

**Faculty Senate Meeting**

**Minutes**

**March 21, 2022**

**Virtual Meeting**

**5:00 pm**

**Present: Rubino M; Derkay C; Lattanzio; Uzoma I; Hosseini A; Collins J; Smith R; Lapsia S; Chakan M; Mlynarczyk M; Rajasekaran K; Musto A; Lappinen E**

**Guest: Dr. Elza Mylona**

1. Call to Order 5:03pm Derkay
2. Approval of Minutes from the previous meeting: Approved Derkay
3. Guest Speaker - Dr. Elza Mylona
  1. Question re: hiring new faculty at Assoc Prof, Professor level
  2. Processes varied by department - needing time at EVMS to demonstrate commitment to institution vs if from LCME accredited institution
  3. Needed documentation - CV in EVMS format, chair letter outlining faculty's qualifications for rank being sought, Dr. Mylona distributed guidelines for A&P subcommittee that reviews initially. If subcommittee unanimously approves, then appointment proceeds at proposed rank. If disagreement, reviewed by full A&P committee.
  4. Dr. Derkay raised question about pediatric subspecialist and which department houses them (e.g. peds ortho with no EVMS department of ortho - could be peds or surgery).
    - i. Possible solution - appoint division chief to help with appointment/promotion
  5. ODU A&P processes vs EVMS: Mentioned importance of relationships with EVMS vs additional review required if more closely affiliated. Most have own office of faculty affairs of medical school. Biggest difference tenure (more robust at ODU). Clinical faculty - one-year appointments (e.g. school of nursing). Processes likely to change significantly (e.g. flexibility for more urgent reviews)

will be much less). Concern raised re: research/basic science faculty - if seek appointment with ODU department

6. General faculty meeting - Looking at using RedCap for faculty evaluations at assistant and associate professor level
7. October through February - 51 new appointments, 16 change of status, 7 promotions
8. Turnover/retirement - significant increase in faculty retiring/engagement - likely significantly impacted by COVID
9. Question - any way to allow faculty to gradually slow down but still remain to teach, mentor, institutional service - reviewed individually within department
  - i. HR policy - can reduce to 80% and maintain benefits of full time, what if 50-80%
10. Faculty Commons - open in 4<sup>th</sup> floor library - access with badge; Faculty appreciation week upcoming - coffee/donuts for first faculty appreciation event April 4
11. Academy of Educators - focus on educational scholarship. Using AAMC program for MERC (Medical Education Research) Consultant to work with educators (groups) to mentor in project from start to finish
12. Educational Scholarship Day - AAMC (?pres)? will be keynote speaker
13. WiMS - working on moving to chapter (from committee)
14. Question - re: minority faculty recruitment, retention: PEG grants (submit proposal); AAMC minority faculty development. Position created (Anca Dobrian) - looking at mentoring/coaching, with focus on developing programs where there are deficits
15. Minorities in leadership of institution - room for improvement in recruitment/retention. Study underway of faculty who resigned over past 5 years and why they left. Summary within 1 month for info, next several months for planning process. Starting points as well.

1. Graduation scheduled 5/14/2022, as of now will be unmasked event. Prior graduates offered opportunity to walk if no live graduation
  2. Match results - 12 students went through SOAP, all ultimately found a position.
  3. Flux in legislature - adjourned without a budget, hopeful
5. Board of Visitors/Committee Reports
1. Academic and student affairs Hosseini
    - i. 8 appointments and promotions approved to go to BOV
    - ii. Graduating students from MD/HP approved
    - iii. Dr. Flenner - refining MD curriculum - cutting time in pre-clerkship phase, allows students to enter clerkships sooner, helps with gaining experience for specialty preference
    - iv. Student health - difficulty recruiting physician to head clinic, currently staffed by PAs.
    - v. Dr. Combs report - chairing education committee in negotiations with ODU. Only 2 programs have similar titles, not much overlap so may help ease merger (job security for faculty)
    - vi. Dr. Waldholtz engaged in discussion - asking re: amount of funds needed (especially to reimburse faculty for teaching)
  2. Finance Rubino
    - i. Overage so far this year mostly from unfilled positions
    - ii. With Sentara Affiliation Agreement expiring, attempting to plan budget without those funds (for worst case scenario), though will likely be able to make this up over subsequent years
    - iii.
  3. BOV Derkey
    - i. Nondisclosure agreement re: affiliation agreement
    - ii. Cancer center negotiations ongoing separately, Dr. A optimistic this will happen as a joint effort between EVMS and Sentara

6. New Business

1. Dr. Musto met state senator, who was interested in EVMS activities

7. Adjourn

Coming Up:

- Proposed guest speakers for upcoming meetings Derkay
  - Flenner - curriculum, pass/fail USMLE Step 1 - April
  - A&P chair Dr. Eric Feliberti for any updates (e.g. new policies) - May?
  - Dr. Abuhamad and Dr. Waldholtz - June
- Reminder: Annual faculty training is due MARCH 31, 2022

Next Meeting: April 18, 2022 5:00PM

June meeting - Juneteenth is on date of June fac senate meeting, propose to meet on 4<sup>th</sup> Monday - June 27.

Complete this academic year on Zoom, plan for in-person option next year

Join Zoom Meeting

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

Meeting ID: 502 095 7407

Passcode: 026352