

**MINUTES**  
**496<sup>th</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, March 24, 2021**  
**Virtual Zoom Meeting**

**PRESENT:** Akst, Al-Grain, Antoine, Bennett, Bitzer, Blakeley, Boss, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Cooke, Collaco, Cormack, DeZern, DeZube, Doetzlhofer, Donehower, Eberhart, Fowler, Fu, Gallia, Gregg, Gottlieb, Gourin, Iijima, Karjoo, Macura, Mahesh, McFarland, O'Brien, Ponor, Razzak, Redmond, Reesman, Seymour, Singla, Stayman, Stevens, Tamashiro, Tschudy, Vernon, Wagner-Johnston, Williams, Wu, Zeiler  
**Mmes: Messrs:**

**ABSENT:** Bigelow, Kim, Manahan, Margolis, Marino, Merkel-Keller, Swenor, Taylor, Weiss  
**Mmes: Messrs:**

**REGULAR GUESTS:** Drs. Faraday, Ishii  
**Mmes: Guy, Robbins Messrs:**

**GUESTS: Mmes: Carter Messrs:**

- I. Welcome.** Dr. Mahesh welcomed the Senate members and guests.
- II. Approval of the minutes.** Dr. Mahesh presented the minutes of the 495<sup>th</sup> meeting of the Faculty Senate. A motion was made, seconded and minutes were approved as distributed.
- III. Mahadevappa Mahesh, MS, PhD, Faculty Senate Chair; Voices from Faculty Senate: Pandemic at One Year – Taking measures of what's working, what isn't, emerging issues & ideas to move forward.** Dr. Mahesh presented a timeline of activities of the Faculty Senate from February 2020 – present. At the June 17, 2020 Faculty Senate meeting, senate members ranked their top concerns related to both the SOM and the overall University operations. The broad themes taken from the polls were a need to work across the University and SOM to achieve: 1. Transparency in financial reporting and accounting; 2. Increase representation on faculty on committees in both JHU and JHM; 3. Assist faculty in growing their clinical practice and research programs; 4. Improve safety and support well-being of faculty and staff; 5. Enhance equity in compensation and benefits; 6. Value diversity – such as gender equity, racial and ethnic minorities, members of the LGBTQ community and faculty with disabilities in faculty career development and leadership; 7. Improve communication between administration and faculty; 8. Solutions for concurrent caregiving and professional responsibilities. The University Pandemic Academic Advisory Committee (UPAAC) was formed within this same timeframe to address these issues in a University-wide fashion. The Faculty Senate leaders represent JHU/SOM on this committee. Some examples of the UPAAC's impact on JHU decisions were: (1) September 2020: [Online for all undergraduates and online with minimal exceptions for graduate students](#); (2) July 2020: [Junior Faculty and impacts of the COVID-19 Pandemic](#); (3) August 2020: [Enhanced JHU caregiving resources announced](#). At Dean Rothman's request the Taskforce on Mitigating Impact of COVID-19 on Faculty Careers was formed. The taskforce identified seven foci areas: 1. Research scholarship; 2. Promotion; 3. Work-life integration and well-being; 4. Clinical productivity; 5. Trainees; 6. Education; 7. Other cross-cutting themes. Final recommendations for the Dean may include: (1) For research – no-cost extensions, bridge funding (with specific emphasis in supporting early stage female or underrepresented in medicine (UIM). Senate members reflected on their observations and experiences. There has been progress in unifying the faculty across the SOM and the University more broadly. There has also been significant improvement in communication across JHU-SOM and JHU and the Faculty Senate. JHU-SOM and JHU central leadership attended several faculty senate meetings to give status updates on the impact of the pandemic to the institution and are active participants in the UPAAC. This enhanced communication is both welcomed and has been beneficial. There were questions raised about the role of the Faculty Senate (consultative versus governance). Based on the charter, the Faculty Senate plays a consultative role with the feedback of the Faculty Senate being of critical importance, but not necessarily determining. This relationship is working well, however, there is room for further improvement for Faculty Senate to be asked for input on initiatives in a more prospective manner with opportunities to partner in building initiatives.

