

MINUTES
495th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, February 18, 2021
Virtual Zoom Meeting

PRESENT: Akst, Antoine, Bennett, Bitzer, Blakeley, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Cooke, Cormack, Doetzlhofer, Donehower, Eberhart, Fowler, Fu, Gallia, Gottlieb, Gourin, Gregg, Iijima, Karjoo, Macura, Mahesh, Manahan, McFarland, O'Brien, Razzak, Redmond, Reesman, Singla, Stayman, Swenor, Tamashiro, Taylor, Tschudy, Vernon, Wagner-Johnston, Weiss, Williams, Wu, Zeiler

Mmes: Messrs:

ABSENT: Al-Grain, Bigelow, Boss, Collaco, DeZern, DeZube, Kim, Margolis, Marino, Merkel-Keller, Ponor, Seymour, Stevens

Mmes: Messrs:

REGULAR GUESTS: Faraday, Fivush, Ishii, Robbins, Skarupski

Mmes: Messrs: Guy

GUESTS: Mmes: Messrs:

- I. Welcome.** Dr. Mahesh welcomed the Senate members and guests.
- II. Approval of the minutes.** The minutes of the 495th meeting of the Faculty Senate was presented. A motion was made, seconded and minutes were approved as distributed.
- III. Helene Grady, Vice President, Chief Financial Officer and Treasurer; Update on Johns Hopkins University Finances.** VP Grady presented to the Senate an update on the financial status of the institution. At this time, JHU is doing better than previously forecast at the start of the pandemic. There has been a less severe degree of negative impact on areas of loss (university and medical school) and some gains with philanthropy and tech transfer. As of December 30, 2020, SOM clinical services performed with \$47 million clinical revenue better than expected (although \$9 million down from year over year). Because of lower than anticipated losses across the University, the University is now able to again match retirement fund dollars. Retirement contributions will start in March retroactive to January 2021. This is 6 months earlier than previously planned. Also, beginning FY2022, cost of living increases will begin again and central University finance is working with the Deans of all of the schools to ensure budgets are ready to apply cost of living increases. Questions were asked about what measures are being taken to prepare for a future catastrophic event. VP Grady answered that the University plans its budget in five year intervals and is always seeking to balance growth with security. They are similarly looking for a balanced approach to weather crises such as the COVID Pandemic. The President, Provost, Deans and Trustees together will continue to look for solutions to prepare for and mitigate such events.
- IV. April Floyd, Sr. Director, Benefits and Work Life; COVID Caregiving Fund Status and Process Overview.** The COVID Caregiving and Technology Relief fund provides reimbursement to eligible faculty, employees and students who have incurred additional and qualifying expenses for caregiving, remote learning support, and technology equipment as a direct result of COVID19. Eligible participants have a base salary of up to \$175k. Eligible participants are: JHU Full-Time Benefit eligible faculty and staff, Post Docs and Fellows, Residents, Interns, Trainees, Doctoral and Medical Students and House Staff. Eligible expenses are for: Remote Learning Support, Child Care, Elder Care or Technology equipment. They do note underutilization of the benefit and want to ensure all who are eligible receive the benefit. The costs must have incurred on or after 9/1/2020. Technology equipment costs must have incurred on or after 7/1/2020. Can be retroactively applied after July 1 for technology and after September for caregiving (any form of homecare). Employees must have enrolled in 2021 benefits and have to demonstrate that there is incremental burden (new costs over and above baseline needs). Log into the [Benefits Portal](#), select Start a Qualifying Life Event and select COVID-19 Caregiving Relief Fund. Students are: postdoctoral fellows, doctoral and medical students, residents, interns, trainees and house staff. They should apply using the [COVID-19 Caregiving Relief Fund: Student Application](#). Claims and payments are transmitted via [Discovery Benefits](#). For more information, contact: [JHU Office of Benefits & Worklife \(benefits@jhu.edu\)](#) 410-516-2000. [Discovery Benefits](#) can be reached at 1-866-451-3399. Ms. Floyd and her team encouraged people to call them to seek guidance about eligibility and how to file successfully.

