

Faculty Senate Meeting

Agenda

June 27, 2022

Virtual Meeting

5:00 pm

Present: M. Rubino, A. Musto, R. Smith, A. Hosseini, A. Cipi, F. Lattanzio, S. Lapsia, E. Crandley, C. Derkay, M. Pant, J. Collins

Guests: A. Abuhamad, E. Mylona

1. Call to Order Derkay
2. Approval of Minutes from the previous meeting Derkay
 1. Minutes will be distributed via email
3. Guest Speaker - Dr. Abuhamad, President, provost and dean
 1. Town hall today, recording will be available internally - updated negotiations with ODU and Sentara. Using 5-year outlook from chairs to formulate “ask” from Senatara. Agreement of affiliation model - Eastern VA Health Sciences Center (branding company to help). Diplomas will have both institutional names. EVMS BOV will have governance of health sciences center. Senior EVMS leadership will oversee also public health, nursing as well. EVMS Medical Group has similar structure to now. Board members over half from EVMS. Next step is to approach commonwealth as well as negotiate with Sentara. 9 committees - look at day to day about how to integrate institutions. 4 have formed, 5 will be forming soon. Anticipate about 1 year to work out all details. Governor/legislators aware of ongoing affiliation talks with ODU, will soon be briefed about details/monetary support required.
 2. Recruiting Vice Dean for Research and Chair of Psychiatry. Soon will start search for new OB/GYN chair.

3. Budget - funded without any dependence on Sentara Funds since affiliation agreement not finalized yet. Deficit \$6million will be covered by reserves. Plan to make adjustments once agreement is signed based on funding available. Received all funding from state requested, at maximum base adequacy
 4. BOV perspective - need continuity of leadership so Dr. Abuhamad has been named Dean officially.
4. Guest Speaker - Matthew Schenk & Elza Mylona
1. Changes to compensation model - establish more standardized/consistent way to determine portions of compensation (eg. Base salary (only portion addressed), clinical and variable) Based on data from 54 medical schools to base model upon. Establishes base compensation across departments (e.g. clinical and basic science faculty), working on similar system for Health Professions. Consideration - e.g. how to account for time in primarily clinical realm vs prior academic experience - departments will have significant input here for new hires. Goal is to make base salary more equitable and transparent. This will be used for salaried EVMS faculty and for any time “bought out” by EVMS - e.g. clerkship director for non-salaried faculty.
 2. Market-based ranges with min/max for each rank and steps 1-5 based on years of experience. Professor rank will be evaluated based on faculty feedback.
5. Senate leadership for next academic year
1. Senate leadership for 2022-23 academic year - proposal to keep leadership same for next academic year due to transitional period with ODU agreement, also hoped for by Dr. Abuhamad
 2. Motion made to keep executive committee the same with the exception of president elect to be Dr. Jay Collins, seconded, passed.
 3. Dr. Derkay to meet with ODU Senate President. Will likely prefer to keep EVMS fac senate autonomous. Will need to review appointments/promotions, grievance policies, etc.
6. New Business

1. Dr. Derkay to meet with president of Faculty Senate at ODU in July. Executive committee of EVMS Faculty Senate will meet in August. Plan for recess of full senate in July. Exec committee will discuss if full Senate meeting is needed in August, or if we should begin to meet in September instead.

7. Adjourn

Coming Up:

- Send any updates in department representation to M. Rubino
- Next Meeting: (August 15 if needed); September 19, 2022

Join Zoom Meeting

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

Meeting ID: 502 095 7407

Passcode: 026352