Faculty Senate has a particularly important role in raising faculty priorities and ideas. It was proposed and agreed that moving forward, the Faculty Senate leadership will generate an annual schedule of core presentations by leaders across the JHU-SOM and JHU with specific tasks to be addressed as laid out in June 2020 (including: (1) Career advancement for faculty who are from communities that are underrepresented in biomedical sciences, (2) SOM and University finances, (3) clarity of requirements for promotion and success of current programs, (4) progress with mentorship initiatives, and (5) medical systems and JHMI initiatives. Such priorities will be assessed each year by the Faculty Senate. Key leaders to present each year include: Dean of the SOM, Vice Deans of the SOM, CFO, Chief Diversity Officer. There were specific requests for enhanced data sharing about salary and leadership positions across the JHU-SOM for faculty members that are members of communities that are UIM. Faculty Senate members were reminded to review the [2020 Roadmap on Diversity and Inclusion](#) and share feedback as soon as feasible. Initiatives such as the Target of Opportunity Program were raised as programs that could enhance career development for faculty who are UIM.

- IV. Lydia Gregg, Associate Professor & Certified Medical Illustrator, Art as Applied to Medicine; Thesis Proposals for Medical Illustration Students.** During this time of year the department begins to collect thesis statements for art for the next year. The thesis topics for the 2021 graduates will be presented via [live stream on April 16<sup>th</sup>, 3pm-5pm on YouTube](#). For more information contact David Rini (410) 955-3213 or via email at: [medart-info@jhmi.edu](mailto:medart-info@jhmi.edu). There is also an opportunity for faculty to partner with students in the Art as Applied to Medicine program to support the students' thesis projects. The thesis projects are on a nine month timeline. Students commit to a topic in July, work on their topic ½ day per week August – December and then full-time by the middle of December through March the following year. The ideal project allows the student to participate in ongoing research that would benefit from visual media illustration, 3D animation, interactivity, etc. There is no cost, but if there is an associated expense (specialized software purchase, etc.) the preceptor is asked to cover the cost. The students choose from approximately 12 different proposals each year. Chosen proposals typically involve: (1) original research, exploring a novel solution to a visualization challenge; (2) currently available data for the student to visualize: cellular and molecular data or anatomical investigations involving dissections and imaging are good examples; (3) design of interactive teaching media or animations for the preceptor's subspecialty; (4) complex topics presented to a patient audience. Examples can be seen [here](#). The link to the slides from this presentation and proposal form can be found [here](#). Proposals are due May 15, 2021. Email questions to [Cory Sandone, Director of Art as Applied to Medicine](#).
- V. Caitlin Carter, Scholarly Communication Informationist; How to navigate through the Open Access Jungle.** Johns Hopkins has an Open Access policy. As of July 1, 2018, full time faculty who are the corresponding or sole author of Johns Hopkins must make a version of the author's peer-reviewed scholarly journal article available openly. Open Access is online free access. It is free of many copyright/licensing restrictions. There are some similarities and differences between a paid subscription journals and an open access journals. For subscription journals, readers pay for access and copyrights are usually kept by the publisher. For open access, authors may pay, authors retain the copyright, usually using a creative common license and the article is open to the world. Similarities shared across journal types are that both may have editorial boards, have a peer review process, are indexed in Medline, etc and they can be profit or non-profit. Green Open Access is repository-based open access. Gold Open Access is journal-based open access. Hybrid Open Access is subscription journals in which some of the articles are open access for free. It can be very challenging to identify fraudulent journals. Some tips to watch out for: (1) Google and read about the journal; (2) if the journal indicates it is indexed somewhere or has a JIF, then check; (3) ensure those listed on the editorial board are in fact, editors by reaching out to one or two listed; (4) check Google Maps for the publisher location. There are several resources through the Welch Library online guide [Scholarly Publishing and Open Access](#).
- VI. Mahadevappa Mahesh, MS, PhD, Faculty Senate Chair; Updates from the UPAAC.** The UPAAC is now meeting every four weeks with the JHU President and JHU SOM Dean. In addition, the faculty members of the UPAAC meet bi-weekly to discuss agenda items to present to executive leadership and create priority lists. Current priorities being raised include: (1) speed of hiring, (2) improved communication with faculty, program leaders and human resources leadership, (3) increase editorial support for preparing grants, (4) bridge funding grants, (5) increased administrative support for faculty and (6) distribution of the .support from the American Rescue Plan Act.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:45 PM.  
The Faculty Senate will meet next on April 21, 2021 on Zoom.

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