



University Faculty Council

Meeting: Tuesday, October 3, 2023 - 4:00-5:30 PM

Location: G204 | <https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBvzJxYk9lQT09;>

ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/97362108510?pwd=VTVXUkFIY1J5RExKS3hqWUVpOTJXQT09;>

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

Meeting ID: 973 6210 8510 | Password:609086

Members (attendees in bold): Jeffrey Mellott (chair), Petrea Cober (vice-chair), Timothy Barreiro, Natalie Bonfine, Yeong-Renn Chen, Angelo DeLucia, Lukas Everly, Sheila Fleming, Alex Galazyuk, Kristen Knepp, Yong Lu, Erica Stovsky, Xinwen Wang, Taylor Watson, Liya Yin

Guests: Kris Baughman, Marquita Belen, Jessie Ferrell, Adam Goodwill, Giselle Hamad, Paul Hartung, Amy Lee, Elliott Mostow, Heather O’Leary, Priya Raman, Erin Reed, Brett Schofield, Mate Soric, Kristin Victoroff, June Yun

Speakers: President Langell, Natalie Bonfine, Patrick Gallego, Christine Crish

Administrative Support: Andrea Coard, Deborah Loyet

4:00 p.m.- 4:05 p.m.	1	<p>Welcome <i>Jeff Mellott, PhD, Chair, University Faculty Council</i></p>	<p>The meeting began at 4 p.m. and Dr. Mellott announced the good news that Dr. Cober had accepted a full-time faculty position within the College of Pharmacy. She will now be dedicated to NEOMED on a full-time basis.</p> <p>He provided an update on the status of leadership roles and informed the council that, in accordance with the bylaws, there will be another election vote in July. He expressed his desire to continue to serve as the chair, but other members interested will be invited to nominate themselves for the position.</p>
	2	<p>Approve previous UFC minutes (09.05.2023) <i>(Approved minutes located on NEOMED website)</i></p>	<p>Dr. Delucia moved to approve the minutes; Dr. Chen seconded. The minutes were approved.</p>

		OLD ACTION ITEMS (from previous meetings)	
4:05 p.m.- 4:15 p.m.	3	Executive Management Team Notes Executive Management Team Fall 2023 meeting sign ups	<p>Dr. Mellott encouraged council members to review the EMT meeting notes accessible in the OneDrive folder. He said the notes are beneficial for staying informed about the proceedings of the EMT meetings.</p> <p>He informed the members that the November 13 EMT meeting requires a UFC representative, and he asked if anyone had not already participated to please sign up at the link provided.</p>
	4	<p>Ohio Faculty Council Update <i>Natalie Bonfine, Ph.D., University Faculty Council</i></p>	<p>Dr. Bonfine provided an update on the September Ohio Faculty Council (OFC) meeting.</p> <p>There was a special joint meeting of the Congress of Ohio and the Ohio Faculty Senate in lieu of the September OFC meeting. It was an in-person meeting held at the Ohio State University campus. The focus of the meeting was on campus mental health and well-being which had been identified by the joint body earlier in the year.</p> <p>Two panels were organized for this session. One focused on academic perspectives on mental health and higher education. Dr. Bonfine was invited to present her research on perceived needs of mental health and services for students and attitudes about engaging campus-based mental health assessments. Dr. Bonfine also conducted some survey research on the mental health and well-being of faculty and staff at Colleges and Universities throughout the State of Ohio.</p> <p>The second panel was more geared towards campus-based programming to address mental health and well-being. NEOMED was well presented by the Ohio Program for Campus Safety and Mental Health Center of excellence based in the Department of Psychiatry.</p> <p>Throughout the day the following topics and trends were highlighted:</p> <ul style="list-style-type: none"> • Counselling centers and services are overwhelmed with demand • Anxiety is taking over depression • Faculty mental health and well-being • Sentiments focused on students but should not lose sight of faculty mental health and wellbeing • Make sure the administration does not overlook that group • Sharing what campuses are doing to promote mental health and well-being. <p>Next Steps: The two groups will meet independently in October to review the sessions during September.</p>

