

Faculty Senate Meeting Minutes

June 15, 2020

Online Meeting - 5:00 pm

Present via call-in (in alphabetic order): Cipi, A; Collins, Jay; Derkay, Craig; Johnson, Clarence; Hosseini, Alireza; Ikonne, Uzona (A); Lattanzio, Frank; Morris, Shannon ; Musto, Alberto.

1. The Faculty Senate was called to order at 5:04 by Dr. Derkay.
2. The minutes of the May meeting were approved after clarification of voting procedures referencing item #5 in the minutes as discussed below.
3. Dr. Musto asked about the formality of voting procedures to elect a department's Faculty Senator. Dr. Derkay described the options of a nominating committee, volunteering, an open vote or designation by the Departmental Chair (note that the Chair cannot serve as Faculty Senator or alternate). Additional discussion was raised about recruiting representation from departments that did not have current Faculty Senators or when polled for Faculty Senators had not responded. Reasons for this lack of representation might include a lack of interest or a difficulty in potential Faculty Senator's attending the meeting at the assigned time and place. It was noted that some other institutions held meetings at mid-day and assigned protected time for faculty to attend those meetings. Dr. Derkay suggested that during the next Executive Council meeting the committee should review ways to encourage departments to field Faculty Senators and to attend Faculty Senate meetings, as well as to review changing the day/time for meetings. It was mentioned that the virtual meetings currently in place gave additional leeway for attendance, as representative could call in rather than have to be physically present.
4. Grievance Committee activities were presented by Shannon Morris. There was no new information about both currently active grievances. In one case, the grievance may have been deflected back to HR, in the other grievance the COVID19 pandemic affected the scheduling of a meeting. As noted previously, a request for an open grievance hearing was postponed until later in the year when an open forum would be more feasible.

5. Dr. Derkay gave an update on his monthly discussion with Dr. Homan. (1) The EVMS graduation ceremony was held on May 16, but as a virtual event. MS 2020 graduates were offered the option to walk with any of the following classes' graduation ceremony for the next five years, although it appears that not a high percentage of 2020 graduates may avail themselves of that option. (2) As stated in previous Faculty Senate minutes, the Dean's main concern was the school's finances that were declining during the COVID-19 pandemic and would have to be bolstered through reserves that Dr. Homan had accrued over the past several years. EVMS has been the lowest state funded school in Virginia and had its \$625,000 support rescinded due to re-budgeting during the pandemic. Virginia is expecting nearly a \$2 billion shortfall next year, with the actual EVMS budget cuts possibly not confirmed until September, 2020. Additional support from Sentara to EVMS is still under discussion between the boards of EVMS and Sentara. EVMS will allow salary increases for faculty promotions, but will suspend merit raises, maintain a hiring freeze and not fill vacant positions. Reductions in elective surgeries and non-COVID emergency room visits reduced clinical income yielding losses from March onward, but the clinical enterprise is now picking up momentum. The status of the PPP loan for EVMS is under review. The Medical Group also received a \$700,000 forgivable loan. (3) On May 15, the EVMS research enterprise was successfully restarted, with clinical rotations and some support staff re-starting on June 15 after the initiation of Virginia's Phase 2 program. There will not be any campus-wide events, such as the White Coat Ceremony or Faculty/staff Awards, until after December, 2020. Per the EVMS COVID19 plan, universal masking and social distancing will be required within the campus buildings. Dr. Flenner and his group are securing more clinical mentors to cover the students' missed rotations, including both the SHP and incoming third and fourth year MS students. EVMS COVID19 travel restrictions have been relaxed, allowing the use of EVMS-supported funds for national meeting travel, with continued restrictions on EVMS supported funds for international travel. EVMS funds allocated for faculty development meetings and workshops are still available and if earlier supported meetings were canceled, those funds would be reallocated for use in the future when COVID19 restrictions are relaxed. (4) The LCME preparations continue and it appears

that the EVMS shift to mostly online classes to accommodate appropriate COVID19 safety procedures will not adversely affect either the LCME or SACS reviews. Annual faculty reviews that were originally postponed from June 30 until October 31, but the reviews have now been requested by the June 30 due date to allow filing for the LCME visit. (5) A public report has exonerated EVMS from the stigma of previous events said to compromise the school's support of racial equality and diversity. This positive report aligns with the EVMS strategic plan for 2020-2024 on promoting health equity and inclusion.

6. Faculty Senate elections. Several candidates were nominated and an email ballot for President-Elect, Secretary and Member at Large was distributed by email to Faculty Senators after the May meeting. The election results are that Shannon Morris is President-Elect, Frank Lattanzio continues as Secretary and Mary Rubio is Member at Large, with Dianne Daniel as her alternate. Alireza Hosseini will be incoming President and Craig Derkay will be Past President. The Faculty Senate will determine whether meetings of the full Faculty Senate or the Executive Committee will be required over the summer months e.g. July and August, 2020. All revisions to the bylaws were approved by the EVMS BOV.
7. Hot Topics-Dr. Derkay noted that the Lunches with the Dean event was halted but it was suggested the Faculty Senate Executive Committee meet at a lunch sometime in the summer, based on Virginia COVID19 restrictions. Dr. Mylona's group was working on the Faculty Handbook but it had not been sent to the Faculty Senate and neither had the HR component.

The Faculty Senate adjourned at 5:47 PM.

Next Meeting: TBD