



## University Faculty Council

Meeting: Tuesday, February 1, 2022 - 4:00-5:30 PM

Location: **Room G-204** | <https://neomed.zoom.us/j/96052565876?pwd=UkJKMUlrVjVwREljaytBS2lRU1ZyZz09>

### ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/96052565876?pwd=UkJKMUlrVjVwREljaytBS2lRU1ZyZz09>;

Or Telephone: +1 312 626 6799 (US Toll); +1 646 876 9923 (US Toll)

Meeting ID: 960 5256 5876 | Password: 572802

**Members:** Patrick Gallegos (chair), Natalie Bonfine (vice chair), Mariquita Belen, Rachel Bracken, Yeong-Renn Chen, Angelo DeLucia, Sheila Fleming, Alex Galazyuk, Alex Hoffman, Yong Lu, Jeffrey Mellott, Erin Reed-Geaghan, Erica Stovsky, Liya Yin

**Guests:** Vice President Steven Schmidt, PhD, Attorney Amy Furey-Ligan, JD, Professor Joseph Zarconi, MD

**Administrative Support:** Deborah Loyet

Time		Agenda Item	Discussion/Next steps
4:00 p.m.	1	<b>Welcome and Announcements</b> <i>Patrick Gallegos, PharmD</i> <i>Chair, University Faculty Council</i>	<ul style="list-style-type: none"> <li>Dr. Gallegos opened the meeting at 4 pm. He reviewed actions items from the last meeting and today's agenda.</li> </ul>
	2	<b>Approval of Minutes:</b> UFC minutes ( <a href="#">12/7/21</a> and <a href="#">1/11/22</a> ) <i>(approved minutes located on <a href="#">NEOMED website</a>)</i>	<ul style="list-style-type: none"> <li>Minutes for December and January meetings were approved.</li> </ul>
		<b>OLD ACTION ITEMS (from previous meetings)</b>	
	3	<b>Executive Management Team</b> notes: <a href="#">AY 2021-2022 Schedule</a> <i>EMT meetings are in-person</i>	<ul style="list-style-type: none"> <li>Some rescheduling has occurred. Please check the sign-up list for schedule and coverage.</li> </ul>
	4	<b>Ohio Faculty Council Update</b> <i>George Litman, MD</i> <i>Professor Emeritus of Internal Medicine</i>	<ul style="list-style-type: none"> <li>Dr. Litman reported on Ohio Faculty Council discussion:               <ul style="list-style-type: none"> <li>Low enrollment in state; tremendous student debit; attempts to bring the students back. Dr. DeLucia asked about discussion of the state to be responsible for student debt in the continual cuts in SSI, etc. Dr. Litman said there was discussion but didn't hear any comments on shoring up budgets. New programs are being started to attract older</li> </ul> </li> </ul>

			people back to college (not yet well developed). But didn't hear anything about state cuts.
4:10 p.m.	5	<p><b>Faculty Annual Performance Evaluation (APE)</b></p> <ul style="list-style-type: none"> <li>UFC Task Force on Faculty Annual Performance Evaluation</li> </ul> <p><i>Fayez Safadi, PhD, Task Force Chair</i></p>	<p>Dr. Gallegos reminded Council of the request to UFC from the VPAA in Nov. 2021 asking UFC to look at the APE process and form. A task force of UFC members and other faculty was created; Fayez Safadi, PhD, is chairing. Dr. Safadi shared the names of the task force (see top of attached document). The task force met 3-4 times within the very short timeframe. The APE form is needed to implement for new performance year (2022/2023). Dr. Gallegos explained this is our opportunity to make any recommendations on behalf of faculty.</p> <p>All faculty will get a copy of this draft tonight to give you an opportunity for additional feedback and comments.</p> <p>Around 20 responses have already been received, some on behalf of entire departments. Dr. Safadi said we took all comments, identified a common theme. We're looking for an objective process that is fair and equitable for everyone. We're taking each comment and de-identifying it.</p> <p>People felt the current form needed to include an administrative section because so many faculty have administrative duties.</p> <p>The several major sections are being discussed:</p> <ol style="list-style-type: none"> <li>1. Faculty Development – there is a fair amount of confusion about this. Asking for more clarification on this section.</li> <li>2. Education - Have an activity report; document # of hours; meet with chair and discuss and then get evaluation. Student evaluations, course directors, etc. The College of Medicine has a project on workload calculation trying to capture contact hours. We were told this will not be completed for the current evaluation cycle. Faculty felt a lot of activity outside classroom is not well documented so may not make for a fair evaluation. This list can continue to grow. Lots to add. It was suggested that the task force could create a table as an appendix to provide the VPAA with details.</li> <li>3. Comments on Research: when people submit a grant (any type), they would like to get some credit because of the work it takes to get a grant out. This would be even if a grant is not funded.</li> <li>4. Service – maybe should have heavier weight for some committees and leadership than others.</li> <li>5. Additional comments – Some people feel a little out of the loop; would like more clarification.</li> </ol>

