

**ACADEMIC & STUDENT AFFAIRS COMMITTEE
OF THE BOARD OF VISITORS
Tuesday, March 21, 2023**

PRESENT

Naved Jafri, MD (Chair)
Betty Bibbins, MD
Jay Collins, MD
George Faatz
Hon. Daun Hester
Hon. S. Chris Jones
Blythe Scott, Esq
Bruce Waldholtz, MD

EX OFFICIO PRESENT

Milton Brown, MD, PhD
C. Donald Combs, PhD
Frank Counselman, MD
Anca Dobrian, PhD
Ronald Flenner, MD
Mekbib Gemed
Conrad Hall
Thomas Kimble, MD
Allison Knight, PhD
Riley Suter

CALL TO ORDER

The meeting was called to order by Dr. Naved Jafri at 10:03 a.m. Minutes from December 13, 2022 Academic and Student Affairs Committee were reviewed and approved.

REPORT FROM THE VICE-DEAN FOR FACULTY AFFAIRS & PROFESSIONAL DEVELOPMENT

Dr. Anca Dobrian presented the faculty actions below for discussion and review on behalf of the EVMS Appointments and Promotions Committee.

APPOINTMENTS

FULL-TIME SALARIED

Department of Internal Medicine, Division of Rheumatology
Seth M. Berney, MD - Professor, effective March 1, 2023

Department of Microbiology and Molecular Cell Biology

Yan Y. Sanders, MD – Associate Professor, effective February 27, 2023

ABSENT

Lisa Chandler
Keith Newby, MD

EX OFFICIO ABSENT

Kimberly Dempsey, EdD, PA-C, DFAAPA
Sunita Dodani, MD
Damonie Salmon

STAFF PRESENT

Ylonda Boatright
Christine Boswick
Julie Stoner, PhD

MEDIA SERVICES PRESENT

Joel Hilton

PROMOTIONS

FULL-TIME SALARIED

School of Health Professions, Medical and Health Professions Education (MHPE) Program
Margaret E. Gesing, PhD – from Assistant Professor to Associate Professor, effective July 1, 2023

Department of Pathology and Anatomy
Kerwin M. Kolheffer, MS, PA (ASCP)^{CM} - from Assistant Professor to Associate Professor,
effective July 1, 2023

Department of Psychiatry and Behavioral Sciences
Allison P. Knight, PhD - from Assistant Professor to Associate Professor, effective July 1, 2023

Department of Surgery, Division of Acute Care Surgery
Michael T. Martyak, MD - from Assistant Professor to Associate Professor, effective July 1, 2023

ACTION: Upon a motion duly made and seconded, the Academic and Student Affairs Committee unanimously voted to recommend the above faculty actions as presented at the meeting. Further, the committee requested that the Board of Visitors at their March 21, 2023 meeting consider this recommendation for approval.

Dr. Dobrian presented the names of the candidates for conferral of degrees for Doctor of Biomedical Sciences, Doctor of Health Sciences, Doctor of Medical and Health Professions Education, Doctor of Philosophy in Reproductive Clinical Science, Master of Science in Art Therapy and Counseling, Master of Science in Biomedical Sciences – 2 Yr., Master of Science in Biomedical Sciences – 1 Yr., Master of Science in Biomedical Sciences- Research, Master of Science in Contemporary Human Anatomy, Master of Science in Histotechnology, Masters in Healthcare Administration, Masters in Healthcare Analytics, Master of Medical and Health Professions Education, Master of Pathologist's Assistant, Master of Physician Assistant, Master of Public Health, Master of Science in Laboratory Animal Science, Master of Science in Reproductive Clinical Science, Master of Surgical Assisting and Doctor of Medicine.

These candidates were recommended for approval by the faculty at the General Faculty meeting held on February 21, 2023 with the request that Academic and Student Affairs Committee recommend approval of the appropriate degrees pending successful completion of all degree requirements by the occasion of the commencement or written specified period thereafter.

ACTION: Upon a motion duly made and seconded, Academic and Student Affairs Committee voted unanimously to recommend conferral of degrees for Doctor of Biomedical Sciences, Doctor of Health Sciences, Doctor of Medical and Health Professions Education, Doctor of Philosophy in Reproductive Clinical Science, Master of Science in Art Therapy and Counseling, Master of Science in Biomedical Sciences – 2 Yr., Master of Science in Biomedical Sciences – 1 Yr., Master of Science in Biomedical Sciences- Research, Master of Science in Contemporary Human Anatomy, Master of Science in Histotechnology, Masters in Healthcare Administration, Masters in Healthcare

Analytics, Master of Medical and Health Professions Education, Master of Pathologist's Assistant, Master of Physician Assistant, Master of Public Health, Master of Science in Laboratory Animal Science, Master of Science in Reproductive Clinical Science, Master of Surgical Assisting and Doctor of Medicine. Approval of these awards is subject to the successful completion of all degree requirements by the occasion of commencement or written specified period thereafter. Further, the committee requested that this recommendation be considered by the Board of Visitors at their December 13, 2022 meeting.

