

**432<sup>nd</sup> MEETING OF THE FACULTY SENATE MINUTES**

**3:00 PM, Wednesday, September 10, 2014**

**School of Medicine Administration, Boardroom 103**

**PRESENT:** Drs. Barone, Bunz, Bydon, Chung, Crino, Daumit, Gonzalez-Fernandez, Heitmiller, Ishii, Lehmann, Li, Macura, Mian, Mooney, Pluznick, Poynton, Shuler, Sokoll, Solomon, Sperati, Urban, Wade,

**Mmes:** Mssrs: Rini

**ABSENT:** Drs. Ahuja, Aucott, Bivalacqua, Blakeley, Chanmugan, Conte, Daoud, Dlhosh, Gee, Lacour, McCormack, Puettingen, Reddy, Shepard, Srikumaran, Swartz, Taverna, Tufaro, Wilson

**Mmes:** Nieman Mssrs: Halls, Huddle, Johnson, Puts, Tanner

**REGULAR GUESTS:** Dr. Skarupski

**Mmes:** Smith, Viertel Mssrs:

**GUESTS:** Dr. Safeer, Mr. Gwon, Mrs. Gottlieb, Mrs. DuVernay

**I. Approval of the minutes**

The minutes of the 431<sup>st</sup> meeting of the Faculty Senate held on June 18, 2014 were approved.

**II. Richard Safeer, MD, Medical Director for Employee Health & Wellness** presented the Healthy at Hopkins initiative, a part of the Strategic Plan. The Wellness Steering Committee has reviewed the factors impacting the health of employees as Hopkins and has decided that changing the context, or the work environment, will have the largest positive impact on employee health. This is an institutional wide initiative. The following 5 areas issues will be tackled: stress, tobacco use, healthy food, movement, and sugar sweetened beverages. Changes have begun across several campuses starting with the beverages initiative, through methods such as providing more healthy choices, calorie-content-based color labeling, increased education regarding beverage choice, and by making water the most affordable option. Concerns regarding the economic impact were addressed; Dr. Safeer emphasized the committee's dedication to ensuring the subsidization of healthy choices, e.g., bottled water will be cheaper than sugary drinks. Smoking is the second topic which will be addressed. It is expected to be a 9 months project. (see pg. 2-12).

**III. Howard Gwon, MS, Senior Director Emergency Management** talked about the JH International Travel Registry (JHITR), a concierge service offering evacuation plans in the event of natural and man-made disasters, return of bodies to Maryland in case of death, and medical services. JHU employees are highly recommended to register their business-related trips abroad using the "Travel" icon on their myJHED profile. A focus group was consulted to determine the appropriate breadth of services; next steps include an ad campaign and the providing of access to JHITR to identified department representatives. Faculty in need of such services should contact their department administrators. They will 1) confirm employment, 2) verify travel plans, via the travel registry or personal knowledge of faculty travel plans, and 3) initiate rescue procedures. (see pg. 13-23)

**IV. Kimberly Skarupski, PhD, MPH, Assistant Dean for Faculty Development** gave an update from the Office of Faculty Development (OFD). The OFD strives to support faculty in advancing their careers and is a part of strategic plan that focuses on the "People of Hopkins". The OFD has convened the SAC (Senior Advisory Council) and the JRAC (Junior Faculty Resource Advisory Council) and works closely with Faculty Senate. Services offered by the OFD are many and include career counseling, leadership programs, and writing accountability groups (WAGs). See their [Fall Catalogue](#) for upcoming seminars and events (see pg. 24-45).

**V. Julie Gottlieb, MA, Associate Dean, Policy Coordination** gave an overview of the Physician Payments Sunshine Act, which was created to provide the public access to information about payments or "transfers of value" (both direct and indirect) from manufactures to providers. Data were to be disputed by Sept. 10 and will go public Sept. 30. Several senate members remarked that the CMS Open Payments website was highly flawed. Registration on the CMS website allows physicians to view and dispute data prior to release. Research payments will be reported as well. (see pg. 46-59)

**VI. Fall Faculty Mixer.** Members agreed another mixer should be held in the fall and discussed days of the week, possible locations, meeting themes, and the possibility of including a speaker/informal presentation. It was decided that a wine-tasting event would be held in October, on a day other than the usual Thursday (most likely Wednesday), and without a speaker. A special note was made that new faculty should be strongly encouraged to attend.

**VII. Topics for discussion this academic year.** Some of the following topics were suggested: the creation of an additional faculty senate position for All Children's, the general financial state of the institution, the committee for state policy of academic freedom, results from the committee for a clinician track for promotion and the committee on salary discussion, support for sabbaticals through the Office of Faculty, the drop in our ranking and what changes need to be made, and how to relay information from senate meetings back to constituents.

With there being no further business, Dr. Crino thanked everyone for coming and adjourned the meeting at 4:51 PM.

Respectfully submitted for review,  
Masaru Ishii, MD, PhD, Secretary &  
Valentina Viertel, Recording Secretary



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M E D I C I N E

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HEALTHCARE

# Healthy@Hopkins

It's Time to Take Care of Each Other

Richard Safeer, MD, FAAFP, FACPM  
Medical Director, Employee Health & Wellness  
Johns Hopkins HealthCare, LLC  
Assistant Professor, Medicine  
Johns Hopkins University

# JHM Fiscal Year 2014-18

## Strategic Development Update:

### People

**Goal 1.** Invest in the health, development, mentoring and advancement of JHM's people at all levels

**Strategy:** Actively support a healthy workforce through the expansion of Healthy@Hopkins and population- management initiatives



