

## Faculty Senate Meeting Minutes

April 19, 2021

Online Meeting - 5:00 pm

**Present via call-in (in alphabetic order):** Britt, R.; Chakan, M.; Cipi, A.; Crandley, Edwin; Daniel, Dianne; Derkay, Craig; Flaherty, Juliana;; Hosseini, Alireza; Ikonne, U. ; Kwon, Sun; Lattanzio, Frank; Martins, J.; Morris, Shannon; Musto, Alberto; Petri, J.; Rubino, Mary; Smith, Robert; Strunc, Michael

Invited guests: Drs. Richard Homan and Elza Mylona

1. The Faculty Senate was called to order at 5:01 by Dr. Hosseini.
2. The minutes of the March 2021 Faculty Senate meeting were unanimously approved.
3. Dr. Hosseini introduced Dr. Homan, Dean, Provost and President of EVMS. Dr. Homan discussed progress with the Path Forward proposal. The initial version was refined using the input from the four Path Forward taskforces (Education, Clinical, Research and Administration/Legal) and was available on the EVMS website. The BOV received the modified proposal but did not have a formal vote on the proposal at the March 2021 BOV meeting. The documents passed forward were an executive summary, the Path Forward proposal and a cover letter. Dr. Mylona had developed a survey for the BOV that included financial worksheets that were being released today (April 19, 2021). BOV comments in all areas, especially financial, were to be received by General Council within the next two weeks. There were two versions of the restructuring budget, one at \$72 million and the other at \$100 million. For the upcoming June 2021 BOV meeting, actions taken may include approval, amendments, edits, etc. of the Path Forward proposal, with possibly additional refinements of the budgets. As Dr. Homan have previously said, the three steps involved with the Path Forward proposal are (1) negotiating the budget (2) due diligence (1-2years) to determine the new institution's structure/governance, determining the how to address the various missions of that institution and creating a model for the Eastern Virginia Health Sciences University encompassing the Health Sciences and the School of Public Health. Proposed BOV representation would include 12 members from EVMS and 12

members from ODU. Dr. Derkay asked why the EVMS BOV did not act on the Path Forward proposal at the March BOV meeting. Dr. Homan replied that the BOV needed to hear the comments from the four Taskforces and were therefore not ready to vote. Additionally, the BOV can now also have input prior to voting. Dr. Derkay then asked whether the Sentara administration had commented either publicly or privately on the Path Forward proposal. Dr. Homan replied that there were no public Sentara statements and private Sentara comments, if any, were not disclosed. The University of Colorado SPH model was proposed for Sentara, NSU, ODU and EVMS but not in the context of the Path Forward proposal. It was noted that there was to be an integration of research efforts between EVMS and ODU and that clinical research collaborations with EVMS and Sentara that had been started by Dr. Jerry Nadler prior to his leaving EVMS might now include also Bon Secours, Chesapeake General and other clinical trials sites. There was the potential for an ODU and NSU pipeline for MD, Nurse Practitioners, PAs, etc. but the financial component for these efforts was not addressed. Virginia has not yet developed a state-wide clinical trials plan but EVMS and its collaborators may be able to spearhead this and thus lead the rest of the state forward in this effort. Dr. Homan mentioned he had spoken to the incoming ODU president Dr. Brian Hemphill and will speak to him again when he revisits Hampton Roads to discuss our Path Forward proposal as an alternative to the Manatt proposal. Dr. Homan will also meet with the Speaker of the Virginia House of Delegates and also with members of the Black caucus. There has been a tendency of the Legislature to favor the Manatt proposal, but Dr. Homan will review a current Powerpoint with the Speaker that clarifies what the Manatt proposal will actually cost the state, which would be an additional obligation of about \$40 million over current EVMS support. The research, clinical and educational programs were to be discussed, with the understanding that the Path Forward proposal will work if it has the chance to go forward. Dr. Derkay asked if there was an ability to engage Governor Northam's support prior to the end of his term, but this seemed unlikely. Dr. Hosseini asked about the move to go forward with the BOV and get support from Richmond. Dr. Homan mentioned the \$5 million offered by the state through the Manatt proposal could not be accepted due to the obligations to follow the

rest of Manatt plan that acceptance would force on EVMS. There may be a bill entering the legislature that could also force this acceptance. In closing, there needs to be much work done to rebut the claims made by supporters of the Manatt proposal. Dr. Hosseini restated that it may not be clear to the Commonwealth what the true fiscal obligations of Virginia would be if the Manatt proposal went forward.

