

Faculty Senate Meeting Minutes

March 18, 2024

Hofheimer Hall Room 757

Present: M. Ambrozewicz, A. Cipi, J. Collins, N. Cudjoe, A. Dobrian, J. Hampton, A. Hosseini, S. Ikonne, R. Koteeswaran, K. Latimer, M. Mlynarczyk, N. Sheets, J. Sinacori, D. Taylor-Fishwick

1. Call to Order 5:01pm
2. February Minutes were approved without any updates.
3. There was no response from the guest speaker.
 - I. Senate President Dr. Collins will follow up with another email and the invitation for the April 15 meeting.
 - II. If the speaker is unavailable, a CFAS representative will be invited instead.
4. President's Report:
 - I. The merger with ODU is moving forward.
 - i. The transition period would take up to 2 years; most of the faculty should remain the same in terms of job responsibilities, pay, promotion, and advancement.
 - ii. New contracts will be sent soon.
 - iii. While EVMS employees are not eligible for the state benefits immediately after the merger, EVMS bought additional coverage to fill the gap.
 - iv. Benefits Fair, in person, is planned for April 29 and 30, with a virtual option on May 1
 - v. Faculty are allowed to rollover 80hrs of vacation after the merger, July 1, 2024
 - vi. Unused sick leave will be paid at the rate of \$10/hr to all employees.
 - II. The annual increase in salaries to counter the increased cost of living is considered at 2 or 3%; the decision will be made at a later date (May)

- III. Recruitments for:
 - i. A new Dean of EVMS School of Medicine
 - ii. Chair of the new (merged) Basic Sciences department.
- IV. New departments (see below).
- 5. Faculty Senate By-laws:
 - I. The document was edited/modified to reflect upcoming changes with the merger (ODU, departments) and representation to the ODU Senate.
 - II. It needs the approval of the Executive Committee.
 - III. Will be distributed to all Senators for input and comments ASAP.
 - IV. If the document is sent with an appropriate amount of time for all to review, a discussion will be planned for the next April meeting.
- 6. Vice Dean for Faculty Affairs and Professional Development update on new departments; it will be presented to the Board of Visitors on 3/19:
 - I. Podiatry Department
 - i. Podiatry is currently a part of the Family and Community Medicine Department; there is a podiatry residency program.
 - ii. Nationally, most podiatry programs function as independent departments.
 - iii. There are multiple benefits to being separate, such as increased awareness and visibility of the program, bolstering the academic standing with an increase in the number of faculty, and more focused allocation of resources.
 - iv. Dr. Agnew will become a Chair; the rest of the faculty are community faculty.
 - v. No additional resources are required.
 - vi. The Senate will invite the Podiatry Department to be represented in the Faculty Senate.
 - II. Basic Science Departments merger

- i. There are currently three basic science departments: Microbiology, Pathology and Anatomy, and Physiological Sciences.
 - ii. Some benefits suggested: better coordination and maximization of the resources, expansion of research portfolio, increased collaboration of basic scientists and clinicians, and creation of consistent standards for research faculty.
 - iii. The new department (the name is not finalized yet) will have several divisions: four concentrated research divisions: Cancer, Women's Health, Neuroinflammatory, and Cardiovascular, and one Education division. Two Centers, Cancer and Neuroinflammatory will become part of this department.
 - iv. Each division will have a division director that will report to the Department Chair.
 - 1. The Chair will be recruited. Meanwhile one of the current basic science Chairs will become an Interim Chair.
 - 2. There will be an application process for division directors open to all, including EVMS faculty.
 - v. The budget will consolidate budgets from the three departments, so it is not expected to differ than existing budgets.
 - vi. A new Chair's annual salary and benefits is estimated at \$515,000 first year.
 - vii. A new faculty lines will be funded from the chair recruitment package or offset by current vacancies or organic attrition; any recruitment effort currently under way will be continued.
7. Suggestions for guest speakers
- I. AAMC expert on tenure - Dr. William Mallon from AAMC will visit EVMS in April
 - i. Dr. Mallon will present a seminar at noon on April 3.
 - ii. All Senators are invited and encouraged to attend a dinner with Dr. W. Mallon on 4/3, at 5.30pm at Norfolk Yacht Club

- iii. Questions for the dinner Q&A are requested. Questions can be sent to any member of the Executive Committee.
- II. Dr. Milton Brown - ODU merger, grants, and future of research- will reach out to schedule.
- 8. Other business:
 - I. Senators whose term is about to expire in June:
 - i. Are asked to bring that to the attention of their respective departments/schools and elect a new Senator and/or alternate
 - ii. Notify the Senate Secretary of the election results.
 - II. Annual evaluations :
 - i. Community service - importance, inclusion in future evaluations:
 - 1. There will be no change in the faculty Appraisal besides the timing of it to correlate it with the ODU schedule
 - ii. Additional evaluations - initiation, approval, information
 - 1. The additional evaluations are performed by the program directors and vice-deans, “Contributing Reviewers”, of the faculty teaching for the programs/schools. These evaluations are incorporated into the official main appraisal.
 - 2. Last year and this year there are still issues with communication and confusion among the faculty concerning the role of the secondary reviewer and how their input is incorporated into the final evaluation conducted by their primary supervisor
 - iii. Extra evaluations in the graduate program, besides the Blue Evaluations, were brought to attention and discussed, but there was no resolution on why these were instituted or which evaluations will be used and presented to the administration.
 - III. Space Committee representation from the Faculty Senate
 - i. Most Senators agreed that it is important to participate in the activities of the Space Committee.

- ii. Dr. David Taylor-Fishwick volunteered to join.
- IV. Process for gathering requests for future discussion
 - i. All faculty members are encouraged to bring their concerns to their respective Senators so the matter can be discussed during the meetings.
 - ii. Minutes from the previous Faculty Senate meetings can be found on MyPortal at <https://myportal.evms.edu/education/facultysenate/>
- 9. Adjourn