# Wellness Steering Committee



JHU

Suburban

JHH

Sibley

JHHC

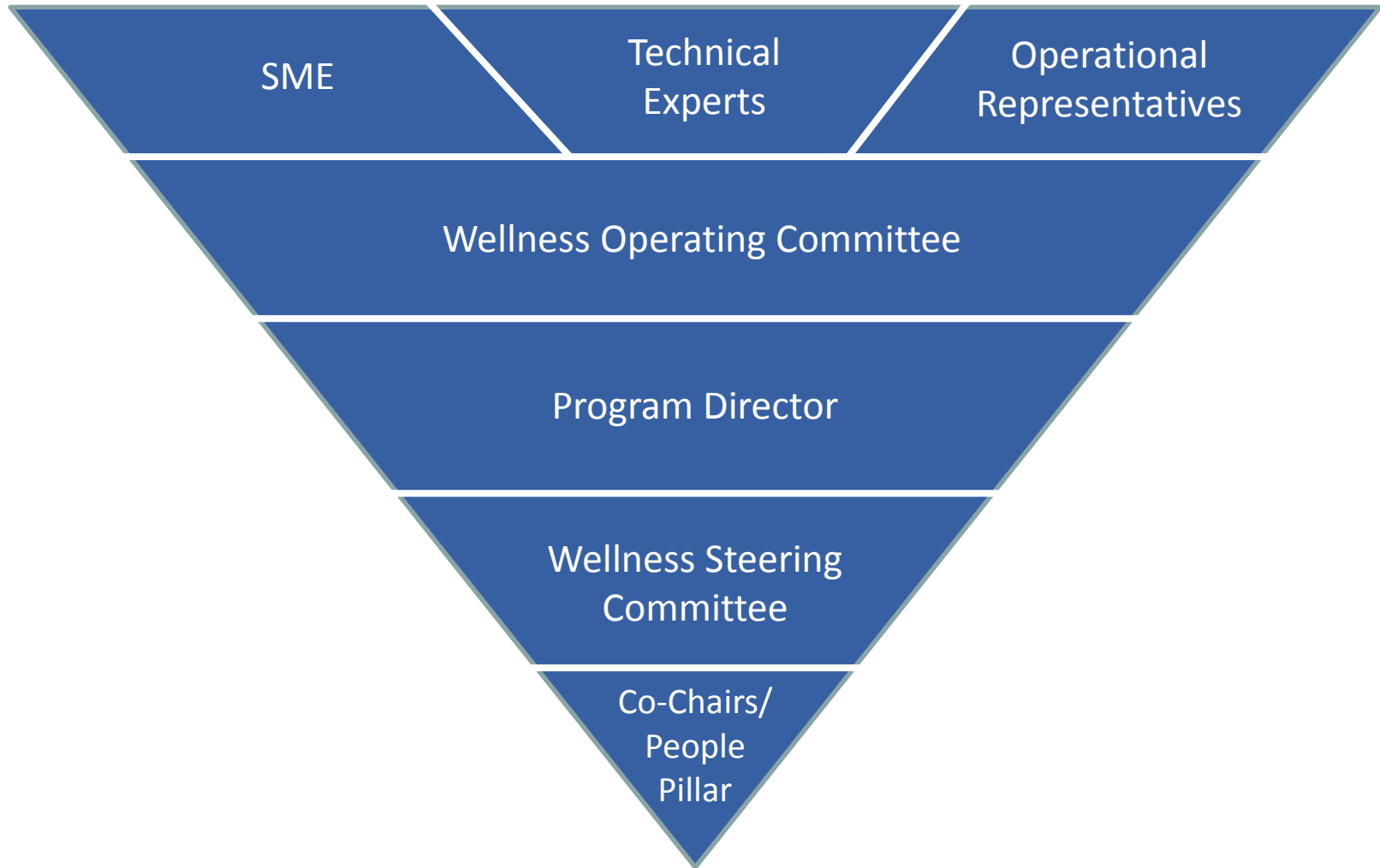
JHHCG

HCGH

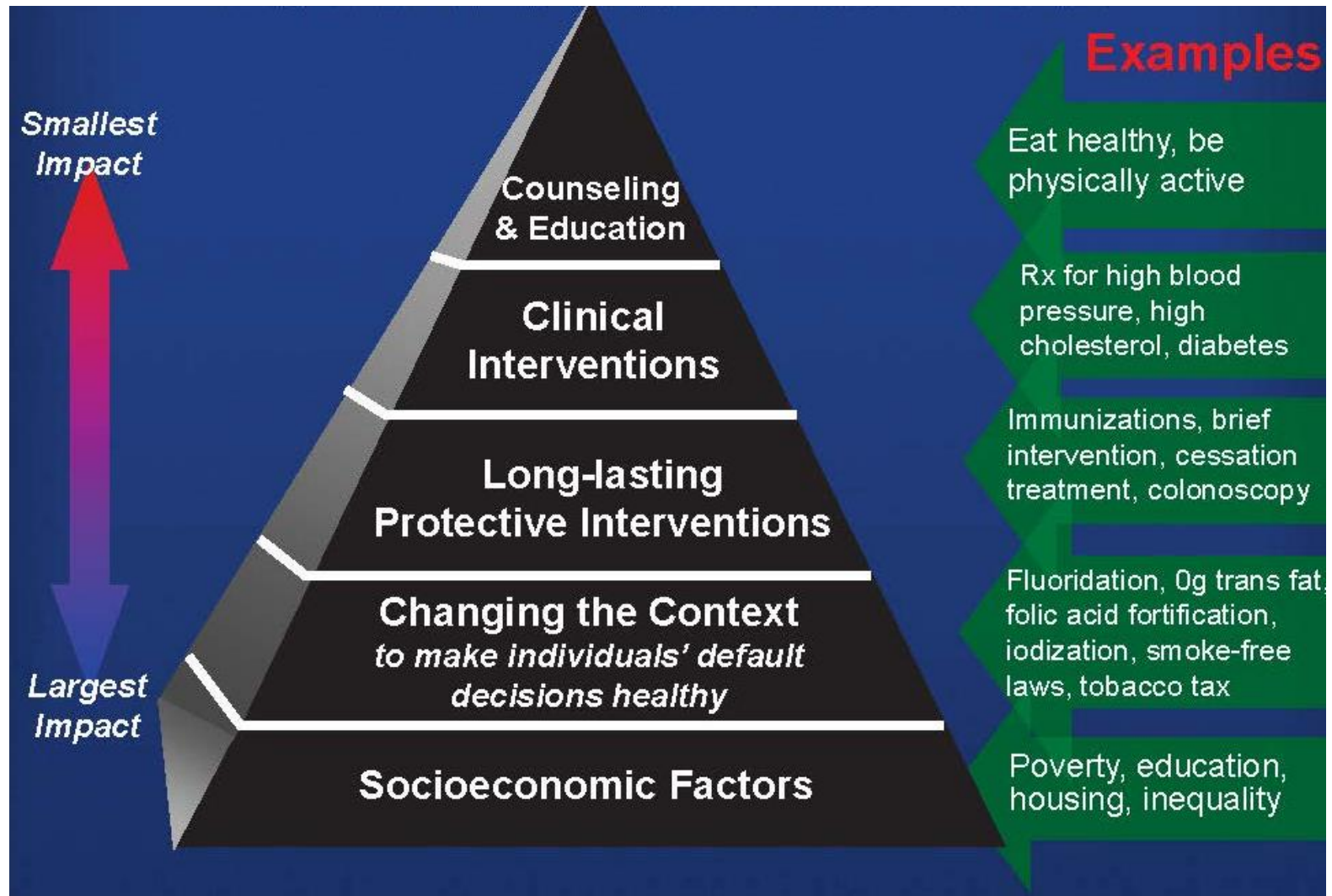
JHBC



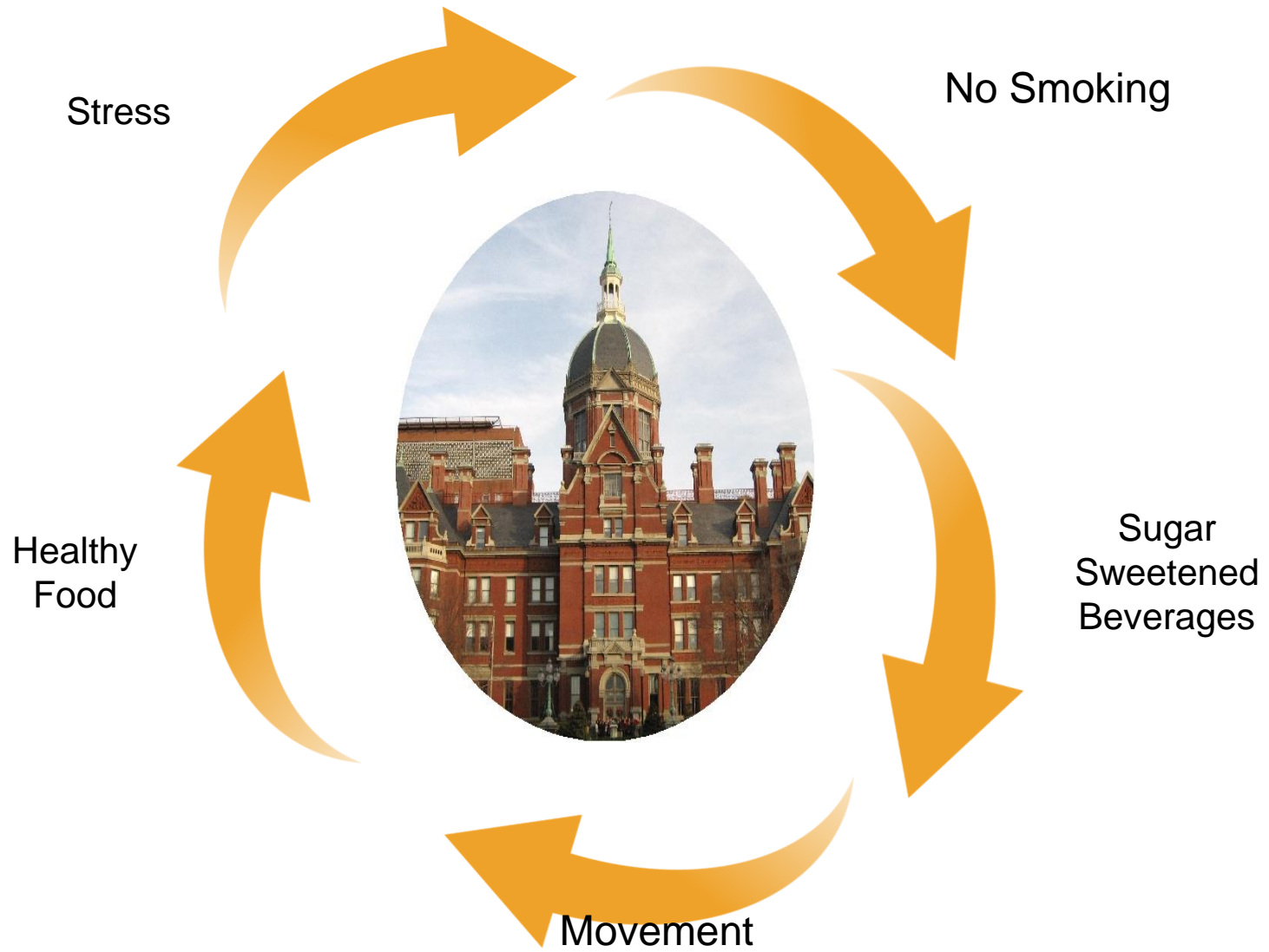
# Project Governance



# Factors That Affect Health



# Create a Healthy Workplace to Support a Healthy Workforce



 = work environment