			<p>6. Performance Forms – there seem to be discrepancies across colleges. Faculty are asking for standardized form.</p> <p>7. Timeframe – UFC comments are needed by next Tuesday. Then will take to UFC, which will draft a report and send to VPAA by Feb. 15. The plan is to get time with VPAA to meet with him (Safadi, Gallegos, Bonfine).</p> <p>VPAA might come back to ask for clarification. During February, faculty will receive a lot of communication.</p> <p>Dr. Galazyuk said for summary of feedback, are you putting how many times people are reporting on the themes? Remember during previous UFC meetings, we discussed already and suggested that it would be a good idea (because Anatomy and Neurobiology expressed concerns that it is hard to quantify teaching). The chairs should be involved in semi-subjective judgement. I didn't see it listed.</p> <p>Dr. Wenstrup said there is no recommendation in the information that chairs have a strong role in bringing all of this together in making the recommendation.</p> <p>Dr. Safadi said people raised alignment of compensation plan and the APE form. The VPAA agreed they should be aligned. Basically, people felt recommendation of the department chairs should be considered for evaluation.</p> <p>Dr. Galazyuk said from his perspective, there is currently no mechanism to align evaluation and compensation.</p> <p>Dr. Gallegos said voting on recommendations will take place on the 15<sup>th</sup>.</p> <p>A question was asked if we can just table this. Dr. Gallegos expressed reasons why it will be important for UFC to provide input. Ultimately, the decision for the form and process is administrative, belonging to the VPAA.</p> <p>Dr. Bonfine explained this will be an iterative process that will be annually reviewed by the VPAA.</p>
4:20 p.m.	6	<p><b>Faculty Compensation Plan</b></p> <ul style="list-style-type: none"> <li>▪ UFC Task Force on Faculty Compensation</li> </ul> <p><i>Jeff Mellot, PhD, Task Force Chair</i></p>	<p>Dr. Mellott said he will stay after today's meeting for any questions. He reminded UFC that this task force met last week again with President Langell and Vice President Taylor and that the associate and assistant professor pilots will be run another year as a pilot. They approved our list of chairs and vice chairs of committees for credit. Also, there may be other variations with COM and COP.</p>

			<p>Dr. German asked, is the old Research Incentive Program (RIP) entirely dead? There used to be a specific set of guidelines so if someone was a co-PI or PI, if they were at NEOMED and their salary was covered, they were entitled to funds in the RIP. Is that money still there?</p> <p>Dr. Mellott those not opting in should still have a choice (pilots are being extended). We also found out the discretionary RIP dollars can only be taken out of the RIP 2, which means it's the % you're already covering (not eligible until crossing the 25% mark). The problem is it's becoming somewhat limited for people to have the slush funds (RIP funds) based on the changes from year to year.</p> <p>Dr. German said from her perspective the RIP funds that go back to the lab are essential. They provide for things like computers and they're preliminary funds for student projects that lead up to R01s. We have pots of funds for pillars, etc. but none address the RIP.</p> <p>Dr. Sam Crish reported on College of Pharmacy (COP) faculty compensation. The same issues we thought would come up were discussed. The COP deans have been meaning to bring us up and we're hovering around 40% already. We don't want to take a step back and bonus ourselves back. The other issue is disincentivized teaching. We thought this needs more attention paid to it. Thirdly, we have few administrators. We presented our concerns; the President presented data and we don't know what next step is. Dr. Kasmer is going to meet with President Langell next week and discuss and come back on next steps.</p> <p>Dr. Mellot said the President informed junior faculty last week that COP will be using the COM plan.</p> <p>The first people we need to hire under this plan are existing people and they are not going to opt in.</p>
		<b>DISCUSSION ITEMS—NEW &amp; FOLLOW-UP</b>	
4:35 p.m.	7	<p><b>Faculty Academic Freedom</b>  <i>Amy Furey-Ligan, JD, Associate General Counsel  Chair, HLC Subcommittee on Criterion 2</i></p> <p><i>Joseph Zarconi, MD, Professor and Chair  Department of Internal Medicine, COM  Member, HLC Subcommittee on Criterion 2</i></p>	<p>Attny. Amy Furey-Ligan explained her role in HLC accreditation and the core component being addressed with regard to academic freedom. Drs. Zarconi and Gallazyuk are contributing faculty members. HLC requires evidence to support the issue and one item of evidence is an Academic Freedom policy. Since we don't have one, we'd like to know if the faculty are interested in developing one. Sometimes these policies reside as stand-alone or portions of bylaws.</p> <ul style="list-style-type: none"> <li>▪ See the slides provided by Ms. Furey-Ligan.</li> <li>▪ Dr. Zarconi explained he isn't here as an expert but as part of this subcommittee.</li> </ul>

