



University Faculty Council

Meeting: Tuesday, October 5, 2021 - 4:00-5:30 PM

Location: **Room G-204** | <https://neomed.zoom.us/j/96052565876?pwd=UkJKMUIrVjVwREljaytBS2IRU1ZyZz09>

ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/96052565876?pwd=UkJKMUIrVjVwREljaytBS2IRU1ZyZz09>;

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), Cathy Anthony, Mariquita Belen, Natalie Bowersox, 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: Richard Kasmer, Steven Schmidt, Lacey Madison, Mary Taylor

Administrative Support: Deborah Loyet

Time		Agenda Item	Discussion/Next steps
4:00 p.m.	1	Welcome Action Item Review <i>Patrick Gallegos, Pharm.D. Chair, University Faculty Council</i>	<ul style="list-style-type: none"> • Dr. Gallegos opened the meeting at 4 pm and reviewed today's agenda.
	2	Approve previous UFC minutes (8/3/21) <i>(approved minutes located on NEOMED website)</i>	<ul style="list-style-type: none"> • Call for motion: P. Gallegos • Motion to approve: Y. Lu • Second: A. Galazyuk • Motion carries.
	3	Departmental updates	<ul style="list-style-type: none"> • Dr. Galazyuk announced that the Department of Anatomy and Neurobiology is searching for a new department chair. A member expressed interest in including seminars to be conducted by the candidates so faculty can be introduced. • Dr. Gallegos announced that the NEOMED Student Research Symposium will take place on Nov. 19 and encouraged faculty to support. He also announced that the university's HLC accreditation process is underway. Do not be surprised if you're asked for documents or data; please respond expeditiously.
		OLD ACTION ITEMS (from previous meetings)	
	4	Executive Management Team notes, Fall/Spring 2021-2022 sign-ups <i>EMT meetings are now in-person</i>	<ul style="list-style-type: none"> • Faculty are asked to sign up to cover any open meetings in the schedule (linked to the left). Thank you to all who have signed up to represent the faculty voice at the EMT meetings!

	5	<p>Ohio Faculty Council representative</p> <ul style="list-style-type: none"> Nominations needed 	<ul style="list-style-type: none"> Dr. Gallegos discussed the need for a faculty member to serve as a representative to the Ohio Faculty Council (OFC). This request has been discussed for the past several meetings. He asked for any ideas on how we can get someone to serve in this capacity. Dr. Lu recommended that the chair or vice chair represent the university. Dr. Bonfine said the UFC leaders has been covering but we would like to share the leadership opportunity. Dr. Galazyuk asked if meetings will eventually require in-person attendance (they are currently conducted virtually). Dr. Gallegos explained that he has attended just one in-person OFC meeting in last two years, so the meetings are almost entirely virtual. Dr. Gallegos asked members to think about recommending a representative and to send nominations to Deborah Loyet.
4:10 p.m.	6	<p>Funding Proposal Process related to University Strategic Plan</p> <p><i>Lacey Madison, M.B.A., M.Ed., LSSBB, Chief Strategy Officer</i></p>	<ul style="list-style-type: none"> Chief Strategy Officer Madison said that all information presented today will move to a website for easy access and that all information in today's presentation can be shared with members and faculty in meantime. (Strategic Initiative Funding slides are linked here.) NEOMED has put aside \$1 million to fund activities that support the 42 strategic initiatives proposed by the Strategic Plan. Action Plans for each Pillar of the Strategic Plan have been created, including both formal and informal actions. Initially, the Strategy Office received about 70 action plans and these were clustered together. Initiatives must support growth and explain the impact of the idea. Funding proposals must include SMART Goal with outcomes; plans must be actionable and align with strategic initiatives. Ms. Madison advised that anyone planning to submit a proposal should connect/consult with Strategic Pillar leads before you apply. The attached slides provide detailed guidance. Currently, proposals are being reviewed on monthly basis. The Strategic Lead Team is reviewing proposals and notifications to proposers are provided right away. She suggests that applications demonstrate university-level impact (not limited to the college level only). If a proposal is funded, a detailed budget will then be worked through. Pillar leads and pillar content is included in Ms. Madison's slides, as is an example of a successful application. Applications for recurring funds, or funds with staff time, need to include a sustainability plan. Dr. Gallegos asked what the communication process to the university will be. Ms. Madison said the process has been shared in townhalls and the Executive Management Team and Dean's Leadership Group. We are now doing a series of <i>Pulse</i> articles to reintroduce the pillars and we are creating a website. Dr. Gallegos suggested including slides in the Faculty Newsletter. He also recommended giving information to the departments, targeting department

