

MINUTES
502nd MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, October 20th, 2021
Virtual Zoom Meeting

PRESENT: Akst, Bennett, Bettencourt, Bever, Bitzer, Boss, Burke, Burkhart, Cabahug, Campbell, Carr, Cihakova, Cormack, Donehower, Ehmann, Gallia, Glenn Fowler, Gregg, Guo, Iijima, Konopka, Kwon, Ladle, Lee, Lin, Manahan, Marrone, McFarland, Mogayzel, O'Brien, Redmond, Ritzl, Scott, Showell, Soiberman, Singla, Stevens, Vernon, Villalon-Landeros, Williams, Wu, Young, Zeiler

ABSENT: Al-Grain, Boss, Cole, Gourin, Horacio Roda, Hussien, Kralli, Macura, Parrish, Stayman, Viola

REGULAR GUESTS: Daughtery Biddison, Faraday, Ishii, Skarupski,

Mmes: Bruder, Robbins **Messrs:**

GUESTS: Kachalia, Mahesh, Maragakis, Yenokyan

Mmes: Messrs:

- I. **Approval of the minutes.** The minutes of the 501st meeting of the Faculty Senate, September 15, 2021 were presented. A motion was made and the minutes were approved as distributed.
- II. **Nauder Faraday, MD, MPH, Sr. Associate Dean for Faculty Appointments and Promotions; Concerns Regarding Faculty Promotion During the Pandemic.** The SOM COVID Task Force discussed using a "COVID Impact Statement" as a way for Faculty and Leadership to understand how COVID has impacted the career progression of the faculty. There was a directive from the Dean that the Department directors should implement a process to assess how COVID has affected each of their faculty members in the context of the annual review. This was covered in the recent Committee of the Whole/COW (leadership committee composed of the Dean, department directors, and Vice Deans) meeting. In summary, the feedback was as follows: 1. The impact of COVID has been heterogeneous by rank and department, with the greatest impact to junior and mid-career and those with substantive family care responsibility (less impact on professors and those who have submitted promotions materials); 2. Laboratory and clinical research activities were slowed substantially due to mandated restrictions and staffing issues; 3. Grant submissions were delayed and/or less competitive applications were submitted; 4. Dissemination of scholarship slowed; 5. Clinical practice building stopped or slowed greatly due to change in clinical practice responsibilities, increase in administrative duties, inability to retain and recruit support staff; 6. Restrictions on travel, networking, reduced opportunity to attend conferences, give talks; 7. Inability to travel opened new opportunities for virtual teaching/communication; 8. Concern for a cumulative impact to last for years therefore reducing opportunity for promotion and financial achievement; 9. High stress in work and family changes and anxiety about future persists. Many faculty members have used experiences related to COVID to reassess priorities and work-life goals. Question posed to the group: How do we move forward in to mitigate the long term impacts? Dr. Nauder shared with the Senate the COVID Impact tool that the Dept. of Anesthesiology used. Other questions posed: Most departments used qualitative method to collect data, so how can this be incorporated into an equitable tool related to promotions? In what way should the information be used if incorporated into the promotions process? Would be helpful to document this information if even just for yourself, however the idea is that it will be shared. How would you like this information to be used?
- III. **Gayane Yenokyan, MD, MPH, PhD, Associate Scientist, Johns Hopkins Biostatistics Center, Bloomberg School of Public Health; JHU SOM Salary Report.** The objective of the report is to quantify potential differences in salary between otherwise similar men and women tenure-track professional faculty at JHU SOM as of June 30, 2020. Not currently doing longitudinal analysis tracking faculty over time but are looking at results over the years. The method included Base salary (A) [available since 2017], Base + Supplemental salary (A+B), and Base + Supplemental + Incentive salary (A+B+C). Generalized Linear Regression model was used to adjust for relevant and available covariates that affect salary; log salaries was used to calculate % differences between men and women. Deans, Department Chairs and Institute directors were excluded. Fourteen individual and grouped departments were included. As of the start of FY2020, compared to otherwise similar men, on average women received 0.4% lower A salary (vs. 0.3% higher for FY19); 1.3% lower A+B salary (vs. 1.9% lower for FY19); 1.8% A+B+C salary (vs. 2.4% lower in FY19). Most salary differences were among professors with long duration in rank (>10 years) and faculty with non-MD degree. Associate Dean Laura Robbins mentioned that the data were strong enough to start including variables of race and ethnicity, and they will be included in the model this year. Dr. Ishii noted that Dean Rothman made a push to ensure that men and women faculty have equitable compensation. We are one of the few institutions that measure this on such a granular level. Overall report will be posted on the intranet.

