

**MINUTES**  
**443rd MEETING OF THE FACULTY SENATE**  
**3:00 pm, Wednesday, October 21, 2015**  
**School of Medicine Administration, Board Room 103**

**PRESENT:** Drs. Ahuja, Aucott, Best, Blakeley, Carey, Chanmugam, Crino, Dlhosh, Eghrari, Frank, Gonzalez-Fernandez, Hartman, Ishii, Lehmann, Li, Mahesh, Marciscano, McCormack, Poynton, Reddy, Redgrave, Sokoll, Solomon, Sperati, Tamashiro, Tobian, Urban, Wilson, Zahnw.

**Mmes:**

**Messrs:**

**ABSENT:** Drs. Andrisse, Aygun, Barone, Baker, Bettridge, Bivalacqua, Bosmans, Bunz, Bydon, Chung, Conte, Daoud, Daumit, Emmett, Gable Gupta, Huddle, Kudchadkar, LaCour, Lee, Mooney, Nieman, Pettigrew, Puts, Puttgen, Rini,, Shepard, Shuler, Srikumaran, Swartz, Taverna, Tewelde, Tufaro, Wade, Wyhs, Zhou.

**Mmes:**

**Messrs:** Johnson, Tanner

**REGULAR GUESTS:** Drs. Clements, Skarupski

**Mmes:**

**Messrs:**

**GUESTS:** Heidi Conway, Valerie Sikora, Amy Page, Mark Chisamore, Drs. W.P. Andrew Lee, Nauder Faraday, Matt Austin.

**I. Approval of the minutes**

Meeting called to order at 3:08 PM. The minutes of the 442<sup>nd</sup> meeting of the Faculty Senate held on September 16, 2015 were approved.

**II. Announcements and comments from Chair Dr. Crino.**

Faculty Satisfaction Survey – 45% response rate as of 2:30 PM. Friday 10/23/2015 is the deadline. Please encourage your constituents to complete the survey; two important initiatives resulted from the 2013 survey – the faculty compensation taskforce and ensuing white paper and the clinical excellence pathway committee ([2013 Faculty Satisfaction Survey Report](#)). The Dean and the Trustees are focused on faculty questions and concerns. Discussion: 1) if faculty members have issues, please encourage them to discuss their concerns with their faculty senate representative who will then bring the issue to the Faculty Senate; 2) Basic Scientists may have concerns, particularly about faculty satisfaction questions not asked on the survey instrument – recommend that they voice their concerns with their faculty senate representative; 3) Important for leadership to point-out action items taken as a result of the faculty satisfaction data. Dr. Delese LaCour (representing Part-Time Instructors) has resigned from the Faculty Senate; a special election will be held for another representative to complete her term.

**III. Heidi Conway, Sr. Director for Benefits and HR Shared Service**

New online [portal](#) for enrollment and account management launched. Introduced the new JHU Select Funds. American Century and VALIC have been eliminated as investment providers. Offering brokerage services option with access to additional funds. Everyone must go online and select choices. If you do nothing, your funds will default on January 1<sup>st</sup> to Vanguard Target Funds Retirement. **See attached slides.**

**IV. Valerie Sikora, MSF, Director Financial Affairs, Financial Planning & Analysis,  
Amy Page, Director, Travel and Expense Programs**

**Mark Chisamore, Senior Associate Strategic Initiatives**

New online [travel portal](#). Recommended for all JH travelers. Integrated approach to travel - incorporates business and personal travel – includes monitoring international travelers for safety. Discounted prices and savings using the preferred providers. **See attached slides.**

**V. W. P. Andrew Lee, MD, Director, Plastic Surgery, Chair, Associate Professor Promotions Committee  
Nauder Faraday, MD, MPH, Vice Chair, Associate Professor Promotions Committee.**

Revised CV template for promotions. Presented to the ABMF in September – pending final approval – implementation anticipated January 2016. Important to remember that peer-reviewed manuscripts are not the only form of scholarship considered for promotion (especially important for faculty members on the clinicians with distinction pathway). **See attached slides.**

**VI. Matt Austin, Assistant Professor, SOM Admin Armstrong Institute**

Patient Safety & Quality Data Transparency [Website](#). **See attached slides.**

With there being no further business, Dr. Crino thanked everyone for coming and adjourned the meeting at 5:00PM

Respectfully submitted,  
Masaru Ishii, MD, PhD  
Recording Secretary



# JHU Retirement Plan Changes

Effective January 1, 2016

**Town Hall Seminar**



**JOHNS HOPKINS**  
UNIVERSITY

# What We Will Cover

- Background
- Key Changes & What Is Not Changing
- New Online Portal
- JHU Select Funds
- Investment Options
- Retirement Choice Period
- How to Enroll
- What Do I Have To Do?
- Questions?

# Background

Johns Hopkins University is restructuring its retirement plan administration and investment options to:

- Offer you an online retirement planning experience
- Ensure the university remains compliant with the regulations that govern retirement plans
  - IRS and DOL regulations require more structured oversight of 403(b) retirement plans

# Background

The university evaluated the current retirement plans in terms of:

## Service Providers\*

Five investment providers: American Century, Fidelity, TIAA-CREF, VALIC and Vanguard

Analysis of services and costs

## Investment performance\*

Evaluated long-term performance and fees

## Costs\*

Administering and maintaining the plans

*\*Completed with an independent consultant*

# Key Changes

1

Launch a **new online portal** for enrollment and account management

2

Introduce the new **JHU Select Funds\***

3

Eliminate **American Century and VALIC** as investment providers

4

Offer a **Brokerage Services** option with access to additional funds

\*Chosen and monitored for performance and cost

- All participants will be asked to acknowledge that the JHU Select Funds are monitored for performance and other options are not, via the JHU Select Funds Consent
- All JHU Retirement Plan participants will need to make an active election during Retirement Choice or they will default to the standard JHU Select Fund

# What Is Not Changing

- Plan design and plan rules remain the same
  - Eligibility and vesting
  - Employer contributions to all 403(b) plans
  - Support Staff Pension Plan will remain unchanged
- Existing balances can remain where they are, regardless of current investment provider(s)
- Retain Fidelity, TIAA-CREF and Vanguard as investment providers
- Employees currently investing with Fidelity, TIAA-CREF or Vanguard:
  - Can keep investment selections exactly as they are – must log in to make this choice or be automatically invested in the JHU Select Funds
  - Can also make new elections if they choose to do so

# Action Required

**Each JHU Retirement Plan participant MUST take action during the Retirement Choice period between October 14, 2015 and November 11, 2015**

You will:

- Visit the *myChoices* tab on the JHU Benefits website
- Log in to the Retirement Choice online portal
- Accept the JHU Select Funds Consent
- Confirm or change how you want to invest.

*These choices will take effect January 1, 2016*

After January 1, 2016, the online portal will be available to make changes to your retirement account



# New Online Portal

- Used for online enrollment, managing contributions and investment provider elections
- View all JHU retirement plan assets and history in one place, regardless of investment provider
- Provides access to JHU Select Funds, which will be monitored by the university for performance and cost
- Provides access to Fidelity, TIAA-CREF, Vanguard and Brokerage Services
- Hosted by TIAA-CREF
  - Primary point of contact, regardless of investment provider

# JHU Select Funds

- Chosen based on performance and cost
  - Based on quantitative and qualitative results relative to markets, objectives, style, benchmarks and peers
  - **All participants will be asked to acknowledge that the JHU Select Funds are monitored for performance and other options are not, via the JHU Select Funds Consent**
- Features passively managed index mutual funds
- Approved by JHU Board of Trustees

## Benefits

Simplicity

Diversification

Market returns

Lower fees

# JHU Select Funds

- Funds include:
  - Vanguard Target Retirement Series
  - Five Core Mutual Funds:
    - Vanguard Prime Money Market
    - Vanguard Inflation-Protected Securities
    - Vanguard Total Bond Market Index
    - Vanguard Total Stock Market Index
    - Vanguard Total International Stock Index
- Automatically invested in a Vanguard Target Retirement Fund on the Select Funds menu if no active election is made
- Hosted by TIAA-CREF

## Target Retirement Funds

are an easy, one-step, investing option, offering a diversified portfolio in a single fund.