			<p>The goal is to develop a white paper that has recommendations for the ODHE, the chancellor's office, to promote mental health and well-being for students, faculty, and staff in Ohio colleges and universities. There was an idea of a survey of members. Dr. Litman will report back following the October Ohio Faculty Council meeting.</p> <p>Dr. Mellott asked if NEOMED is doing a good job of mental health for faculty.</p> <p>The NEOMED care team is a good resource and the Police have been trained to respond to mental health crises.</p> <p>Dr. Mellot asked for any ideas or suggestions to be sent to himself and Dr. Cober.</p>
4:15 p.m.- 4:20 p.m.	5	<p>Provost notes <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Mellott shared he would be providing a regular update during the UFC meeting regarding the chairs' monthly meetings with the provost to disseminate information to the council members.</p> <p>The provost is excited about the reformatting of the Center for Teaching Excellence to create a center for faculty to be better equipped to advance student success.</p> <p>He inquired about onboarding and Dr. Mellott will reach out to Dr. Bonfine to discuss the EEG and how the SIF money has been allocated. What does Dr. Bonfine need to know when new faculty are recruited?</p> <p>The provost followed up on his email communication and he is aware of comments and concerns made. He wants to ensure students who are disadvantaged are treated with more respect. He is working with Sandra MacPherson to better educate students who have medical issues or concerns and encourage them to communicate with their preceptors without disclosing specific details to foster a better understanding. The provost will not be distributing a follow-up email.</p>
DISCUSSION ITEMS—NEW & FOLLOW-UP			
4:20 p.m.- 4:25 p.m.	6	<p>Board of Trustees update <i>Patrick Gallegos, Pharm.D., Associate Professor Pharmacy Practice</i></p>	<p>Dr. Gallegos provided a report from the August 24, 2023, Board of Trustees Meeting and advised that the committee meetings take place before the Board of Trustees meeting.</p> <p>Institutional Advancement Committee – Doreen Riley provided a presentation on the 2024 foundation plans and donor pipeline. She is putting a lot of effort into engaging alumni. She discussed the creation of a mentor search for students and a last lecture opportunity for those retiring (e.g. Dr. Kasmer's last lecture).</p>

			<p>Academic and Scientific Affairs Committee – Deborah Loyet provided the presentation and update. She highlighted new faculty appointments and an emeritus appointment (William Lynch). The faculty bylaws were revised to incorporate the provost role – editorial changes only and no content change.</p> <p>The College of Dentistry (COD) was discussed and dates for the HLC site visit were shared (December 11-12, 2023).</p> <p>The College of Graduate Studies (COGS) highlighted enrollment increases. Anticipating 160 students will be admitted.</p> <p>Finance, Fiscal Policy and Investment Committee – Mary Taylor discussed a resolution to approve the UH partnership and talked about the budget. She can provide updates if required.</p> <p>There was some discussion around the CBSE and Step 1 failure rates and some work is being done to make changes.</p> <p>A question was asked about the class size of the College of Pharmacy (COP). Dr. Gallegos said this is the reality of the applications that came in this year and across the country. The COP is working to address enrollment on multiple fronts. The current figure of 51 is better than what was anticipated.</p>
<p>4:25 p.m.- 4:50 p.m.</p>	<p>7</p>	<p>Leadership Report <i>President Langell, M.D., Ph.D., M.P.H., M.B.A.</i></p>	<p>Dr. Langell provided the leadership report.</p> <p>He began by discussing the COP enrollment issue and commented that the COP enrollment has been tracked year over year and until 2020 the University had stayed above national trends. There has been around 60% decrease over the past decade. The COP predicted around 40 students. The budget was reduced accordingly and then received 51 students. The provost and interim dean are working on how to right size the college. One of the things they are doing is looking at members in the Pharmaceutical Sciences faculty who are in excess of teaching capacity to move to COD for teaching contributions. Dr. Langell has confidence that COP is putting together a good program.</p> <p>University Hospital's (UH) partnership: Dr. Langell talked about when he started working at NEOME, he looked at the biggest risks which are things we cannot control. Medicine did not have adequate clinical training sites. Funding was cut about a decade ago and we lost training slots at training sites. We had been relying on attrition to fit all our students into clinical sites during their 3rd year.</p>

What does our future look like? The state wanted us to grow. The program at UH stood out as a good opportunity. They were unhappy with past relationships with Case Western Reserve University (CWRU) and when Cliff Megarian joined UH, we discussed what we could do together. The NEOMED board trustees wanted representation in Cleveland but we could not do that because of CWRU.

NEOMED met two important elements that UH wanted. The first driver was that UH wanted a good workforce. We came together and opened up training slots for medical students. CWRU students typically do not stay in Ohio, but NEOMED students have a good track record of staying. Secondly, NEOMED had done a really good job with diversity.

First affiliation agreement is workforce development, innovation, research, leadership, clinical and professional education of their faculty and staff (e.g. nutritionists program they run is required to get a master's degree). They can come to NEOMED for closer to a \$20,000 master's degree.

Year one, new affiliation agreement. The goal was to get to 26 slots for medical students in each of the core clerkship rotations. They also allocated \$5 million to NEOMED in funds flow.

Phase two, executed a brand new affiliation agreement, the funds flow is around \$23 million and the same again next year. May contribute as much as \$75 million in year three. UH is paying NEOMED to develop programs.

In the affiliation agreement – they want us to grow our class size and want more students rotating at UH. This is part of the reason we are on a trajectory to 200 right now. We need improvements on campus for this and they are contributing funds – e.g., interior of campus; anatomy lab; external portions of campus. They are also very interested in starting a faculty practice plan. UH Portage has no psychiatric unit, and they are overloaded. They are giving us dollars to do a feasibility study for next year. NEOMED will run a Psychiatry program in this unit. Our psychiatrists would provide the staffing. They would also like NEOMED to have a College of Nursing and are going to fund a feasibility report.

UH has created a program to recognize our faculty who have accomplishments that are long standing and in line with UH's mission called University Faculty Scholars. They will select up to 30 faculty members at NEOMED. The preference for now is Tenure Track, associate professor, or full professor. The chair and dean will recommend, the provost will review, and Dan Simon and President

Langell will finalize. Each individual would be granted an extra \$10,000 for academic support. A web page will be set up.

