

Faculty Senate Meeting

Agenda

April 17, 2023 at 5:00 pm

Hofheimer Hall 757



Present: M. Bak, A. Cipi, J. Collins, C. Derkay, A. Hosseini, S. Ikonne, R. Koteeswaran, S. Kwon, M. Mlynarczyk, A. Musto, F. Lattanzio, C. Okigbo, M. Pant, M. Rubino, D. Taylor-Fishwick

1. Call to Order Derkay
2. Minutes from 3/20/23 meeting were approved without corrections.
3. Guest Speaker: Matthew Schenk (HR)
 1. Upcoming Town Hall re: HR issues
 2. Paid Leave: Faculty will receive 192 hours of paid annual leave, can carry over 160 hours. Severance - will pay out up to 120 hours leave (accrued). Leave is accrued over time. Some leave will be granted at time of integration (not sure how much right now)
 3. Sick leave: Virginia has more options for sick leave than EVMS policy. Differences between classified staff, faculty. Virginia Sickness and Disability Program - 63 hours of sick leave, 32 hours personal leave banked from day one. This is codified into state law. Also includes long-term care insurance. Short-term disability (tied to years of service). Advocating for base + supplement to be used to calculate benefits. Raises after 5 years of service. Long-term disability - similar to EVMS current policy. ODU max salary is \$150,000 (EVMS max is \$250,000) - looking at voluntary additional coverage to bridge the gap. Not own occupation (clinicians are most impacted). Can opt to go on ODU traditional sick leave instead of 1000 hours per year but no short-term disability or long-term care. Can purchase short-term and long-term disability in ODU traditional arm, but faculty would pay for that coverage
 4. Paid holidays - will have more than current EVMS policy (equivalent to 16 paid holidays in total)
 5. Parental leave policy at ODU - 8 weeks paid leave, in addition to annual/sick leave)
 - must be eligible for FMLA; also educational leave, community service leave

6. Health insurance - Optima, Anthem plans (COVA), Kaiser Permanente for NoVA/central Virginia; high deductible plan. Most people will have some cost savings on premiums. Dental and Vision are included with health insurance and cannot be added separately. FSA account (medical, dependent care) - when you leave, money reverts back to ODU
7. Retirement: more details at town hall.

4. President's Report

Derkay

1. Discussed with Dr. Abuhamad re: ODU governance. Motions not put forward re: alternates, change in meeting time and strict attendance policy. Dr. Derkay to reach out to ODU Senate leadership.
 2. Executive committee composition was removed from Faculty Senate Constitution and placed into bylaws. Concern from ODU is that executive committee needs to be nimble/responsive.
 3. 99% of M4 students participating in the match received a position, all EVMS residency positions filled.
 4. Academic Affairs theme for this year is "Cultural Humility." Two surveys out from Academic Affairs - women in research and cultural humility.
 5. Annual training released - due 6/30/23. Dr. Derkay raised question of reciprocity with CHKD/Sentara, etc. This will be considered for next year.
 6. Annual review: changes made. Completed in RedCap. Due June 20, 2023.
5. New Business: assignment of alternate evaluators for faculty annual review
 6. Adjourn 6:16pm

Coming Up:

May - collect nominations for executive committee

June - Vote for next year's exec committee

Next Meeting: May 15, 2023, Room 757 Hofheimer Hall with Zoom option for those who are off campus