

MINUTES
480th MEETING OF THE FACULTY SENATE
3:00 pm, Thursday, September 19th, 2019
School of Medicine Administration | Mary Elizabeth Garrett Board Room | MRB 103

PRESENT: Drs. Al-Grain, Antoine, Bennett, Blakeley, Bigelow, Bitzer, Burke, Cabahug, Campbell, Cervenka, Cooke, Cormack, DeZern, DeZube, Donehower, Eberhart, Hutton, Ingari, Inoue, Karjoo, Macura, Mahesh, Manahan, Marino, McGrath-Morrow, O'Brien, Razzak, Redmond, Reesman, Seymour, Stayman, Swenor, Tamashiro, Vernon, Wagner-Johnston, Williams, Wu, Zeiler

Mmes: Stewart **Messrs:** Garcia

ABSENT: Akst, Benjamin, Boss, Bulte, Carr, Dirckx, Doetzlhofer, Duffield, Fu, Gallia, Gourin, Kim, Lehmann, Margolis, Merkel-Keller, Pierorazio, Ponor, Stevens, Stewart, Wolfgang

REGULAR GUESTS: Drs. Clements, Faraday, Skarupski

Mmes: Guy **Messrs:**

GUESTS:

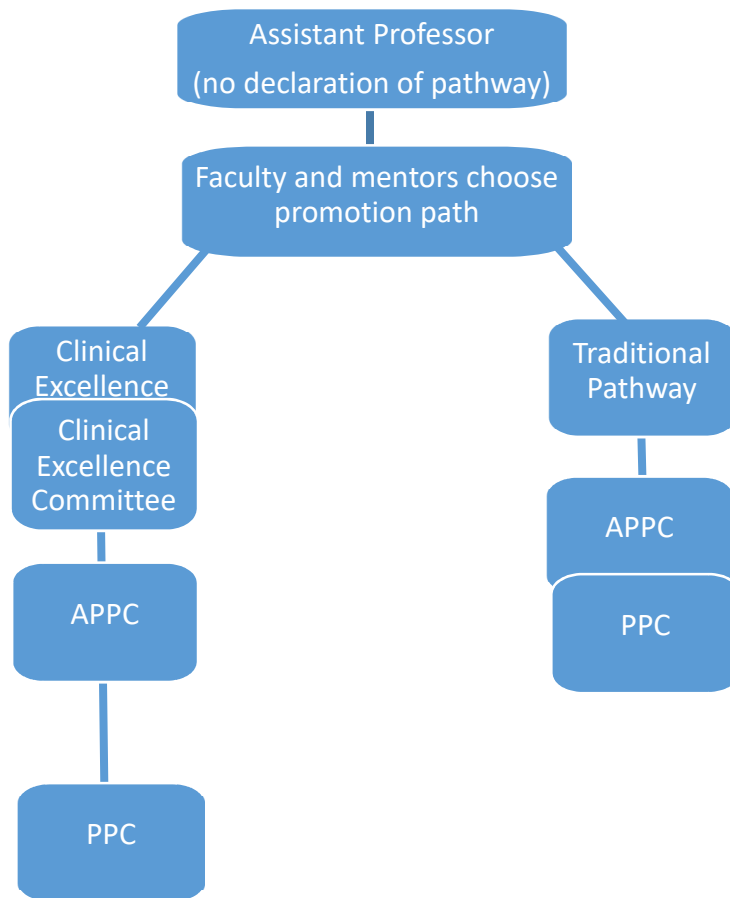
Mmes: Gasdia, Gottlieb, Robbins **Messrs:**