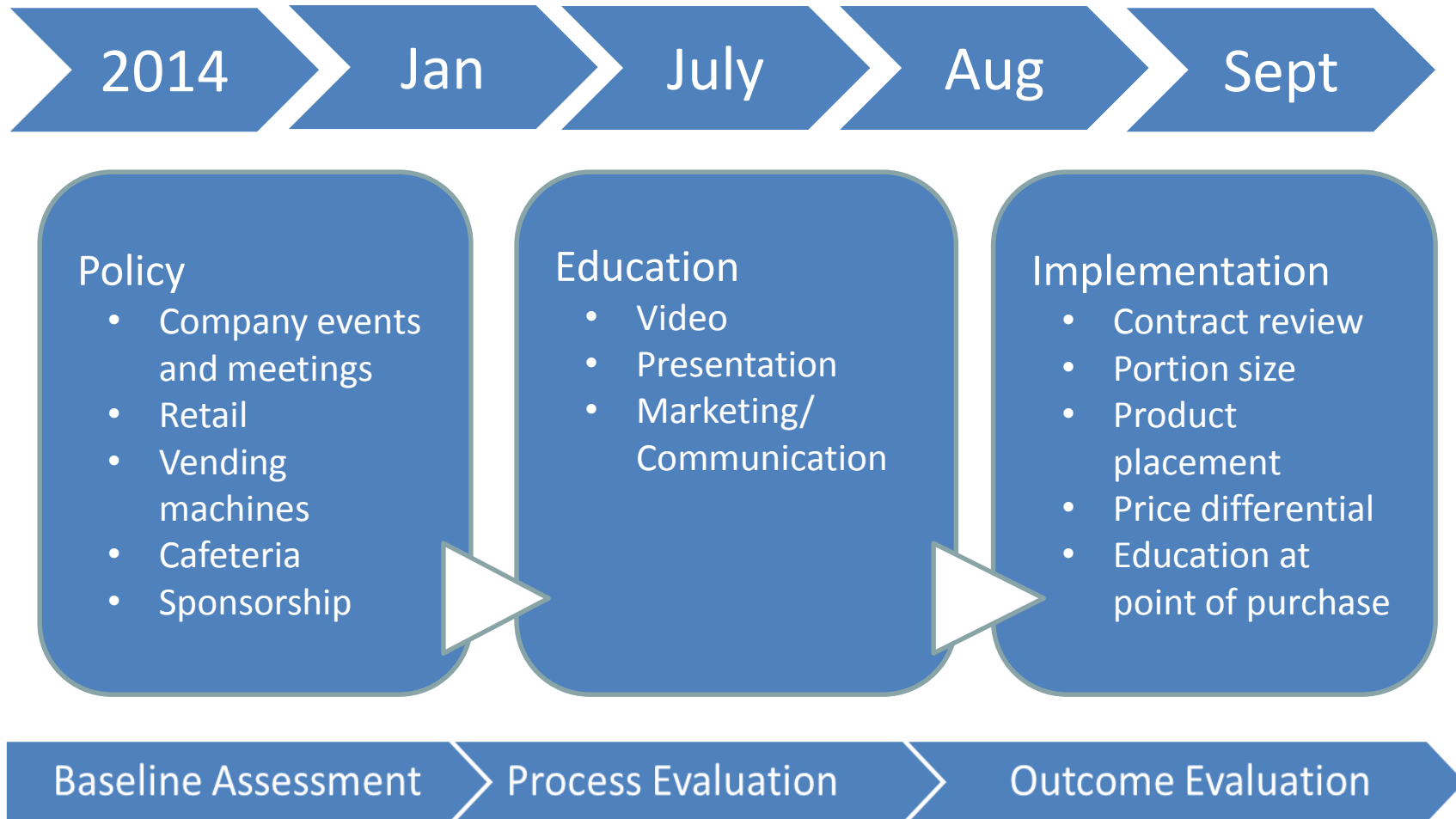
# Policy Elements

Recommendation	Vending Machines	Cafeterias / restaurants	Employer sponsored meetings and events	Retail Vendors
Eliminate			√	
Reduce Portion Size	√	√		√
Price Differential	√	√		√
Increase number of healthy drinks	√	√		√
Product placement	√	√		√

