

## Faculty Senate Meeting Minutes

September 21, 2020

Online Meeting - 5:00 pm

**Present via call-in (in alphabetic order):** Cipi, A; Collins, Jay; Derkay, Craig; Daniel, Dianne; Holt, Nicole (A); Hosseini, Alireza; Ikonne, Uzona (A); Lappinen, Eric; Lattanzio, Frank; Morris, Shannon ; Musto, Alberto; Pant, Mohan; Rubino, Mary; Strunc, Michael; Williams, Michael

1. The Faculty Senate was called to order at 5:01 by Dr. Hosseini.
2. Dr. Hosseini introduced Drs. Holt and Pant, two new alternates for the SHP.
3. The minutes of the August, 2020 meeting were approved. The September agenda was corrected to reflect that Dr. Mylona was not scheduled to visit.
4. Grievance Committee activities were presented by Shannon Morris. The open hearing grievance chaired by Dr. Collins in Lester Hall in September proceeded well. Another open hearing grievance chaired by Shannon Morris will be held in the same room in October. There may be another grievance from the School of Health Professions that could reach the Faculty Senate, but is first being processed by HR.
5. Dr. Hosseini reviewed his meeting with Dr. Homan in combination with the BOV meeting Dr. Hosseini attended. (1) EVMS Financial standing-Despite some losses in state support and in tuition (the latter mostly occurring in the SHP) totaling about \$7 million, the school maintained a \$3 million surplus. EVMS was one of the few Medical schools in the country that maintained such a surplus. Dr. Homan also stated that he would share additional good news for the school during the September 22 Town Hall meeting. (2) The virtual LCME site visit would be occurring October 4-6, with October 5 and 6 being the actual evaluation. Because of the limitations related to a having a virtual site visit, there were a specified group of EVMS people notified about their participation so that they could reserve time slots for the site visit. This same group was also involved in the mock site visit that occurred in September. The LCME site visit team were not known by Dr. Homan. A response back from the LCME was expected in February, 2020, although an exit interview

that concludes the site visit often gives hints as to the site visit outcome. The SACS accreditation will also occur in February, 2021. (3) Waitzer Hall-There has been student access for study rooms in Waitzer Hall, with staff starting to move into the facility in late October-November, 2020. (4) Dr. Homan asked if there were any questions from the Faculty Senate to be addressed in the Town Hall meeting, but none were raised. There would be a General Faculty meeting on October 13, where questions or concerns from the Faculty Senate could be presented, as well as Dr. Hosseini updating the faculty on items under past or current review through the Faculty Senate.

6. Dr. Derkay mentioned his invitation to an 11:30 AM meeting on October 6 where a debriefing of the consultant's evaluation of a potential partnership between EVMS, Sentara and ODU would be discussed. Dr. Lattanzio would be an alternate for Dr. Derkay, if necessary.
7. The policies approved by the Faculty Senate were also approved by the BOV. Additional Faculty Handbook updates will be coming from Faculty Affairs. Dr. Hosseini requested a longer lead time to allow a less time constrained review of such updates. The updates may be presented at either the October or November Faculty Senate meetings. The Handbook may be finalized after the next BOV meeting, with the sections relevant to LCME site visit having been just BOV approved. The updated Faculty Handbook will use internal document links to access various policies, reducing the size of the document.
8. Dr. Lattanzio reported about the BOV Finance Committee. His report is below. Dr. Betty Bevins was introduced as a new BOV member prior to the approval of minutes as submitted. Helen Heselius presented the financial statements. Pre-COVID there was a projected excess of about \$5.7 million with a predicted excess after COVID of \$1.5 million. Although about \$1.5 million was used to compensate for COVID related expenditures (PPE, clinical, employment), there was still an excess of \$4.2 million. The projected COVID losses were attenuated by the rapid ramp up of research and the rebound of clinical enterprise visits from a drop in April to 13,000 (from pre-COVID 23,000) back to 22,000 in June. About \$ 500,000 was needed for the bottom line and about \$528,000 was present. This buffer occurred despite drops in the annual fund and a year end transfer of funds. There were some adjustments due to new accounting procedures but the June

excess was \$20.2 million. Savings were related to only 14 of 20 faculty positions being filled, the still-vacant IM chair, a higher investment income rate (through May, which will drop afterward), reductions in expenditures for travel and catering (saving \$384,000 and \$95,000, respectively) and a reduction in utilities (not COVID related) of \$210,000. There were drops in tuition (\$1.3 million) because SHP recruitment and enrollment were down, but this may improve, as enrollments are still ongoing. Telemedicine was rapidly ramped up, which reduced the adverse impact on patient numbers, so the clinical enterprise may still have a good year. Although most funds were utilized, some state and federal COVID/regular funds may have to be returned, depending upon circumstances related to COVID.

