



University Faculty Council

Meeting: Tuesday, October 4, 2022 - 4:00-5:30 PM

Location: G204 | [https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBVzJxYk9lQT09](https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBVzJxYk9lQT09;);

ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBVzJxYk9lQT09>

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

Meeting ID: 932 3244 6550 | Password: 860195

Members (attendees in bold): **Natalie Bonfine (chair), Jeffrey Mellott (vice-chair), Timothy Barreiro, Mariquita Belen, Yeong-Renn Chen, Angelo DeLucia, Sheila Fleming, Stacey Gardner-Buckshaw, Alex Galazyuk, Patrick Gallegos, Alex Hoffman, Yong Lu, Erin Reed-Geaghan, Erica Stovsky, Taylor Watson, Liya Yin**

Guests: Richard Kasmer, Hope Ball, Petrea Cober, Fayez Safadi, Amy Lee, Maria Schimer

Administrative Support: Andrea Coard, Deborah Loyet

Time	Agenda Item	Discussion/Next steps
4:00 p.m.- 4:05 p.m.	1 Welcome <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i>	Dr. Bonfine began the meeting at 4 p.m. She thanked everyone for joining the meeting and confirmed there was a quorum.
	2 Approve previous UFC minutes (09/06) <i>(Approved minutes located on NEOMED website)</i>	Dr. Galazyuk moved to approve the minutes, and Dr. DeLucia seconded. The minutes were approved.
OLD ACTION ITEMS (from previous meetings)		
4:05 p.m.- 4:10 p.m.	4 Executive Management Team Notes, Executive Management Team Spring 2023 meeting sign ups	Dr. Bonfine reminded the council of the Executive Management Team meeting notes and links which are active with updated notes from the meetings. It is important for the council to stay active with these conversations and also keep a record of what is being shared from the council. The Spring 2023 sign-up sheet is now posted and there are a number of openings available. She asked council members to check their calendars and sign-up for a meeting.

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	5	<p>Ohio Faculty Council update <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine provided an update from the September Ohio Faculty Council meeting. This was the first meeting of the academic year for the council and there were a lot of housekeeping items required including the introduction of new faculty representatives. There was a guest presentation from the vice chancellor who talked about some of the key issues occurring at the Ohio Department of Education. Most of the discussion did not relate to NEOMED. The State Department of Education is working to counter a practice of transcript withholding until all student fees are paid. The State legislator did not view this as good practice. There was an open call for topics of focus for the Ohio Faculty Council. Dr. Bonfine thinks the council should consider this opportunity. Topics identified included:</p> <ul style="list-style-type: none"> • Free Speech and Academic Freedom • Faculty and Board of Trustees relationships • Student and mental health and mental health of faculty and staff. <p>The next meeting is scheduled for Friday, Oct. 7, 2022, and Dr. George Litman will provide an update at the next UFC meeting.</p>
DISCUSSION ITEMS—NEW & FOLLOW-UP			
4:10 p.m. – 4:15 p.m.	6	<p>Call for Volunteers: Faculty Awards Committees <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> <p>Liebelt-Wheeler Award for Faculty Excellence: two open seats (1 College of Medicine faculty, 1 College of Pharmacy faculty)</p> <p>Outstanding Faculty Research Committee: 2 open seats (1 senior investigator, 1 junior investigator)</p>	<p>Dr. Bonfine reminded the council of the calls for volunteers to serve on faculty awards committees. The University Faculty Council has an obligation to appoint faculty for the Liebelt-Wheeler Award for Faculty Excellence committee. There are currently 2 open seats - 1 College of Medicine faculty representative and 1 College of Pharmacy representative. Dr. Galazyuk volunteered to serve as the COM representative. Dr. Bonfine advised the council will continue to look for a COP representative.</p> <p>The Outstanding Faculty Research Committee also have 2 open seats – 1 senior investigate and 1 junior investigator.</p> <p>Dr. Bonfine shared she previously served on these committees and said it was enjoyable without a lot of time commitment.</p>

