

**ACADEMIC & STUDENT AFFAIRS COMMITTEE
OF THE BOARD OF VISITORS
Tuesday, December 13, 2022**

PRESENT

Betty Bibbins, MD
Lisa Chandler
George Faatz
Hon. Daun Hester
Hon. S. Chris Jones
Blythe Scott, Esq
Bruce Waldholtz, MD (Chair)

EX OFFICIO PRESENT

Alfred Abuhamad, MD
Linda Archer, PhD
C. Donald Combs, PhD
Frank Counselman, MD
Anca Dobrian, PhD
Ronald Flenner, MD
Mekbib Gameda
Conrad Hall
Thomas Kimble, MD
Allison Knight, PhD
Damonie Salmon
Riley Suter

CALL TO ORDER

The meeting was called to order by Dr. Bruce Waldholtz at 10:00 a.m. Minutes from September 20, 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 Infectious Diseases
Jennifer A. Hanrahan, DO, MSc - Professor, effective January 3, 2023

Department of Obstetrics and Gynecology
George R. Saade, MD - Professor, effective February 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 December 13, 2022 meeting consider this recommendation for approval.

ABSENT

Naved Jafri, MD (Chair)
Jay Collins, MD
Keith Newby, MD

EX OFFICIO ABSENT

Milton Brown, MD, PhD
Kimberly Dempsey, EdD, PA-C, DFAAPA
Sunita Dodani, MD

STAFF PRESENT

Ylonda Boatright
Christine Boswick
Julie Stoner, PhD

MEDIA SERVICES PRESENT

Joel Hilton

Dr. Dobrian presented the names of the candidates for conferral of degrees for Doctor of Philosophy in Reproductive Clinical Science, Doctor of Philosophy in Medical and Health Professions Education, Master of Science in Art Therapy and Counseling, Master of Science in Biomedical Sciences – Research, Master of Health Sciences in Pathologists' Assistant and Scholarship Certificate in Medical and Health Professions Education. Names of the candidates are attached herewith.

These candidates were recommended for approval by the faculty at the General Faculty meeting held on October 11, 2022 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 Doctor of Philosophy in Reproductive Clinical Science, Doctor of Philosophy in Medical and Health Professions Education, Master of Science in Art Therapy and Counseling, Master of Science in Biomedical Sciences – Research, Master of Health Sciences in Pathologists' Assistant and Scholarship Certificate in Medical and Health Professions Education. 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. Abuhamad congratulated Dr. Anca Dobrian on being officially appointed Vice-Dean for Faculty Affairs and Professional Development.

REPORT FROM THE VICE PRESIDENT FOR DIVERSITY AND INCLUSION

Mr. Gameda presented a revised version of the Faculty and Leadership Search Process Policy.

Mr. Gameda discussed the changes made to the Search Process Policy. The below statements were added to the policy:

- Section II, Item F: "Demonstrating a commitment to diversity through the inclusion of lay community voices in the hiring process"
- Section III, Item A: "A Search Committee is required to be formed for all leadership position searches including searches at the Chair and Dean levels unless such position is a visiting or temporary position. For division director and all other faculty searches, it is strongly recommended that a department utilize a Search Committee, but the Chair may elect to follow the alternate process."
- Section III, Item E: "Hampton Roads Community Collaborative (HRCC). The HRCC is a layperson advisory board facilitated by the Community, Inclusion, and Health Equity (CIHE) initiative housed within ODI. The Chair of the Search Committee shall consult with the Director of Outreach and Partnership to coordinate HRCC involvement which will include review of job descriptions and suggestions for incorporating community feedback into the hiring process."
- Section III, Item F: "The Vice President of Diversity and Inclusion will introduce the process of obtaining lay community feedback from the HRCC."
- Section IV, Item A: "CIHE will provide suggestions for standard interview questions related to EVMS' focus on community engagement and health equity. The HRCC will conduct its own interview of all candidates being considered for a Chair, or Dean position. The HRCC is also available to interview non-leadership faculty candidates for positions with a strong community engagement or health equity focus. Written reports of HRCC candidate interviews will be provided to the Chair of the Search Committee, Vice President of Diversity and Inclusion, and EVMS President."

ACTION: Upon a motion duly made and seconded, the Academic and Student Affairs Committee unanimously voted to recommend the motion to revise the Search Process Policy as presented at the meeting. Further, the committee requested that the Board of Visitors at their December 13, 2022 meeting consider this recommendation for approval.

REPORT FROM THE VICE DEAN FOR ACADEMIC AFFAIRS

Dr. Flenner provided updates from the School of Medicine.

