

MINUTES
501st MEETING OF THE FACULTY SENATE
3:00 pm, Wednesday, September 16, 2021
Virtual Zoom Meeting

PRESENT: Akst, Al-Grain, Bennett, Bettencourt, Bever, Bitzer, Boss, Burke, Burkhart, Cabahug, Campbell, Carr, Cihakova, Cole, Cormack, Donehower, Ehmman, Gallia, Glenn Fowler, Gregg, Guo, Horacio Roda, Iijima, Konopka, Kralli, Kwon, Ladle, Lee, Lin, Macura, Manahan, Marrone, McFarland, Mogayzel, O'Brien, Redmond, Ritzl, Scott, Showell, Soiberman, Singla, Stayman, Stevens, Villalon-Landeros, Viola, Williams, Wu, Young, Zeiler
ABSENT: Dezube, Gourin, Hussien, Lucia Ponor, Merkel-Keller, Parrish, Taylor

REGULAR GUESTS: Faraday, Ishii, Skarupski,
Mmes: Bruder, Daughtery Biddison, Guy, Robbins **Messrs:**

GUESTS: Rothman
Mmes: Messrs:

- I. Approval of the minutes.** The minutes of the 499th and 500th meetings of the Faculty Senate, June 16, 2021 and June 23, 2021 respectively, were presented. A motion was made and the minutes were approved as distributed.
- II. Michele Manahan, MD, Faculty Senate Chair, Introduction of new Faculty Senate Leaders and Office of Faculty members.** Drs. Manahan, Redmond, Cabahug and regular attendees from the Office of Faculty, introduced themselves to the Senators. Dr. Manahan advised the Senators to familiarize themselves with the [Faculty Senate website](#) that contains the charter, list of department representatives and historical minutes. Initial recommendations were made to improve or modify the on-boarding process of new Senators.
- III. Paul Rothman, Dean, CEO, Johns Hopkins School of Medicine, Updates on current state of SOM during this phase of the pandemic.** Though the state of Maryland had the lowest cases in the country (at the time of the meeting), cases are beginning to rise. Over the past 19 months of this pandemic, we have done over 360k tests, diagnosed 25k individuals and had 86,000 COVID in-patients. Dean Rothman recognizes the hard work and sacrifices everyone in the Hopkins community has made to continue to serve and care for both COVID and non-COVID patients. As with other healthcare systems in the country, a major challenge being faced is the lack of staffing and support. There are at least 3K open positions in JHM (ranging from nursing, environmental service workers, medical assistants, techs etc.), with JHH having 940 open positions. Vaccinations are now mandatory for employment. All of JHM is 90% with SOM at 95%. We will follow recommended guidelines regarding provision of boosters to the COVID Vaccine as per FDA and CDC guidelines. The Flu vaccine will be available soon to employees. COVID business travel restrictions are made based on the ongoing recommendations of the health advisory group. The Dean asked the Faculty Senate to re-engage discussions on the topic of Conflict of Commitment.
- IV. Ann Burke, MD, MPH, Concerns regarding Fellow retirement contributions.** The fellows are an integral part of our community. Concerns were raised regarding employer contributions for retirement for Post-doc Fellows, as this is not included in the SOM post-doc benefits. There is also variability in insurance contribution. Laura Robbins, Director of the Office of Faculty Information informed the Senate: The 1.5% employer based contribution is paid for the by the hospital *for Residents only*. The SOM could not afford to contribute that for Fellows. Any Fellow who is paid by the university is eligible to participate in the 403B plan. The school has a rule that all Post-doctoral fellows must be insured. L. Robbins recommended bringing in Terri Smith who is the Benefits Manager and Dr. Dana Boatman, Dean for Post-Doctoral affairs. Dr. Manahan is requesting that Senators research if their departments are contributing or not. The leadership will invite Terri Smith and Dr. Boatman to talk more regarding this matter.
- V. Steven Zeiler, MD, Streamlined System Interactions and Faculty commitment.** Dr. Zeiler asked: Can we build a tool or system that can streamline the process, and reduce the time needed to enter the same data that is required throughout multiple systems. Is it possible for such a tool to track faculty commitment? There was an open discussion regarding the need to define and clarify faculty commitment and certification of effort. The Senate determined that it needs clarity on what the faculty is being asked to decide upon a few years ago. At this time, senate leadership is waiting to hear back from executive leadership for clarity and will then bring it back to the Senate.

- VI. Wendy Bennett, MD, Faculty Senate discussion of security concerns, preparation for Security presentation in November.** The Faculty Senate last addressed the topic of the police force in November 2019 but there was no action taken at that time. Some patients have expressed concern of sharing confidential information with their doctors if the police force will be enacted. Some physicians with the homecare group expressed concern of patients feeling safe if they know that Hopkins will have a police force. There is an [article in the Hub](#) that Johns Hopkins did agree to pause for two years. What could we do as a next step?
- VII. New Business.** Ed McFarland would like more information on tuition remission for faculty. He also asked if the Senate could discuss Faculty compensation. Eva Ritzl would like to know what the policy is for when staff/faculty have COVID exposure.

With no further announcements, Dr. Manahan thanked everyone and adjourned the meeting at 5:00 PM. The Faculty Senate will meet next on October 20, 2021 on Zoom.

Respectfully submitted,

Philippines Cabahug, MD
Faculty Senate Secretary
Monica Guy
Recording Secretary