\* Recommended course for the JHH and JHBMC



# SSBs Sugar Sweetened Beverages



# SSB Progress Report

	Executive Buy-in	Secure Champion	Site Assessment	Policy Development	Education	Measurement	Policy Implementation
Bayview	√	√	√	√	1/2	1/2	
Home Care	√	√	√	√	√	1/2	√
Howard County	√	√					
JHHC	√	√	√	√	√	1/2	√
JHHS/JHMI	√	√	√	√	1/2	1/2	
JHU							
SOM	√						
SON	√						
SPH							
Sibley Hospital	√	√					
Suburban Hospital	√	√					



# SME Contributors

The following faculty members have been consulted during the process of addressing SSB availability within the Johns Hopkins Institution.

- Lawrence Appel, MD, MPH, Professor of Medicine, Epidemiology and International Health (Human Nutrition); Director, Welch Center for Prevention, Epidemiology and Clinical Research, School of Medicine
- Sara Bleich, PhD, Associate Professor, Department of Health Policy and Management, Johns Hopkins Bloomberg School of Public Health
- Roger Blumenthal, MD, Professor, Department of Medicine / Cardiology, Director of the Ciccarone Preventive Cardiology Center, School of Medicine
- Benjamin Caballero, M.D., M.Sc., Ph.D., Professor of International Health, School of Public Health and Professor of Pediatrics, School of Medicine
- Thomas Donner, MD, Associate Professor Medicine / Endocrinology; Director, Johns Hopkins Diabetes Center, School of Medicine



# JHM OFFICE OF EMERGENCY MANAGEMENT

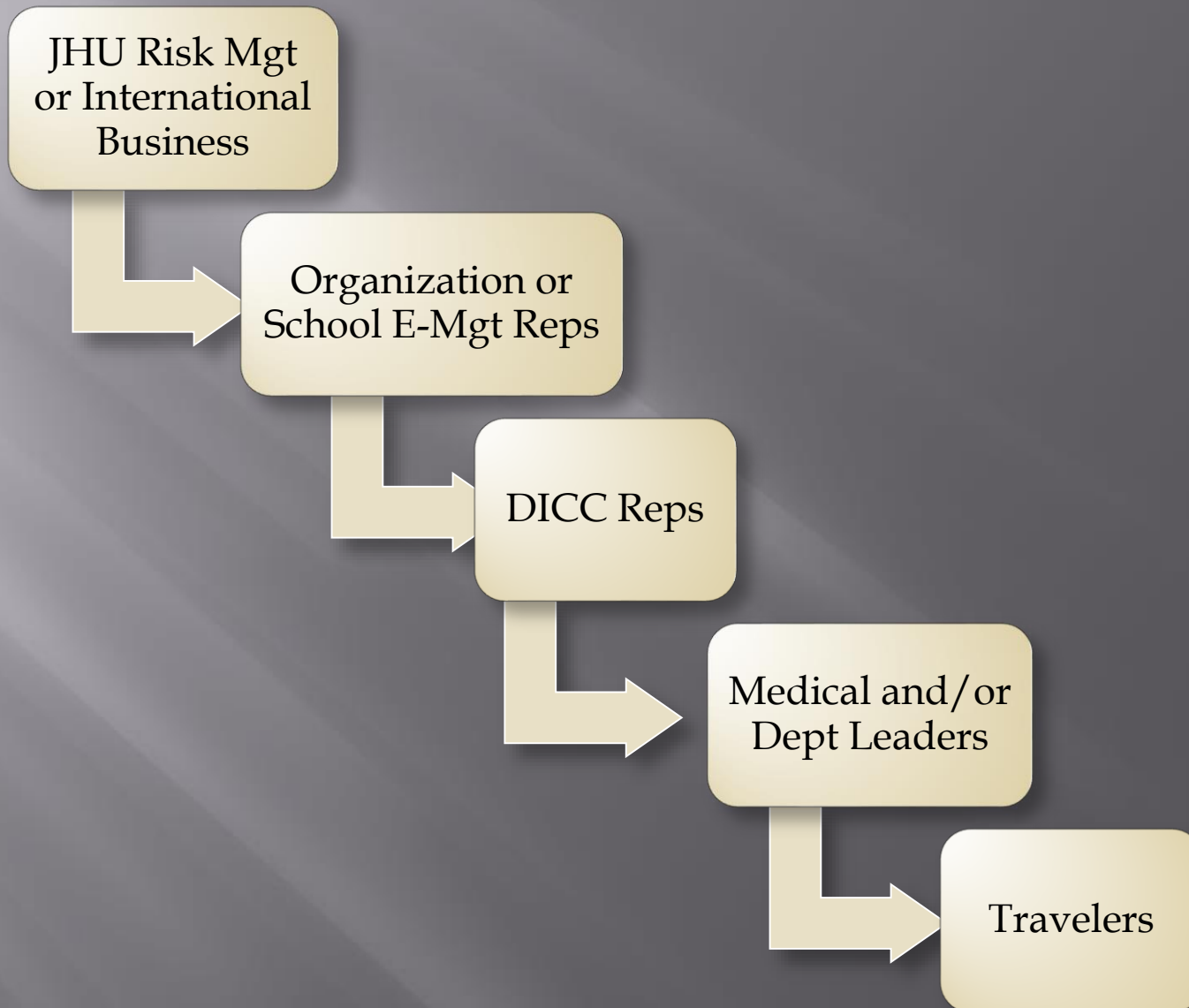
*“Organizational Support to Faculty and  
Staff Travelling Abroad”*

September 10, 2014 at Faculty Senate

# International SOS Contract

- ▣ Concierge Services including, most important services,
  - Evacuation out of the country in the event of a natural or man-made disaster (i.e. terrorism, mass violence, etc.)
  - Return bodies to Maryland if deaths occurs
  - Medical services (Rx, eye glasses, Western Clinic, etc.)
- ▣ JHH Employees:  
<https://travelregistry.johnshopkins.edu/travel>
- ▣ JHU Employees: use “Travel” icon in your MyJHED profile