Dr. Dobrian presented the New Comprehensive Memory Center that was voted on unanimously by the Faculty Senate which is in collaboration with the current Memory Consultation Clinic Registry at the Glennan Center and the Integrated Neurodegenerative Disorder Center at EVMS and Sentara will allow the clinic to move to the next phase of providing excellent patients care to our community, opportunities for our learners, and bringing clinical research studies to our region. The Comprehensive Memory Clinic will combine clinical and research programs to offer quality care and diagnostics services to our patients Alzheimer's disease and other types of dementia and their families. The Center will be led by Dr. Hamid Okhravi, well-known cognitive disorders clinician-researcher within the Department of Internal Medicine.

ACTION: Upon a motion duly made and seconded, the Academic and Student Affairs Committee unanimously voted to recommend approval of the Comprehensive Memory Center as presented at the meeting. Further, the committee requested that the Board of Visitors at their March 21, 2023 meeting consider this recommendation for approval.

Dr. Dobrian stated that the faculty handbook was reviewed and updated for accuracy prompted by the move towards the integration. An overview of the changes to the faculty handbook the following areas were emphasized roles in the appointment policy, lateral appointments and letters of support for promotion approved by Faculty Senate and Council of Chair appointment policy,

ACTION: Upon a motion duly made and seconded, Academic and Student Affairs Committee voted unanimously to recommend approval of the Faculty Handbook as presented at the meeting. Further, the committee requested that the proposal be considered for approval by the Board of Visitors at their March 21, 2023 meeting.

REPORT FROM THE VICE DEAN FOR ACADEMIC AFFAIRS

Dr. Flenner provided updates from the School of Medicine.

Dr. Flenner stated that since will be presenting Match data at the noon BOV meeting, he briefly discussed the Match. The match was successful and most students were happy with their choices. No unmatched students, change in career paths for one student.

Dr. Waldholtz praised current MD student representative Riley Suter on his accomplishments at EVMS as Medical Masters Student, Student Body President and becoming a Military Physician through in the current MD 2023 Match.

We are making good progress with getting the Student Research Office Program up and running soon. Riley Suter stated that this is good news for the students.

REPORT FROM THE ASSISTANT VICE DEAN FOR STUDENT AFFAIRS AND DIRECTOR OF STUDENT WELLNESS

Dr. Allison Knight presented on Student Well-Being for HP and MD.

Dr. Knight discussed the context of Student Well-Being in that through most widely researched student population medical students experience depression at rates estimated to be three times greater than same-aged peers and they experience suicidal ideation at higher rates than same-aged peers that suicidal ideation had a strong correlation with personal distress and burnout.

It was also noted that at the height of the pandemic, 25.1% of US medical students (N = 960) screened positive for depression, 40.4% screened positive for anxiety, 21.3% met criteria for at least one dimension of burnout, 19.0% started or increased substance use, and 7.2% experienced thoughts of self-harm or suicide. High levels of burnout, mental health symptoms, and related negative academic outcomes have been identified in other health professions and biomedical doctoral students.

Factors associated with severe distress among medical students included low faculty support, lack of mentorship resources, and the absence of community building, while increased availability of well-being resources was associated with better well-being and fewer leaves of absence. 64% of medical schools currently offer dedicated mental health resources for their students, separate from the institutions' counseling centers.

Mr. Conrad Hall asked about the robust research looking into the causes of this and stated that they didn't have this when he was in school, so what the causes?

Dr. Knight stated that it was multifactorial. Different populations, risks factors, financial support, CHKD New building, 80% more because of different screens. Unable to address root cause.

Dr. Knight discussed the Active Minds' Approach to a Healthy Campus. Stated that there are 10 measures that are systematic in nature tied to EVMS Commitment to Student Well-being:

1. Strategic approach – Staffing (Institutional Wellness Officer and Director of Student Wellness
2. Comprehensive approach -
3. Systems changes
4. Commitment to equity
5. Student voices
6. Systemic injustices
7. Quality, accessible services
8. Leverage resources
9. Innovation
10. Measurement

Dr. Knight stated that there were several surveys conducted. Finding from the surveys.

