

Faculty Assembly Meeting Minutes

October 21, 2024

Hofheimer Hall Room 757

Present: M. Ambrozewicz, A.Cipi, J. Hampton, R. Handel, A. Hosseini, S. Ikonne, N. Nagre, Ch.Okigbo, M. Rubino, J. Sinacori, P. Takacs, A. Dobrian, K. Topalli, M. Carhart

1. Called to Order Hosseini
 - I. Approval of June's and September's meeting minutes - Approved
2. Guest Speakers:
 - I. Dr. Richard Handel

i. Update on the wellness survey for faculty at Macon & Joan Brock Virginia Health Sciences at Old Dominion University

Well-Being Index was rolled out in early August and ended a few weeks ago. Physicians and non-clinical faculty were participating. There were individually tailored questions customized to our institution in addition to standard questions. The survey completion rates were 10% (54) physicians and 37% (46) non-clinical faculty. Results were sent to EVMS as aggregated and not as individual data. States of well-being were assessed: distressed, struggling, okay, and thriving. The same states were evaluated based on gender, race, department, years in practice, academic years, perceived workload, and control over the assigned responsibilities. All data was presented. Here are some findings: for physicians, 31% are distressed, 30% are struggling, 13% are okay, and 26% are thriving; for non-clinical faculty, 46% are distressed, 20% are struggling, 15% are okay, and 20% are thriving. Among the clinical faculty, the highest percentages of distress was found in female physicians (44%), physicians with 21-25 years of practice (50%), and faculty at the rank of professor (38%); 67% strongly agreed that the average number of work hours each week is excessive. Among non-clinical faculty, 60% of 55-64-year-olds, 48% of females, 75% of those working 11-15 years, and 57% of associate professors were distressed; 91% of non-clinical faculty strongly agreed that the average number of hours per week is excessive. The key takeaways were presented.

All Well-Being Index results will be presented to Dr. Abuhamad and then to the department heads. Following this, local (departmental) directors will be appointed and entrusted with developing proposals and initiatives to enhance well-being within their respective departments. These directors/officers will hold regular meetings with the EVMS wellness officer to discuss progress, obstacles, and potential solutions, thereby ensuring a collaborative and comprehensive approach to improving well-being.

The Well-Being Index will be conducted every six months, providing a comprehensive overview of the well-being status at EVMS. However, in a bid to encourage continuous feedback and monitoring, each employee will have the option to take the survey on a monthly basis, thereby ensuring a more frequent and dynamic assessment of well-being.

At ODU, a faculty satisfaction survey (the Collaborative on Academic Careers in Higher Education (COACHE) was conducted in 2022-2023. The results are available on the ODU website.

II. Dr. Carhart, Chairman of ODU Faculty Senate -updates

EVMS Faculty is a part of the ODU faculty after the merger and is represented in the ODU Faculty Senate. EVMS faculty and EVMS Assembly are encouraged to discuss and propose how medical school and other schools of the Virginia Health Sciences' policies and procedures can be incorporated into the existing structure of the ODU Faculty Senate and its committees. Learning about similar institutions, such as the University of Virginia, was suggested. ODU Faculty Senate Constitution, By-laws, and governance are on the ODU website.

3. Executive Vice- President's Report

Hosseini

Nothing to report.

4. Other business:

I. EVMS/ODU retirement

The institution's retirement contributions for the clinical faculty were brought to the attention of the Faculty Assembly. These contributions are calculated based on the base salaries, which might be as low as 1/3 of the total salary. The Faculty Assembly was asked to

investigate how base salaries are established and bring this issue to Dr. Abuhamad and the CEO of EVSM Medical Group's attention.

- II. *Space Committee – volunteers* – Not discussed
 - III. *Items of interest for the upcoming meeting(s)* – invite Dr. Abuhamad for the November meeting
 - IV. Proposal to invite speakers for Q&A sessions
5. Adjourned

Coming Up:

Next Meeting: November 18, 2024, Room 757 Hofheimer Hall with Zoom option for those who are off campus

Join Zoom Meeting

<https://odu.zoom.us/j/93264602664?pwd=brv1pMpRMwMV4yhT37vpYv2kT3bNWy.1>

Meeting ID: 932 6460 2664

Passcode: 231805