			<p>chairs. If faculty could learn of projects already funded, it may give them ideas.</p> <ul style="list-style-type: none"> • The funds expended from the \$1 million set aside are approximately \$200,000. • Drs. Gallegos and Bonfine said that they plan on submitting a proposal and asked faculty to email them to be involved. The project will pertain to the Faculty Exceptional Experience Group. They would like to partner across to Human Resources and with staff as well (culture, climate and morale). • Of the 42 Strategic Plan initiatives, 16 fall within the People Pillar to provide exceptional experience and opportunities for leadership.
		DISCUSSION ITEMS—NEW & FOLLOW-UP	
4:25 p.m.	7	<p>Faculty Compensation Plan and Research Incentive Plan</p> <p><i>Mary Taylor, M.Tax., CPA, Vice President Operations and Finance</i></p> <p><i>Steven Schmidt, Ph.D., Vice President for Research</i></p>	<ul style="list-style-type: none"> • Vice President Taylor presented three (3) slides on indirect costs and salary recovery to illustrate how indirect costs are returned. • Ms. Taylor has had informal discussions with Jeff Wenstrup, Bill Chilian, and Steve Schmidt regarding the percentage beyond the departments. • Dr. Schmidt indicated that 2021 was first fiscal year in which NEOMED crossed the \$4 million mark for indirect cost (IDC) recovery. He said they renegotiated the IDC rate in 2019 and the new rate took effect on new grants that were awarded. We've decided to extend this rate through 2023 (56%). It is laborious to renegotiate the rate. When renegotiation occurs, we also want to negotiate a non-research related funding (i.e., non-wet lab) rate for grants supporting education and other activities. NEOMED has wonderful activities that Stacey Gardner-Buckshaw, the Department of Psychiatry, and others are involved in. • Dr. Yin asked if there is something to support research. Ms. Taylor said the portion kept by the university goes to the general operating fund and gets allocated to the university at large. • DeLucia said the difficulty is some people don't realize what IDC's pay for (e.g., mortgage). It may be necessary to describe in detail where some of the dollars are going. • Ms. Taylor showed a slide on faculty salary offset funds flow. • On the slide showing the faculty compensation plan, 52% is the amount that goes to the Research Incentive Plan. A question was asked why the amount is 52%. Dr. Wenstrup said the 52% was pegged as the full cost recovery. The fringe benefits associated with all of this (~30%) is charged to the grant. This money goes to the university and is retained by the university. There is an incentive compensation component but equally important are the dollars that go to support the researcher. Dr. Bonfine said the departments use these dollars for professional development and other infrastructure, so faculty are concerned that these funds are not available to faculty. • Dr. Schmidt said we know how important it is to allocate a portion of funds to support research initiatives and this is still something that needs to be worked out in the compensation plan. Hence the reason that this is a pilot year. • Dr. DeLucia said another concern is that research incentive does not contribute to retirement. A huge difference from what we currently have.

			<p>Faculty are arguing there should still be a choice to fold into further research rather than a bonus (faculty should be in charge).</p> <ul style="list-style-type: none"> • Ms. Taylor said various offices (Accounting, HR, ORSP) are working on redrafting the calculation to illustrate how base salary and the various parts of the compensation are treated for STRS. She said, we want to address this in the way that faculty want this addressed. • The Research Incentive Plan is eligible for retirement. We need to test this a little more, but I think it is the same result. • Dr. DeLucia said no matter how you set this up, there are going to be faculty who are curious about where the \$\$ are now going. <p>Dr. Gallegos asked that the Council organize comments to send to Vice President Taylor. He said that UFC has a faculty compensation task force that can help to organize this. Ms. Taylor said the deans haven't seen it yet but that she and ORSP have prepared a template and need to do more testing. Then, she will be ready to work with the UFC compensation task force to identify questions and answer and determine how to move forward. She said the work needs to move quickly because of STRS. We need to know before the end of the year.</p> <p>Dean Young asked that the template be vetted by the chairs as well as the deans.</p> <p>Dr. Bonfine said this has generated an enormous amount of interest. Dr. Yin recommend that faculty who have research be informed about how this works. Full professors said they need to be included in the task force. Dr. Jeff Wenstrup agreed to work on the task force as a full professor.</p>
ss		LEADERSHIP REPORT	
4:50 p.m.	8	<p>Richard Kasmer, Pharm.D., J.D. <i>Vice President for Academic Affairs</i></p>	<ul style="list-style-type: none"> • Dr. Kasmer presented a number of slides on several topics. • Faculty accomplishments in the College of Pharmacy were highlighted. • The Higher Learning Commission (HLC) re-accreditation process for the university has begun. An Assurance Argument (self-study); a Quality Initiative (already done); federal compliance filing; student opinion survey; and Site Visit to take place Sept. 12 – 13, 2022 are all underway or have just been completed. HLC's biggest interest will be on the educational enterprise. They will likely spend time focusing on COGS, the youngest college which has seen the most growth with programs. • Dr. Gallegos asked about the HLC Quality Initiative, which focused on the HSPA program's transition to distance education. This was a partnership with Kent State University's distance education infrastructure and was submitted to the HLC last May with full acceptance. • Dr. Kasmer discussed a slide on "Life after Post-Tenure Review" and thanked the UFC and all faculty for their efforts to get this done. The last piece of this project is faculty Annual Performance Evaluation, which will require broad faculty input. Dr. Kasmer said he met with the UFC leaders