The investment mix gradually becomes more conservative as retirement approaches, reducing overall risk.

# Investment Options

- You may invest directly with the three investment providers that are being retained
- These options **will not** be monitored by JHU for performance

Fidelity	TIAA-CREF	Vanguard
184 mutual funds	13 mutual funds and annuities Brokerage Services	88 mutual funds

- **You may no longer invest directly with American Century and VALIC** starting in 2016 (for future contributions)
  - Current balances may remain with American Century and VALIC
  - American Century investments available through Brokerage Services

# Retirement Choice Period

From **October 14, 2015, through November 11, 2015**, you will choose how to invest your future plan contributions starting January 1, 2016.

- **All employees** enrolled in the 403(b) plan must make an election:
  - Log in to the online portal via the “Retirement Benefits” button on the *myChoices* tab of the Benefits website
  - Choose “Keep Current Elections” or “Change Elections”
- If no action is taken:
  - Current account balances will remain where they are
  - Future contributions will be automatically invested in an age-appropriate Vanguard Target Retirement Fund through the JHU Select Funds (hosted by TIAA-CREF)

# Keep Current Elections

Change your elections or keep them the same by choosing one of the two enrollment options on this page.

## Option 1: Change Elections

Choose this option to change your contribution amount or investments. This option allows you to access the JHU Select Funds.

Change Elections

## Option 2: Keep Current Elections

Choose this option to keep all of your existing retirement plan elections, including your contribution amount and investments. To make a change or access the JHU Select Funds, choose Option 1.

Keep Current Elections



- Option for those currently investing with TIAA-CREF, Fidelity and/or Vanguard
- Easy one-step enrollment with “Keep Current Elections”:
  - Current contribution amount remains the same
  - Investment provider(s) remains the same
  - Individual investments remain the same

# Change Elections

The screenshot shows a web interface for a retirement plan. At the top, there are four tabs: 'PLAN SUMMARY' (selected), 'MANAGE CONTRIBUTIONS', 'PLAN HISTORY', and 'PLANNING BASICS'. Below the tabs, the page title is 'Your Plan Summary' with a 'PRINT' icon to the right. The main content area has a heading 'You are now in Retirement Choice' followed by the dates 'From 10/14/2015 through 11/11/2015'. Below this, a message states: 'You can continue to submit changes until Retirement Choice ends on 11/11/2015. Your elections will go into effect on 01/01/2016.' At the bottom left of this section is an orange button labeled 'Review & Make Changes >'. A large blue arrow points from the right towards this button.

- Required for those currently investing with American Century and/or VALIC
- Click “Review and Make Changes” to choose:
  - Contribution amount
  - New investment provider(s)
  - Investments

# Impact of Changes

Current Investment Provider	Maintain Existing Balances	Future Contributions	REQUIRED ACTIONS During Enrollment Period	If Required Actions NOT TAKEN	Optional Actions During Enrollment Period
<b>INVESTMENT PROVIDERS EFFECTIVE January 1, 2016</b>					
<b>Fidelity</b>	Yes	Yes	<ol style="list-style-type: none"> <li>Log in to online portal</li> <li>Accept consent</li> <li>Choose investments going forward:                             <ul style="list-style-type: none"> <li>“Keep Current Elections” or</li> <li>“Change Elections”</li> </ul> </li> </ol>	Contributions starting 1/1/16 will be automatically invested in a Vanguard Target Retirement Fund within the JHU Select Funds at TIAA-CREF.	<ul style="list-style-type: none"> <li>Change contribution amount(s)</li> <li>Change investment(s)</li> <li>Update beneficiary designations</li> <li>Transfer funds between providers</li> </ul>
<b>TIAA-CREF</b>	Yes	Yes			
<b>Vanguard</b>	Yes	Yes			
<b>INVESTMENT PROVIDERS ELIMINATED EFFECTIVE January 1, 2016</b>					
<b>American Century</b>	Yes	Yes, through Brokerage Services	<ol style="list-style-type: none"> <li>Log in to online portal</li> <li>Accept consent</li> <li>Elect contribution amount(s)</li> <li>Select investment provider(s)</li> <li>Open new accounts through Fidelity, TIAA-CREF and/or Vanguard websites</li> <li>Add beneficiaries</li> </ol>	Contributions starting 1/1/16 will be automatically invested in a Vanguard Target Retirement Fund within the JHU Select Funds at TIAA-CREF.	For Existing Balances: <ul style="list-style-type: none"> <li>Update beneficiary designations</li> <li>Transfer funds between providers</li> </ul>
<b>VALIC</b>	Yes	No			



# How to Enroll

Visit the myChoices tab of the Benefits website and click on the “Retirement Benefits” button to get started. This will take you to the new online portal.

The screenshot displays the Johns Hopkins University Human Resources Benefits website. The top navigation bar includes the university logo, 'HUMAN RESOURCES Benefits', and a 'mychoices' button. A blue arrow points from the 'mychoices' button to the 'RETIREMENT' tab in the main navigation menu. Below the navigation, the 'myChoices' section lists 'Health & Life' and 'Retirement'. A 'RELATED LINKS' section is also visible. The main content area, titled 'myChoices Enrollment', contains a welcome message and two primary buttons: 'HEALTH AND LIFE BENEFITS' and 'RETIREMENT BENEFITS'. The 'RETIREMENT BENEFITS' button is highlighted with a blue gradient and lists 'Retirement Choice' and 'Open Enrollment' as options.

**JOHNS HOPKINS UNIVERSITY**

HUMAN RESOURCES  
Benefits

mychoices

HEALTH & LIFE WELLNESS RETIREMENT TUITION OTHER BENEFITS NEW HIRES LIFE EVENTS RESOURCES

**myChoices**  
Health & Life  
Retirement

**RELATED LINKS**

**myChoices Enrollment**

Welcome to the myChoices site. Here you will find information, tools and resources that will help you make your benefits choices.

**HEALTH AND LIFE BENEFITS**  
2016 Annual Enrollment  
New Hires  
Life Events

**RETIREMENT BENEFITS**  
Retirement Choice  
Open Enrollment

# Benefits website Welcome Screen

The screenshot shows the top navigation bar with the Johns Hopkins University logo and the text 'HUMAN RESOURCES Benefits'. Below this is a secondary navigation bar with links for 'HEALTH & LIFE', 'WELLNESS', 'RETIREMENT', 'TUITION', 'OTHER BENEFITS', 'NEW HIRES', 'LIFE EVENTS', and 'RESOURCES'. A 'mychoices' logo is also present. The main content area is titled 'Welcome to Retirement Choice' and contains several paragraphs of text and a list of related links.

