

Faculty Senate Meeting Minutes
March 16, 2020
Hofheimer Hall - 7th Floor - 5:00 pm

Present (in alphabetic order): Cipi, Anjeza (call-in); Collins, Jay; Daniel, Dianne (call-in); Derkay, Craig; Hosseini, Alireza; Ikonne, Uzona (A); Lappinen, Erik (call-in); Lattanzio, Frank; Morris, Shannon (call-in); Musto, Alberto (call-in)

1. The Faculty Senate was called to order at 5:05 by Dr. Derkay.
2. The minutes of the February meeting were approved.
3. The revised Grievance policy, spearheaded by General Council Stacey Purcell and Shannon Morris, was submitted to the BOV and approved in their March, 2020 meeting. EVMS Dean, Provost and President Richard Homan was in favor of all changes made to the policy.
4. Implications of COVID-19 to EVMS business. In a discussion with Drs. Homan and Derkay the following items were discussed (1) arrangements were being made for drive-through COVID-19 testing for faculty, staff, students and dependents (2) in-person classes were suspended for MS and SHP students, with on-line options moving forward. The status of continued clinical rotations was undergoing evaluation, with implications for those graduating in 2020. (3) Graduation, scheduled for May 16, will likely have to be a virtual event (4) Match Day will have to be held as a series of individual celebrations with students receiving their envelopes from the Dean's Office (5) a ban on school-sponsored domestic and foreign travel to meetings, missions, etc. has been put in place and teleconferencing may be used as an option for some of these events (6) EVMS personnel should exercise discretion in their personal travel planning, with travel being discouraged in general (7) Medical Group needs to give guidance related to patient care. Pediatrics is having a conference call to discuss reducing scheduling, postponing non-emergency surgeries and methods to reduce waiting room crowding. Sentara Norfolk and CHKD will continue with elective surgeries, with the observation by CHKD that generally children are not as sensitive to severe COVID-19 as adults (or especially compromised geriatric patients). It is envisioned that enhanced screening for non-critical patients may aid in

reducing prolonged hospital stays, to allow rapid treatment and hospitalization of critical COVID-19 patients (8) if possible, EVMS personnel will telecommute to their jobs (9) although not official, attempts will be made to avoid EVMS layoffs and give additional sick leave if self-quarantined. Academic conference travel support will be rolled over to 2021. This pandemic will be a significant financial hit to the school and will decrease business since there will be fewer elective procedures, fewer scheduled patients, therefore resulting a lower income that was predicted. This pandemic may also postpone SHP recruitment as problems related to COVID affect potential student candidates.

5. IT Security Breach. After the breach occurred, credit monitoring has been made available and the IRS has been involved to protect people's privacy. It was mentioned that the breach did not penetrate the IT firewall or access HR records, but may have compromised information in emails.
6. The Dean will be invited to the April 20 meeting of the Faculty Senate. The April 24 lunch with the Dean will likely be cancelled and the Faculty Appreciation night was cancelled (April 7). The SACS review will likely be delayed past the original end of March date. Note that the Faculty Profile to be sent to Red Cap due by March 17 may have an extended deadline. Dr. Derkay will attend via teleconference the EVMS MyPortal meeting this Thursday at 7AM. The school had asked for 1 ½-2 million from the state but received \$625,000 for Lester and Waitzer Hall maintenance and so the request for base adequacy for EVMS was not accepted by the state. Dr. Derkay also asked the Dean about the academic budget and rollover. The Dean did not favor the Sentara approach to COVID-19 screening using the Kaufman lobby, while he felt that a drive-by option was better, a view also held and implemented by CHKD. There was a concern about a shortage of ventilator beds. Dr. Jay Collins noted that in Sentara Norfolk the ICU beds were open, with currently no COVID patients and as previously stated, no restrictions on elective surgery.
7. There was no new additional activity on the Faculty Handbook, besides the newly approved Grievance policy. Additional site links would be placed within the Faculty Handbook to allow travel to appropriate sites that would give guidance for areas now

described in the old handbook. Dr. Mylona requested a definition of the duties of a Faculty Senator and the Faculty Senate attendance policy. These items would be then added to the website. Some departments, such as Psychiatry, have not been actively represented due to departmental inertia, so the Faculty Senate will again reach out to chairs of these departments to try to induce their faculty members to represent their department in the Faculty Senate.

8. Senate Hot Topics-the Faculty Senate Executive Committee will evaluate more hot topics for the Faculty Senate. In this regard, the aforementioned draft to for Dr. Mylona will detail the Faculty Senate's commitment to be a conduit between the Administration and the Departments.
9. Dr. Musto brought forth a request from Dr. Aravich suggesting that basic science faculty volunteers aid in COVID-19 screening; this request may have to come from the Medical Group and be vetted through other entities for their approval.
10. Grievance Committee activities were presented by Shannon Morris. For an ongoing grievance, a hearing was proposed for April 6, with Stacy Purcell to draft the hearing memo. There was a question if that hearing would have to be delayed due to the impact of COVID-19 and also if would it be an open hearing. In another grievance, Dr. Jay Collins noted that the respondent had not come forward with their rebuttal, so a memo was being drafted to state that the hearing should go forward and also to inform the Dean about the delay of the respondent's rebuttal. There was also a determination to be made whether this proceeding should be an open or closed hearing.

The Faculty Senate adjourned at 5:50 PM.

Next Meeting: April 20, 2020