			<p>last week and he will be drafting a memo to UFC to ask this body to provide input by faculty to help us get to closure on this document.</p> <p>Dr. Galazyuk recommended that feedback be obtained from department chairs before asking for faculty input. Dr. Kasmer explained that the chairs have already provided substantial input.</p> <ul style="list-style-type: none"> • Dr. Kasmer shared many details concerning faculty development activities. He said that Dr. Langell has made this a presidential initiative. • Rebranding – Faculty development has a new name = Office of Enrichment & Engagement. • Faculty Focus Groups have been substantial and focused on these topics: 1. Research; 2. Education; 3. Leadership & Mentorship. • A Faculty Steering Committee will meet 2xs per year to tell the office whether they are on track. • Working with MarCom to update website. New launch in 30-to-45-day period. • Academic Impressions institutional membership is available and is robust to assist faculty with professional development. Training sessions are being held in Sept., Oct. and Nov. NEOMED will use AI for three years. • The rollout of the Research Focus Group has taken place and the group has identified topics for the upcoming year. A Monthly Newsletter with a research focus from a national source is now available, which is approximately 40 pages per issue. Funds are also being made available for reviewing grants. Ten thousand (\$10,000) has been set aside to award \$500 per review. This should be able to support about 20 grant reviews per year. • The Teaching Focus Group identified 2-5 topics of interest for FY22. A pool of research and scholarship funds in the amount of \$10,000 is being dedicated for Scholarship of Teaching research and approximately \$2,000 will be award for a successful application. • Focus Groups identified multiple internal opportunities: NEOMED is bringing back the Master Teachers Guild for quarterly meetings to re-engage the faculty. See slides for a summary of goals for next year. • Finally, Casino Royale Night will be held on Nov. 5. Dr. Kasmer said he would love to see faculty there. <p>Dr. Galazyuk suggest that grant recipients who are successful be asked to contribute back to the fund to keep it replenished.</p>
DISCUSSION ITEMS—NEW & FOLLOW-UP			
5:20 p.m.	9	<p>Primary Investigator (PI) staff evaluations <i>Yong Lu, Ph.D., Professor of Neurobiology</i></p>	<ul style="list-style-type: none"> • Dr. Lu introduced an issue concerning staff working in the labs and required performance evaluation through NEOMED’s Partnering for Success system. This is incompatible with parameters in grants. For current system, every fall we set goals; mid-year review; end of year make a final year review and rate performance. Then HR decides on % of increase.

			<ul style="list-style-type: none"> • Current process is insufficient and is formative. Dr. Lu proposed a different system for people hired through external funds, the evaluation system goes back to the older system (before PfS). • Dr. Gardner-Buckshaw said for grants in Family and Community Medicine, the PfS system was not allowed. • Dr. Yin said she would support a proposal from Dr. Lu. The PI should make decisions concerning increases based on the budget. • Dr. Chen said the current system is too tedious. • Dr. Gallegos recommended bringing this issue to higher administration, but a written proposal should come forward to UFC first for review.
		UPDATES & EVENTS	
	10	NEOMED 50 th Anniversary Celebration <ul style="list-style-type: none"> • <i>Submit ideas to Patrick or Natalie</i> 	
	11	Open Forum & Adjourn	<ul style="list-style-type: none"> • Dr. Gallegos concluded the meeting at 5:35 pm.

Upcoming agenda items for December

- Leadership Report – President Langell
- Faculty Compensation (College of Pharmacy Compensation Plan; College of Medicine full professor)
- NEOMED Medical Journal

Action Items

- IPM program follow-up
- Strategic Plan funding proposal follow-up
- Sign-ups for Spring semester EMT meetings
- Follow-up from VPAA re: Annual Performance Evaluation
- Proposal re: Primary Investigator (PI) staff evaluations process