			<ul style="list-style-type: none"> <li>▪ We first looked at arguments made in the prior HLC report and felt those were squishy. The HLC Core Component 2D element references academic freedom as well as freedom of expression.</li> <li>▪ We've now looked at about a dozen places that have policies, committees, procedures, language, etc. All sorts of formats.</li> <li>▪ There was also a bi-partisan policy center that created a task force on this.</li> <li>▪ The bottom line is that our subcommittee has identified academic freedom as a gap in our accreditation and the best way to address it is to develop a policy. So, we thought it best to start with UFC to gauge energy.</li> <li>▪ Dr. Gallegos opened the floor to questions.</li> <li>▪ Dr. Wenstrup explained that once subcommittees finish their drafts it transitions to the HLC Steering Committee and the VPAA for action.</li> </ul> <p>Dr. DeLucia stated he was in favor of pursuing a policy as well as a grievance process. Dr. Bonfine agreed and said she was surprised we do not yet have a policy.</p> <p>Dr. Gallegos asked what would be helpful</p> <p>Dr. DeLucia noted our definition of tenure related to academic freedom and protections of tenure should be combined in such a policy.</p> <p>As a UFC we endorse moving forward with an academic freedom policy.</p> <p>Comments in the meeting Zoom Chat were also supportive.</p>
<b>LEADERSHIP REPORT</b>			
4:45 p.m.	8	<p><b>Steven Schmidt, PhD</b>  <i>Vice President for Research  Dean, College of Graduate Studies</i></p>	<p>Dr. Schmidt shared the attached slides as part of his presentation.. He will address 6 suggested topics for this group:</p> <ul style="list-style-type: none"> <li>▪ Transition of VP and Dean position</li> <li>▪ Research Incentive Program (RIP)</li> <li>▪ Updates from COGS</li> <li>▪ REDIzone</li> <li>▪ Student Research Fellowship</li> <li>▪ Base institutional salary discussion</li> </ul> <p>1) VP/Dean roles. Dr. Schmidt explained that the vice president and dean roles he currently holds will be separated. It is likely that an interim Dean for COGS will be named. The Vice President for Research job description will be developed and will be shared with NEOMED and SUMMA. Eight individuals will serve on a search committee as will SUMMA's group (All faculty will be from NEOMED).</p>

2) RIP. Faculty cannot participate in Empowerment Plan and the Compensation Plan. There's been a concern to simplify the RIP. Goals of institution have changed since the RIP was initially created.

3) COGS. Matriculated 12 in the new Certified Anesthesiologist Assistant (CAA) program and had 97 applicants. Students are beginning clinical rotations within healthcare systems this week. The limitation of enrollment in the program is tied to the clinical sites, as it is for COM. He invited faculty to stop down to RGE 1 to see how we have outfitted the simulation center for CAA. There will be a White Coat program for this cohort to be held on April 2.

Master of Leadership in Health Systems Science program (MLHSS). First semester was remote. 12 matriculated; one could not transition in-person and dropped. Courses are excellent. Proud of work that Dr. Vivian VonGruenegen has done as program director. All are now engaged in their capstone experiences in the hospitals.