# Travel Alert Notification



# Tracking Travelers and Response Coordination

- ▣ In order to expedite the most significant task – (e.g. evacuation), departments need to identify group (i.e. Dept. Incident Command Team – lead by Dept. Administrator) to
  - Confirm employment
  - Identify travelers through Travel Registry
  - Determine if anyone is not using Travel Registry. If not, obtain information
  - Implement rescue procedures in a declared or strongly suspected disaster or emergency (under the direction of the DCA/JHM OEM)



# Response System & Structure

- ▣ Initiate contact with travelers via dept/division leaders
  - Disaster and scope
  - Current location
  - Their safety
  - Obtain or confirm contact information

# JHU International Travel Registry

- ▣ Propose that SoM Senior Leaders and Department Chairs approve the following recommendations once administrators present them to \_\_\_\_\_:
  - If enrollment will be mandatory or **recommended**
  - The program's scope of coverage for its faculty, staff and/or students **through ad hoc group**

# Focus Group: Individual Interviews

1. Clinical Engineer
2. Johns Hopkins International
3. Basic Science Administrator
4. Surgery Administrator
5. Director of Nursing
6. Oncology Administrator
7. Pediatric Administrator

Note: Questions focused on faculty members but questions would also be transferable to non-faculty members travelling abroad.

# Contract Scope Questions

1. If a faculty member or resident was given approval to travel abroad (i.e. Haiti) as part of his education, should he or she be covered by the University contract?
  - 6 of 6 = yes
2. If the same individuals brought JHU students with him, should they also be covered?
  - 6 of 6 = yes
3. If a faculty member travels abroad for purposes of conducting research which is individually negotiated/contracted, but is given approval to do so by JHU SOM, should he or she be covered?
  - 3 = yes and 4 = no

# Contract Scope Questions

4. If a faculty member or resident traveled abroad based on sponsored government grant and/or other contracts, should he or she be covered?
  - 5 = yes and 2 = no
  
5. If a faculty member decided to travel abroad as part of his/her sabbatical or summer leave, would he/she be covered?
  - 1 = yes and 6 = no

# Contract Scope Questions

6. If the spouse or partner of a faculty member also goes on this trip, is he/she covered?
    - 6 = yes and 1 = no
  
  7. Should immediate family members be covered in the scope of this contract if they accompany a faculty member while he /she travels abroad?\*
- 6 = yes and 1 = no

# Next Steps

- ▣ Provide access to identified dept. representatives to JHITR
- ▣ Working on ad campaign for JHU School of Medicine to request faculty and staff to use JHITR
- ▣ Present Focus Group responses re: clarify and expand contract scope to SOM Administration for next steps and decision on whether to expand or not expand contract scope

# Office of Faculty Development (OFD)

Kimberly A. Skarupski, PhD, MPH  
*Assistant Dean for Faculty Development*

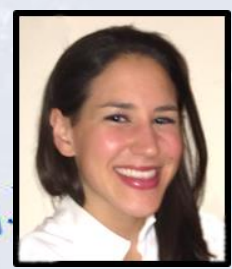
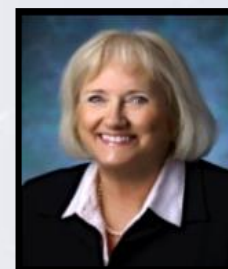


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M E D I C I N E



# Office of Faculty Development (OFD)

- **Janice Clements, PhD**  
*Vice Dean for Faculty*
- **Estelle Gauda, MD**  
*Senior Associate Dean for Faculty Dev.*
- **Dave Yousem, MD, MBA**  
*Assoc. Dean for Professional Dev.*
- **Michael Barone, MD, MPH**  
*Associate Dean for Educational Development*
- **Kim Skarupski, PhD, MPH**  
*Assistant Dean for Faculty Development*
- **Linda Dillon Jones, PhD**  
*Senior Faculty Development Consultant*
- **Valentina Viertel, BS**  
*Program Coordinator*



# OFD Mission & Vision

OFD Mission: The Johns Hopkins University SOM's Office of Faculty Development **creates and delivers effective programs** that develop and nurture our diverse faculty as leaders in clinical care, medical education, and research excellence. Our focus on **enriching a culture of inclusion, respect, and engagement** is fundamental in accomplishing the Johns Hopkins mission and in enabling the School of Medicine **to attract and retain our talented faculty.**

OFD Vision: We envision a culture in which all faculty members are engaged, invested, and passionate about their *career development*.

# OFD

## Senior Advisory Council (SAC)

### Strategic Plan: PEOPLE

- strategy = “enhance support for junior faculty...”
- Charge = make recommendations concerning policies, programs, and initiatives to support the development and promotion of faculty in the SOM and to serve as a liaison for faculty development in each dept./section.



**Jude Crino, MD**  
Chairman,  
Faculty Senate



**Arjun Chanmugam, MD**  
Vice Chairman,  
Faculty Senate

SAC (N=34)	
Anesthesiology & Critical Care Medicine	Nauder Faraday
Emergency Medicine	Arjun Chanmugam, Rich Rothman
Gynecology and Obstetrics	Jude Crino, Vicki Handa
Medicine	Deidre Crews, Petros Karakousis, Rachel Levine
Neurosciences (Neurology & Neurosurgery)	Argye Hillis, Alex Kolodkin, Dwight Bergles, Judy Huang
Oncology	Diane Hayward, Richard Jones
Ophthalmology	Neil Miller
Orthopaedic Surgery	Jim Ficke
Otolaryngology and Head and Neck Surgery	Andrew Lane
Pediatrics	Sally Radovick
Plastic Surgery	Gedge Rosson
Psychiatry and Behavioral Sciences	Jennifer Haythornthwaite, Tim Moran
Radiology and Radiological Sciences	Zaver Bhujwalla, Dave Yousem
Physical Medicine and Rehabilitation	Stephen Wegener
Surgery	Steve Yang, Martha Zeiger
<b>BASIC SCIENCES</b>	Geraldine Seydoux, Randy Reed, Chris Zink
<b>PHYSIOLOGY</b>	Bill Guggino
<b>BIOLOGICAL CHEMISTRY</b>	Jerry Hart
<b>CELL ENGINEERING</b>	Ted Dawson
<b>ICTR/CTSA Liaison</b>	Gail Daumit
<b>IEE</b>	Joe Cofrancesco

# OFD - Junior Faculty Resource Advisory Council (JRAC)

JRAC Charge: to: a) identify the support needed from leadership and senior faculty for junior faculty dev., b) prioritize the faculty dev. needs of junior faculty members in the School of Medicine (SOM) in alignment with the SOM's strategic plan, and c) serve as a liaison for faculty development in each respective department/section.

Met 9/4 – each identified 1 valuable departmental resource for faculty and 1 need/deficit. Survey being developed addressing administrative support!