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4:15 p.m.- 4:25 pm	7	<p>NEOMED Board of Trustees Update from September 15, 2022, meeting</p> <p><i>Patrick Gallegos, Pharm.D., Associate Professor of Pharmacy Practice</i></p>	<p>Dr. Gallegos provided an update on the NEOMED Board of Trustees meeting from September 15, 2022.</p> <p><u>President's Report</u> Recognition for BOT member – Mr. Bob Klonek completed his service Thank you to UFC members that helped at the Higher Learning Commission visit Dean's search – Witt Kieffer is helping to facilitate the search. Around 20 applicants – 11 are highly recommended and are expecting more. VP for Research – search committee from NEOMED – actively working on the process. At the time of the meeting had 3 finalists and should expect to hear something soon. Additional candidates have applied since the BOT meeting and are being reviewed by the committee. The Strategic Plan update included an Impact Report presentation which shared the work accomplished during 2022. This is available by request from Rod Ingram.</p> <p><u>Institutional Advancement Committee</u> Introduction to Doreen Riley, VP for Advancement, who discussed her plan, goals, and philanthropic priorities.</p> <p><u>Academic and Scientific Affairs Committee</u> Recognition of faculty – 114 NTT faculty appointments approved Low enrolment Health System Recommendation to approve the Master of Global Health and Innovation Program Recommendation to approve the pursuit of a College of Dentistry VPAA - Higher Learning Commission update – successful visit – no issues of non-compliance or partial compliance. Three issues were compliant with monitoring. Will be remedied within the next few months. Interim VP for Research and Finance – report on Research and Sponsored Programs</p> <p><u>Fiscal, Finance Policy and Investment Committee</u> Fiscal and financial responsibilities and investments discussion. Nothing major except that markets are down.</p> <p><u>UFC Update</u> Goal to build a relationship and collaboration with the Board of Trustees Academic Freedom Statement Annual Faculty Performance Evaluation Asked for consideration for a position for a faculty member on the Board of Trustees.</p>

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			<p>Dr. Gallegos was notified by Drs. Langell and Kasmer, that the Board of Trustees met and decided there would not be a position on the board for a faculty member. Dr. Langell said he could not speak for the board but provided his insights. It could be due to the Board of Trustees being directed by the governor to not get involved in the operations of the University. The BOT asked Dr. Langell's opinion and he said he did not have any issues. A BOT member mentioned it could undermine the strength and relationship.</p> <p>Dr. Gallegos shared with Dr. Langell that he was a little disappointed and Dr. Langell said it could change as members evolve. Dr. Gallegos asked if the UFC would have time to have presentations and Dr. Langell said they have the right to request time and be at the meetings. Dr. Gallegos will continue to attend.</p> <p>Dr. DeLucia asked what the faculty representation is on other Board of Trustees in Ohio universities and if we have that data. Ohio State have 2 faculty members serving on their BOT University of Miami or Cincinnati has 1 faculty member</p> <p>Dr. Gallegos told the council her had looked at the organization for Board of Trustees and one of the initiatives is to have a faculty voice He said if there is interest the UFC should push it.</p> <p>Dr. DeLucia suggested seeking advice from the universities that have representation. Have a discussion and include clinical faculty for opinions and support.</p> <p>Add to an upcoming working meeting agenda to decide if there is a strong interest and value. Need to speak with one voice.</p> <p>Dr. Bonfine thanked Dr. Gallegos for his update and his time.</p>
4:25 p.m. - 4:40 p.m.	8	<p>University Research Council <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine shared a brief presentation and update on the proposal from Dr. German, Interim Vice President for Research to establish a University Research Council. The initial document was distributed for review in August and following feedback, Dr. German has issued a few revised versions. There was an open request to faculty by UFC for comments to share with Dr .German. A discussion occurred at the September UFC meeting, and this was now a follow up discussion.</p> <p>A summary of considerations based on feedback are:</p> <p>The leadership of the URC – chair and vice chair would be elected by the council members and not by default to the VP for Research.</p> <p>Acknowledging that the UFC is written into the bylaws with an obligation to appoint a faculty member to serve on the council in a fair and equitable process.</p>