- I. Welcome and Introductory Remarks.** All members of the faculty senate introduced themselves.
- II. Approval of the 479th minutes.** The minutes of the 479th meeting of the Faculty Senate, June 19, 2019, were presented. A motion was made, seconded, and minutes were approved as distributed.
- III. Faculty senate members reviewed edits to the Gold Book. Specific comments shared included:**
 - a** Senators will seek feedback from their department faculty about what qualities they suggest the Clinical Excellence Committee should consider while executing the guidelines of the Gold Book for the Clinical Excellence Track relative to clinical commitment, teaching commitments, clinical research, etc.
 - b** Senators requested evaluation of the Clinical Excellence Promotion Track at regular intervals. Specifically, Senators request annual reporting of demographics for:
 - i** How many faculty submitted applications to each pathway?
 - ii** How many faculty were approved on each pathway?
 - iii** How many faculty are were approved on each pathway?
 - iv** How much clinical effort do faculty report on each pathway?
 - 1.** Demographics for each of those questions should include:
 - a** Location of faculty promoted on each pathway (part of the JHMI; department)
 - b** Degree type
 - c** Sex, race, ethnicity
 - d** Year at rank at time of submission of promotion packet
 - c** Senators also asked for collection of metrics at three years to be compared to the data for the three years prior to activation of the Clinical Excellence Track.
 - i** Senators were asked to submit suggested metrics for assessment of the success of the promotions process. Ideas for metrics discussed during the meeting included:
 - 1.** Recruitment of faculty
 - 2.** Retention of faculty
 - 3.** Faculty reported happiness
 - 4.** Faculty reported transparency of promotion process
 - 5.** Timeline from the initial packet submission until committee response
 - 6.** Time at rank until promotion
- IV. Janice Clements, PhD, Vice Dean for Faculty; Gold Book Revisions.** Gold Book revised over the summer of 2019 by Vice Dean of Faculty and edited by members of the Faculty Senate. The main reason for the revision to the Gold Book was the introduction of the new promotional track. Other changes included clarifying faculty appointments and changes made to restrict the amount of time promotions packets stay in PAR status. A summary of changes to the Gold Book was reviewed.

- a The process for promotions with the Clinical Excellence Promotions Track was reviewed. There is a Clinical Excellence Committee that will review and approve all promotion packets for the new track. Representatives from each clinical department (20 total; many of the members were on the committee that developed the Clinical Excellence Track requirements) are on the committee. After the committee's review, a candidate's packet will go to the APPC or PPC for review, as appropriate. The APPC and PPC will return the packets if they find something missing.
- b The Senate was asked to review the Gold Book revisions for approval via a vote at the October Faculty Senate meeting.
- c Discussed that the nomination manager is being updated and will be ready for the new promotions pathway in late 2019/early 2020.

V.

Julie Gottlieb, MA, Associate Dean of Policy Coordination and Christina Gasdia, Director of Outside Interests, Office of Policy Coordination; Overview of the School of Medicine Policy on Disclosure and Professional Commitment. There is a conflict of interest policy in place for faculty



[https://www.hopkinsmedicine.org/research/resources/offices-policies/OPC/Outside Interests/COI COC/index.html](https://www.hopkinsmedicine.org/research/resources/offices-policies/OPC/Outside%20Interests/COI_COC/index.html)). However, this does not address the total time faculty spends on activities outside of immediate JHU responsibilities. Interest has been raised in exploring the amount of time faculty members are engaging external commitments and exploring requirements for reporting or limiting such activities at peer institutions. Dean Rothman has asked the Faculty Senate to convene a committee to review the existing disclosure requirements compared to peer institutions and work with Ms. Gottlieb and Ms. Gasdia to prepare a report. Any representative interested in serving on this committee was asked to e-mail Dr. Mahesh (mmahesh@jhmi.edu). Senators requested a report on current activities as well as better software to support conflict of interest reporting for institutional requirements as well as academic requirements (reporting to journals, granting agencies, when giving scholarly presentations, etc.)

VI. Faculty Senate Business. When calling into the meeting, please mute your phone. Always use the microphone so that those on the phone can hear what is being said. If you are going to miss a meeting, please notify Dr. Mahesh of your absence and identify someone from your department to attend in your place. Excess absences may result in removal from the Senate. Future topics to be discussed at Faculty Senate include implementation of security and police force; educator promotional track; mentorship committee;

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:29 PM.

The Faculty Senate will meet next on October 23, 2019 in The Mary Elizabeth Garrett Boardroom, MRB 103.

Respectfully submitted,

Jaishri Blakeley, MD
Recording Secretary