Johns Hopkins Bloomberg School of Public Health
Senior Faculty Transition Initiative
October 11, 2018
Faculty Senate

JHSPH Senior Faculty Transition Initiative

The most senior faculty members in the School play a critical role in our success in scholarship, teaching and financial stability. However, at some point most faculty members wish to wind down from the demands of a full-time academic career but to date, there has little been support for faculty as to how to best approach this major life transition.

The dual goals of this initiative are to:

- Assist faculty members who would genuinely like to prepare for a transition to retirement over a specific time period by providing a pathway to do so, along with enhanced support and information; and
- Promote an on-going connection between retired faculty members who wish to maintain scholarly productivity and/or engagement with the School or local community, to the benefit of all parties.
JHSPH Senior Faculty Transition Initiative

I. Phased Retirement Program
II. Support and information
III. The Academy at Johns Hopkins

Why we stay

- Continuing passion and commitment to our work and mission of the School
- Collegial interactions with other faculty
- Interaction with students
- Social status that comes with being a JHSPH faculty member or esteemed scientist
- Better health and vitality than prior generations
- Paycheck
Why we don’t leave

• No mandatory (or suggested) retirement age
• Personal identity framed around being a faculty member/active scientist
• Fear of intellectual and social disengagement
• Lack of clarity on retirement benefits, which are complicated, or procedures
• Discomfort seeking retirement information
• Rising cost of healthcare and insurance
• Perceptions of the adequacy of one’s accumulated retirement savings, especially in periods of economic turbulence

<table>
<thead>
<tr>
<th>Status</th>
<th>Medical Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Appointment</td>
<td>FT employees are eligible for the array of medical/dental plan benefits at the employee contribution rate</td>
</tr>
<tr>
<td>Part-time</td>
<td>Eligible for medical/dental only at the full group rate (which is the entire cost of the coverage, no university subsidy)</td>
</tr>
<tr>
<td>Retired, not emeritus</td>
<td>Eligible to participate in the retiree medical/dental plans; cost of coverage based on age and years of service; coverage is secondary to Medicare if eligible</td>
</tr>
<tr>
<td>Retired, Emeritus</td>
<td>Same as for retired (differences involve ability to advise students/serve on thesis committees)</td>
</tr>
</tbody>
</table>
I. Phased Retirement Program

- For now, only professors are eligible
- Enrollment is **voluntary**
- Faculty enter into an agreement with department chair for a 1 to 3 year phase down period
- The agreement details faculty roles and responsibilities commensurate with effort during each year
- During this time faculty maintain full university contributions to medical/dental premiums (but not 403b contributions which are tied to salary)
- At the end of the PTP period, faculty receive a lump sum tied to the amount of one year of JHU-based medical and dental premiums for individual+spouse
Why enter into this type of agreement?

- Maintenance of university benefits to 30% effort
- Payment for premiums in year following retirement alleviates burden of finding a less expensive plan
- Psychological benefits to having a plan and overcoming inertia
- Transparency alleviates feeling everyone is cutting a better deal
- Removes uncertainty of informal approach, change in leadership
- Helps departments plan but also protects faculty member
- At some point current approach will go away
- Shifting the age curve slightly to left allows hiring of younger and more diverse faculty members

II. Support and information

- Dedicated website
- Events
  - Panel of retirees in May
  - Financial planner seminar in July
  - Planned:
    - Convening senior faculty interest groups
    - “Reinventing Retirement” seminars
The Academy at Johns Hopkins*

- Welch Library
- 2nd floor, East Reading room
- Full-time program manager
- IT support
- Link with History of Medicine

*Not to be confused with facility of same name at Homewood
The Opening of The Academy at Johns Hopkins

Order of Events

WELCOME AND REMARKS
Paul B. Rothman, M.D.
The President
Johns Hopkins Medicine

REMARKS
Patrick M. Davison, Ph.D., M.D., M.H.S., F.A.A.N.
Dean and Professor
Johns Hopkins School of Nursing

