Gregg, Konopka, Lin, Lucia Ponor, Marrone, McFarland, Merkel-Keller, Parrish, Scott, Taylor, Vernon, Villalon-Landeros, Viola, Williams

**Mmes: Messrs:**

**REGULAR GUESTS:** Drs. Daugherty Biddison, Faraday, Ishii, Skarupski

**Mmes: Jones, Robbins Messrs:**

**GUESTS:** Drs. President Ronald Daniels, DeWeese

**Mmes: Messrs: Mr. P. Spector**

- I. Welcome.** Dr. Manahan welcomed the Senate members and guests, Dr. DeWeese and President Daniels. The minutes of the 508<sup>th</sup> meeting of the Faculty Senate was presented. A motion was made and seconded to update the language regarding the CAFÉ tool. The minutes were updated to include: "After repeated questions and concerns were expressed on the purpose of the CAFÉ tool, no tangible benefit was presented. The Senate understands the CAFÉ initiative is being implemented, and soon." Minutes were thus approved.
- II. President Ronald J Daniels, The Johns Hopkins University; Dr. Theodore DeWeese Interim Dean/CEO Johns Hopkins SOM: President Daniel's Strategic Planning Listening Tour.** Dr. DeWeese gave a brief overview and introduction to President Daniel's Strategic Listening Tour. The purpose was to engage and discuss with the faculty and other stakeholders the "Ten by Twenty" framework review. In 2020 President Daniels looked to the conclusion of the "Ten by Twenty" and started a series of conversations. (i.e. How did University do? Where is the University situated? How will we move forward, building on those gains that were achieved by Ten by Twenty initiative?). President Daniels will review these conversations, the vision for the University. President Daniels then proceeded to speak. He introduced Mr. Phillip Spector to the Senate members. Mr. Spector assisted during the first "Ten by Twenty project and worked on the 2014 priority setting process. He will be assisting with the next project using this as an opportunity to touch base to see where University is in terms of the priorities that were previously set. President Daniels was soliciting feedback from the faculty senate regarding the areas where the University needs to do more or do differently to make made real strides towards the next phase of the university's future. The Ten by Twenty strategic vision is focused on these four core pillars: marshaling JHU's strengths as one university, foster individual excellence, deepen the university's commitment to the community, and building the institution to withstand global uncertainty while continuing to pursue big, pathbreaking ideas. The resulting feedback, shared perspectives and ideas will animate the next document. The SOM and JHU medicine have developed priorities, strategic imperatives that govern the operation of the integrated academic health center. President Daniels emphasized the importance of being able to identify themes, patterns and the priorities are being developed through those compensations and try to echo them in a broad statement of university priorities. President Daniels mentioned issues around professorship, the need to provide endowment to support faculty salaries, and financial aid and access. Issues around salaries and facilities is understood clearly and in one way or another has to be a central part of what the University helps the SOM solve for over the next several years. President Daniels reiterated that he wants to hear from faculty regarding the areas where the University needs to do more of, differently and make real strides. Concerns raised by members of the faculty senate include: having assistance to navigate the grant/research process, including providing faculty with tools to navigate processes for which they were never trained (Contracts, grants, tech companies); minimal support for core facilities at Hopkins and barriers to doing COVID research (IRB, multiple committees for approval); grant and salary concerns, including no supplement for support coverage in salaries. Better mechanism to support younger faculty and senior faculty or even post doc; Support/ incentives different sources of revenue for post doctor fellows and junior faculty (including recruitment); and feasibility or likelihood of need-based grants for SOM or across the University.

Faculty is encouraged to encouraged to share their ideas and feedback by participating in one of these conversations, or by email at [strategicplanning@jh.edu](mailto:strategicplanning@jh.edu),

- III. Concern regarding the CAFÉ tool.** Members of the Faculty Senate continued the discussion regarding concerns of the CAFÉ tool, as after numerous discussions wherein concerns were raised, it is still not clear how the CAFÉ initiative will benefit the mission of Hopkins and the departments. There are concerns that in some departments faculty are asked to fill the CAFÉ tool form (instead of the administrator).  
Dr. Manahan had recommended that as the role out is happening, we need to invite the members of the team involved in the CAFÉ tool to discuss the process what information was learned. Let the role out happen and after the collection, express this is what happened (1) we weren't asked (2) we were asked (3) we were asked without instruction (3) time frames are different for different departments. We will continue to work at putting these issues into writing. Plan is to invite Dr. DeWeese /CAFÉ group to update findings from 1<sup>st</sup> 6 months, how has this helped
- IV. Faculty Senate Elections.** Elections for the senators who are terming out are beginning now. If you are one of the ones affected, please check your email to nominate new people from your department and the election process will go through. In June 2022 at our next faculty senate meeting we will be electing new "Chair, Vice Chair and Secretary". If you have an interest, or want to obtain information, please reach out.  
The Faculty senate has been asked to put forth names for the promotion committees. If you would like to serve on that please let us (Drs Cabahug/Redmond/Cabahug) know.
- V. Dr. Manahan; Johns Hopkins University Council** – We will require representation from the Faculty Senate ( 2 spots for Faculty Senate; 2 spots from SOM) – will need to finalize how best to assign representation. Will finalize at next faculty meeting.
- VI. New Business.** Dr. Manahan shared that DeWeese expressed an interest in figuring out effective ways of communicating with the faculty. An email goes out and who reads it. What are the choices? What's on the table for effective communication? Dr. DeWeese mentioned having an expert in communications come out, who covers the (commination for the university). Question to the Faculty Senate: In a perfect world how would you like hear important information, in order to share our thoughts on that; rather than being told after the fact.

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 5:04 PM.  
The Faculty Senate will meet next on June 22, 2022 via Zoom.

Respectfully submitted,

Philippines G. Cabahug, MD  
Faculty Senate Secretary  
Chanell Jones  
*Recording Secretary*