

MINUTES
484th MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, January 22, 2020
School of Medicine | Mary Elizabeth Garrett Board Room | MRB 103

PRESENT: Akst, Al-Grain, Antoine, Benjamin, Bennett, Bigelow, Bitzer, Blakeley, Burke, Cabahug, Cervenka, Cooke, Cormack, Doetzlhofer, Dezube, Doetzlhofer, Donehower, Duffield, Eberhart, Fu, Gallia, Garcia, Hutton, Ingari, Inoue, Karjoo, Mahesh, Manahan, Marino, McGrath-Morrow, O'Brien, Redmond, Reesman, Seymour, Stayman, Stewart, Swenor, Tamashiro, Vernon, Wagner-Johnston, Williams, Wu, Zeiler

Mmes: Messrs:

ABSENT: Boss, Bulte, Campbell, Carr, DeZern, Dirckx, Gourin, Kim, Macura, Margolis, Pierorazio, Ponor, Razzak, Stevens, Woflgang

Mmes: Messrs:

REGULAR GUESTS: Drs. Faraday, Rand, Skarupski

Mmes: Bruder, Guy Messrs:

GUESTS:

Mmes: Drs. Brandt, Ginsberg, Hill, King, Ziminski **Messrs:** Drs. Hellmann, Siewerdsen

- I. **Welcome.** Dr. Mahesh welcomed the senate members to the meeting. Members were reminded that President Daniels is scheduled to attend the February meeting.

- II. **Peter Hill, MD, Senior Vice President of Medical Affairs, Johns Hopkins Health System, Jason Brandt, PhD, Professor, Psychiatry and Behavioral Sciences; Late-Career Physician Policy.** An overview of the development of the Late Career Practitioner Policy was presented. A workgroup was appointed in January 2019 by Dean Rothman to evaluate the need for such a policy and best practices. The policy is important to ensure that patients are provided with high quality, safe medical care and are protected from harm by sub-optimal medical decision making that may occur with conditions associated with advanced age. The workgroup is seeking to create a process that evaluates late career practitioners objectively, equitably and respectfully. The policy would require screening of every clinically-credential practitioner starting at age 73 and occurring every two years. Screening would include a focused physical exam and neuropsychological screening. The evaluation can be performed at Johns Hopkins or another facility (although charges may be incurred for outside evaluations). The outcome of such evaluations may include recognition of need for accommodations or alterations to clinical privileges. Resources for interested faculty to explore regarding this issue include: [Edhub.ama-assn.org/inlearning/audio-player/18150348](https://edhub.ama-assn.org/inlearning/audio-player/18150348) Questions raised included the influence of alteration of clinical privileges on employment, plans to protect the rights of faculty in their employment and whether the results of the clinical and neuro-psychological evaluations are discoverable. These issues need further discussion.

- III. **Cynthia Rand, PhD, Senior Associate Dean for Faculty, Carol Ziminski, MD and William Baumgartner (by phone); The Academy at Johns Hopkins & Senior Faculty Transition Program.** There are two retirement programs currently offered:
 - Phased Retirement Incentive (PRI) – must be retirement eligible full professor between 65-70 years of age (one-time option for over 70) currently at 100% effort, 24-36 month program ending in retirement, effort during PRP can be no lower than 30%. Includes incentive payment (One time \$100,000) at completion of the program.
 - All Ranks Phased Retirement (ARPR)– same eligibility as PRP, however can enroll if at least 75% effort. This is a 12-18 month program ending in retirement; effort during ARPR can be no lower than 30%. Does not include incentive payment.Both programs allow enrollees to maintain full benefits. These Senior Faculty Transition Plan Programs opened in 2017 and 53 faculty have enrolled. Overall metrics are that in two years the rate of professors eligible for retirement proceeding to retirement has increased from 5-10/year to 15-17/year.

Next Chapter-Planning for Late Career Transitions is a Faculty Development series designed to help faculty over the age of 60 consider these options and make plans for their next career phase. Four two-hour sessions are scheduled for Winter 2020; faculty and spouses/partners are welcome to attend.

Carol Ziminski, MD, FACP,; The Academy at Johns Hopkins

All retired faculty across the Johns Hopkins University School of Medicine, the Johns Hopkins Bloomberg School of Public Health, and the Johns Hopkins University School of Nursing are eligible to join. There is dedicated meeting and social space in the Welch Library as well as active lecture series and opportunities for collaboration and mentorship. <https://www.hopkinsmedicine.org/the-academy/events/upcoming-events>

- IV. Landon King, MD, Executive Vice Dean, Johns Hopkins School of Medicine; Faculty Issues: Pay-bonus-burnout; Financial status of the Health System; Indirect costs of research grants.** The financial health of the school of medicine was presented with specific aspects of clinical, research and programmatic revenue and costs being presented. Medical schools across the country operate at a breakeven point and we have lived at that point for a long time. We have a higher percentage of research funding compared to peers. However, the full costs incurred to conduct research is not covered by the research funding awarded. Johns Hopkins University School of Medicine (JHU-SOM) is fully committed to supporting and growing research initiatives as research is a central aspect of the institution's mission. However, there is a need across the SOM to be aware of the costs associated with research and make investments to support research given the gap between actual costs of research and the funding received. In addition, clinical revenue is growing faster than ever before and a large and growing clinical base is necessary to meet the mission of excellent and cutting edge clinical care and to support the education and research missions (all three are interdependent). One of the senators asked for an annual presentation by the leadership regarding the SOM financial state of affairs. Faculty senate members agreed to work to make it as a policy to have Hopkins Leadership annually address the faculty senate on the financial state of affairs.
- V. Benjamin Ginsberg, PhD, David H. Bernstein Professor, Political Science & Chair of the Center for Advanced Governmental Studies at Johns Hopkins University; New Series: Bright Spots “How the faculty has fallen and what it can do.” Author of ‘The Fall of the Faculty’.** Dr. Ginsberg gave a presentation on his book, *The Fall of the Faculty*. He discussed general trends he observed during his career. Overall his advice to the faculty senate was that, the faculty at large and the faculty senate should be taking responsibility for more of the administrative and leadership decisions.

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 5:10 PM.
The Faculty Senate will meet next on February 19, 2020 in The Mary Elizabeth Garrett Boardroom (MRB 103).

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