**myChoices Retirement**

- ▶ Welcome
  - Learn About the Changes
  - Tools to Help You Plan
  - Take Action

**RELATED LINKS**

- ▶ Retirement Choice Online Portal: [Enroll Now!](#)
- ▶ Decision Guide
- ▶ Quick Start Guide - Currently Investing with TIAA-CREF, Fidelity, or Vanguard
- ▶ Quick Start Guide - Currently Investing with American Century or VALIC
- ▶ How Am I Impacted?
- ▶ Where Can I Get Help?
- ▶ Town Hall FastFacts Presentation
- ▶ Frequently Asked Questions
- ▶ JHU Select Funds Consent
- ▶ Glossary of Terms
- ▶ Gazette Article
- ▶ HR NewsWire

## Welcome to Retirement Choice

he myChoices Retirement website provides you with the information you need about the upcoming changes to the JHU Retirement Plan.

In 2016, we will be updating your retirement plans to incorporate changing government regulations and to provide you with an enhanced online experience.



All employees enrolled in the 403(b) plan will need to take action between October 14, 2015, and November 11, 2015, to make Retirement Plan decisions for 2016. Click to [enroll now](#).

To review your 403(b) plan eligibility, take a look at the [Retirement tab](#) on Benefits website.

Click on the links on the left side of this page to learn about the changes, tools to help you plan, and what actions you need to take. If you have questions about Retirement Choice 2016, please contact the Benefits Service Center at 410 516-2000 or email the Benefits team at [retirementchoice@jhu.edu](mailto:retirementchoice@jhu.edu).

For assistance with the online enrollment site, contact the JHU Retirement Center at TIAA - CREF at 1-888-200-4074.

# Timeline

2015	Sept	Oct	Nov	Dec	Jan 2016
Prepare Leadership					
Announce and Educate Employees					
Retirement Choice Period		<div data-bbox="1025 851 1362 975" style="border: 1px solid black; padding: 5px; text-align: center;"> <b>Enrollment</b>  <i>Oct 14 – Nov 11</i> </div>			
Changes in Effect					<b>Effective</b> <b>January 1</b>

# Communication Outline

<b>Leadership Materials</b>	<b>Mid Sept 2015</b>
Email, Fast Facts and FAQs	
<b>Announcement Materials</b>	<b>Late Sept – Early Oct 2015</b>
Employee announcement; Benefits website; Decision Guide mailed to employee homes	
<b>Education and Outreach</b>	<b>Sept – Dec 2015</b>
Town hall meetings and help desks; on-demand presentations; Benefits website; increased one-on-one financial counseling; various Gazette, The Hub, HR NewsWire, Today's Announcements & Inside Hopkins Medicine articles	
<b>Retirement Choice Period</b>	<b>Oct 14 – Nov 11, 2015</b>
A series of reminders will be sent before and during the enrollment period. Additionally, confirmations will be emailed directly from the system when choices are made	
<b>Investment Provider Materials</b>	<b>Dec 2015</b>
Confirmation statements, welcome kits and legal documents mailed	
<b>Effective Date of Changes</b>	<b>Jan 1, 2016</b>

# Where to Get Help

## LEARN MORE

Attend a Retirement Fair

- October 22, 2015 — Homewood Campus, Glass Pavilion, 10 a.m. – 4 p.m.
- October 27, 2015 — The Johns Hopkins Hospital, Zayed Building, Chevy Chase Room #2117, 10 a.m. – 4 p.m.

Visit a Help Desk to ask questions and complete enrollment online

Get personalized advice at a one-on-one session or over the phone with your investment provider of choice (*see contact information below*)

## TO RECEIVE HELP DECIDING HOW TO BUILD YOUR PORTFOLIO WITH YOUR CHOSEN INVESTMENT PROVIDER(S):

Fidelity:	800 343-0860
TIAA-CREF, including JHU Select Funds:	888 200-4074
TIAA-CREF Brokerage Services:	800 927-3059
Vanguard:	800 523-1036



## Questions?

- Call **JHU Retirement Center at TIAA-CREF**: 888 200-4074, Monday – Friday, 8 a.m. – 10 p.m. and Saturday 9 a.m. – 6 p.m.
- Email [retirementchoice@jhu.edu](mailto:retirementchoice@jhu.edu)
- Call the **JHU Benefits Service Center** 410 516-2000, Monday – Friday, 8:30 a.m. – 5 p.m.



JOHNS HOPKINS  
UNIVERSITY

## Travel Program Overview



October, 2015

# Components of a Managed Travel Program

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## Johns Hopkins Travel Program: What It Will Look Like...

The Travel Program was designated to promote three primary benefits for the University and Health System: 1) Enhanced Customer Service, 2) Improved Safety Support, and 3) Increased Cost Savings.

### Enhanced Customer Service



- Single travel portal with direct access to online booking tool, policies and training documents
- TMC agent supported-itinerary changes (i.e., avoid long lines at airports and let the TMC agents amend your flight, hotel, and ground transportation reservations)
- 24/7/365 customer and emergency support to improve travel experience

### Improved Safety Support



- Centralized itineraries to improve Duty of Care
- Automatic integration with the Johns Hopkins Travel Registry and iSOS to notify travelers in the event of an emergency (anywhere in the world)

### Increased Cost Savings



- Integrated online booking tool with pre-loaded, negotiated rates on Johns Hopkins travel portal
- Low fare guarantees if lower fares are found (for identical itineraries only)
- TMC support to leverage spend and negotiate discounts with hotels, airlines, rental cars, and other travel suppliers to deliver the best discounts for Johns Hopkins

## Johns Hopkins Travel Program: Preferred Suppliers List

In order to optimize our travel spend, the Johns Hopkins travel program has leveraged its consolidated buying power in the travel sector and negotiated cost-effective contracts with big suppliers.



### Johns Hopkins Preferred Suppliers



Hilton



*Please utilize Johns Hopkins preferred suppliers whenever possible to enable us to continue to negotiate rates for the Johns Hopkins community*

## New to the John Hopkins Travel Program: World Travel, Inc. and Concur

We are pleased to announce two new components to the Johns Hopkins Travel Program: World Travel, Inc. (the new travel management company) and Concur (the online booking tool)

### World Travel, Inc. Overview

World Travel, Inc. (WTI), based in Exton, PA, is a **new travel agency** for the **university** (not to be confused with World Travel Services).

**The Johns Hopkins Travel Committee selected WTI** as its primary travel management company for several reasons, including:

- **Annual booked travel:** over \$1.0 billion
- **Average agent tenure:** 11 years of experience
- **Operating Hours:** 24/7/365 service (all insourced)
- **Academic Client References:** UPenn, American University and Villanova University



### Concur Overview

Concur is the online booking tool that WTI licenses to book travel. Concur, which it is not owned by WTI, is the user interface for corporate bookings.

Concur is a tool **leveraged** by many **academic institutions** and will provide Johns Hopkins travelers with a **number of benefits**, including:

- Lower transaction fees and lower ticket prices
- Web fare and multi-GDS integration
- Complete configuration and training
- Complete quality control and reporting



# Value Added Services

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World Travel, Inc. offers an array of value-added services to meet client needs.