OFD Junior Faculty Resource Advisory Council (JRAC) (N=27)	
<i>Anesthesiology &amp; Critical Care Medicine</i>	Michael Banks, MD
<i>Dermatology</i>	Anna Grossberg, MD
<i>Emergency Medicine</i>	Nathan Irvin, MD
<i>Gynecology and Obstetrics</i>	Jenell Coleman-Fennell, MD, MPH
<i>Medicine</i>	April Fitzgerald, MD Jason Kirkness, PhD Monica Mukherjee, MD Damani Piggott, MD, PhD
<i>Molecular and Comparative Biology (Basic Sciences)</i>	Lucio Gama, PhD
<i>Neurosciences (Neurology &amp; Neurosurgery)</i>	Christopher Oakley, MD Shiv Saidha, MBBCh Solange Brown, MD, PhD Eric Jackson, MD
<i>Oncology</i>	Amy Dezern, MD, MHS
<i>Ophthalmology</i>	Eric Singman, MD, PhD
<i>Orthopaedic Surgery</i>	Ranjit Varghese, MD
<i>Otolaryngology and Head and Neck Surgery</i>	Simon Best, MD Laura Wood, MD, PhD
<i>Pathology</i>	
<i>Pediatrics</i>	Oluwakemi Badaki-Makun, MD, CM Cozumel Pruette, MD
<i>Pharmacology &amp; Molecular Sciences (Basic Sciences)</i>	Namandje Bumpus, PhD
<i>Plastic Surgery</i>	Amir Dorafshar, MBChB
<i>Psychiatry and Behavioral Sciences</i>	Elizabeth Disney, PhD Rheanna Platt, MD, MPH
<i>Radiology and Radiological Sciences</i>	Oluwatoyin (Toyin) Idowu, MD
<i>Radiation Oncology and Molecular Radiation Sciences</i>	Ana Ponce Kiess, MD, PhD
<i>Surgery</i>	Daniela Molena, MD

# “Biomedical Scientific Writing Course” (for junior faculty [n=12])

**09/11/14-11/13/14 (Thursdays, 12-2PM)**

- Goals: (i) to significantly increase the participant’s skills in writing a research paper for submission to a peer-reviewed journal, and (ii) to strengthen the participant’s skills in giving constructive critique to their peers.



- *Instructor: Dr. Sarah Poynton, Associate Professor, Dept. of Molecular and Comparative Pathobiology*

# “The Art of Graceful Self-Promotion” (for OWISM – women faculty only)

*09/23/14 (Tuesday, 12-1)*

- Goals: If you want to succeed, you have to gain visibility. One way to gain visibility is to self-promote. But many of us are uncomfortable talking about ourselves. Why is that and how can we change this behavior? In this session, you will learn the difference between shameful and graceful self-promotion and practice speaking diplomatically and strategically about yourself and your accomplishments.



# Writing Accountability Groups (WAGs)

**Ongoing! >35 WAGs across campuses**

(WAG #1: Bayview campus: September, 2013- present)

## Facilitator:

**Kim Skarupski, PhD, MPH**

*Assistant Dean, Office of Faculty Dev.*

- A WAG is an active writing group that meets weekly for a 10-week block
- Ultimately, peer-facilitated
- Follows a strict agenda:
  - 15 minutes of updates
  - 30 minutes of writing
  - 15 minutes of reporting and wrap-up
- Participants must commit to at least 7 of the 10 sessions
- Limited to 4-8 members
- *Bonus: Participants receive the “How to Write a Lot” book*
- *Bonus: Dr. Cathy DeAngelis has volunteered to edit WAG participants’ manuscripts*



Alicia Arbaje, Ger.



Durga Roy, Psych.



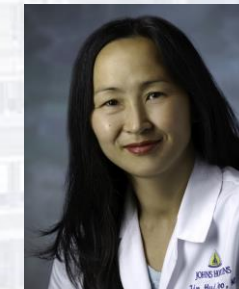
Shari Lawson, OB/GYN



Emily Evers, OB/GYN



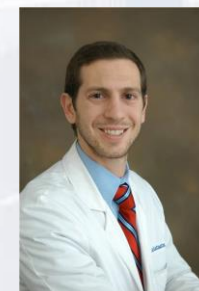
Jessica Peirce, Psych.



Jin Hui Joo, Psych.



Michelle Eakin, Pulmon.



Panagis Galiatsatos, IM

# WAG (Writing Accountability Group) Information Session

**10/02/14 (8-9AM)**  
**2024 E. Monument St. (2<sup>nd</sup> fl. Audi.)**

A WAG is an active writing group that meets weekly for a 10-week block

Ultimately, peer-facilitated

Follows a strict agenda:

- 15 minutes of updates

- 30 minutes of writing

- 15 minutes of reporting and wrap-up

Participants must commit to at least 7 of the 10 sessions

Limited to 4-8 members





# WAG Pizza Party with Dr. DeAngelis!

10/21/14 (4-5PM)

- Come share some pizza with your fellow WAG-gers while you listen to Dr. DeAngelis share her “secrets behind the journals”!



*Dr. Catherine DeAngelis*  
Former editor of the *Journal of the American Medical Association (JAMA)*

# New\* Faculty Orientation

**10/07/14 (Tuesday, 8:30-4PM)**  
**Tilghman Auditorium**

## Janice Clements, PhD

*Vice Dean for Faculty*

*Professor of Comparative Medicine*

- Open to all SOM faculty, regardless of start-date.
- Come and meet the deans and SOM leaders.
- Learn how to build a meaningful career at Hopkins:
  - what it takes to succeed,
  - find mentorship
  - get promoted
  - fund your research
  - build collaborations
  - practice healthy work-life integration



\*Appropriate for all senior and new full and part-time faculty members!

# “Coaching Others Through Conflict”

**10/16/14 (1-4PM)**

- This half-day session explores the approaches that can change difficult moments into opportunities for conflict coaching. Coaching can enable others to think more clearly and strategically about their concerns. The goal of conflict coaching is to empower others to step outside the cycle of complaint, make their own effective choices, and actively address the conflict.



*Catherine Morrison, JD*

# Promotion at Hopkins: Principles & Process

**Next sessions: 10/20, 1/14, 4/10 (4-5:30PM)**

- Empower yourself! Learn about the Hopkins promotions process. What are the requirements for academic promotion? What is the purpose of the director's letter? What is the Nomination Manager? What is an H index? What is in a typical associate and professor's CV? How do the committees work? How do I know if I'm ready? Active Q/A!