- IV. Mahadevappa Mahesh, MS, PhD, Former Faculty Senate Chair (FY19-FY21); University Pandemic Advisory Committee (UPAAC) Update.** Main purpose of UPAAC was to establish the body where leadership could discuss policy that affects everyone across JHM and get comments from ground up to leadership. UPAAC addressed return to campus, childcare, bridge funding, COVID task force report. The President and Provost are in favor of making UPAAC a permanent body, but details are being discussed. Dr. Redmond shared that UPAAC leaders are putting together a drafting committee for the Bylaws writing committee. There should be a draft of the bylaws available to review at the November or December meeting. This will be shared with Faculty Senate representatives to then share with their departments – likely spring implementation. UPAAC still meeting very regularly. Leaders and members are making sure there is adequate representation on bylaws writing committee, discussing term limits and are open to feedback.
- V. Lisa Maragakis, MD, MPH, Senior Director, Healthcare Epidemiology and Infection Prevention and Allen Kachalia, MD, JD, Senior Vice President, Patient Safety and Quality; Update on JHH Operations.** Our vaccination campaign reached 100% compliance for full vaccination or approved exemption. Reminder that individuals can still pick up and transmit virus while vaccinated. They are working hard on improving testing capacity pivoting from asymptomatic testing to higher yield areas. For example, point-of-care rapid testing of employees who present with “green” (headache, scratchy throat) symptoms, that provide 15 minute results. This will allow employees to safely return to work. Rapid antigen tests are available throughout the Johns Hopkins system (same tents as the PCR testing). As of this time, there are 78 patients across JHMI with COVID, 9 on mechanical ventilation at JHH. Restrictions are easing up i.e. —travel restrictions loosened, gathering size (aligning with JHU on this) up to 50 inside or outside without approval and larger with approval and still no food indoors (not yet in effect, pending imminent approval). We are following federal guidance on boosters for staff and patients. *If there are concerns/questions, please email Dr. Gabe Kelen or Dr. Lisa Maragakis.* Other updates/reminders: Mask easing is not on the table at this time. Testing on day 4 or 5 after contact is currently recommended. OK to get vaccine/booster and flu shot at the same time. Visiting faculty are allowed at this time. The best way to stay up to date on changing regulations is to visit: <https://intranet.insidehopkinsmedicine.org/heic/>. Emails will also be sent.
- VI. Michele Manahan, MD, Faculty Senate Chair; Update on Working Groups and Tuition Remission.** The Faculty Senate has two working groups: Hopkins Police Force and Fellows Benefits. Please let us know if you would like to volunteer. We are exploring other non-institutional methods to stay in touch between meetings but for now will use the TEAMS channel. We will continue the discussion regarding the Conflict of Commitment at a future meeting. Concern was raised regarding the possibility of decreasing tuition remission. However, as per Dr. Manahan, funding currently is not on table to be lessened. May reach April Floyd from the Benefits and Work Life Office if with questions.
Other issues for consideration: Dr. Ishii asked if the Faculty Senate can look into Access Services (Central Scheduling). The reduction and loss of workforce has reduced services; this in turn has affected the clinical faculty. The Faculty Senate agreed to take up this matter for discussion. Dr. Ishii will invite Dr. Theodore DeWeese to the next meetings. Please email us and Dr. Ishii regarding your additional concerns regarding this matter.
- VII. New Business.** Dr. Wendy Bennett raised concern that JHHS Medicare Advantage is no longer covering patients in Baltimore City (and potentially other areas). Dr. Bennett will do some research to see who we can invite to share information about this.

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 4:50 PM. The Faculty Senate will meet next on November 10th, 2021 on Zoom.

Respectfully submitted,

Philippines Cabahug, MD
Faculty Senate Secretary
Martha Bruder
Recording Secretary