

Faculty Senate Meeting Minutes
October 21st, 2019
Hofheimer Hall - 7th Floor - 5:00 pm

Present (in alphabetic order): Cipi, Anjeza (call-in); Collins, Jay; Daniel, Dianne (call-in); Hosseini, Alireza; Ikonne, Uzona; Lattanzio, Frank; Morris, Shannon; Musto, Alberto; Pakrashi, Tarita (call-in); Rubino, Mary.

1. The Faculty Senate was called to order at 5:07 by Dr. Hosseini.
2. The minutes from the September 2019 meeting were approved.
3. Dr. Shannon Morris discussed two upcoming faculty grievances submitted to the Faculty Senate Grievance Committee. For the first grievance, an open hearing will be held on November 5 and having lost a Grievance Committee member, another Senator must volunteer. For the second grievance, Dr. Derkay suggested that the same committee could be used because of subject overlap with the first grievance. The second grievance may be declined because it does not meet grievance criteria at this time, but the grievance can be resubmitted after addressing the deficits. Dr. Morris is waiting for the fifth volunteer committee member(s) for both committees. Dr. Derkay can appoint a committee member and a letter for the first grievance meeting will be sent out today. For the first grievance, the Administrator will not be calling external witnesses, but the grievant wants to call remote witnesses by telephone. An email will be sent out by Dr. Morris to recruit the fifth committee member.
4. Dr. Hosseini presented a report from Dr. Derkay's meeting with Dr. Homan, President, Provost and Dean. Items discussed included: (1) the December 16 Faculty Senate visit from Dr. Homan (2) Dr. Homan's monthly lunch will start on November 15 12noon to 1PM with 10 to 20 Basic Science Faculty, with the request that the Faculty Senate work with Dr. Mylona's department to send out invitations and confirm meeting guests. It was suggested that although this was an open lunch invitation, it would be beneficial to have a mix of academic ranks and departments. If there is a good response, it may then be possible to adjust the attendees to reflect the diversity of both rank and department. (3) The revision

of the Faculty Grievance Committee policies was discussed and Dr. Homan approved the Faculty Senate working with EVMS General Counsel, Ms. Stacy Purcell, to amend/clarify the Faculty Handbook in this regard. Revisions to the Faculty Handbook have been placed on hold due to the upcoming SACS/LCME accreditation visits. One issue is that Human Resources (HR) receives faculty grievances, but the Faculty Senate has not been notified about some of these faculty grievances. The Faculty Senate needs to be aware of all faculty grievances posted, even those grievances that are to be resolved by HR. This Faculty Senate notification is necessary to protect the confidentiality of shared grievance information and the appropriate representation for the grievant. (4) the new Faculty Evaluation software system (SumTotal) has not been found to be user-friendly and is not accessible outside of EVMS, the latter fact affecting remote completion of the evaluations. Dr. Homan requested that these comments be forwarded in writing to Matthew Schenk (HR) and Dr. Mylona to facilitate improved accessibility and usability of the software. (5) Wellness Institute- PRUNE faculty do not have access to this program and the Dean is asking the Faculty Senate to communicate with Serina Neumann to present this concern to Senior Management to allow them to understand the needs of this group and to determine the feasibility and costs of allowing PRUNE members access to this program. As is the case for other groups, the greater the engagement of the group, the lower the cost per individual. (6) The ceremony for Service Awards for Faculty and Staff gives positive feedback to individuals at EVMS and will occur shortly. (7) The accounts for the Faculty Professional Development funds are now active with the approval of departmental chairs and will provide support for faculty over the next three years, giving \$10,000, \$11,000 or \$12,000 for full time assistant, associate or full professors, respectively

5. Regarding new Centers and Institutes, a Center for Integrative Neuroscience and Inflammatory Diseases has been proposed with Faculty Affairs requesting a Faculty Senate committee to comment on this proposal and return the comments to Faculty Development. In turn, the comments will be passed to Dr. Homan and presented to the BOV for their

December meeting. A Faculty Senate subcommittee headed by Dr. A. Musto was volunteered for this review.

6. A presentation by EVMS Development office is scheduled for the Faculty Senate meeting on November 18. The Faculty Senate will ask for details of their presentation.
7. Dr. Derkay showed a powerpoint presentation of the results of the Faculty Senate Hot Topic survey during the General Faculty meeting in October.
8. New Business

The Technology Transfer department, headed by Paul DiMarco, was responsible for patent submissions, licensing and developing memorandum of understanding (MOU). These items were then processed through lawyers that EVMS had made available to EVMS inventors. Mr. DiMarco has been replaced and the TreMonti Group will be used to manage technology transfer services, as per an email dated October 15, 2019 sent by Josephine P. Wiley, CCEP, Executive Director of Legal Services and Compliance. This was an unheralded and very sudden event not mentioned by Dr. Homan during his General Faculty meeting presentation. There were concerns voiced by members of the Faculty Senate regarding the impact this change would have on translational research at EVMS, in terms of patent development and patent prosecution, licensing, rapidity of development, MOAs and NDAs and other matters. The fact that there has been the creation of a new series of grants to support translational research that will need these support mechanisms underscores the need for discussion of this change. Sentara has wanted EVMS to be a research partner for translational research and a reduction in the ability to perform and then prosecute translational concepts would weaken that alliance. Inventions are not solely scientific and could encompass teaching or testing improvements that are also patentable. The Faculty Senate will request a meeting within the next few months with Dr. Wasilenko and other administrators to discuss how these changes will be implemented and how translational research and commercialization will be impacted.

The Faculty Senate adjourned at 5:45 PM.

Next Meeting: November 18, 2019