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			<p>Role of student representative – efforts made that the student is of good standing and participation on the committee does not pose a burden to the student’s time.</p> <p>The ability of the university research council to designate additional representative members – a recommendation to the bylaws committee to ensure the new council would operate comparably to other university committees on how they designate representatives.</p> <p>The next step is to share considerations and feedback to Dr. German and the University Bylaws Committee for their future deliberations.</p> <p>The UFC will be discussing internal procedures to ensure there is a fair process for appointing faculty to serve on University Standing Committees.</p> <p>Dr. Bonfine asked if there was a motion to endorse the proposed development of a University Research Council at NEOMED.</p> <p>Dr. DeLucia moved a motion and Dr. Galazyuk seconded. The council members unanimously voted to approve the proposal.</p>
4:40 p.m.- 4:50 p.m.	9	<p>Brief Update from University Faculty Council Task Forces and Working Groups <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> <p>Academic Freedom Task Force Faculty Annual Performance Evaluation Task Force Compensation Task Force Faculty Exceptional Experience Group</p>	<p><u>Academic Freedom Task Force</u> Chaired by Dr. Zarconi – met on September 27 and are scheduled to meet again to continue the discussion on October 11. The Task Force has drafted some recommended language for the bylaws that define academic freedom, incorporating discussion about academic freedom, and discussion roles and responsibilities for faculty and administration. Some changes to Appendix C and Appendix E are also being reviewed. Once the discussion is completed by Task Force the proposed changes will be shared with the faculty for review and feedback.</p> <p><u>Faculty Annual Performance Evaluation Task Force</u> Chaired by Dr. Safadi – met on September 27 with the VPAA to provide and share feedback received from faculty on the Annual Performance Evaluation tool and the Performance Improvement Plan tool. Discussed main talking points and recommendations. Dr. Kasmer will review the recommendations and provide an update.</p> <p><u>Compensation Plan Task Force</u> Chaired by Dr. Mellott - Received document – not what expected – writing up own form and working with HR to define certain elements. When complete the form will be sent to the Task Force and they will begin meeting again to look at any unknown concerns and questions. Progressing in the correct way.</p>

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			<p>Faculty Exceptional Experience Group Started by previous UFC leadership - Drs. Lee and Safadi a few years ago. Partnering with the Staff Exceptional Experience Group with leadership from Charity Davis, Director of Human Resources. Drafting a proposal for strategic initiative funding that would support the employee exceptional experience group. Emphasizing a desire from staff and faculty to develop a culture of appreciation.</p>
4:50 p.m.- 5:20 p.m.	10	<p>Leadership Report <i>Richard Kasmer, Pharm.D., J.D., Vice President, Academic Affairs, Dean, College of Pharmacy</i></p>	<p>Dr. Bonfine thanked Dr. Kasmer for joining the meeting.</p> <p>Higher Learning Commission Result of 17-month period of effort 25 prep sessions – could only attend one meeting Drs. Langell and Kasmer met with team chair at end of the visit Predicted four areas of concern but there was only one area University Diversity Plan went from 2015 to 2020 and then did not continue. Expected this would occur and need to correct his. The diversity of faculty is lower than the HLC would expect. Have worked hard to have improved diversity amongst our student base and staff. Andre Burton will develop a hiring plan. They had some comments concerning co-curriculum. Dr. Kasmer said that was a great result and an entire university effort. Everyone should be very pleased. The draft report was received, and he is hopeful it will be at their November Board of Trustees meeting for final review and comments. The final results are unknown, but they stay as is, it is an outstanding report.</p> <p>Dr. DeLucia asked what numbers are required to know we are doing well. Dr. Kasmer said like the colleges we are looking at having faculty and staff that represent our community. The COM and COP are in the range of 16-20% and we want to reflect what the State of Ohio looks like. That is the soft goal. The HLC team commented that other universities have the same problem and is not unique to NEOMED. It is a goal and an assignment that must be worked on.</p> <p>Dr. Bonfine asked if the University Diversity Council would be engaged in this work and if there is a role for the University Faculty Council. Dr. Kasmer said the UDC would be part of the discussion it but did not know about the UFC. He advised reaching out to Andre Burton.</p>

