

MINUTES
492nd MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, November 4, 2020
Virtual Zoom Meeting

PRESENT: Drs. Akst, Al-Grain, Antoine, Bitzer, Blakeley, Bulte, Burke, Burkhart, Cabahug, Campbell, Carr, Cervenka, Cooke, Cormack, DeZern, DeZube, Doetzlhofer, Eberhart, Fowler, Fu, Garcia, Gourin, Inoue, Karjoo, Macura, Mahesh, Manahan, McFarland, Merkel-Keller, O'Brien, Razzak, Redmond, Reesman, Seymour, Stayman, Stewart, Swenor, Tamashiro, Taylor, Tschudy, Vernon, Wagner-Johnston, Weiss, Wu, Zeiler

ABSENT: Drs. Bennett, Bigelow, Boss, Donehower, Gallia, Gottlieb, Kim, Margolis, Marino, Ponor, Stevens

REGULAR GUESTS: Drs. Clements, Faraday, Fivush, Skarupski

Mmes: Bruder, Guy, Robbins **Messrs:**

GUESTS: Dr. King **Mmes:** Connors, Wilson **Messrs:**

- I. Welcome and approval of minutes.** Dr. Mahesh welcomed the Senate members and guests. The minutes of the 491st meeting of the Faculty Senate were presented. A motion was made, seconded and minutes were approved.
- II. Landon King, MD Executive Vice Dean, JHU SOM; Administrative Update.** In Maryland, we are clearly seeing an uptick of COVID cases. Johns Hopkins tracks a number of metrics. One of the most important is the number of hospitalizations. Around Oct. 1, the state of Maryland had approximately 330 people inpatient for COVID treatment. As of Nov. 3, the state of Maryland had 560 people inpatient for COVID treatment. Testing positivity rates have also increased. Compared to the numbers during the earlier months of the pandemic, there are significantly fewer people in the ICU at this time. In addition, the age of patients needing hospitalization is roughly 10 years younger than those who were hospitalized at the early stages of the pandemic. Johns Hopkins is hiring 150 nurses and 60-75 physicians to be available to serve as "Covidists". Johns Hopkins is continuing to partner with The University of Maryland Medical Center in providing care to COVID-19 patients and provide COVID-19 testing at the Baltimore Convention Center. To ensure that JHH has ample bed space for the critically ill, the institution is reevaluating the threshold for transferring patients from JHH to the convention center. The goal is to provide appropriate COVID associated care while maintaining excellent non-COVID care as much as possible. JH has also successfully re-opened research operations in a manner that was conservative, but allowed activities to continue safely as the numbers fluctuate. Coming out of FY20, our loss was significantly less than anticipated and the institution has been recovering from the loss much faster than expected. Per the email released on Monday November 2, JHU plans to reopen to undergraduate students for the spring semester that will begin in January 2021. JHU is developing a COVID testing strategy for the undergraduates, faculty, and staff who will be engaged with the Undergraduates. Leadership is well aware that this is a very challenging time for all faculty and staff. They are invested in helping and are seeking feedback on faculty needs. There is a task force based on the UPAAC report that will be led by Cindy Rand. Given the ongoing risk for transmission, travel for work still requires approval. Personal travel is discouraged to minimize community spread of COVID-19 during this surge. More guidance is coming soon and faculty are encouraged to recall that community transmission is the leading risk for the JHU community now. Part-time faculty are not specifically addressed in the travel guidelines at this time. Policies about patients travelling from outside of Maryland to JHU for appointments is also not addressed. Concern was raised about limitation of visitors/care partners for inpatients in the setting of rising COVID-19 rates. All of these issues are being discussed across institutional leadership.
- III. Janice Clements, PhD, JHU SOM Vice Dean for Faculty; Policy on Faculty Members Participating in Part-Time Clinical Fellowship Training.** At last month's meeting, Dr. Clements presented the proposed policy. The senate members were asked to review the policy with their departments, bring feedback to the Faculty Senate and be prepared to vote on the proposed policy at this meeting. This policy allows faculty to participate in a part-time clinical fellowship training while maintaining their full-time faculty appointment. The policy was voted on and approved unanimously by the senate.
- IV. Cheryl Connors, Patient Safety Specialist, JHM; RISE (Resilience in Stressful Events).** The program started in 2011, ten years after an origin event where a patient died during inpatient clinical care. Hopkins investigated the event and found the patient's death was preventable. Caring for the caregivers was not a thing at the time. Hopkins

