

**Faculty Senate Meeting Minutes**  
**March 18th, 2019**  
**Hofheimer Hall - 7<sup>th</sup> Floor - 5:00 pm**

**Present (in alphabetic order):** Cipi, Anjeza (call-in); Daniel, Dianne; Derkay, Craig; Hosseini, Alireza; Kreiser, Nicole; Lappinen, Erik (call-in); Lattanzio, Frank; Morris, Shannon; Pakrashi, Tarita (call-in); Strunc, Michael.

1. Call to Order at 5:04 by Dr. Dearthay.
2. Minutes from February 2019 meeting was approved.
3. Committee Reports
  - Dr. Derkay presented written report from Dr. Rubino, in her absence.
  - Dean's meeting: Mainly reviewed BOV meeting information and invited Dr. Homan tentatively for Senate meeting in April.
  - Board of Visitor meeting: Diversity and engagement - described various mentoring programs, EVMS student participation in the Student National Medical Association, pipeline programs, holistic review for admissions (more than MCAT and GPA), implicit bias training for search committees, admissions committee. EVMS was granted award for institutional excellence in promoting and sustaining innovative diversity efforts in the campus community from NADOHE (higher education organization). Education - reviewed USMLE scores (few points above national average, from class with MCATs slightly below national average) as well as high HP program pass rates. Research - Watson (OB ultrasound), Peds - CINCH, community health and research). Emeritus status granted to Dr. Daniel Bluestein (FM) and Dr. Reuben Rohn (Peds) Academic Affairs update - Revision of M3 year (July 2019) - 2 week intersession, 6 week rotations.  
Match - 95% match rate in main match (4% found positions in SOAP). Graduate survey showed high satisfaction with hands on training, patient-centered care, ultrasound.  
Audit and compliance policy change was approved for new paid leave policy which allows carryover of up to 2 weeks (80 hours) of leave for classified and unclassified faculty and staff, part time can carry over up to 40 hours.  
Finance committee has discussed Smith Rogers Hall sale -expecting proposals in near future. Financial highlights include Core excess, primarily due to unfilled positions. Clinical YTD margin of \$3.9 million shows approx. 400K less than expected. Department reserves show \$2.9 million excess due to residency

education funds not yet spent, one-time support from EVMS foundation and academic affiliation research support. EVMS Reserves net excess of \$10.7 million YTD.

- Performance Evaluation Committee - Last meeting discussed staff evaluation. Matthew Schenck clarified that the competencies should be evaluated individually, but not necessarily each behavior. Consolidated to 6 competencies from 12 for supervisor to rate. Discussion about support for supervisors (e.g. training, ensuring accurate/fair evaluation of employees, especially since that is the first place to look for exceptional increases or if problems). Next meeting will be faculty evaluations.
- Academic and Student Affairs - the main focus of the meeting has been the Match results. Some actions will be used for future years, such meeting of students with department chairs of intended residencies for good advice, also changing the 3<sup>rd</sup> year curriculum and adding a block for professional development such as CV writing, interview skills, etc.

#### 4. New Business

- Faculty Handbook review committee met on February 26 and assigned different sections of the Handbook to related offices or committees. Based on this allocation, Faculty Senate is responsible for Senate section of Handbook. Senate also agreed that needs representation in review of Faculty Rights, Ethics, and Responsibilities, Faculty Records and Faculty Grievance Policy sections of bylaw.
- Faculty Senate reviewed the changes made to the bylaw from last year and agreed on some other minor for more consistency in the bylaw.
- 2019 Commencement will be on May 19<sup>th</sup>. All faculty members are encouraged to RSVP for their regalia and attend.

#### 5. Old Business

- Faculty Evaluation Process - The evaluation process is under review, alongside the staff evaluations to simplify the process.

Adjourned at 6:05 pm

Next Meeting: April 15th, 2019