V. Margaret Moon, MD, MPH and Michael Caterina, MD, PhD, Task Force Co-Chairs; Mitigating the Impact of COVID-19 on Faculty Careers. The taskforce was formed at the request of Dean Rothman and with the support of Kimberly Skarupski, Ph.D., M.P.H. and Cynthia S. Rand, Ph.D. The goal was to identify pragmatic solutions to mitigate the effects of COVID-19 on faculty career development at both the SOM and department levels. The taskforce assembled for three meetings. The process: (a) articulated framing assumptions; (b) identified 7 foci areas: research scholarship, work-life integration and well-being, promotion, clinical productivity, trainees, and education – and cross-cutting themes; (c) generated recommendations by focus area; (d) clarified, edited, and prioritized recommendations. The taskforce found that COVID-19 amplified existing, well documents stressors on faculty. Some items specific to the COVID 19 response are: increased clinical demands, administrative burdens, anxiety about risk of COVID-19 to self and family, reduced/delayed clinical volume, compensation, etc. Highlights of existing stressors are: lack of administrative support, increasing administrative duties accompanying clinical care, stressors related to securing funding. Overall the COVID-19 situation created (or amplified) risks such as interference with delicately balanced tripartite mission, faculty demoralization, burnout, and its effects on the experience and demeanor of staff, trainees and patients as well as protracted and potentially irreversible loss of faculty as an intellectual resource of JHMI. COVID has caused everyone to rethink their goals professionally and personally. It has given a fresh consideration of appropriate balance in the tripartite mission. There is an opportunity to repair existing structural weakness and to further demonstrate resilience of Hopkins as a community of professionals. The taskforce received input from various committees and groups throughout the institution, one being the University Pandemic Academic Advisory Committee (UPACC). Recommendations of the taskforce by 7 focus areas: I. *Research* (1. No-cost extensions, including for start-up funds; 2. Bridge-funding – targeted towards early stage, women, underrepresented in medicine (UIM), other disadvantaged faculty; 3. Reduce barriers to hiring staff and trainees) II. *Scholarship* (1. Virtual conference site to increase scholarly visibility; 2. Editing & publication support service/Core) III. *Work-Life Integration & Well-Being* (1. Increase administrative support for early-career faculty; 2. Reduce administrative and academic burdens; 3. Improve meeting hygiene) IV. *Promotion* (1. COVID-19 impact statement added to promotion packet & annual review); 2. Establish unambiguous & uniform guidelines for its consideration; 3. Encourage flexibility in scheduling promotion & annual reviews so faculty feel prepared to present and have a productive experience; 4. Convene task force to evaluate/monitor disproportionate impact of promotion delays on women and UIM faculty; 5. Establish new means of rewarding service that transcends scholarship) V. *Clinical Productivity* (1. Assess RVU requirements in relation to total departmental performance and adjust commensurately; 2. Adjust RVU expectations to account for COVID-19 effects on total professional activities and work-life integration; 3. Optimize template flexibility for ambulatory clinics) VI. *Trainees* (1. Increase training period flexibility for post docs & graduate students; impact on clinical trainees requires further examination; 2. Develop recommendations to increase efficiency & flexibility in research labs, (needs balance with meeting hygiene recommendations); VII. *Education* (1. Assess teaching loads in light of: increased burden for educators, esp. among groups affected disproportionately; 2. Develop new parameters and tools for evaluation of virtual teaching and learning in both clinical and classroom settings; 3. Refrain from using teaching evaluations during the COVID-19 pandemic for advancement/promotion decisions.) Suggested timeline for 2021: February: recommendations to Committee of the Whole (COW) and SOM Faculty Senate; March: Meet with Office of Faculty, Department Directors and other key leadership – develop and initiate implementation of recommendations, March – December: Office of Faculty monitors progress in implementation of taskforce recommendations and reports progress to Advisory Board of Medical Faculty (ABMF) and Faculty Senate monthly. October – November: SOM Faculty Satisfaction Survey to include measures that capture the degree to which mediation suggestions have been implemented and the extent of their impact on mitigation the negative impact of COVID-19 on faculty careers.

VI. Alexander Parry, Graduate Student at JHU SOM; Petition supporting graduate students during COVID-19 pandemic. [Teachers and Researchers United](#) (TRU) is the unofficial JH Graduate Student Union. They represent graduate students from SOM, JHSPH, KSAS and WSE. They have put together a petition asking for support relating to the COVID-19 Pandemic that includes financial relief for students experiencing short-term financial hardship and research delays due to the pandemic; workplace protections for in-person lab workers and TAs and timeline for access to COVID-19 vaccine; Substantive consultation with representatives from TRU, Graduate Representative Organization (GRO), Graduate Student Association (GSA) and Johns Hopkins School of Public Health Student Assembly (JHSPH SA) for decisions affecting graduate students. The petition can be found [here](#).

VII. Other Business. Faculty Senate elections are run by the Office of Faculty Development. Elections will begin in April 2021. Please encourage your colleagues within your department to participate. For more information on the responsibilities of the Senate visit the [Faculty Senate website](#) and review the [Charter](#). UPAAC update: The members met with leadership to discuss how the University addressed the COVID cluster on the Homewood campus.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 5:09 PM. The Faculty Senate will meet next on March 24, 2020 on Zoom.

Respectfully submitted,

Jaishri Blakeley, MD
Faculty Senate Secretary
Monica Guy
Recording Secretary