Dr. Homan discussed how the EVMS 2021-22 budget would be formalized through an EVMS Finance meeting in May and then, with the support of the BOV, the new budget could be approved. Budget items could include (1) raises to the faculty's salaries (2) a pool of monies that could be drawn on by clinical faculty's departments, based on achieving successful quarterly quality metrics. These metrics were to be based on simple, clear clinical measurements that would allow a pay for performance scenario. Dr. Abuhamad is involved in the process of developing such metrics. Dr. Homan noted that clinical salaries had increased on the average over the last 7-8 years. EVMS has now reached 88<sup>th</sup> nationally in research, 36<sup>th</sup> in diversity and 46<sup>th</sup> in primary care (the latter ahead of VCU). Dr. Wasilenko is recruiting translational researchers via monies saved due to recent retirements. Dr. Homan will use school funds to provide startup packages for these new recruits. Dr. Derkay asked if EVMS had analyzed the effects of the COVID19 pandemic on our research and clinical enterprises. Dr. Homan replied that they had both increased compared to the prior year, due in part to an early restart in research and rapid growth clinically of online consultations. He also noted that EVMS employees had received resiliency bonuses and EVMS was doing very well in comparison to most medical schools. Dr. Derkay mentioned that both the SHP and MS had increased recruitment, with about 8400-8600 applicants for Medical School, up 25% this year compared to the national average of +7-12%. The EVMS recruitment for residencies was at 100%, better than UVA and VCU, as EVMS students traditionally interview very well. He noted that the Council of Deans were adjusting the interview process for the coming year to deal with problems caused by the pandemic (such as limited travel, access, etc.) Shannon Morris noted that PA applicants enjoyed the prestige of associating with Medical Students as part of their

training at EVMS. Dr. Homan said that if the Eastern Virginia Health Sciences University goes forward, it could provide a significant academic portfolio as a brand with a very comprehensive listing. Shannon Morris said that EVMS should not go back to a “siloesd” program approach, but keep Medical Students interacting with PAs. Dr. Homan agreed and said EVMS will keep expanding these types of interactions, and if we had a nursing school due to a merger that would extend to them as well. Dr. Derkay asked about an in person graduation for those in residency programs, since EVMS will not have a traditional, large scale graduation for MS and SHP graduates this year. However, Waitzer Hall will be used for graduation pictures and approved smaller social events. Dr. Homan responded that a more traditional residency graduation would have to be approved by the Continuity of Operations group. In closing, Dr. Homan said he would meet with the Faculty Senate in June after the BOV Path Forward proposal and 2022 budget decisions. Dr. Hosseini thanked Dr. Homan and said that Dr. Homan had an open invitation to meet with the Faculty Senate whenever the need arose.

4. Dr. Mylona then spoke about a number of issues. (1) Faculty Appreciation week was upcoming later in April and she noted that over 100 supportive messages had been posted in Faculty Affairs. She also wanted to get feedback from the faculty on this event. (2) Faculty Affairs had a change of process concerning senior level appointments (Associate and Full professor) to initiate a more consistent approach. An ad hoc subgroup of the Appointments and Promotions committee will review the candidate’s CV and a detailed letter from the chair that are necessary to reach rank and work with the candidate and chair to resolve problems related to the consistency of this documentation. Dr. Hosseini mentioned he was on the A&P committee and the process was working well and was consistent for all applicants. Dr. Mylona noted that if the documentation was approved by the ad hoc committee the promotion would go forward, and if not then a full committee review would be required. Dr. Mylona discussed a recently completed meeting with AAMC to address changes caused by COVID19 in a number of faculty areas. During the COVID19

pandemic there were shifts to accommodate an extended evaluation deadline process for promotion and other Faculty Affairs concerns. For example, it was agreed to annotate CVs to include accepted presentations that were then canceled. Groups that were most affected were women in medicine, diverse faculty and junior faculty. Coaching was suggested to help compensate in these areas. A question was added to the annual review: “How was your professional life affected by the COVID19 pandemic?”. Faculty Affairs wants to have an ongoing conversation about what happened and what is needed to address some of the COVID19-related impacts on faculty. EVMS was more flexible and stronger fiscally than many other schools. There was concern about what should be kept from COVID-related changes and what should return from previous performance models. Items related to the updated Faculty handbook included discussions to re-evaluate promotion criteria and also have multiple ways to create scholarship. The new version of the Faculty Handbook will add links to streamline the use of the Handbook and two handbook models (Penn State and Stanford) were being evaluated, Selected faculty were evaluating these examples, with Stanford seemingly more popular. The Faculty Senate was also encouraged to comment on these models. Dr. Hosseini asked if certain sections (HR, Research, for example) can be updated without BOV review. Dr. Mylona said that such changes can be made. Dr. Hosseini said new CFAS candidates to be voted in May, 2021. Dr. Mylona said to remember to support Faculty Week. Dr. Hosseini asked if there were additional questions, there were none and he thanked Dr. Mylona for her attendance.

5. With no further items on the agenda, a vote for adjournment was called and the approved. The Faculty Senate adjourned at about 6:03 PM.

Next Meeting: May 17, 2021