Experience travel consultants (~11 years average experience)	24-hour reservation center	International rate desk
E-Ticket recovery	No additional agency fees for refunds or voids	Integration with Johns Hopkins Travel Registry
Same day + 24-hour voiding capability in the USA	FlightStats	WorldQC

# Johns Hopkins Travel Portal

Go to:  
<http://travel.jhu.edu>

**JOHNS HOPKINS**  
UNIVERSITY & MEDICINE  
SHARED SERVICES



**SSC QUICKLINKS**  
Please Select:

ACCOUNTS PAYABLE

ACCOUNTS RECEIVABLE

FIXED ASSETS

HR / PAYROLL

INTER-ENTITY

SPONSORED PROJECTS

SUPPLY CHAIN

**TRAVEL**

- + Home
- + Booking Travel
- + Policy
- + Preferred Suppliers
- + Traveler Tools
- + Payment Tools
- + FAQs

**Johns Hopkins Travel and Expense Management**

Johns Hopkins Travel and Expense Management is the central resource for University faculty, staff, and students with regard to business travel on behalf of the University. We hope you will take time to review the resources available on this site. Please use them and share your thoughts on how we can support you moving forward with your travel needs.

We work tirelessly to provide exceptional service to Johns Hopkins through a number of mechanisms:

- Negotiating with travel Suppliers for University discounts and improved services for air, hotel, rental cars and other travel related services
- Collaborating with World Travel, Inc. the preferred travel management company for the university
- Implementing Concur, the online booking tool, to expedite travel reservations for faculty and staff
- Developing, maintaining and managing central travel- and expense-related policies and procedures

**The following entities have transitioned to exclusive service with World Travel, Inc. (WTI). These entities should use WTI for all travel arrangements:**

- University Administration (as of 1/20/2015)
- JHPIEGO (as of 5/27/2015)
- Whiting School of Engineering (as of 6/1/2015)
- JHU Press (as of 7/8/2015)
- Carey Business School (as of 7/13/2015)

If you are in a division/school not listed above, please continue using your existing [travel agencies](#) until otherwise notified.

Questions? Contact [jhtravel@jhu.edu](mailto:jhtravel@jhu.edu).

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Last Updated 07/14/2015

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[Contact Us](#) | [FAQ](#) | [Sitemap](#)

## Need Help?

If you have additional questions, now or later, please contact one of the individuals below for support.

Topic	WTI Contacts	Email	Phone
Booking Travel	Adrienne Burton (Lead Agent)	<a href="mailto:jhuttravel@worldtravelinc.com">jhuttravel@worldtravelinc.com</a>	(888) 433-2556 (484) 348-6310
Concur	Concur Online Support Team	<a href="mailto:onlinehelp@worldtravelinc.com">onlinehelp@worldtravelinc.com</a>	(800) 221-4730
Mobile Support	Mobile Support Team	<a href="mailto:mobile@worldtravelinc.com">mobile@worldtravelinc.com</a>	n/a
Groups and Meetings	Johns Hopkins Agents	<a href="mailto:jhuttravel@worldtravelinc.com">jhuttravel@worldtravelinc.com</a>	(888) 433-2556 (484) 348-6310

Topic	JH Contacts	Email	Phone
Travel Portal	JHU Purchasing	<a href="mailto:jhtravel@jhu.edu">jhtravel@jhu.edu</a>	(443) 997-1000
Travel Policy			
Reimbursement	JH Accounts Payable	<a href="mailto:apssc@jhmi.edu">apssc@jhmi.edu</a>	(443) 997-6688
Other IT Issues	JH IT Help Desk	n/a	(410) 955-HELP (410) 516-HELP
Other Travel Topics	Amy Page / Julie Farver	<a href="mailto:jhtravel@jhu.edu">jhtravel@jhu.edu</a>	n/a

For more information, please contact us at [jhtravel@jhu.edu](mailto:jhtravel@jhu.edu) or visit the [Johns Hopkins Travel Portal](http://travel.jhu.edu).  
(<http://travel.jhu.edu>)

## WTI Designated Team

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World Travel, Inc. has a robust and experienced team dedicated to support Johns Hopkins travelers.


Contact	Title	Email	Phone
Adrienne Burton	Johns Hopkins Team Lead	<a href="mailto:jhuttravel@worldtravelinc.com">jhuttravel@worldtravelinc.com</a>	(888) 433-2556  (484) 348-6310
Tim Briggs	Johns Hopkins Agent		
Terrie Posta	Johns Hopkins Agent		
Melissa Holsopple	Johns Hopkins Agent		
After Hours Agent Support	World Travel Agent	<a href="mailto:afterhours@worldtravelinc.com">afterhours@worldtravelinc.com</a>	(888) 433-2556
Donna Rufo	Account Manager	<a href="mailto:drufo@worldtravelinc.com">drufo@worldtravelinc.com</a>	(484) 348-6694





**Appendix:  
Selected Screenshots from  
Concur Travel  
(Online Booking Tool)**



# Concur Travel – Home Screen

 [Travel](#) [Administration](#) [App Center](#) [Help](#)






[Profile](#) 

  
Hello, Mark 01  
View Trips

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
### TRIP SEARCH


[Booking for myself](#) | [Book for a guest](#)

**Air/Rail Search**

Round Trip  One Way  Multi-Segment




Departure City   
  
[Find an airport](#) | [Select multiple airports](#)


Arrival City   
  
[Find an airport](#) | [Select multiple airports](#)

[Show More](#)

Or, tell us in your words what you want to do

### COMPANY NOTES


**Your Designated Agent Team Phone - 888-433-2556  / Email: [jhutrael@worldtravelinc.com](mailto:jhutrael@worldtravelinc.com)**  
**Calling from outside the United States? Please call: 484-348-6310 **  
**For Concur technical support (M-F 8a-8p ET) - Phone: 800-221-4730  / Email: [onlinehelp@worldtravelinc.com](mailto:onlinehelp@worldtravelinc.com)**



[Read more](#)

### MY TRIPS (1)

**JUL 18 - 21** **Trip from Baltimore to Nashville**  
Attend 2015 NACUBO Annual Meeting / Nashville

[More](#) 

### FACTS & STATS

**Did you know?**

If you don't have a garment bag, you can roll your blazer and put it at the top of your bag to prevent wrinkles.

**Did you know?**

Some countries won't let you enter if your passport expires within 6 months. Keep your passport updated!

# Concur Travel – Travel Tab Screen

The screenshot displays the Concur Travel interface. At the top, there is a navigation bar with the Concur logo and tabs for 'Travel', 'Administration', and 'App Center'. A user profile icon and 'Help' link are visible in the top right. Below the navigation bar, there are sub-tabs for 'Travel', 'Arrangers', 'Trip Library', 'Templates', and 'Tools'. The main content area is divided into two columns. The left column contains the 'Air/Rail Search' section, which includes options for 'Booking for myself' or 'Book for a guest', icons for different travel modes, and search criteria for departure and arrival cities. A 'Search' button is prominently displayed. The right column contains a 'Company Notes' section with tabs for 'Upcoming Trips' and 'Trips Awaiting Approval'. It features contact information for a designated agent team, a 'LIVE HELP online' icon, and several informational paragraphs regarding service fees, car rental suppliers, GSA hotel rates, last-minute flights, the WorldMobile app, and first-time users.

