

**MINUTES**  
**482<sup>nd</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, November 6th, 2019**  
**School of Medicine | Mary Elizabeth Garrett Board Room | MRB 103**

**PRESENT:** Drs. Akst, Benjamin, Bigelow, Bitzer, Burke, Cabahug, Campbell, Carr, Cervenka, Cormack, DeZube, Doetzlhofer, Donehower, Eberhart, Gallia, Garcia, Hutton, Ingari, Inoue, Kim, Macura, Mahesh, Manahan, Margolis, Marino, McGrath-Morrow, O'Brien, Ponor, Razzak, Redmond, Reesman, Ritzl, Swenor, Vernon, Wagner-Johnston, Williams, Wolfgang, Wu, Zeiler

**Mmes: Messrs:**

**ABSENT:** Drs. Al-Grain, Antoine, Bennett, Blakeley, Boss, Bulte, Cooke, DeZern, Dirckx, Duffield, Fu, Gourin, Karjoo, Lehmann, Merkel-Keller, Pierorazio, Seymour, Stayman, Stevens, Stewart, Tamashiro

**Mmes: Messrs:**

**REGULAR GUESTS:** Drs. Faraday, Levine

**Mmes: Guy Messrs:**

**GUESTS:**

**Mmes: Conway, Horton, Stewart, Wyskiel Messrs: Dr. Cofrancesco, Links, Scott**

- I. Welcome and review of the 481<sup>st</sup> minutes.** Dr. Mahesh welcomed the senate members to the meeting.
- II. Approval of the minutes.** The minutes of the 481<sup>st</sup> meeting of the Faculty Senate, October 23, 2019, were presented. A motion was made, seconded, and minutes were approved as distributed.
- III. Christy Wyskiel; Johns Hopkins Tech Venture (JHTV) Update.** JHTV facilitates the translation and commercialization of inventions and discoveries into technologies, products, and services (for example, dialysis). JHTV supports three different paths, which all lead to the licensing of products: Tech Transfer, Corporate Partnerships and FastForward. JHTV provides assistance in managing these relationships by assigning the investigator a business mentor and also covers the cost of patents if selected by JHTV. JHTV recently hired a Life Sciences Scout to attend lab meetings. Please contact Christy Wyskiel ([wyskiel@jhu.edu](mailto:wyskiel@jhu.edu)) or <https://ventures.jhu.edu> to invite the Life Sciences Scout to research meetings.
- IV. Nauder Faraday, MD, MPH, Sr. Associate Dean for Faculty Development; Clinical Excellence Track Update.** The Gold Book was approved at the last ABMF meeting in October 2019. The Clinical Excellence Review Committee (CERC) will review all applicants for the new track and submit approved candidates to the PPC or APPC for promotion consideration. CERC members were selected by Department Chairs and will determine major criteria for promotion and materials needed. Examples of materials may include CV, 360 evaluations from leaders in their field, learners, patients, etc. as appropriate to their profession, Nomination letter from Department Chair (required), and Letters of Reference. Any questions, contact: Nauder Faraday ([nfarada1@jhmi.edu](mailto:nfarada1@jhmi.edu)), Meg Chisolm ([mchisol1@jhmi.edu](mailto:mchisol1@jhmi.edu)), David Hellman ([hellmann@jhmi.edu](mailto:hellmann@jhmi.edu)) or Cindy Rand ([crand@jhmi.edu](mailto:crand@jhmi.edu)).
- V. Joseph Cofrancesco, Jr. MD, MPH, FACP, Director, Institute for Excellence in Education; Rachel Levine, MD, MPH, Associate Dean for Faculty Educational Development, Update from Educator Competencies and Metrics Committee (ECMC).** Goals of the committee are to: 1. identify domains of educator activities and roles and establish clear guidelines, 2. identify and describe metrics for assessing JHSOM educators to demonstrate impact, and 3. create a toolkit to assist mentors, division directors, and individual faculty with educational development and promotion. One can use this to help design training and can be helpful with quality assurance. Each domain for education work has a sub-domain. The committee is currently working on establishing further guidelines in the sub-domains. It is anticipated that these guidelines will exist within the traditional and clinical track. Please send feedback to Dr. Rachel Levine ([rlevine3@jhmi.edu](mailto:rlevine3@jhmi.edu)) and Dr. Joseph Cofrancesco ([joeco@jhmi.edu](mailto:joeco@jhmi.edu)).
- VI. Connor Scott, Acting Vice President for Security, Johns Hopkins Security Update.** JH Security oversees the security of JHU and JHHS and consists of over 1200 employees. The JH community is encouraged to visit

<https://publicsafetyinitiatives.jhu.edu/> to learn about services such as walking or virtual escorts, a smartphone security app (**LiveSafe**), and free in-home assessments. LiveSafe can be downloaded for free on the Google Play and Apple App stores. Visit <https://security.jhu.edu/services-for-you/livesafe-app/index.html>.