9. Construction has slowed, with the Waitzer Hall podium opening last week (September 7) but no classrooms opened and most MS classes virtual. The Waitzer tower should be completed at the end of October, with staff entering from November through February, 2021. Additional renovations will be performed in 4<sup>th</sup> floor Brickell Library for housing the Fine Academy and the 5<sup>th</sup> floor Andrews Hall for the Development office. The Club apartments renovation will be starting June 2021 and completed at the end of August, 2021. In the Medical Group, the faculty and staff were congratulated for their efforts throughout the pandemic. There were some difficulties regarding lost codes due to personnel shortages and coding was contracted outside (originally \$1 million not recorded), with Ob/Gyn behind more than a month. There were staffing shortages, many attributed to workers having to stay at home to care for children due to the absence of outside child care and public schooling, as well as difficulty in finding temporary labor and an increased work load. These problems should be reduced starting August as staff catch up and resolve these problems. New Business-there will be a special meeting in May, 2021 for the 2022 budget. Dr. Homan mentioned that EVMS never closed, unlike many other medical schools or universities and colleges. The LCME mock visit went well and the positive balance of EVMS finances contrasts well compared to losses in other medical schools, a strong point for the upcoming LCME visit.
10. Dr. Derkay discussed a meeting Dr. Homan had with the department chairs on September 21 where changes in the compensation formulae were discussed and departmental chair funds frozen. Dr. Homan was seeking to create a uniform compensation plan across departments. Existing compensation plans ranged from a low base salary with a high incentive rate to a high base salary with a low incentive rate. The goal was to have a 50%

level MDMA, based on total compensation rather than the sum of parts. This will entail a review of clinical operations across departments. The Dean was planning to hold back the 10% of clinical revenues that go into the Chair's fund.

11. The proposal of a possible coalition of the state, ODU, EVMS and Sentara may help to stabilize EVMS financially but the governance plan for this coalition has to be reviewed by the EVMS BOV. Currently, there is no definite answer to whether this coalition will go forward. A report from consultants about the ramifications of this coalition will be made about a week before Thanksgiving.
12. Shannon Morris reported about Academic Student Affairs meeting. (1) the main motion was to pass all policies and update the Handbook shown on the EVMS website (2) Dr. Flenner discussed EVMS' strengths and weaknesses related to the LCME site visit. The outcomes for EVMS Medical Students were positive, with good results for Steps 1 and 2 and a suggest of improving the clinical skills section by improving skills alignment with the current Step 2 posture. The match was excellent, with only about 1% of MS4s not matching after all adjustments were made. A number of student policies were updated, including the Student Code of Conduct and Grievance and Academic Records policies. Dr. Combs discussed a SHP projected enrollment increase, with 2 new programs added.
13. Dr. Rubino reported on the Appointments and Promotions meeting. In evaluating the standards of excellence, there would be a better alignment of Educational components to match Research and Clinical faculty standards, a clarification of how a curriculum was to be implemented to support promotion, addition a standard template for the portfolio and removal of inconsistencies in the promotion package. Dr. Daniel queried as to how the time collecting data for a publication or grant would be reported in the annual faculty review. Dr. Rubino will ask for clarification of this area. Another concern was how to best report the administrative components that are in research and teaching. Dr. Rubino said there may need to be updates in this area. Dr. Musto asked about how to report mentoring in research internships, as to whether this should be allocated into either a research or teaching category. Dr. Hosseini said that this would be under education (for mentoring)

and he was going to check with Dr. Mylona regarding these other issues. Dr. Mylona may discuss these issues if invited to the next Faculty Senate meeting.

14. Dr. Derkay asked Shannon Morris about the results of PA virtual recruiting and whether Dr. Linda Archer had discussed how EVMS would help support the clinical departments during virtual residency recruitments; Dr. Archer had not discussed this item. Shannon said that Distance Learning had helped to coordinate PA interviews using Blackboard Collaborate with Zoom as a backup for 160 interviewees. She also suggested contacting Admissions in regard to coordinating these virtual interviews. Dr. Derkay asked about promotional videos, both for the school and for the department. MarCom was prompted and made some general videos for EVMS. Dr. Derkay suggested an institutional plan for these virtual tours. For clinical department resident recruitment, there would be a need to have selected applicants interact with current residents, view the hospital and environment, etc., as well as getting GME guidance. Shannon Morris said to ask for a talk and standardize going forward. Dr. Hosseini asked for a timeline for these virtual residency videos, first to get a SHP general visit video, then videos for individual departments/programs. Dr. Derkay mentioned that his department had a virtual residency interview planning meeting. His departmental interviews would be the first week in December and that information about virtual tours and residency-related interactions should be placed on the website as soon as possible. Dr. Hosseini suggested the MarCom should be contacted about a virtual recruiting plan, as well as contacting Dr. Archer, and then reporting back to the Faculty Senate.
15. A new Chair for Internal Medicine has been hired, but an official announcement has not been made yet. (note this announcement was later made on September 24)
16. There is a consulting firm examining interactions between ODU, EVMs and Sentara. This review 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.



17. The Faculty Senate adjourned at 6:18 PM.

Next Meeting: October 19, 2020