- Results from the LCME status report, submitted in August 2022, were reviewed. There is a sense of urgency around addressing this as continued noncompliance in areas could result in probationary status. Areas that are still being monitored include:
 - Element 3.2: Community of Scholars/Research Opportunities - unsatisfactory. A Medical Student Research office is being created, specific to MD students. This is similar to what other institutions are doing.
 - Element 5.11: Study/Lounge/Storage Space/Call Rooms – unsatisfactory. Space continues to be a problem. Student satisfaction surveys were complete, but were done pre-Waitzer. This is also compounded by our 2020 site visit being virtual due to COVID, so LCME was unable to see our actual space(s). Call rooms were update at Sentara Norfolk General Hospital, but it’s mainly the study space and computer terminals that are in need of updating. Generally, student study space is not prioritized at SNGH. EVMS is working with SNGH to identify areas in the hospital that can be utilized as dedicated student study space to provide a more meaningful experience for students.
 - Element 12.1: Financial Aid/Debt Management Counseling/Student Educational Debt – satisfactory with monitoring. Debt management counseling is not the problem. It’s the average student debt is over \$200k and continues to increase. Dr. Abuhamad suggested that Dr. Flenner coordinate with Connie McKenzie in Development in response to LCME.
- Dr. Abuhamad stated that research has not historically been prioritized, but in today’s environment research is critical to strengthen residency applications.
- Dr. Waldoltz commented on the SNGH facilities, agreeing that the ward and computers are antiquated, and there isn’t enough space for the number of providers, making it a miserable learning experience. He also discussed the impact of student debt load on career choice, suggesting that students with higher debt stay away from primary care because it doesn’t pay as much.
- Dr. Abuhamad suggested that EVMS we may be able to address the research piece – specifically access to Sentara data - through the Sentara Affiliation Agreement.
- Dr. Flenner updated the committee that the 2-step match, proposed by the NRMP for this year, has been postponed. The match will continue, as usual, followed by SOAP. Match Day is March 17, 2023.
- Dr. Flenner informed the committee that the HPSP students will find out this week through Military Match where they are going.

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

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

Enrollment numbers are down, resulting in a 1.6M deficit. It is anticipated that the budget will be balanced by cutting positions and delaying plans, which is troublesome issue, given the trend in reduced enrollment projections. Enrollment projections are still 5 to 7% less than anticipated. A survey of admitted, non-enrolled students revealed that 55% of applicants did not enroll because of tuition costs and 20% of applicants did not enroll because EVMS does not provide graduate assistant opportunities.

Upcoming budget cycle:

- MPH program – model projects at least 20 to 25 students
 - EVMS offers the Epidemiology, Health Management and Policy, and Health Analytics tracks
 - There are 78 applicants to the MPH program; 35 have been admitted; projecting 50
 - ODU also has an MPH program and offers Health Behavior and Promotion, Global Environmental Health, and Applied Epidemiology and Public Health Data Analytics tracks
 - ODU has admitted 50 applicants
 - Significant difference in tuition between EVMS and ODU. ODU is \$600/credit hour; EVMS is \$1100/credit hour
- Medical Master's program - 75% of graduates are accepted to a Medical School. The Medical Master's academic year runs from June to August
 - 1-year program admits 50 per year
 - 2-year program admits 15 to 20 per year
 - This year enrollment numbers were very low and plateaued after June
- MM (1M) and MPH (750K) = deficit
- Healthcare workforce need remains the same, but student pool remains low. Enrollment in graduate degree programs is 5 to 7% nationally. Addressing underperforming programs is complicated.
- Dr. Combs revisited the proposed degree programs that are under the EVMS umbrella but will be run by ODU
 - All programs were approved by SACS
 - Three programs required notification only to SACS
 - Three programs were deferred (Nutrition, DNP, DPH)
 - Two programs are dependent on an ODU agreement
- Dr. Abuhamad commented that enrollment challenges are not just seasonal changes; deeper, competitive edge exists with other schools (ODU, VCU). Exploring options for EVMS the merger is delayed, specifically the threat to HP programs, including:
 - Deep dive into structure and cost of HP programs
 - Which programs to sunset and which to develop

Dr. Combs provide and update on The ONE School of Public Health.

- NSU submitted notification with SCHEV
- State funding to begin hiring faculty is expected to be approved for Spring
- The Dean for the ONE School was hired
- If the EVMS/ODU merger is successful, the ONE School will go from a three-school agreement to a two-school agreement.
- A question was asked about the difference between a school of public health and a program of public health (e.g., MPH program). A school of public health is much more engaged in research.
- One area that still needs to be discussed is the difference in tuition between NSU and ODU. NSU is \$800/credit hour; ODU is \$600/credit hour

Mr. Gemeda commented on the Medical Master's program being a diversity pipeline to Medical School. Approximately 25% of Medical Master's students go onto Medical School.

Dr. Waldholtz suggested that the increase in the number of medical schools and Medical Master's program in Virginia is creating competition.

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Hon. Chris Jones commented on medical school tuition, stating scholarships are the only way to make a true impact on student debt. With the pending merger, and difference in credit hour costs within the SOHP and ODU, he encouraged EVMS to look at the delta between the two schools and determine the amount of money it would take to make EVMS whole, after the decrease in tuition. He agreed that research should be a priority and asked what the underlying issue is around research; are students unable to find research opportunities or opportunities not available. He suggested a model similar to VCU, where an entire research infrastructure was created, with the support of the hospital system.

Student Representative Riley Suter asked, "do students know how to engage in research at EVMS?" He stated that there is METRO, but not a huge follow-up or additional outreach. He suggested something centralized, since right now it is mostly individualized. Dr. Flenner stated that a centralized Medical Student Research office is being created with a director and coordinator to assist medical students in research.

Dr. Flenner suggested that pairing medical students with residents for better integration may be worth exploring and that he would follow-up with GME.

REPORT FROM THE VICE DEAN FOR GRADUATE MEDICAL EDUCATION

Dr. Archer gave update on Graduate Medical Education. This is Dr. Archer's last meeting prior to retirement. Dr. Frank Counselman will transition into the role of Vice Dean for Graduate Medical Education.

Dr. Archer stated that the GME is exploring Neurology and Anesthesiology through the Sentara Medical Group. There is interest in a Cardiology Residency as well. She stated that GME budget deadline is January 15, 2023 with many funders are outstanding.

OLD BUSINESS

There was no old business.

NEW BUSINESS

There was no new business

ADJOURNMENT

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

Ylonda P. Boatright
Recording Secretary