They are also setting up a UH/NEOMED Student Scholarship program and will fully fund the stipend for up to six PhD students. During this period the students would do one research rotation at the hospital. They will also invest in our research enterprise – the first group is the Hearing Research Group. If they invest for a 10-year period, they can name the group. They will give \$100,000 to that RFA so if they bring in a new research educator in the future, it can be used as a start-up package.

UH will fund four summer student research scholars. They will also pay for a lot of executive education. In year one we will train around 500 UH employees e.g., LSS, FAME, and FIRE.

There is a proposal to do a big expansion of the UH/NEOMED scholarship for COM and COP students. Maybe a forgivable loan or scholarship for four years. They are interested in investing in the MPH program. There is a lot they want to do to integrate with NEOMED. They see us as the hometown workforce development team for them.

UH stands out as the academic medical center, unlike the other long-term partners. We are still equally committed to our other partners. We have plans for this too.

A member asked as this is developing, is CWRU wondering what is happening? Will it impact these plans? No, Dr. Langell said it will not. The affiliated agreement with CWRU has been amended.

Are these the main UH centers or peripheral centers where CWRU students do not go? Dr. Langell said it is both. Drs. Langell and Basson are both on the faculty.

How would a College of Nursing work with one already at KSU? Not sure it would make sense for us to do this, but we will look at it.

A member asked if we were losing anything by developing this relationship. We must be careful not to alienate our existing partners. It is our job that our current partners recognize we are not going anywhere or displacing them.

With new affiliations, will this have any impact for any of the colleges? No, everywhere in the agreement, we name all the colleges.

			<p>A member asked about the honors scholars – will NTT faculty not be involved? UH said for now the preference should be given to TT but not a requirement.</p> <p>A guest asked if UH is doing this out of strength or out of weakness. It is not out of weakness. They want people who represent our community. They are poised to grow across the state but the thing stopping them is the workforce. They need people to grow to the level they want – they have the patients but not the workforce.</p> <p>President Langell said it is all very positive.</p>
<p>4:50 p.m.- 5:10 p.m.</p>	<p>8</p>	<p>Faculty Workload Policy Update <i>Christine Crish, Ph.D., Chair, Faculty Workload Policy Task Force</i></p>	<p>Dr. Mellott provided an update from the meeting with the provost. He emphasized this is not finished and it is an ongoing process. The provost was very pleased and appreciative of the task force's work and the report received. The provost will submit some kind of document to the Board of Trustees in December.</p> <p>The provost's plan is to meet with the deans, chairs, and president. He will hold some lunch and learns, and his main concern is to ensure the chairs and deans are all on the same page. He will be attending the UFC meeting in December.</p> <p>A request has been made for the UFC to see the policy before it has been submitted to the Board of Trustees.</p> <p>Dr. Crish opened the floor for questions about the final report. She informed the group that a lot of thought went into the report. There was representation across the colleges and departments and wanted to emphasize the unique curriculum structure at NEOMED.</p> <p>A question was asked if anyone has estimated the time to complete the form. It is 3 pages long and it is a little overwhelming.</p> <p>The provost asked Dr. Mellott to identify some faculty who may be willing to be open about their time and hours to use at a lunch and learn so that he can have some real data. Please reach out to Dr. Mellott if anyone is interested.</p> <p>A member thanked the task force and asked because this is a policy, what is the plan to monitor it in an ongoing way? Is there a plan to follow up and adjust if things are not working? Dr. Mellott said this is our next big challenge. It depends on the lunch and learns, and how the provost presents the data. Also, it is important for the UFC to have representation</p>

			<p>at the table with the EMT – to share issues in front of the whole administrative leadership.</p> <p>Dr. Mellott said a special meeting with the provost can take place before the Board meeting on this topic.</p> <p>Dr. Mellott said the plan is not to snap all faculty to the percentages in the document right away. There will be a gradual adjustment for faculty to the policy. The hope is that chairs and deans will step in.</p> <p>A council member asked if we have a special meeting if there is any response to the faculty's information. Dr. Crish said all comments that were collected are saved in a OneDrive folder. The items were discussed at the task force meetings to inform what was put into the report. They were also used to ask questions of the provost at the beginning when we started this work. Our charge was very specific. As we move forward and have these discussion meetings with the provost, we may want to revisit these questions. Faculty will see the feedback is integrated when they read the report.</p> <p>A member asked if there is value in inviting the General Counsel to address the issues required by the state and address why we are doing what we're doing. Dr. Mellott said Maria Schimer could be invited to a special meeting with the provost.</p>
5:10 p.m.- 5:30 p.m.	9	Open Forum and Department updates from Council members	Dr. Mellott asked for a motion to adjourn. Dr. Lu moved; and Dr. DeLucia seconded. The meeting was adjourned at 5:31 p.m.

Upcoming Agenda Items

November 2023– Working Meeting

December 2023 – Leadership Report – Dr. Rebecca German, VP for Research