

## Faculty Senate Meeting Minutes

August 17, 2020

Online Meeting - 5:00 pm

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

**Guests-**Dr. R. Homan, Dr. E. Mylona joined at 5:17PM.

1. The Faculty Senate was called to order at 5:04 by Dr. Hosseini.
2. The minutes of the June, 2020 meeting were approved.
3. Grievance Committee activities were presented by Shannon Morris. (1) In a grievance chaired by Shannon Morris, the grievant was waiting for an in person, open hearing, but the grievant was aware of the room safety/occupancy limitations caused by the COVID 19 pandemic. Rooms were being checked for availability, reasonable and safe audience capacity and the potential for having plastic shields in rooms to separate participants. Dr. Lattanzio noted that several dissertation defenses had been given in Lester Hall 135 that permitted upwards of 20 people in the audience. (2) In a grievance chaired by Jay Collins, a date of September 2, 2020 was set for an open hearing. As previously mentioned, the limitations imposed by COVID 19 restrictions will affect the number of individuals present. Dr. Collins, working through the Faculty Senate, will follow up on room selection for the hearing and what would be the limit of the number of individuals permitted within the room. It was also discussed as to whether the hearing could be broadcast virtually, but the decision was made to have only an in person audience. Dr. Hosseini discussed the potential desires of the grievants in terms of the number of participants that could be present. If an open hearing is being requested, one option is for Faculty Affairs to secure the room, send out RSVP emails and then allot available seating for observers after all participants were seated.
4. Dr. Homan discussed the history behind the foundation of the proposed Institute for Integrated Neuroscience, whose charter was to be voted on by the Faculty Senate. In

brief, after treatment of a family member, the grateful family wished to support a program to help alleviate neurodegenerative diseases. This donation has the potential to become the largest gift by a single donor, with the signing ceremony proposed for the week of August 24, 2020. This clinically integrated institute will be supported by both Sentara and EVMS and will have 3 principal components (1) Cognitive and Memory Disorders (2) Parkinson's and Movement Disorders (3) Palliative and Supportive Clinical Care. \$3.5 million will be given initially to start the Institute with the remaining \$11.5 million given as a bequest. EVMS will need to obtain money to support the Institute until the bequest is fulfilled. The Institute will form research clusters to develop translational projects and then focus on neurodegenerative related issues. The Institute will emphasize basic and clinical neuroscience research and find/recruit individuals in these areas. EVMS has donated half of the fourth floor of Andrews Hall towards clinical space with Dr. Karen Thomas as a lead in recruiting faculty. HALDI will be involved in evaluating treatment outcomes. This Institute is important because of the rapidly expanding geriatric patient population and will have physicians, speech therapists and other related health care specialists located at this central facility. For EVMS, recruitment will be in the areas of translational research and HALDI. Recruiting will be not departmental but within the Institute's program, following the donor family's interests, with recruitment externally and from EVMS faculty that can realign their research interests in congruency with the Institute. Researchers will target NIH support through grants available in the areas of interest to the Institute. EVMS may also extend the Institute's reach in terms of correcting health disparities in the area of neurodegenerative diseases. Sentara will get a potential advantage in terms of 50-100,000 Medicare patients with reductions in cost due to the centralization of facilities and a more comprehensive health care approach. As noted, EVMS will contribute to the support of the Institute in years 4 and 5. This Institute may serve as a model for other philanthropic endeavors.

5. There is a consulting firm examining interactions between ODU, EVMS and Sentara. This consultation will be completed by November 15 to allow for presentation to the Virginia

legislature. This project may yield long-term financial stability for EVMS and serve to enhance Sentara's academic reputation. Dr. Homan will return after November to report on this project. Another topic was the idea of an EVMS/ODU merger, which has been discussed for a number of years. Dr. Homan noted that if such a merger were to go forward it would have to be approved by the EVMS BOV.

6. Dr. Mylona mentioned that the Faculty Handbook policies sent for review by the Faculty Senate would also need to be presented to the EVMS BOV for accreditation purposes. Some Handbook policies are still under review by the EVMS legal team; some Handbook policy changes relevant to the Faculty were presented for Faculty Senate review, such as those covering faculty appointments. In addition, terms related to faculty appointments and used by Faculty Affairs needed to be defined and inserted into the Faculty Handbook. Areas examined were academic and promotion evaluations and what constitutes a satisfactory or an unsatisfactory review. These clarifications were made to resolve any chair/faculty promotional review disputes before they required the intervention of a Faculty Senate grievance committee. The Faculty Improvement Plan (FIP) appeal process did not affect the ability of a faculty member to file a Faculty Senate grievance after proceeding through the FIP process. The FIP would assist in conflict resolution between the chair and faculty regarding expectations of performance, with Drs. Combs and Homan as final arbitrators. Shannon Morris felt that the FIP was reasonable and noted that the faculty member still can go through Faculty Senate grievance process. A full comparison and congruency check between the FIP and grievance policy-will be made after the November LCME visit. Shannon Morris questioned the 30 day period to appeal to Faculty Affairs; the question was raised as to what happens if the chair unduly delays the meeting with the faculty? For this reason, there may have to be a time extension until the chair/faculty meeting is scheduled. The responses in the FIP need to be prepared in a timely manner. Dr. Hosseini compared FIP and grievance for consulting and overlap, in which the Dean receives Faculty Senate grievance recommendation. Shannon Morris was concerned about the faculty member's ability to complete all three appeals in 30 days

(e.g. appeals to the Chair, Dean then Faculty Affairs). The timing of these 30 day cycles will be discussed in future meetings. Dr. Musto discussed the necessity of presence of Faculty Affairs in a discussion of the problems. Shannon Morris discussed the Community Faculty promotion criteria when comparing the value of teaching to administration (for the required contribution of 50 hrs/year). The concern was that without teaching and having only administrative contributions, community faculty would be limited to only instructor level credentialing. The degree held by the faculty member also limits the level of credentialing, as for an Assistant Professor or higher, as an example. Degrees such as M.P.A. should be acceptable for higher level credentialing. It was requested that this information be posted to the EVMS website.

7. A motion to approve The Institute for Integrated Neurohealth charter was by Dr. Derkay, seconded by Dr. Musto and passed by the Faculty Senate unanimously.
8. All items regarding the Faculty Handbook passed unanimously after including Shannon Morris' minor changes.
9. The Faculty Senate adjourned at 6:28 PM.

Next Meeting: September 21, 2020