There is an active search for a Vice President of JH Security. Please submit feedback regarding criteria for this role via <https://publicsafetyinitiatives.jhu.edu/> or reach out to JHU Human Resources.

Effective July 1, 2019, the Maryland General Assembly granted Johns Hopkins the ability to create a police department (Johns Hopkins Police Department or JHPD). The launch of JHPD will be gradual and thoughtful. Once the new Vice President of Security is on-board, he/she will partner with the Baltimore Police Department to create a signed Memorandum of Understanding (MOU) regarding functions and jurisdiction of the two groups. Until the position is filled, JH Security is actively drafting position descriptions and policies.

In the interim, a major project is to create the JHU Police Accountability Board consisting of 15 members of the community, faculty, staff will be included. The board will set the success measures of the JHPD. However, the primary goal of the JHPD will not to be as a crime fighting organization but a safety organization. The legislation (Md. Code Ann., Education § 24-1205(b); see also id. § 24-1205(d)) set jurisdiction of the JHPD, limited to the JH campuses only. Off-duty Baltimore police are and will be positioned just off-campus per an existing MOU. This effort will not reduce security personnel. The Faculty Senate asked for a disability representative on the board. Mr. Scott gave a verbal commitment. The goal is to have the board in place as the department is being formed. There is an eight-member nominating committee that will send nominations to the Maryland General Assembly for confirmation in January 2020. To apply: <https://publicsafetyinitiatives.jhu.edu/accountability-board/>.

Initially, one hundred officers will replace the current off-duty police officers. An internal assessment determined that more training could be incorporated, and a new training director has been hired. New required training implemented: implicit bias training and crisis intervention training (CIT) for the mentally ill. Pay will be increased from \$13hr to \$15hr in 2 years to improve recruitment and retention.

**VII. Heidi Conway, Vice President of Human Resources, Jon Links, Vice Provost and Chief Risk and Compliance Officer; Meredith Stewart, Executive Director, Total Rewards; Karen Horton, MD, Professor & Chair, Dept. of Radiology & Radiological Sciences; SOM-Retirement Plan Investment Committee (RPIC) Updates.**

Currently, JHU offers three active 403(b) plans: 1. The JHU 403(b) plan (\$5B in assets), The JHU Income Deferral 403(b) plan (\$51m in assets), and 3. The JHU Tax Sheltered Annuity plan (\$73m in assets). The first two plans have 3 vendors: TIAA, Vanguard and Fidelity. Every plan has a master recordkeeper. Each vendor offers different funds (collectively >400 funds). There are a number of legal cases filed against large higher education 403(b) plans, including the JHU 403(b) plan for under performance of plan investments, above-market fees and expenses, etc. Many cases are active and one resulted in a favorable decision for New York University's 403(b) plan (under appeal). Some cases (including the JHU 403(b) plan case) have been settled out of court. Best practices concerning the structure of retirement plan recordkeepers and investments have changed to reduce the number of choices of funds and record keepers. Most institutions have 10-40 funds and one or two record keepers. The RPIC meets at least quarterly, and monthly in recent periods. In June 2018, based on the results of a request for proposal (RFP) search, the RPIC selected CAPTRUST to serve as the investment consultant and co-fiduciary to assist the RPIC in overseeing the plans' operation. Starting in October 2018, the RPIC began discussing vendor consolidation alternatives and investment menu changes. In February 2019, RPIC directed a data gathering report on participant engagement. In early 2019, RPIC engaged two advisory groups (the Recordkeeper Advisory Workgroup and the Investment Menu Advisory Workgroup) to review the plans' record-keeper structure and investment menu. Members of the two workgroups include RPIC members, JHU faculty and staff and outside consultants. The advisory groups will make a recommendation to the RPIC for final approval before June 2020. RPIC will decide on any changes to the 403(b) retirement plans' recordkeepers and investment menu.

**VIII. Other Business.** At the next faculty senate meeting, two policies will be up for discussion and approval. Steve Rum, VP of the Fund for Johns Hopkins Medicine is invited to answer any questions on Ethical Practice of Grateful Patient fundraising policy. Dr. Jennifer Haythornthwaite is also invited to answer any questions on Conflict Resolution policy that was presented in the Spring, 2019 (both policies accompany these minutes).

With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:56 PM.

The Faculty Senate will meet next on December 11, 2019 in The Mary Elizabeth Garrett Boardroom (MRB 103).

Respectfully submitted,

Mackenzie C. Cervenka, MD *Recording Faculty Senate Member* on behalf of Jaishri Blakeley, MD *Secretary*