**CONCUR** Travel Administration App Center Help

Profile

Travel Arrangers Trip Library Templates Tools

Booking for myself | Book for a guest

Air/Rail Search

Round Trip One Way Multi-Segment

Departure City  
BWI - Baltimore Washington Intl Arpt - Baltimore, MD  
Find an airport | Select multiple airports

Arrival City  
Find an airport | Select multiple airports

**Search**

[Show More](#)

Or, tell us in your words what you want to do  
e.g. flight from JFK to Paris on Tuesday **Search**

Company Notes Upcoming Trips Trips Awaiting Approval

**Your Designated Agent Team Phone - 888-433-2556 / Email: [jhtravel@worldtravelinc.com](mailto:jhtravel@worldtravelinc.com)**  
**Calling from outside the United States? Please call: 484-348-6310**  
**For Concur technical support (M-F 8a-8p ET) - Phone: 800-221-4730 / Email: [onlinehelp@worldtravelinc.com](mailto:onlinehelp@worldtravelinc.com)**

**LIVE HELP online**

**Please click the Live Help Icon to chat with Online Support.**  
**Support Hours: 9:00am to 5:00pm Eastern (Monday thru Friday)**

**Did you know?**

**To avoid additional service fees if you need to add a car and/or hotel to your already booked airline reservation, please access your Trips from the Home Page and click on the link to 'Add a Car or Hotel to your itinerary'.**

**We are pleased to announce National Car Rental and Enterprise Rent-A-Car as our primary car rental suppliers! All travelers will be able to access improved rates for National and Enterprise car rentals for business travel.**

**[CLICK HERE FOR GSA HOTEL PER DIEMS](#)**

**Last Minute Flights:** If you are making airline reservations within 6 hours of flight departure time, please contact World Travel Inc. and speak to an agent to expedite your booking.

**Download the WorldMobile®Travel App:** Use WorldMobile® to access your travel information at all times. The WorldMobile® App provides intuitive features that help improve your travel experience, including trip details, destination information, FlightStats, and more. For more information, [click here](#).

**First Time User?**  
If you are a first time user, please access your profile by selecting "Profile" at the top of this page. Complete your entire profile before beginning to book travel.

# Concur Travel – Trip Library

Access the itineraries from all trips you've booked (online or with agent) for the past 12 months:

CONCUR | Travel | Administration | App Center | Help | Profile

Travel | Arrangers | Trip Library | Templates | Tools

## Trip Library

Search Trip Names:

Dates To Use:  Booking Dates  Travel Dates

Date Range:    Include withdrawn trips

Trip Name/Description	Status	Date Booked	Start Date	End Date	Action
Trip from Baltimore to Nashville (NSQ9X9) Attend 2015 NACUBO Annual Meeting / Nashville	Ticketed	03/05/2015	07/18/2015	07/21/2015	<a href="#">Cancel Trip</a>

# Concur Travel – Profile Options

[Travel](#) | [Reporting](#) | [App Center](#)

[Administration](#) | [Help](#)

[Profile](#)

## Your Information

- [Personal Information](#)
- [Company Information](#)
- [Contact Information](#)
- [Email Addresses](#)
- [Emergency Contact](#)
- [Credit Cards](#)

## Travel Settings

- [Travel Preferences](#)
- [International Travel](#)
- [Frequent-Traveler Programs](#)
- [Assistants/Arrangers](#)

## Other Settings

- [E-Receipt Activation](#)
- [System Settings](#)
- [Connected Apps](#)
- [Concur Connect](#)
- [Change Password](#)
- [Privacy Statement](#)
- [Travel Vacation Reassignment](#)
- [Mobile Registration](#)
- [I'm Assisting...](#)

# Profile Options

Select one of the following to customize your user profile.

**Personal Information**  
Your home address and emergency contact information.

**Company Information**  
Your company name and business address or your remote location address.

**Credit Card Information**  
You can store your credit card information here so you don't have to re-enter it each time you purchase an item or service.

**E-Receipt Activation**  
Enable e-receipts to automatically receive electronic receipts from participating vendors.

**Travel Vacation Reassignment**  
Going to be out of the office? Configure your backup travel manager.

**Mobile Registration**  
Set up access to Concur on your mobile device

**System Settings**  
Which time zone are you in? Do you prefer to use a 12 or 24-hour clock? When does your workday start/end?

**Contact Information**  
How can we contact you about your travel arrangements?

**Setup Travel Assistants**  
You can allow other people within your companies to book trips and enter expenses for you.

**Travel Preferences**  
Carrier, Hotel, Rental Car and other travel-related preferences.

**Change Password**  
Change your password.

# Concur Travel – Traveler Profile

## Your Information

- Personal Information
- Company Information
- Contact Information
- Email Addresses
- Emergency Contact
- Credit Cards

## Travel Settings

- Travel Preferences
- International Travel
- Frequent-Traveler Programs
- Assistants/Arrangers

## Other Settings

- E-Receipt Activation
- System Settings
- Connected Apps
- Concur Connect
- Change Password
- Privacy Statement
- Travel Vacation Reassignment
- Mobile Registration
- I'm Assisting...

## My Profile - Personal Information

Jump To:

Disabled fields (gray) cannot be changed. If there are errors in these fields, contact your company's travel administrator.

Fields marked **[Required]** must be completed to save your profile.

Change Picture



**Important Note**  
**Your Name and Airport Security:** Please make certain that the first, middle, and last names shown below are identical to those on the photo identification that you will be presenting at the airport. Due to increased airport security, you may be turned away at the gate if the name on your identification does not match the name on your ticket.

Title	First Name	Middle Name <b>[Required]</b>	Nickname	Last Name	Suffix
<input type="text"/>	<input type="text" value="William"/>	<input type="text"/>	<input type="text" value="Apollo"/>	<input type="text" value="Never"/>	<input type="text"/>
		<input checked="" type="checkbox"/> No Middle Name			

### Company Information

Employee ID	<input type="text"/>		
Manager	Employee Position/Title	Org. Unit/Division	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Work Address

Company Name:  Assigned Location:

Street:   Address same as assigned location

City	State/Province/Region	Postal Code	Country
<input type="text" value="Douglassville"/>	<input type="text" value="PA"/>	<input type="text" value="19518"/>	<input type="text" value="United States of America"/>

# Concur Travel – Air Search Screen

### Trip Summary

**Select Flights**

Round Trip  
 BWI - LAX  
 Outbound: Mon, 08/10/2015  
 Return: Fri, 08/14/2015

**Select a Car** Remove

Days: 4  
 LAX - Terminal  
 Pick-up: Mon, 08/10/2015  
 Drop-off: Fri, 08/14/2015

**Select a Hotel** Remove

Nights: 4  
 University of Southern California  
 Check-in: Mon, 08/10/2015  
 Check-out: Fri, 08/14/2015

**Finalize Trip**

## BALTIMORE, MD TO LOS ANGELES, CA MON, AUG 10 - FRI, AUG 14

[Print / Email](#)

[Hide matrix](#)

	Southwest	American Airlines	Delta	US Airways	United	Multiple Carriers
All 58 results	◆◆	◆◆	◆◆	◆◆	◆◆	◆◆
Nonstop 2 results	1 results	--	--	--	1 results	--
1 stop 45 results	13 results	10 results	6 results	5 results	10 results	1 results
2 stops 11 results	1 results	1 results	--	2 results	--	7 results

**Baggage Fee Policies** [Show fare display legend](#)

Shop by Fares  Shop by Schedule  Sorted By: Depart - Earliest

Prices shown are estimated round-trip fares

= Fly America Compliant Flight

We could do a deeper search to find additional flights, including sold out flights. [Load detailed schedule data.](#)

