

# FACULTY SENATE MEETING

TUESDAY, September 20, 2022

3:00-4:15 p.m. Chesapeake/Portsmouth/Va Beach Rooms

## MINUTES

### 1. Call to order

- The meeting was called to order at 3:05 pm

### 2. Roll taken

Elizabeth Black	x	Jim Leathrum	
Nina Brown	zoom	Soo-Hoon Lee	x
Larisa Bulysheva	zoom	Tatyana Lobova	x
David Burdige	x	Drew Lopenzina	x
Elizabeth Burns	x	Perry Nerem	zoom
Michael Carhart	x	Steven Pascal	x
Konstantin Cigularov		Pilar Pazos-Lago	x
Kyle Davis	zoom	Desh Ranjan	x
Kenneth Fitzgerald	zoom	Patrick Sachs	zoom
Corrin Gillis	x	Annette Savage	zoom
Dennis Gregory		Gary Schafran	
James Michael Hall	zoom	Eric Schussler	zoom
Fran Hassencahl	x	David Selover	x
Janice Hawkins	zoom	Yonghee Suh	x
Leslie Hoglund	zoom	Lynn Tolle	x
Steve Hsiung	x	Ingrid Whitaker	
Chunqi Jiang	x	Nicole Willock	x
Mia Joe	x	Lucy Wittkower	x
Lee Land	x	Wie Yusuf	x

- In person N = 22, via ZOOM N = 11 (N = 39, including Brian Hemphill, Austin Agho, Kate Hawkins, Brian Payne, Ashley Schumaker, Jennifer Moody)

**Senators (n = 33)**

### 3. Approval of the Agenda.

- Agenda approved

### 4. Approval of the Minutes.

- Minutes from April 19, 2022 meeting were approved. Minutes approval from March meeting were postpone to the next senate meeting.

5. **Chair's Report.** (Chairman Carhart)

- Minutes from the Executive Committee meetings and minutes of Executive Cmte meetings with the President were shared
- During last summer main topic of discussion was centered around EVMS integration
  - President will address that himself
- Other topics discussed during summer executive committee meetings:
  - Policy 6203 - Civil and Administrative Leave: it was substantially reworked in the wake of last year events. Senate chair responded with the comments of behalf of the faculty. In order to hold jurisdiction over T&R faculty the proposed policy must be reconciled with the existing policies, such as Faculty Sanctions and 3-4 others. As a result, the T&R faculty were removed from the policy. It still applies to Admin & Professional Faculty.
- HR policy of Civility in the Workplace was discussed and had the same problems as above – proposed that the task force will be formed to reconcile that policy with the Handbook existing policies, especially Faculty Code of Conduct.
- Student Opinion Survey issue is still pending because of the disagreements with Provost Council. Task force #3 was proposed to work with the Provost' council.
- Chairman focus for this year will be upcoming changes to HB/Policies regarding faculty workload.

6. **Action Items:**

• **Presentation by President Brian Hemphill, Ph.D.**

- President met with all colleges& departments. *Positive feedback:* love for the engagement with students; faculty enjoy being part of campus's community and their own departments; unique and strong engagement and collaboration with other faculty; diversity; interdisciplinary work; excitement about R1 designation and future growth; pride for regional/national/international impact and engagement; importance of marketing and branding of our work.
- Improvements needed:* salaries are low across campus; workload calculations is a big issue especially in A&L; growing expectation related to R1 and more workload; incoming student preparedness level and retention rate; graduate student stipends increase is necessary. As a result, grad student stipend was increased \$5,000 this academic year from University's funds. Our goal is to increase it to \$30,000 in the upcoming 5+ years in order to be competitive with other VA universities.
- *EVMS Integration:* major goal is to address disparities in health care in Hampton Road.

- Economic impact study of integration was conducted by a third-party group. It has identified a potential total impact of \$1.9 billion, 13,000 new jobs by 2040, and improved access to health care in Hampton Roads.
  - Accreditation: accreditation road map was shared with 27 accreditors besides SACSCOC; 13 of them required paper submission of formal application and some others required just notification. By January the decision has to be made and approved to accreditation submission. Some challenges were already addressed in submission last summer. March of 2023 will be the final submission to SACSCOC accreditation. We will know about the governor's budget in December. EVMS agreement with Sentara expires in December.
- **Q&A with the President Hemphill :**
  - Q: Why our parking pass is \$100 more expensive? A: The fee supports police and roads in addition to parking but President will check on details.
  - Q: Confusion in Engineering regarding the GTA increased pay when they are teaching summer semester in addition to fall and spring - \$10,000 per semester. Faculty has to supplement from the grants to retain grad students. What are we supposed to pay in the summer? International students cannot work off campus. What is the min for summer pay? How long Uni will cover this increase? A: President: its \$10,000 a year NOT a semester. Robert Wojtovicz will be asked to have clarification document distributed to all colleges. Summer min will not increase and its \$3,500. University will cover the increase for as long as funding allows. Provost: Because Uni increased the funding for GTAs, faculty funded grad students have to get that increase from the faculty grants as well. Summer pay has to be decided on case-by-case basis by the department. Health insurance access depends on pay.
  - Q: Regarding student preparedness after COVID, do we have a strategic cmte? A: Retention is 73.6% and graduation is 30% last year – very low. Admin is aware and working on this problem.
  - Q: How/if University is planning to control electric scooters that are dangerous on campus? A: President will work with the Police about educational aspect of scooter riding. Chair Carhart suggested to implement a special speed zone on campus and locking requirements.
  - Q: Impact of EVMS integration to clinical faculty and research centers: its complicated infrastructure already and how it will be affected by integration changes? A: Provost: at this point everyone reports to AA. It will be discussed what will change.
  - Q: We have a complex infrastructure with schools and centers and colleges. It will be even more convoluted after the integration– what are the implication for faculty? A: Brian Payne: School of Cybersecurity is a model for success in interdisciplinary

- studies and business cooperation. 1,200 students now in Cybersecurity – big success. AA wants to apply this model to other new Schools. Business School was successful. All faculty members in Schools will have a tenure appointment in some department. AA wants to be clear about definitions of different degrees and concentrations.
- Q: Who will be evaluating these interdisciplinary Schools on college level? A: Brian Payne: annual evals are within the schools, report to Brian Payne. Promotion details are still discussed. Schools are staffed by the current and new lines of faculty.
  - Q: If you pull the faculty from the department into the school, they will not fulfill their teaching requirement in the department as needed. A: Brian Payne: it should be split workload between the department and the school.
  - Comment: EVMS integration is a great move. It opens the possibility for more funding and grant proposals with MDs.

**Motion to call a Senate backup meeting on September 27<sup>th</sup> for the reminding agenda items.**

**Approved 32 in favor, 1 not in favor, 0 abstain.**

#### **7. Adjournment**

Meeting adjourned at 4:16 pm.