reopened the case and found that harm was done to the caregivers. Dr. Albert Wu coined the term “Second Victims - health care providers who are involved with a patient-related adverse event or medical error, and as a result, experience emotional and sometimes physical distress.” It is normal to have a stress response to traumas such as unexpected events, complications, poor outcomes and even expected deaths in the course of providing medical care. This can be compounded by the stressors inherent with the pandemic. It is recognized that employees are dealing with the stress of the pandemic as well as things in their personal lives. This confidential, volunteer run program is for employees and is 24/7. This is peer-to-peer support over the phone or on Zoom. RISE provides: a safe space in a timely manner for you to talk and process your experience with someone who will listen attentively in a non-judgmental way. The goal is to provide empathy, support and help facilitate resources that might be helpful. RISE does not: replace counselors or psychiatrists, investigate or report to supervisors, problem solve or fix employment problems. The intranet site is <http://intranet.insidehopkinsmedicine.org/rise/index/html> or, you can page at 410-283-3953. CORUS: RISE Team for Sibley, All Children’s and Suburban hospitals. The JH RISE team supports all other locations including JHCP. If you are interested in peer support training, the information can be found on the [intranet site](#). The site includes virtual training dates for 2021. JH has been sensitive about surveying faculty and staff during this difficult time. Every two years Hopkins performs a safety culture assessment. In that assessment there is a domain focused on exhaustion and resilience. We have historically scored low. The Office of Wellbeing is planning to conduct a survey soon so we can know where we are and modify our efforts to meet the need. RISE meets twice a week with the Office of Wellbeing, MySupport and the Department of Psychiatry. We are coordinating our efforts in a way to provide support for the long –term.

V. Laura Robbins, JHU SOM Associate Dean for Faculty Information; Transition to Interfolio. Interfolio is the Review, Promotion and Tenure (RPT) package. It has been used by SOM departments for faculty position searches since 2019. It was selected jointly by the Provost’s Office and SOM. Configuration for the system has been ongoing since April 2020. This system will have a user interface that is easy to use. All SOM faculty will be issued an institutional level Dossier account. This will give you a greater level of functionality. It provides a single repository for your academic material for the promotions process. Users can request confidential letters and/or share materials with colleagues/mentors. The software does not have CV builder functionality. It does give us a single platform between JHU and SOM for university-wide reporting. There is a wide variety of training available for faculty and staff. Interfolio offers its’ own training which was integrated into MyLearning. Interfolio has “stellar” scholar services help (phone, email, online). Faculty can access Interfolio using an icon on my.jhu.edu. Additional training materials are available on the [OFI website](#) and the [PPC website](#). Faculty can also email [OFI](#) for additional help. The initial rollout, which began on 10/15/2020 is for new professional appointments on the scholarship track plus lower ranks. Faculty who have applications in process in Nomination Manager will not be asked to provide information again in RPT. Associate Professors on the Scholarship Track will be included by the end of 2020. The Clinical Excellence track applications will be included mid-2021.

VI. Alicia Wilson, Vice President for Economic Development; Johns Hopkins Innovation Fund for Community Safety. The fund was launch in early October 2020 and is a multi-year University funded initiative designed to pilot innovative community level public health approaches to reducing violence in the near term. The idea is the solutions will come from the community with Johns Hopkins as a partner. The fund is for \$6 million over four years. The goals are to support community-led initiatives to improve community safety in the neighboring communities around Johns Hopkins and foster collaboration. We have already conducted several listening sessions with the community. We anticipate the vast majority of the funds will go towards grants, with some funding utilized for technical support for grantees, evaluation, administration and other supportive projects. We anticipate grants in the range of \$50k to \$250k for up to four years. The projects have to be new. The funds will be awarded after a RFP has been submitted and approved. A committee will review the applications. The evaluation committee will include both community (non-Hopkins) and Hopkins affiliates. There will be an opportunity for volunteers to serve on this committee. Individuals serving on the committee will not be permitted to submit applications for funding. Next steps: 1. Additional listening sessions 2. Draft RFP for comment (November 2020) 3. Final RFP (December 2020) 4. Announcement of Grantees (Early 2021) 5. Email ideas and comments to: innovationfund@jhu.edu 6. Everyone who emails will be sent updates with announcements about the Fund. 7. Go to the website and enter comments there: <https://www.jhu.edu/jhu-innovation-fund-for-community-safety/>

VII. Other Business. --JHU Chapter of the AAUP (American Association of University Professors) is meeting Nov. 5th via Zoom. Auditor Dr. Howard Bunsis of Eastern Michigan University will share results of his work (financial audit). An email with the registration link was sent to the senate representatives.

---T32 Grant and lack of diversity in the Basic Sciences. Neuro science grad program, this cycle no immediate renewal because of lack of diversity in the faculty. A metric being assessed on the study section is faculty in the training program who represent sex, race, ethnic and cultural diversity. The T32 grant did not receive funding and this lack of faculty diversity was cited as a major factor. What are the initiatives at the top level that improve our ability to recruit diverse faculty? Will not work to be a solely department fix (although this is needed too). The Faculty Senate executive leaders asked that the Senator from Department of Neuroscience send an email to be advanced to the appropriate University and SOM leadership. With no further announcements, Dr. Mahesh thanked everyone and adjourned the meeting at 4:36 PM. The Faculty Senate will meet next on December 9th via Zoom.

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