Outbound  Return

**Baltimore, MD - Mon, Aug 10**

Displaying: 58 out of 58 results. << Previous 1 2 3 4 5 6 Next >> | All

	Carrier	Depart	Arrive	Stops	Class	Seat Map
<b>Starting From: \$450.20</b>	US Airways <sup>1</sup> #937	<b>BWI</b> 05:19 am → <b>DFW</b>	07:40 am	0	Economy	
	US Airways <sup>1</sup> #2250	<b>DFW</b> 08:40 am → <b>LAX</b>	10:00 am	0	Economy	
	◆◆ 7h 41m; <sup>1</sup> Operated by American Airlines; Boeing 737-800; (Apollo)					
<b>Starting From: \$450.20</b>	American Airlines #937	<b>BWI</b> 05:19 am → <b>DFW</b>	07:40 am	0	Economy	
	American Airlines #2250	<b>DFW</b> 08:40 am → <b>LAX</b>	10:00 am	0	Economy	
	◆◆ 7h 41m; Boeing 737-800; (Apollo)					
<b>Starting From: \$450.20</b>	US Airways <sup>1</sup> #937	<b>BWI</b> 05:19 am → <b>DFW</b>	07:40 am	0	Economy	
	US Airways <sup>1</sup> #2425	<b>DFW</b> 10:50 am → <b>LAX</b>	12:16 pm	0	Economy	
	◆◆ 9h 57m; <sup>1</sup> Operated by American Airlines; Boeing 737-800; (Apollo)					

**Change Flight Search** ▼

---

**Outbound - Mon, Aug 10** ^

Depart 05:19 AM - 03:00 PM

Arrive 09:15 AM - 09:30 PM

---

**Display Settings** ^

Hide Propeller Planes

---

**Airport Filters** ^

**Departure**

BWI - Baltimore, MD

- 16 -

# Concur Travel – Hotel Search Screen

**Change Search**

Check-in Date: 01/13/2015    Check-out Date: 01/14/2015

Find hotels within 5 Distance Units miles of

Airport     Address  
 Company Location     Reference Point / Zip Code

Please enter an airport.  
 ORD - O'Hare Intl Arpt - Chicago, IL

With names containing:

**Price**

\$89 - \$559

**Neighborhood**

Addison Historical District (2)  
 Conti Circle (1)  
 Lake Briarwood (8)  
 Lee (1)  
 Metra-Bensenville Station (1)  
 Norma (2)  
 O'Hare (8)

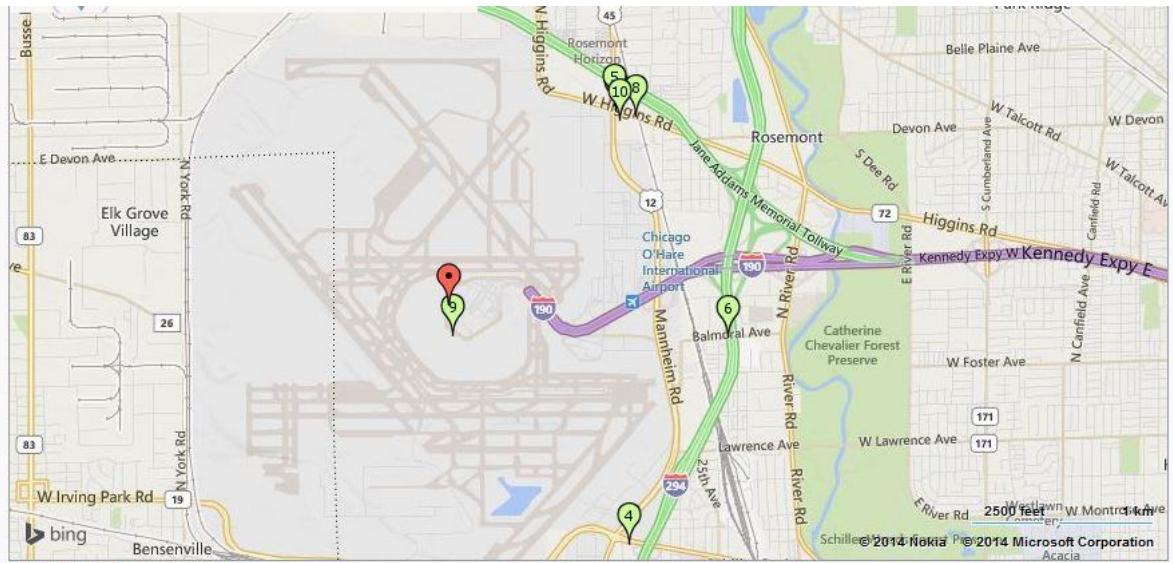
**Hotel chain**

Chain     Superchain

Aloft Hotels (1)  
 Best Western (2)  
 Candlewood Stes (1)  
 Cendant Trip Rewards (0)  
 Comfort Inns (1)  
 Comfort Suites (1)  
 Country Inn (2)

[Check All](#) | [Reset](#)

**Hotel Amenities**




**View map legend**

Sorted By: Policy - Most Compliant    With names containing:

Lodging Per Diem limit for Chicago -- Cook County: \$132

[Expand All Details](#)  
 Displaying: 59 out of 59 results.    << Previous 1 2 3 4 5 6 Next >> | All

**1. Extended StayAmerica**



1201 E Touhy Ave  
Des Plaines, IL 60018  
Oakton  
2.14 miles | [view map](#)

★ ★ ★ ★ ★  
rate this hotel

from  
**\$100**

[more info](#) | [compare](#)    [hide rooms](#)

**Breakfast Fees:** Continental: Free  
**Internet Fees:** High Speed: Free, Common Area High Speed: Free  
**Wireless Fees:** Wireless: Free  
**Parking Fees:** Parking: Free

\$100	Standard Studio 1 Queen Bed Nonsmkg Free Wifi And Grab And Go Bkfst 32in Lcd Tv Radius Travel (Rate Code: A07AWW) (Apollo)
\$100	Standard Studio 1 Queen Bed Free Wifi And Grab And Go Bkfst 32in Lcd Tv Radius Travel (Rate Code: A01AWW) (Apollo)
\$100	Standard Studio 1 Queen Nonsmkg Accessible Free Wifi And Grab And Go Bkfst 32in Lcd Tv Radius Travel (Rate Code: A06AWW) (Apollo)
\$100	Standard Studio 1 Queen Bed Free Wifi And Grab And Go Bkfst 32in Lcd Tv Radius Travel (Rate Code: A05AWW) (Apollo)

# Concur Travel – Car Rental Search Screen

Travel Arrangers Trip Library Templates Tools

## Trip Summary



### Select a Car

Days: 4  
LAX - Terminal

Pick-up: Mon, 08/10/2015  
Drop-off: Fri, 08/14/2015



### Finalize Trip

Change Car Search

### Car Display Filters

- Unlimited miles
- Air conditioning
- Hybrid

#### Car Transmission

- Automatic
- Manual

Per Johns Hopkins policy, please decline any additional insurance for domestic travel

Did you know?

To avoid additional service fees if you need to add a car and/or hotel to your already booked airline reservation, please access your Trips from the Home Page and click on the link to 'Add a Car or Hotel to your itinerary'.

PICK UP: (LAX) ON MON, AUG 10 12:00 PM

RETURN: FRI, AUG 14 12:00 PM

[Print / Email](#)

[Hide matrix](#)

All 31 results	Economy Car	Compact Car	Intermediate Car	Standard Car	Full-size Car	Intermediate SUV
2 diamonds	26.46	28.40	30.34	32.28	33.25	46.83
2 diamonds	28.40	30.34	32.28	34.22	35.19	48.77
	34.00	34.00	35.00	36.00	36.00	49.00
	36.50	36.50	37.50	38.50	39.50	90.00
	43.50	43.50	45.50	46.50	47.50	77.00

Sorted By: [Policy - Most Compliant](#)

Displaying: 31 out of 31 results.