***W. P. Andrew Lee, MD***

**Chair, SOM Associate Professor  
Promotions Committee (APPC);  
Professor of Plastic Surgery**

***Nauder Faraday, MD***

**Vice Chair, SOM Associate Professor  
Promotions Committee (APPC);  
Professor of Anesthesiology**

***Justin C. McArthur, MBBS, MPH, FAAN***

**Chair of the Professorial Promotions  
Committee;  
Professor of Neurology, Pathology,  
Medicine, and Epidemiology; Director,  
Department of Neurology**



# Interactive Symposium: “Getting that Paper out the Door: Pearls & Pitfalls for Publishing”

**10/23/14 (8:30-10AM)**

- **David Yousem, MD, MBA**  
*Professor, Neuroradiology, Assoc. Dean for Professional Development; Director of Neuroradiology; Vice Chairman of Program Development*
- **Donna Vogel, MD, PhD**  
*Director, Professional Development Office [PDO]*
- **Kim Skarupski, PhD, MPH**  
*Assistant Dean, Office of Faculty Development*



# Are You Managing Your Data or Are They Managing You?

(Betsy Gunia & David Fearon)

**11/12/14 (12-1PM) 2024 E. Monument St., 2<sup>nd</sup> Fl. Audi. (2/1002)**

- The JHU Data Management Services (JHUDMS) helps researchers **effectively** manage, share, and archive data! What can JHUDMS do for you?
  - Help develop your data management/sharing plan for your grant applications
  - Consult and train on data management best practices (e.g., deidentifying data, preparing metadata for future use, managing storage and back-up)
  - Provide a public sharing and archiving solution
- 
- Take advantage of this valuable resource to maximize your efficiency! Come to this presentation and Q&A session to learn how.

# Seminar: “Time Management: How to Create 5 Extra Hours a Week for Your Use”

**12/11/14 (8-11AM)**

- **David Yousem, MD, MBA**

*Professor, Neuroradiology, Assoc. Dean for Professional Development; Director of Neuroradiology; Vice Chairman of Program Development*

- How often do you say to yourself, “If only I had more time!” or “Where did the time go?” Are you behind on your big ticket projects? Do you look at others and ask “How do they get it done?” This course provides you with the skill set to create time in your day, remove extraneous baggage from your schedule and be much more productive per unit time. Based on lessons from Stephen Covey’s “Seven Habits”, Kerry Patterson’s “Change Anything”, and Brian Tracy’s “Eat that Frog”, the seminar will help you to create 5 extra hours of productive time in a week.



# Junior Faculty Leadership Program (JFLP) – *January, 2015*

*~24 junior faculty selected; 7 (?) two-hour sessions held monthly*

- Topics:

- Individual development plans (IDPs) & what you need to know to succeed (the unwritten rules for success)
- Flex Talk (understanding personality type)
- The Mentee Rules
- Negotiation Skills
- Ramping-up your scholarly productivity
- Difficult Conversations
- Power, Influence & Establishing your Leadership Identity
- *Optional Sessions: Speak like a Pro*



# Other OFD Services

## The Myers Briggs Type Indicator (MBTI)

-understand personality preferences to maximize work performance (individual/group sessions)

## Counseling:

- academic career
- work-life balance

## New Director Onboarding

## Faculty Exit Interviews

## Collaboration:

OWISM

PDO

Diversity & Cultural Competence

IEE

## Pathways Series & Pathway Partners

- Basic Researcher, Clinical Researcher, Clinician Educator, Clinician Innovator, Clinical Program Builder, Clinician with Distinction

## K Clubs

- Collaborating with CTSA's "K-2-R" Awards Program  
(Dan Ford, Pete Miller)

## WAGs (Writing Accountability Groups)

?RAGs (Research Accountability Groups)

?TAGs (Teaching Accountability Groups)

?SAGs (Social Accountability Groups)

# Professional Development Office (PDO)

*-Sessions for Postdocs, Fellows, and **Faculty-***

- **Scientific Presentations (9/9)**
- **Writing for Publication (10/14)**
- **Research Leadership (11/04-11/06)**
- **Grantcraft (11/13)**



Dr. Donna Vogel



Dr. Gaelle Kolb

[www.hopkinsmedicine.org/pdo](http://www.hopkinsmedicine.org/pdo)

**Office of Faculty Development (OFD) &  
Talent Management and Organization Development (TMOD)**

***Leadership Skill Building for Junior Faculty***

- **Speak Like a Pro - The Basics**
- **Speak like a Pro II - Videotaping**
- **Communicating with Others: Your Style and its Impact**
- **Relationship Awareness Theory: The Key to Better Communication and More  
Productive Conflict**
- **Flex Talk: Understanding Yourself and Others Better through Practical  
Communications Skills using MBTI Personality Type Theory**

<http://learning.jhu.edu>

<http://tmod.jhu.edu>

# Outputs & Outcomes

CONNECT database:

Program participation

Leadership roles

Time at rank (promotion)

Faculty Satisfaction Survey

Gender Equity Survey

Exit survey & interview data

# How may we serve you?

*Please let me know your ideas and recommendations  
for faculty development!*

Kim Skarupski

[kskarupski@jhmi.edu](mailto:kskarupski@jhmi.edu)

410-502-5520 (direct)

630-803-1601 (cell)

[http://www.hopkinsmedicine.org/fac\\_development/](http://www.hopkinsmedicine.org/fac_development/)



JOHNS HOPKINS  
M E D I C I N E

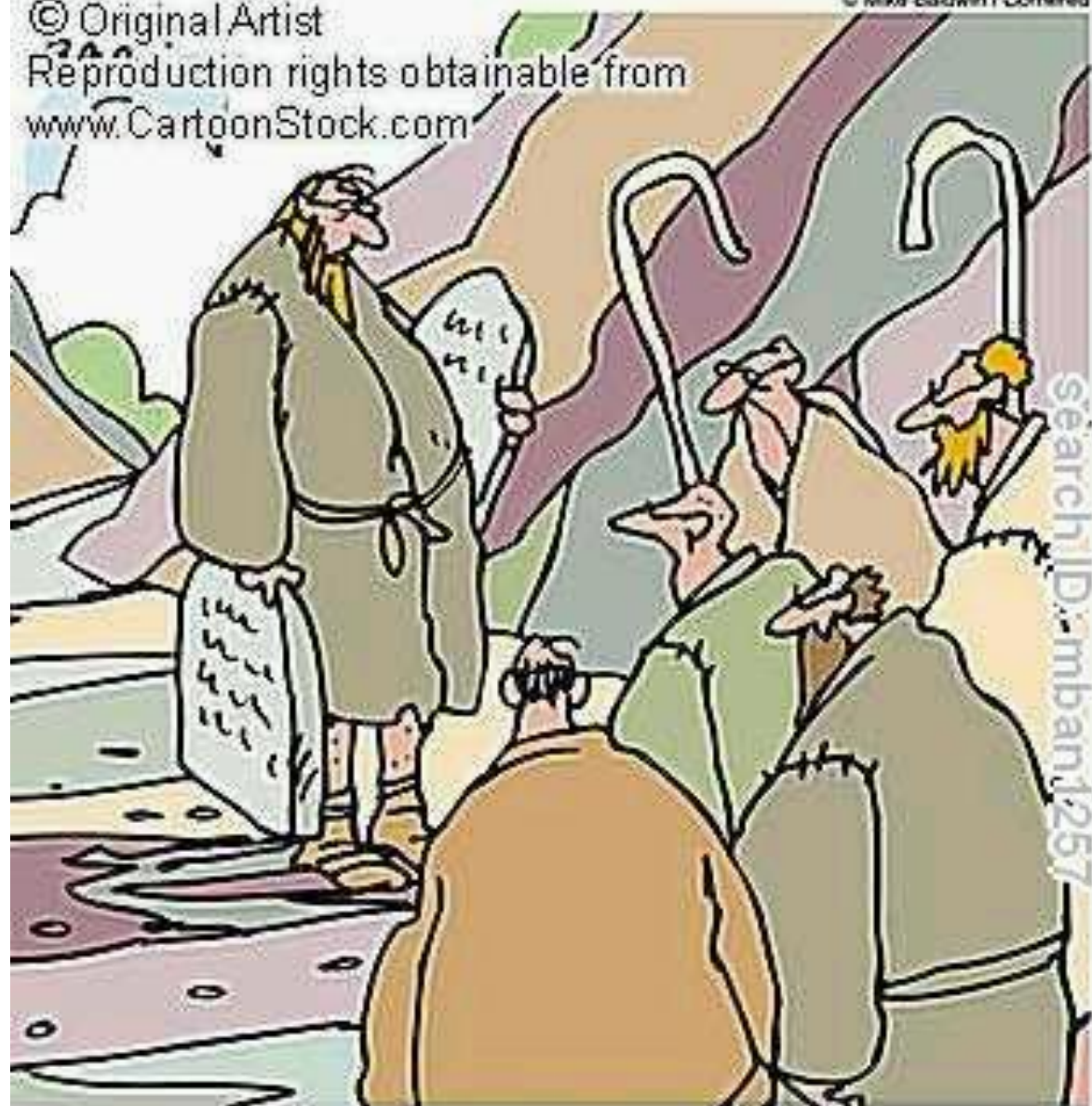
# Physician Payments Sunshine Act: An Overview

