

**Faculty Senate Meeting
Minutes
December 20, 2021
Virtual Meeting
5:00 pm**

Attendees: M. Rubino, C. Derkay, S. Morris; E. Lappinen; J. Collins; M. Mlynarczyk; A. Hosseini; A. Musto; M. Chakan; E. Dobratz; A. Cipi; F. Lattanzio; M. Chakan
Guests: M. Schenck (Human Resources); V. Rhodes (Marketing and Communications)

1. Call to Order at 5:00pm Derkay
2. Approval of Minutes from the previous meeting Derkay
 1. Motion put forth and seconded, unanimously approved
3. Guest Speaker - Vincent Rhodes, Marketing and Communication
 1. Per Dr. Derkay - verbal support from Dr. Abuhamad to make EVMS Medical Group and EVMS school should be same - coordination between V. Rhodes and Brant Cox
 2. Discussions have begun, some resources available at this time - hope is to bring in group with web experience after the new year to help revise
 3. Asks for patience - some things can be done quickly and others will take a bit of time
 4. Surveys/focus groups upcoming - encourage participation from faculty, patients will also be approached re: their needs
 5. Reminded re: med school applicants, residency applicants, potential research colleagues/partners are some additional groups that require
 6. Fine line between allowing content to be kept up to date, in the setting of security needs.
 7. Concern re: participants logging in anonymously for town hall - lowered professionalism of participation. Participants will need to pre-register about a

day prior (need to be reviewed manually). Encouraged to pre-register even if you are not sure you can come (no penalty)

- i. For questions that need to be asked anonymously - can be collected prior to the town hall on form

8. Email Vincent Rhodes if you have further questions/comments

4. Guest Speaker - Matthew Schenk - Human Resources

1. Medical group - board approved restructuring of compensation for LPNs and Mas. Should take effect first biweekly pay period of new year

2. In the area - \$15 minimum wage for Sentara, starting pay for CHKD

3. Working with MarComm to increase communication from HR to institution

- i. Attending quarterly meetings for practice manger meetings

- ii. Trying to “rebrand” to help solve issues with departments as needed

- iii. New leave system to track FMLA and absenteeism - now done in house

- iv. Budget scenarios for compensation plan for FY23 - will do best we can to offset inflation

- v. Semiannual fringe benefit advisory committee to be reinstated

1. Retirement plan, fund performance for one

2. Health benefits, other fringe benefits at the other

3. Composition of committee - will have faculty senate representative and other faculty by appointment, include staff from medical group/medical school

4. Chaired by director of HR, take recommendations up to dean, finance committee, etc as needed

- vi. Remote work - in light of increased activity of Omicron variant -

- vii. All HR staff in office 4 days per week, one day a week when all staff is in office, rotates

- viii. Policy - up to 3 days per week remote, 2 days per week in office for usual telework policy. May reinstitute remote work if COVID activity

spikes (phased out remote work August 2021, had been in that mode about 1 year). High vaccination rate, those unvaccinated have waivers. Frequent meetings to review data and policies.

- ix. Other policies (e.g. accommodation requests) can allow full time remote work on individual basis
 - x. Research indicates routine tasks performed better at home, tasks that require collaboration or teamwork are better done on site in person.
 - xi. Must be working for 6 months before remote work allowed (for training purposes)
 - xii. Encouraging supervisors to allow hybrid policy - can talk with HR if employee is concerned, encourages a trial period for employee if unsure about capability to handle remote work.
4. Policy - 3-month notice - multiple departments requesting to waive 6-month notice, ran through faculty affairs. Concern raised that faculty unaware of the change until it was implemented. Few institutions require 6 month notice
5. Question - Use of outside financial advisor for TIAA investments. Can no longer deduct financial advisor fees on personal tax return. Can deduct pre-tax. Institution must allow in order for TIAA to allow this. Is it possible for employees to acknowledge appropriateness of fees, and agree to use fiduciary in order to do this? Could Stacy Purcell work with HR to develop legally binding document to release liability from EVMS. Benchmarking fees by EVMS to ensure best deal for employees. Reminder that TIAA takes no responsibility for appropriateness/review of fees, etc outside of paying invoice. Will explore possibility of waiver with tax attorney.

5. President's Report

Derkay

- 1. MOU signed 12/17 with Sentara and ODU (see President's video) - serves as starting point/first step - Unanimous support by EVMS board to move forward with negotiation.

2. Dr. Abuhamad stepped down as chair of OB/GYN, interim chair appointed (Dr. Tanak).
 3. William Wasilenko - vice dean for research - will retire this spring; Dr. Mu will be interim Vice Dean for research. Several potential internal candidates per Dr. Abuhamad, uncertain if national search will be done or explore internal candidates
 4. Employee fitness center hours follow-up - 7am-10pm now. Request in to open earlier if possible, working on the possibility, hopeful to extend hours in future if security can be arranged.
6. Board of Visitors Meeting
1. Academic and Student Affairs - Dr. Morris
 - i. Dr. Mylona approved list of promotions
 - ii. Dr. Flenner - 13 students successfully matched via military match
 - iii. 3rd Friday in March is match day. Students offered fewer interviews this year, exploring reasons for this.
 - iv. Applications down (here and nationally) only 2% off from national changes
 - v. Preclerkship phase - shortening, incorporating early clinical experiences, \$13
 - vi. Residency programs have completed annual reviews. Psychiatry fellowship to start 2023. Focusing on onboarding
 - vii. FM rural residency track with Southampton Hospital (track within FM residency program)
7. New Business
1. Suggestion from Dr. Hosseini for past president of faculty senate to be the representative. Also notes past president has represented Senate on various committees durinDr. Derkay offered option of senator representing for several years in interest of continuity.

2.

8. Adjourn

Coming Up:

January action item - vote on representation for Fringe Benefits committee

- Proposed guest speakers for upcoming meetings Derkay
- January - Dr. Abuhamad/Dr. Waldholtz
- General Faculty Meeting February 12, 2022

Next Meeting: **January 24, 2022** at 5:00PM

Note: Meeting occurs one week later than usual in January due to MLK day.

Join Zoom Meeting

<https://evms-edu.zoom.us/j/5020957407?pwd=K1BHSlozRi9hSlc1UllzZm1IdlQwQT09>

Meeting ID: 502 095 7407

Passcode: 026352