<< Previous 1 2 3 4 Next >> | [All](#)

### Economy Car (Apollo) 2 diamonds

E-Receipt Enabled [more info](#)



**\$26.46 per day**  
(Corporate rate)

Select

Unlimited miles  
Pick-up: Terminal: LAX  
Automatic transmission  
Total cost **\$146.64\***





## The Low Fare Guarantee

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Prior to booking, if you find a lower airfare available for your identical itinerary, World Travel, Inc. will match the lower airfare or provide a refund of double the difference.



*This is a traveler-driven process. To submit a refund claim, please visit the Johns Hopkins Travel Portal.*

# Revised CV Template

W. P. Andrew Lee, MD

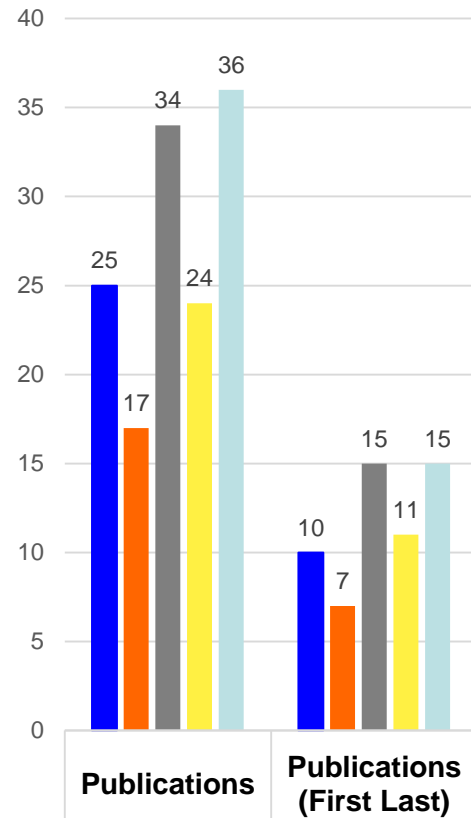
*Chair, Associate Professor Promotion Committee  
The Milton T. Edgerton, MD, Professor and Director  
Department of Plastic & Reconstructive Surgery*

# Scholarship

*As defined in the **Gold Book***

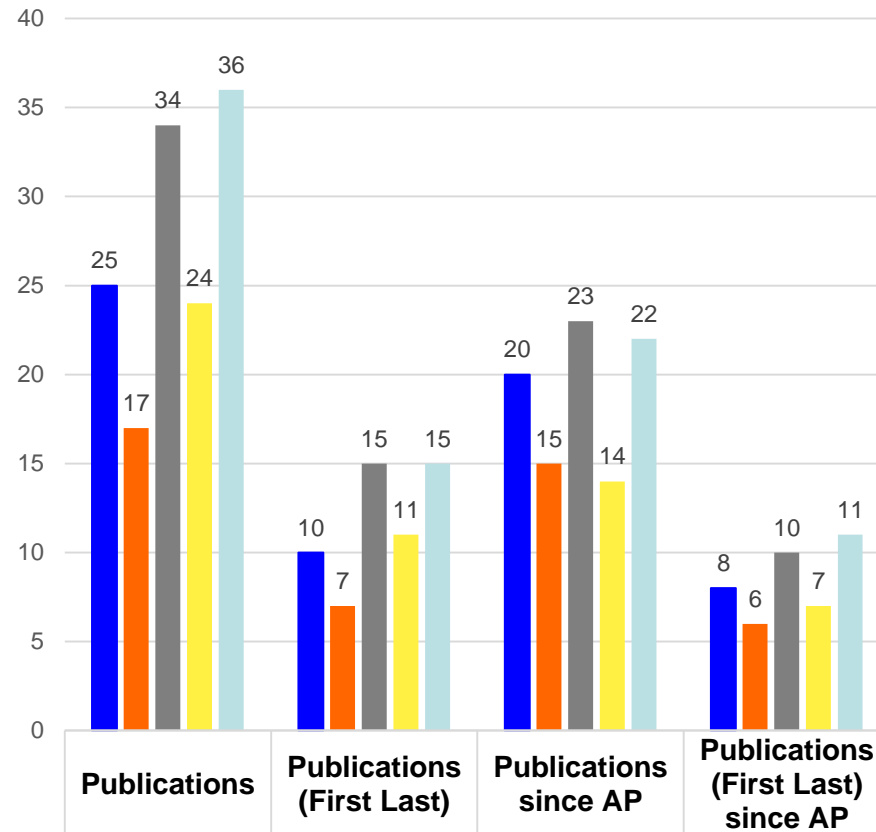
- Primary basis for academic advancement
- Encompassing **generation** of new knowledge and/or the **dissemination** of knowledge to others
- Accessible to **critical assessment** and accessible to **future use** by members of the academic community

## Mean Publications by Pathway - 2014



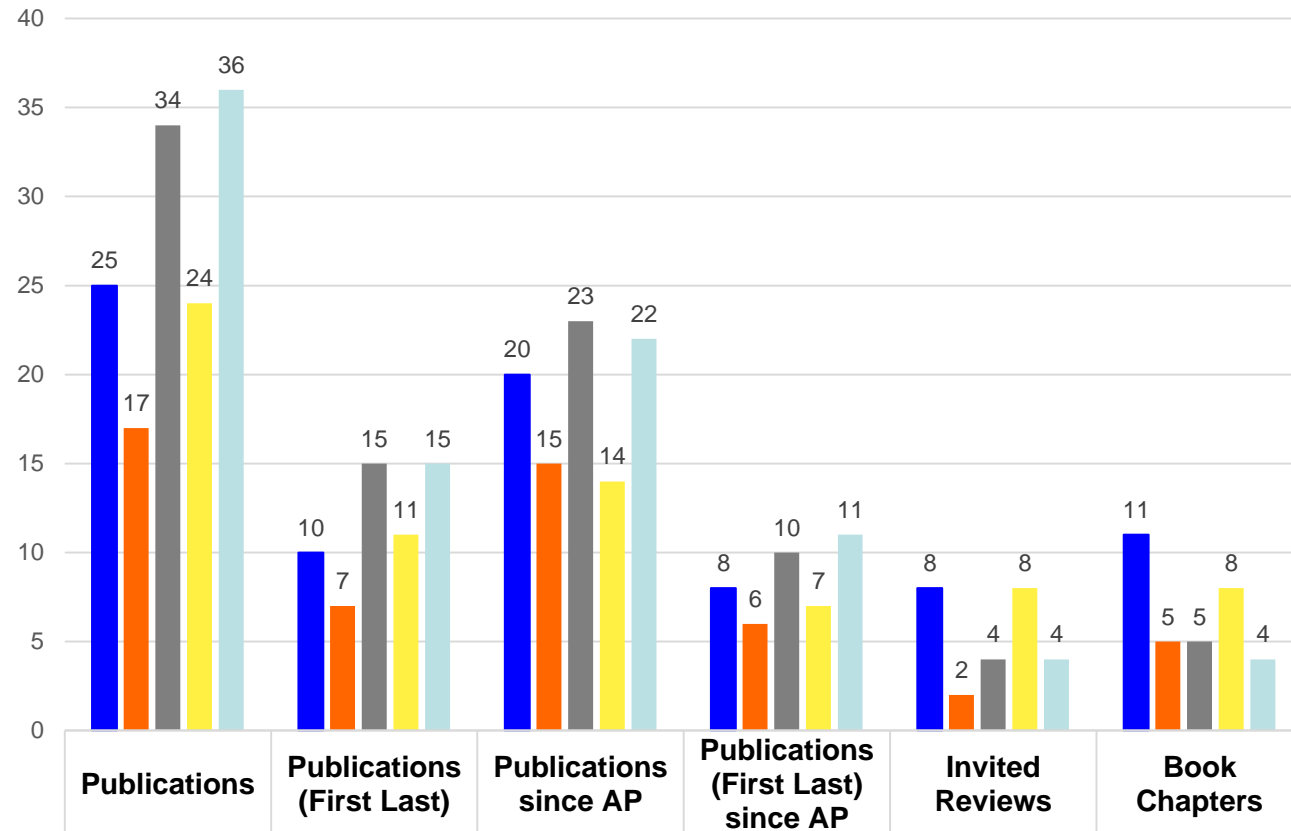
	Publications	Publications (First Last)
■ Clinical Program Builder/ Clinician with distinction	25	10
■ Clinician/ Educator	17	7
■ Clinical Investigator/ Translational Research	34	15
■ Physician- Basic Scientist	24	11
■ Basic Scientist/ Research Program Builder	36	15