**Faculty Senate - September 10, 2014**

**Julie Gottlieb, MA, Associate Dean, Policy Coordination**

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© Mike Baldwin / Corbis



“The first commandment is: Thou shalt not shoot the messenger.”

# Purpose of Sunshine Act



- **Provide the public access to information about payments from manufacturers to providers, i.e. physicians and teaching hospitals**
- Data are provided to CMS, then made publicly available on a website
- Manufacturers obligated to report. Physicians and teaching hospitals are not obligated to report.



# What must be reported?

- All **payments and “transfers of value”** from applicable manufacturers to **physicians or teaching hospitals**
  - If value > \$10, or
  - If value in calendar year > \$100
- Data are collected for a calendar year and reported once annually the following year
  - Exception: Reporting for CY2013 only for 8/1/13-12/31/13

# Direct and Indirect Payments



Applicable manufacturers must report

- **Direct** payments and transfers of value
- **Indirect** payments and transfers of value
  - via third party, such as a medical school
  - when the manufacturer “knows” the identity of the covered recipient
- Payment **on behalf of** a covered recipient
  - e.g., if recipient directs that payment be made to a charity

# Registration in CMS Open Payments System



- Starting July 14, 2014: physicians can register in CMS’s “Open Payments” system to review data and, if necessary, initiate dispute process. *Johns Hopkins cannot view or dispute individual physician data.*
- Registration is not user friendly. It is a 2-phase process. Allow 2-3 hours. Prepare to verify personal credit information.
- Access step-by-step instructions at OPC Sunshine web page: [http://www.hopkinsmedicine.org/Research/OPC/Policies\\_Regulations/sunshine\\_act.html](http://www.hopkinsmedicine.org/Research/OPC/Policies_Regulations/sunshine_act.html).
  - In particular, see “For step-by-step instructions on the registration process, [click here](#)”

# Review and Dispute

- Data disputed by Sept. 10, 2014 (this deadline was extended from earlier dates) will be flagged as disputed when information is made public on Sept. 30, 2014
- To dispute a record, physicians must:
  1. mark the record disputed in Open Payments system, and
  2. contact manufacturer to initiate resolution.
- Can still dispute after Sept. 10, but payment won't be labeled as disputed.

# Research: special reporting



- All payments or other transfers of value made in connection with an activity that **meets the definition of research and are subject to a written agreement, a research protocol, or both**, must be reported in a **distinct database**. This includes:
  - Pre-clinical research
  - FDA Phases I–IV research
  - Investigator-initiated research
  - Sponsor-initiated research
- Caveat: research database cannot be reviewed in advance so this data will not be known until Sept. 30.
- Note: If an activity doesn't meet the definition of research, it may still be reportable as a physician payment under the other categories available (*e.g. grants*)

# What will be Reported on Research Database

- Name of **research institution** or other entity or individual **receiving payment** (*regardless of whether a covered recipient – e.g., JHUSOM*):
  - Total amount of research payment.
  - Name of study.
  - Name(s) of related product (covered drug/device/biological).
  - Principal investigator(s):
    - Name
    - NPI
    - License info
    - Specialty
    - Primary business address
  - Context of research and ClinicalTrials.gov identifier (optional).

# CME: When Industry Support Must be Reported

- Payments to speakers not reportable if:
  - Certified CME (e.g., ACCME)
  - Applicable manufacturer does not select or suggest the covered recipient speaker
  - Applicable manufacturer does not directly pay the covered recipient speaker
- Value of some meals consumed at CME events are reportable. Reporting practices vary by company.

# Keep in mind....

- Manufacturers likely to interpret final rule conservatively to avoid financial penalties due to under-reporting
- There may be discrepancies in amount and categorization of payments
- There may be confusion about whether payments should be attributed to JHU SOM or JH teaching hospitals
- CMS conducted a data integrity review in early August; removed 1/3 of records for clean up



# Implications of the data (1)

- Internal JHUSOM verification
  - Reconciliation with financial interest disclosures of faculty, JHM data on payments to the institution
  - Significant discrepancies may trigger review
  - Recognition that
    - Sunshine information and JHU disclosure requirements are very different
    - Sunshine data likely to be incomplete and inaccurate this cycle

# Implications of the data (2)

- Media interest
  - If you are contacted by a reporter, investigative journalist or other media representative,
    - Do not grant an interview or provide information by phone or email.
    - Tell reporters you are referring the query to JHM Media.
    - Contact and/or refer reporters to [JHMmedia@jhmi.edu](mailto:JHMmedia@jhmi.edu) or Lisa Broadhead at [lbroadh1@jhmi.edu](mailto:lbroadh1@jhmi.edu).
  - JHM Media Relations is preparing general media talking points and contingency statements.
- Patients
  - Should JHM prepare talking points for physicians to use if patients have questions?

# Resources

- CMS Open Payments website
  - <http://www.cms.gov/Regulations-and-Guidance/Legislation/National-Physician-Payment-Transparency-Program/index.html>
- AMA Website
  - <http://www.ama-assn.org/ama/pub/advocacy/topics/sunshine-act-and-physician-financial-transparency-reports.page>
- Office of Policy Coordination
  - [http://www.hopkinsmedicine.org/Research/OPC/Policies\\_Regulations/Sunshine\\_Act](http://www.hopkinsmedicine.org/Research/OPC/Policies_Regulations/Sunshine_Act)