

**MINUTES**  
**463<sup>rd</sup> MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, October 18, 2017**  
**School of Medicine Administration, MRB 103 Boardroom**

**PRESENT:** Drs. Best, Blakeley, Cabahug, Carey, Carr, Cervenka, Collins, Doetzlhofer, Eghrari, Holscher, Ishii, Madder, Margolis, McCormack, McGrath-Morrow, Merkel-Keller, Mooney, Mulhern, Seymour, Stewart, Tobian, Urban, Witwer, Wolfgang, Zahnow

**ABSENT:** Drs. Aguh, Arnold, Aygun, Barker, Bosmans, Boss, Burke, Conte, Daumit, Eberhart, Frank, Gallia, Garcia, Hutton, Inoue, Kudchadkar, Lehmann, Mahesh, Manahan, McNutt, Millin, Redgrave, Sperati, Srikumaran, Stayman, Swartz, Tamashiro, Wagner-Johnston, Wilson, Xiao

**REGULAR GUESTS:** Drs. Clements, Faraday, Rand  
**Mmes:** Vargas **Messrs:**

**GUESTS:** Drs. Yenokyar  
**Mmes:** Messrs: Economas

**I. Approval of the minutes.** The minutes of the 462<sup>nd</sup> meeting of the Faculty Senate, September 13, 2017, were presented. A motion was made, seconded, and minutes were approved as distributed.

**Cynthia Rand, PhD, Senior Associate Dean for Faculty, Senior Faculty Support and Transition.** Dr. Rand provided an overview and background for the Senior Faculty Transition Program. The programming options were described with the timeline for phasing into retirement. Plans were modelled after peer institutions. Human Resources will reach out to all eligible faculty. More information can be found on the website. [https://www.hopkinsmedicine.org/fac\\_development/sr-faculty-retirement-resources](https://www.hopkinsmedicine.org/fac_development/sr-faculty-retirement-resources)

**II. Janice Clements, PhD, Vice Dean for Faculty & Gaynae Yenokyar, PhD.** Dean Clements and Dr. Yenokyar presented the results of the annual Faculty Salary Study conducted by the School of Medicine. Dr. Yanokyar reviewed methodology, results and led discussion. Dr. Clements reminded the Faculty Senate that the Gold Book revisions, published in September, would help clarify compensation. The results look for equity across the institution, not solely gender equity. New compensation plans will model closely after instruments used to measure the study. Slides will be available after presentation for the ABMF.

**III. George Economas, Senior Director for Security.** Mr. Economas offered an overview of crime rates and the security office's response to support campus faculty and staff. Mr. Economas described efforts made to partner with Baltimore City Police, and project plans looking to be rolled out later this fiscal year. The Faculty Senate raised concerns and a discussion was had to address concerns.

**IV. Announcements.** Chairman Ishii presented updates from the IEE. The IEE is accepting nominations for three awards and encourages faculty to feel empowered to approach leadership for nomination. The APPC and PPC have new chairs, Alan Partin, MD, PhD, and Ralph Hruban, MD. Chairman Ishii asked the Senate to discuss writing a thank you note for support around the Parental Leave Policy. A motion was made and the verbiage for the note was approved. A motion was made and an agreement in signing the notes from the Faculty Senate as a collective was approved.

With no further discussion or announcements meeting Dr. Ishii thanked everyone for coming and adjourned the meeting at 4:40 PM.

The Faculty Senate will meet next on November 8, 2018 in Darner G-007.

Respectfully submitted,

Mahadevappa Mahesh, MS, PhD  
*Recording Secretary*