- Student well-being is a priority for EVMS and the institution is committed to continuous assessment of its well-being resources in order to best support its students.

- EVMS students place great value on their well-being.
- While they express satisfaction with institutionally-provided well-being resources when they engage with them, at present only 40-60% of student participants in SAC review had utilized resources for reasons not yet known.
- Of the seven dimensions of well-being resources highlighted in this review, students place highest value on the Emotional and Behavioral Health dimension.
- There is demonstrated interest by students to expand accessibility and inclusivity of current mental health services through increased number of sessions and diversity of providers.
- Multifactorial experiences contribute to students' well-being, with particular emphasis on the positive contributions of sense of purpose to their work, sense of belonging to the institution, and relationships with faculty, staff, and peers.

Dr. Knight stated that some of the factors that have a negative impact on well-being were;

- Imposter syndrome
- Sound comparison
- Emails
- Competition among students

Dr. Jafri asked for explanation of the "Imposter Syndrome". Dr. Knight stated "the idea of I'm faking it, I'm going to be found out". Internal vs externally reinforced.

Dr. Collins asked if these services are available for staff, faculty and residents. Response is that this would have to be address to GME who handles residents and HR for staff and faculty.

High Level recommendations:

1. INCREASE EFFORTS TO EDUCATE CAMPUS ABOUT RESOURCES

Students would benefit from increased efforts to educate them, program administration, and faculty about campus well-being resources in each of the seven dimensions. It is possible that the necessary limitations on well-being programming as a result of COVID-19 increased students' lack of knowledge of resources.

- Improved website
- Increased and visible programming, generously supported by The Waldholtz Family Wellness Fund for Students

2. INCREASE ACCESS TO STUDENT MENTAL HEALTH

Increasing accessibility to Student Mental Health was the most common recommendation of students. In particular, students advocated for more sessions per academic year and diversity in providers.

- Students advocated for increased number of sessions in order to avoid revealing their utilization of services to their parents or future employers (including the military).
- EVMS students receive 7 Student Mental Health appointments per academic year.
- From October 2019, an informal survey indicated that 11 medical schools offered unlimited mental health sessions, 5 schools offered between 10-15 sessions, 2 schools offered 8 sessions, and 2 schools offered 5 sessions (including EVMS at that time).

- There is evidence that pairing by race and ethnicity can lead to increased utilization and maintenance of mental health treatment. Exploring options to increase diversity in Student Mental Health providers would importantly demonstrate EVMS' commitment to advance critically-important services for all students.
 - A request for a second mental health provider (part-time) has been submitted for consideration.
3. CONSIDER STUDENT POPULATION DIFFERENCES IN THE PROPOSED INTEGRATION WITH ODU
- The proposed integration with ODU will likely provide additional well-being resources that will benefit EVMS students. In the discussion of the integration, it will be important to consider differences in student populations, as well as the findings of the SAC review, in order to provide necessary supportive resources for EVMS students' success and well-being

Dr. Jarfi stated that Dr. Knight's presentation was excellent and should be of high priority to the BOV.

REPORT FROM THE VICE PRESIDENT AND DEAN, SCHOOL OF HEALTH PROFESSIONS

Dr. Combs provided updates from the School of Health Professions.

Dr. Combs stated that recruitment tracking 22-23 numbers were at 3-5%. The flat budget proposal is unclear on whether the yield to apply for acceptance is same or not. There are 8 programs with ODU. Down to 1 – Professor in Occupational therapy already started to slow. Mr. Mekbib Gemedo and NSU looking for opportunities everywhere. Early option agreements including NSU, W& M, VMI. Dr. Combs stated that with two overlapping programs (absorbing ODU and EVMS) what happens to Faculty? There no loss of faculty all faculty will become ODU. MPH faculty moving to one school. There will be accrediting challenges.

REPORT FROM THE VICE DEAN FOR GRADUATE MEDICAL EDUCATION

Dr. Counselman gave an update on Graduate Medical Education. Great match for residency programs. All EVMS programs filled except 1; successful in SOAP, filled in Round 1. EVMS fill rate 100%. Many other highly competitive record # applicants; difficult match; many programs unfilled.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Dr. Waldholtz announced that on March 30, the Tidewater Chapter of the Virginia Center for Inclusive Communities will honor Mekbib Gemedo, EdD, Vice President of Diversity and Inclusion, with a Humanitarian Award.

ADJOURNMENT

There being no further business, the meeting adjourned at 11:00am.

Ylonda P. Boatright
Recording Secretary