INTRODUCTION

Janice E. Clement, Ph.D.
Vice Dean for Research and Finance
Paul Farmer, Dean, Center for Academic Health

REAMKES AND INTRODUCTION
OF THE INAUGURAL CHAIR OF THE ACADEMY
Jane F. E. Clements, Ph.D.
Vice Dean for Faculty

ARCHITECT

Uzo Nkem-Mmekam
### Professors
Top 7 rated items out of 16

<table>
<thead>
<tr>
<th>How interested do you think you will be in each of the following planned opportunities at the Academy?</th>
<th>Somewhat or Very Interested</th>
<th>Mean*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Using Academy space to meet with colleagues/ trainees</td>
<td>83.9%</td>
<td>2.42</td>
</tr>
<tr>
<td>Being a member of a content pool for lectures or consultations about areas in which you have academic or methodologic expertise</td>
<td>80.4%</td>
<td>2.32</td>
</tr>
<tr>
<td>Academy-sponsored academic lecture/symposium series</td>
<td>78.6%</td>
<td>2.25</td>
</tr>
<tr>
<td>Serving as a career mentor or coach for students/trainees</td>
<td>76.8%</td>
<td>2.24</td>
</tr>
<tr>
<td>Serving as a career mentor or coach for faculty members</td>
<td>76.8%</td>
<td>2.43</td>
</tr>
<tr>
<td>Using Academy computer/IT support services</td>
<td>67.9%</td>
<td>2.31</td>
</tr>
<tr>
<td>Using the Academy facilities for touch-down office space</td>
<td>57.2%</td>
<td>2.17</td>
</tr>
</tbody>
</table>

*Mean values based on 0 (not interested) to 3 (very interested)*

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### Retired Professors
Top 7 rated items of 17

<table>
<thead>
<tr>
<th>How interested are you in participating in each of the following planned opportunities at the Academy?</th>
<th>Somewhat or Very Interested</th>
<th>Mean*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receiving an Academy newsletter</td>
<td>92.3%</td>
<td>2.38</td>
</tr>
<tr>
<td>Attending luncheons for Academy members</td>
<td>84.6%</td>
<td>2.15</td>
</tr>
<tr>
<td>Participating in living history interviews about your career for the History of Medicine archives</td>
<td>84.6%</td>
<td>2.15</td>
</tr>
<tr>
<td>Serving on JHSPH awards, advisory or search committees</td>
<td>76.9%</td>
<td>2.25</td>
</tr>
<tr>
<td>Academy-sponsored academic lecture/symposium series</td>
<td>69.2%</td>
<td>2.08</td>
</tr>
<tr>
<td>Serving as a career mentor or coach for students/trainees</td>
<td>61.5%</td>
<td>2.30</td>
</tr>
<tr>
<td>Serving as a career mentor or coach for faculty members</td>
<td>57.9%</td>
<td>2.10</td>
</tr>
</tbody>
</table>

*Mean values based on 0 (not interested) to 3 (very interested)*

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Interest (future or now) in Academy participation

<table>
<thead>
<tr>
<th></th>
<th>Not at all interested</th>
<th>Somewhat interested</th>
<th>Very interested</th>
<th>Uncertain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-retired professors</td>
<td>7.1%</td>
<td>37.5%</td>
<td>50.0%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Retired professors</td>
<td>23.1%</td>
<td>38.5%</td>
<td>38.5%</td>
<td>0%</td>
</tr>
<tr>
<td>Retired professors who live in Baltimore at least 6 months out of the year</td>
<td>11.1%</td>
<td>33.3%</td>
<td>55.6%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Membership eligibility

- Details of JHSPH membership still being worked out
- School of Medicine has two levels:
  I. Affiliated: Access to facility and events; all retired faculty and those in phased retirement program
  II. Scholar: Commitment to on-going, active engagement with school, university or community
    - Annual reporting; expected ≥20 hrs of service
    - $3,000 stipend to support scholarly activity and expenses