

MINUTES
493rd MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, December 9, 2020
Virtual Zoom Meeting

PRESENT: Drs. Akst, Al-Grain, Antoine, Ashok, Bennett, Bitzer, Blakeley, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Collaco, Cooke, Doetzlhofer, Donehower, Eberhart, Fowler, Fu, Gottlieb, Gourin, Gregg, Iijima, Inoue, Karjoo, Macura, Mahesh, Manahan, Mangus, Margolis, Merkel-Keller, O'Brien, Peirorazio, Razzak, Redmond, Reesman, Seymour, Stayman, Stevens, Swenor, Tschudy, Vernon, Zeiler

ABSENT: Drs. Bigelow, Boss, Cormack, DeZern, DeZube, Gallia, Kim, Marino, McFarland, Ponor, Stewart, Tamashiro, Taylor, Wagner-Johnston, Weiss, Wu

REGULAR GUESTS: Drs. Faraday, Skarupski

Mmes: Guy, Robbins, Van Beek **Messrs:**

GUESTS: Drs. Kern, Rosen, Serwint, Yenokyan **Mmes:** **Messrs:**

- I. Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 492nd meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved.
- II. Gayane Yenokyan, MD, MPH, PhD, Executive Director of the Biostatistics Center (JHSPH); JHU SOM Faculty Salary Report.** The objective of this assessment is to quantify potential differences in salary between otherwise-similar men and women tenure-track faculty at the Johns Hopkins School of Medicine. The data for this report looks at salaries as of June 30, 2019 and is broken down into Base salary (A), Base + Supplemental salary (A+B) and Base + Supplemental + Incentive salary (A+B+C). Historically, the same model is used every year. The model used is Generalized Linear Regression to adjust for relevant and available covariates that affect salary. Quantities modeled log salaries to calculate percentage differences between women and men. Excluded from this are Dean, Department Chairs and Institute Directors. An analysis of all departments was done with some key exceptions (i.e. Neurosurgery) resulting in an estimated 2600 faculty. Overall, there is a trend of increasing women faculty across departments. The report also assessed the percent difference in salary by rank, degree and duration. For all three salaries (A), (A + B), (A + B + C) there is three years of data with a positive trend for most departments.
- III. Janet Serwint, MD and Dave Kern, MD – The Academy at Johns Hopkins; Advising/Mentoring/Coaching Program.** [The Academy at Johns Hopkins](#) is comprised of emeritus and retired faculty from the Johns Hopkins University School of Medicine, Nursing and Public Health. Academy members bring a unique experience due to their experiences and expertise. Some were in leadership positions both institutionally and nationally. They have had time to reflect on their successful careers. These faculty members do not currently hold any supervisory positions over faculty so they are able to speak more freely. The thought is that the Academy members will be adjunct mentors and part of the mentoring team to the mentees within the SOM. 35 Academy members indicated interest in participating in this program (16 male, 19 female); 26 SOM, 4 SON, 5, SPH. SOM departments represented: Anesthesia, Biological Chemistry, Medicine, Neurology, Ophthalmology, Pediatrics, Physical Med/Rehab, Rheumatology and Surgery. You can find Academy mentors (and their areas of expertise) in [LinkED](#). For more information, or to schedule contact the Advising/Mentoring/Coaching Committee Co-Chairs: [Dave Kern, MD](#) or [Janet Serwint, MD](#) or [Jennifer Van Beek](#), Academy Program Coordinator.
- IV. Antony Rosen, M.B.CH.B., Vice Dean for Research, JHM; Research during COVID: Opportunities and Challenges.** Dr. Rosen started by saying that many of the challenges presented to us during this pandemic require of us to be thoughtful, generous and conscious. The upheaval in research during this pandemic are due to several factors including: supply chain, state and local regulations and orders, density restrictions, workforce safety and perception of safety, human subjects protocol challenges – IRB, other, general COVID challenges, e.g. daycare, schooling, etc.. Though these factors may limit momentum at periods during this time, the research has and will continue. Upheavals have consequences such as: momentum impacted, cohorts impacted, effects of COVID do not uniformly affect every person or constituency and lack of availability of reserve affects people differently. Faculty are encouraged to look at what they do and how it can be applied to COVID. Some examples of COVID focused research include: clinical presentation and predictors, pathogenesis, effects of different groups, animal models, new

synergies and collaborations, including Mankowski collaboration, new funding from NIH, new research data platform, and easier templates to access resources, central ways to capture and distribute bio specimens. The SOM has been remarkably productive despite the challenges as indicated by no significant decline in SOM research awards received. However, the strains have illustrated areas where continued attention is needed to streamline research. This is a priority for the institution. If there are further questions, feel free to reach out to Dr. Rosen.

- V. **Steven Zeiler, MD, PhD, Department of Neurology, Faculty Senate Representative; Information about financial audit by JHU-Home Faculty Assembly (HFA).** Dr Zeiler participated in the inter-school faculty group. The idea is to discuss and present important ideas not just among faculty but, also to the leadership. Currently Dr. Zeiler is the only SOM Faculty in this group. If you are interested in joining, please email [Dr. Zeiler](#). The financial audit was funded by faculty from the various JH schools. The audit was conducted by Dr. Howard Bunsis. Information from the presentation can be found [here](#).
- VI. **Other Business.** –The mission and role of the SOM Faculty Senate (relative to other faculty bodies at JHU) was discussed. It was proposed to consider updating the Faculty Senate charter. It was also encouraged to utilize The [Office of Faculty Development](#) and its resources. Ideas for members of the Office of Faculty Development presented specific initiatives to the Faculty Senate and at Department meetings was discussed to ensure more faculty are able to engage in the resources available. In the meantime, if you have questions about who they are and what they have to offer, please reach out to them at OF@jh.edu .

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