

Faculty Senate Meeting Minutes

October 19, 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; Patel, S.;Rubino, Mary; Smith, Robert; Strunc, Michael; Williams, Michael

1. The Faculty Senate was called to order at 5:05 by Dr. Hosseini.
2. The minutes of the September, 2020 meeting were approved as submitted.
3. Grievance Committee activities were presented by Shannon Morris. The decision in the open hearing grievance chaired by Dr. Collins in September was submitted to the Dean and turned around, with a resolution then made by HR. Another open hearing grievance chaired by Shannon Morris in October will have the decision verbiage finalized and then sent to Dean Homan by October 30. There are no additional grievances pending. The grievance policy was being streamlined and added to the Faculty Handbook, with additional options for resolution by HR and other parties prior to involvement in the Faculty Senate grievance process
4. Dr. Hosseini reported on his meeting with Dr. Homan. (1) The LCME site visit went well. There were no major concerns voiced during or after the visit and EVMS personnel handled the LCME's questions well. (2) The SACS accreditation site visit will be virtual and performed in February 2021. Dr. Flenner will be launching the QEP this week. The SACS report was submitted in April 2020 and a list of questions from SACS had been returned. Responses to these questions were generated by Dr. Combs and members of the SHP, with a few items still under review. EVMS is not required to submit a completely new report, but just to update the report from April 2020 to address COVID19 related issues, such as the need for increased online education delivery to replace in person classroom teaching. Dr. Combs is confident that these course modifications will be acceptable. Medically related curricula will be predominantly virtual, with the few remaining in person

classes/clinical rotations adjusted to comply with COVID19 restrictions (spacing, masks, etc.). All other EVMS courses will be virtual for both Fall 2020 and Spring 2021. (3) A new Center is being planned to be directed towards OB/Gyn issues, Maternity and Infant Health. The Tidewater area has reported significantly poorer maternity and infant health outcomes and this fact is one of the driving forces for the establishment of such a Center, to be supported from EVMS and Ob/Gyn resources. Dr. Abuhamed is creating a draft proposal for the Center and the draft will be reviewed by the Faculty Senate. (4) In the General Faculty meeting, the proposed consortium agreement involving EVMS, ODU, Sentara and the state of Virginia was mentioned. The consultants drafting this consortium agreement have not finished it yet and the completion date was set for November 15 2020, but now it may have to be finished in early 2021. Dr. Homan said that if the agreement was not beneficial to EVMS, it would not be approved by the EVMS BOV. Dr. Derkay noted that the state budget is due in December, so if the consortium agreement was delayed, it could not be placed in the upcoming budget. Since elections are upcoming in 2021, this may also cause a delay in future planning. (5) The new Financial Strategic Plan is going forward as planned. (6) The new Institute for Integrated Neurohealth was approved and funded with \$3.5 million from donors and will be housed in Fairfax Hall after renovations were completed.

5. Dr. Rubino presented a report from the Library Committee meeting. Kerrie Shaw, Director of Library Services, is retiring and there is an ongoing search for her replacement. Of 10 applicants, 4 were given virtual interviews and now decisions are being made as to which candidates will be granted in person interviews.
6. Dr. Hosseini reported on the Faculty Handbook revisions. Some parts of the revised Handbook will be forthcoming to the Faculty Senate, with Dr. Mylona working on some sections. Although the BOV meets in December, the Faculty Senate will need time to review any Handbook revisions, so the revisions may not reach the BOV until 2021.
7. Dr. Mylona was also contemplating bringing to the Faculty Senate a concern about recruiting more child care providers for EVMS employees, noting that CHKD has this

available to their staff. EVMS is looking at various options and has created a task force (including Dr. Knight and others) to examine ways to increase child care availability. Dr. Mylona may ask both the Faculty Senate and HR to add volunteers to this taskforce. Dr. Derkay suggested that recruiting parents with children to examine these options would be very useful. Dr. Cipi volunteered to serve on this task force and she will send Dr. Hosseini an email confirming her interest. The COVID19 pandemic has made finding child care more critical and because of the pandemic, there are fewer child care centers open.

8. There was a discussion among Senators regarding the Annual Faculty Evaluations. Dr. Daniel was concerned about receiving a more rapid response from the Departmental Chair to avoid delays in the overall process. Dr. Rubino mentioned that there was no way to provide faculty comments on the annual review form to address the Chair's evaluation, as currently the faculty member only signs off that they had seen the Chair's evaluation. This then left the only recourse to be a grievance if the faculty member disagreed with the Chair's evaluation. Dr. Morris mentioned potentially meeting with the Chair to make adjustments to the evaluation and Dr. Rubino noted that this may be happen to varying degrees, depending upon the Chair. Dr. Morris mentioned having an intermediate step to go through Faculty Affairs prior to filing an HR grievance. Dr. Derkay mentioned having a separate professionalism category in the review to address items related to faculty behavior, rather than having them mixed in with the academic performance evaluations. This separation would allow a more focused evaluation regarding improving personal interactions in direct conversations as well as email exchanges. Dr. Hosseini confirmed that the verbiage on the annual report does not detail the faculty response to the evaluation by the Chair. Dr. Morris said that she may ask Dr. Mylona to return to try to work out how to implement such changes. Dr. Hosseini said if there are more concerns about annual evaluations, the Faculty Senate can revisit these issues in December.
9. The Faculty Senate adjourned at 5:45 PM.

Next Meeting: November 16, 2020