Dr. Langell is talking about Master of Global Health and Innovations (to be developed by Dr. Fassl). We anticipate the program will gather a lot of momentum over next year. Work still to be done to get approval for Master's degree from CCGS. Dr. Fassl is working with Victor Torres, NEOMED director of global engagement.

Master of Science in Innovation (Track) without a research focus. Student will take two courses in innovation and participate in bench to bench opportunity. Students in the master's degree will be employed in settings with regulatory affairs.

COGS is sunsetting HSPA program. The Cleveland Clinic has been the primary source of students and they are transitioning to a leadership program at the University of Cincinnati. We're having trouble recruiting for the program.

4) REDIzone. We are trying to create larger content within innovation. We are partnering with the Bounce Innovation Hub in Akron, which includes a focus on life sciences. Bounce can provide a number of resources to our companies that we can't provide. Jeff Lissitski, new coordinator, starts this month.

5) Student Research Fellowship Program. COGS has ad 30 projects submitted by faculty sponsors with a huge interest from students (~90). We have limited available funding. Additional funds can be provided through departments. We will also request support from SIF funds.

			<p>6) Base Institutional Salary. In the Empowerment Plan from President Langell there are factors that contributed to the total salary for faculty that we felt were unallowable because of uniform federal guidance. A revised calculation tool was created that splits total salary for opt-ins. Federal regulations do not like words like bonus and incentives. So, there are a variety of components that can't be included in base salary. Work still needs to be done by the VP for Research, HR and VP for Finance.</p> <p>Dr. Safadi asked if the chairs are providing input on the base salary changes. Dr. Schmidt said discussion is currently with ORSP and HR.</p> <p>Dr. DeLucia asked how you'd deal with base salary from a grant. Will it actually fund the base salary? It rules out the RIP. Dr. Schmidt said yes, the salary is a base amount and if it increases by any %, it goes against the base to offset grants.</p>
<b>DISCUSSION ITEMS—NEW &amp; FOLLOW-UP</b>			
5:15 p.m.	9	<p><b>NEOMED Medical Journal</b> <i>Fayez Safadi, PhD</i></p>	<p>Dr. Safadi shared that the Idea for a medical journal was a student initiative. It's an online peer reviewed scholarly journal for our faculty and students, including affiliated faculty. It's an opportunity to disseminate research. We've worked on this for over a year and with Legal Counsel and the Vice President for Research and with Pub Med. It is a strict peer reviewed process by student members and faculty through a procedure from Elsevier. Every member is certified as a peer reviewer through Elsevier (see slides for members). The group also submitted a proposal to SIF to help with an individual for formatting, etc. So far they've received 13 papers to be reviewed. They are pretty much finalized. Every publication is also reviewed by a compliance board. The first issue will be out around February. The process for review is detailed in the slides. Dr. Safadi encouraged everyone interested to submit.</p> <p>Dr. Mellot asked if it is a yearly submission. Dr. Safaid said there may be two submissions per year. There is also a workshop on scientific writing for students, but anyone can attend.</p>
5:20 p.m.	10	<b>Departmental updates</b>	None
5:30 p.m.	11	<b>Open Forum &amp; Adjourn</b>	<ul style="list-style-type: none"> <li>▪ Submit nominations for UFC vice chair by Mar. 18.</li> <li>▪ Vote for vice chair to occur at April meeting.</li> <li>▪ Send recommendations on APE. TF will make recommendations on 12<sup>th</sup>; UFC will vote by 15 and we're make recommendations to VPAA. We will organize time with VPAA for final product.</li> <li>▪ Please share compensation plan notes with your faculty colleagues.</li> </ul>

			<ul style="list-style-type: none"><li>▪ Academic Freedom work – we've endorsed this process and we'll organize in the future. A question was asked if basic science faculty feel we have academic freedom. Need more focus and work.</li></ul> <p>A motion was made to adjourn (Dr. Galazyuk) and seconded (Dr. DeLucia). The meeting adjourned at 5:30 pm.</p>
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**Upcoming agenda items for March and April**

- 7) (April) Leadership Report from President Langell
- 8) (April) Vote for UFC Vice Chair position
- 9)

**Action Items**

- Submit nominations for UFC Vice Chair to Deborah Loyet; Deadline: Fri., March 18