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		<p>Annual Performance Evaluation Dr. Kasmer thanked everyone for their thoughts and efforts. It was a product that took many months to get to where we are now and there is still some more work to do. He met with the UFC chairs and the feedback received was positive and supportive. Many good and thoughtful suggestions were provided and will implement several of these. Will be two documents – one to include the compensation plan and one that does not. It will make it simpler. Five percent can be handled differently. Meeting with HR to determine how to convert to a calendar year. His goal is to use the new form in the next cycle. The next phase will be training for both chairs and faculty.</p> <p>College of Dentistry Evaluation ongoing for the past nine months. Dr. Langell with the support of the Board of Trustees created a steering committee which have been working behind the scenes. The Board of Trustees authorized Dr. Langell to pursue a college of dentistry at their September 15 meeting. Updates will be provided during the President’s University update meetings. Internally there is a small group of individuals meeting once a week until the end of the year to figure out what we should be doing. It is very complex. The plan is to enroll in the first class in 2025 with 40-50 students.</p> <p>Questions from the council members: How many students in the first year - 40-50 Do we have the space – two parts - academic space and clinic space Expectation to dramatically increase it – not to his knowledge</p> <p>What model will be used – several courses in COP suitable for D1 students, figuring out what COP can offer.</p> <p>Will tuition be kicked back to COP or COM if faculty are teaching the dental students? Dr. Kasmer said he thought there should be some compensation for effort if faculty are teaching for a different school.</p> <p>Dr. Kasmer has been working with Lacey Madison on how we do program analysis and will be doing a program review annually. Can look at program growth on an annual basis and do not have to wait four years to get the resources needed.</p> <p>Dr. Safadi – asked about recruitment and if affiliate institutions like Kent and Akron will be a feeder like the medical school. Dr. Kasmer said he thinks this will happen to some extent. Kent State has a pre-dental</p>

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			<p>college that goes to Case Western Reserve or Ohio State. This will be an opportunity to attract these students to come to NEOMED.</p> <p><u>University Hospital Partnership</u> New partnership between NEOMED and University Hospital in Cleveland. Will be one of NEOMED's major affiliates. Is a five-year contract that brings to NEOMED \$5 million per year for each of the five years. The amount can increase but not decrease. Several workgroups identified – research, education, innovation, leadership and faculty development, and workforce development. Create an action plan by end of the year. Very active group – a lot of fun.</p> <p>Dr. Galazyuk asked - Why do University Hospitals want NEOMED. Dr. Kasmer said they are disengaging from Case Western Reserve and want an academic partner. NEOMED is available in their region. Are a good match. Have a high interest in our students.</p>
5:20 p.m.- 5:30 p.m.	11	Open Forum & Departmental Updates	<p>Major developments with the Dental School and University Hospitals. Phenomenal change in the landscape and will be very powerful for the school. Dr. Bonfine commented she is involved in research discussions with UH. The focus is on finding opportunities for collaboration between our researchers and clinical faculty/clinical partnerships. Trying to find and identify opportunities to build and grow research experiences and connections.</p> <p>Dr. Gallegos – The teaching portion is very similar– shared benefit between both parties and where we could work together.</p> <p>Dr. DeLucia – Hopes that the design would have more people coming to NEOMED. Continue to receive support from Summa and other partners that have supported NEOMED for 40 years. Would want that continued connection.</p> <p>What is the state requirement percentage to provide primary care and the will ratio be affected? It was thought there is no state requirement any longer.</p> <p>Is dentistry considered as primary care – Dr. Barreiro will ask for information.</p> <p>The meeting was adjourned at 5:25 p.m. and Dr. Bonfine thanked everyone for their engagement.</p>

Upcoming agenda items/topics of interest

- Academic Freedom Task Force – bylaws language review and comment
- Faculty Compensation Plan