## Mean Publications by Pathway - 2014



	Publications	Publications (First Last)	Publications since AP	Publications (First Last) since AP
■ Clinical Program Builder/ Clinician with distinction	25	10	20	8
■ Clinician/ Educator	17	7	15	6
■ Clinical Investigator/ Translational Research	34	15	23	10
■ Physician- Basic Scientist	24	11	14	7
■ Basic Scientist/ Research Program Builder	36	15	22	11

## Mean Publications by Pathway - 2014



■ Clinical Program Builder/ Clinician with distinction	25	10	20	8	8	11
■ Clinician/ Educator	17	7	15	6	2	5
■ Clinical Investigator/ Translational Research	34	15	23	10	4	5
■ Physician- Basic Scientist	24	11	14	7	8	8
■ Basic Scientist/ Research Program Builder	36	15	22	11	4	4

# Clinician Promotion Workgroup

## *Recommendations*

- Maintain fundamental tenets of promotion (*scholarship & national recognition*) in a single-track system
- Elaborate on criteria applicable to clinicians
- Educate faculty candidates and departmental promotion committees about clinician promotion
- Enhance CV template to include clinical criteria

# Revised CV Template

- Recommended by Clinician Promotion Workgroup
- Reviewed and revised by PPC and APPC members
- Incorporated input from promotion committee staff
- Reviewed and affirmed by ABMF members, *with final approval pending*



# Revised CV Template

- DEMOGRAPHIC & PERSONAL INFORMATION
- PUBLICATIONS
- FUNDING
- CLINICAL ACTIVITIES
- EDUCATIONAL ACTIVITIES
- RESEARCH ACTIVITIES
- SYSTEM INNOVATION & QUALITY IMPROVEMENT
- ORGANIZATIONAL ACTIVITIES
- RECOGNITION

# Publications

- Original Research
- Review Articles
- Case Reports
- Book Chapters, Monographs
- Books, Textbooks
- Proceedings Reports
- Guidelines/Protocols, Consensus Statement, Expert Opinion
- Editorials
- Methods and Techniques, “How I Do It” articles
- Research Letters/White Papers/Brief Reports
- Letters, Correspondence
- Media Releases or Interviews
- Other Media (Videos, Websites, Blogs, Social Media)

# Funding

## Extramural Funding

- Research
- Educational
- Clinical
- System Innovation or Quality Improvement
- Other Extramural Funding

## Intramural Funding

- Research
- Educational
- Clinical
- System Innovation or Quality
- Other Intramural Funding

# Publication & Funding

- Consolidated listing to facilitate entry and review
- More subcategories for proper identification
- Avoidance of mislabeled entry (e.g. invited review as research publications)
- Enhanced clarity for PPC/APPC reviewers

# Clinical Activities

- Clinical Focus (*optional--up to 100 word narrative*)
- Certification, licensure, boards
- Clinical Responsibilities
- Clinical Productivity
- Clinical Draw from outside local/regional area
- Examiner for specialty board
- Clinical Program Building / Leadership
- Clinical Demonstration Activities to external audience
- Development of recognized clinical standard of care

# Educational Activities

- Educational Focus (*optional--up to 100 word narrative*)
- **Teaching**
  - Classroom instruction
  - Clinical instruction
  - CME instruction
  - Workshops/seminars
- **Mentoring**
  - Pre-doctoral Advisees/Mentees
  - Post-doctoral Advisees/Mentees
  - Thesis committees
  - Educational Program Building/Leadership
  - Educational Demonstration

# Research Activities

- Research Focus (*optional--up to 100 word narrative*)
- Research Program Building/Leadership
- Research Demonstration Activities
- Inventions, Patents, Copyrights
- Technology Transfer Activities

# Focused Activities

- Best opportunities to showcase focused activities
- Entry headings as “prompt” for description
- Not every entry is required: *“Not Applicable”*,  
*“Unknown”*
- May list activities/accomplishments not requested



# Revised CV Template

- DEMOGRAPHIC & PERSONAL INFORMATION
- PUBLICATIONS
- FUNDING
- CLINICAL ACTIVITIES
- EDUCATIONAL ACTIVITIES
- RESEARCH ACTIVITIES
- SYSTEM INNOVATION & QUALITY IMPROVEMENT
- ORGANIZATIONAL ACTIVITIES
- RECOGNITION

# Revised CV Template

- Reorganized to enhance clarity and critical review
- More entries to afford maximum opportunity to demonstrate accomplishments and activities
- Many entries optional: *“Not applicable”, “Unknown”*
- May be amended from further feedback

# JHM Patient Safety & Quality Data Transparency Website

October 21, 2015

# Why We Are Doing This Work?

- **Accountability:** Transparency of these data will hold JHM accountable to the communities we collectively serve.
- **Convenience for Patients:** Consolidates our quality, safety and service data in one place for current patients as well as those considering Johns Hopkins Medicine for care.
- **Strategic Communication and Patient Education:** Allows JHM to provide context around the data, including what the measures represent, why the measures are important to patients, and what JHM is doing to improve its performance.
- **Alignment:** Aligns Johns Hopkins Medicine with peer institutions, many of whom are already sharing their patient safety, quality and service data on their own websites, as the market demands it.

# Team

- Data stewards are engaged as active participants in providing data, helping the team visualize the data, and create the narrative for the data.
- Core Team
  - Lacey Hanson (M&C): Narrative
  - Katie Hazard (JHM Tech Innovation Ctr): Webpage
  - Karen D'Souza (AI): Data Procurement
  - Anna Roose (JHM Tech Innovation Ctr): Data Visualization

# Measure Selection

- The website launched with data that are already publicly reported by other entities.
- The Patient and Family Advisory Councils were engaged to understand the types of measures they would be interested in seeing on the website, which guided the initial set of measures.
- The initial website launched with publicly reported data for the five general acute care hospitals within the Johns Hopkins Health System, Johns Hopkins Home Care Group, and Potomac Home Health Care.
- Additional measures will be added and all measures will be updated on a quarterly basis.
- Additional measures will reflect data requested by general consumer audiences across the U.S.

# Initial Measures

- 30-Day Hospital Readmissions
- Catheter-Associated Blood Stream Infections (CLABSI) in the ICU
- Hand Hygiene Compliance
- CMS/TJC Core Measures
- Hospital CAHPS
- Home Health CAHPS

# Potential Future Measures

- Procedure-based mortality and volumes
- Catheter-Associated Urinary Tract Infections (CAUTI) in the ICU
- Surgical Site Infections
- Population-health measures (e.g., HEDIS)



# Future Steps

- Site launched in April 2015
- Processes have been identified to keep current measures and narrative updated
- Additional measures will be added