



University Faculty Council

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

Location: PLEASE NOTE: Liebelt Hall (Room E-10) | <https://neomed.zoom.us/j/94543850827?pwd=NTRnRytSV0JkV0s0a0J1WGZyZThRZz09>

ZOOM Information: Connection time 3:55 PM

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

Meeting ID: 945 4385 0827 | Password: 502620

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, Taylor Watson, Liya Yin

Administrative Support: Deborah Loyet

Time	Agenda Item	Discussion/Next steps
4:00 p.m.	1 Welcome Action Item Review <i>Patrick Gallegos, PharmD</i> <i>Chair, University Faculty Council</i>	Dr. Gallegos opened the meeting at 4 pm. To be covered today: APE policy and response from VPAA and nominations for vice chair position.
.	2 Departmental updates	None
3	Welcome to new clinical member: <ul style="list-style-type: none"> • Taylor Watson, PharmD Cleveland Clinic and NEOMED Alumni 	Dr. Watson was introduced and shared a little about her background. Graduated from NEOMED in 2018; residency at Access Point and now at CC and advises PDAT group. Dr. Gallagos reminded members that a College of Medicine clinical representative is needed to serve on UFC due to a recent vacancy.
OLD ACTION ITEMS (from previous meetings)		
4:10 p.m.	4 Ohio Faculty Council Update <i>George Litman, MD</i> <i>Professor Emeritus of Internal Medicine</i> NEOMED UFC Representative	Dr. Litman provided an update on discussion from the Ohio Faculty Council: <ul style="list-style-type: none"> - Auto-adoption policy of textbooks. - Technology commercialization award. An award given to faculty who develop a commercial product. - A House bill is being developed that will be very restrictive and there is great concern about academic freedom because the bill is so comprehensive (see attachment). - The Faculty Congress of Ohio has come up with a resolution (still in draft form) to promote thoughts from Ohio faculty to Ohio legislators. The bill could impact curriculum and restrict education. Looking at last three paragraphs:

			<ul style="list-style-type: none"> ○ Joint signatories on statement about racism. Educators not politicians should make decisions about teaching and learning. ○ Therefore, be resolved that the faculty congress representing the 37 public institutions in Ohio affirms the joint statement on racism and American history. Approving it's conclusion that a free and open society depends on... ○ Be it resolved that the Faculty Congress strongly opposes the action designed to limit topics of discussion deemed by faculty as appropriate to their discipline as such actions undermine the core educational missions of our colleges and universities. <p>Dr. Litman feels the legislation has overstepped its boundaries. He anticipates there will be some alternations to this bill.</p> <p>Dr. Belen asked about American history and whether they want us to not talk about it? The Congress does want us to discuss it and not be restricted by the legislation.</p> <p>Dr. Wenstrup pointed out the relevance of this issue to agenda item #8, Academic Freedom, that we will be discussing. This is something that HLC cares very much about and as we do our own study of this issue, it is important for our consideration.</p> <p>Dr. DeLucia said divisiveness is in the eye of the beholder - what is meant by this term? I'm not sure the legislature understands the meaning of divisiveness. How are they defining this? Dr. Litman said this is the crux of the issue and the bill is extensive. This is the reason why the Ohio Faculty Congress picked this up.</p> <p>Ohio House Bill 327 – if you want to read it, you can google it to access it.</p> <p>Dr. Gallegos asked what Dr. Litman needs from UFC. He said the Congress would like to have each institution support the final resolution (not yet available). I'd like to see us as a university support this. I'm expecting that within a week or two. I will pass it to you Dr. Gallegos when it is available.</p>
DISCUSSION ITEMS—NEW & FOLLOW-UP			
4:20 p.m.	5	<p>Faculty Annual Performance Evaluation Plan (APE)</p> <p><i>Patrick Gallegos, PharmD, UFC Chair</i> <i>Fayez Safadi, PhD, Professor of Anatomy and Neurobiology</i></p>	<p>Dr. Gallegos said that UFC's materials have now been shared with the VPAA, who has responded through a memorandum to UFC. This was shared with everyone yesterday. He asked Dr. Safadi to share his thoughts in response to the memo from the VPAA.</p> <p>Dr. Safadi thanked the members of the task force and UFC to help us prepare the materials. Recommendations went to VPAA and we met with him for ~2.5 hours to go through each recommendation one by one. He</p>

			<p>asked good questions and was quite open to each item. He is very supportive to continue to get faculty feedback (referring to Pilot Yr).</p> <p>Dr. Safadi opened the floor to anyone's question or thoughts.</p> <p>Dr. Gallegos asked for feedback on the outcome. Dr. Mellott said the response seemed favorable. The real question is that the task force will be interacted with by the VPAA office. Ball is in the VPAA's court. It is up to him to get the materials out to the chairs and ensure there is a training program for them.</p> <p>Drs. Safadi and Gallegos asked if there are parts of the memo and materials that UFC would like to take on ourselves? These will be addressed as materials become available.</p> <p>A member asked what is the analysis for success of this program? How are they going to compare previously? What is the baseline for success? Dr. Gallegos said I can answer for myself that we'll have a tool to capture what we're doing to be fair and comprehensive. Dr. Bonfine said one of the elements of success is ease of use. Providing feedback to faculty and opportunity for faculty to talk about their progression. A piece of this is the feedback that will be provided. Is it helpful/useful?</p> <p>Dr. DeLucia asked if there is a formal process to be used to look at this? For example, Is this replacing the Tenure Advisory Committee? Dr. Bonfine said we will continue to ask for input. The question just asked is not part of the conversation. Part of this process includes the performance improvement plan which didn't exist before.</p> <p>Dr. Galazyuk said we raised concerns that the performance evaluation is not linked to the compensation. Is this being worked on? Dr. Gallegos said that he is asking Council to continue to think about parts of the APE and be involved. The VPAA asked that we start collecting feedback and provide to him.</p>
4:30 p.m.	6	<p>Faculty Compensation Plan</p> <p><i>Natalie Bonfine, PhD, UFC Vice Chair</i></p>	<p>Dr. Bonfine provided an update on the compensation plan. The pilot has been extended for an additional year. If you're feeling you need to make a decision, it can be made in another year in 2023.</p> <p>She said we have been talking in the task force about understanding the lessons learned in the compensation plan, which is why we wanted to extend it. What we've learned from assistant and associate professors who joined in the first year, it seems to be working well and there has been positive movement on base salary.</p> <ul style="list-style-type: none"> Lessons learned that we've communicated to Dr. Langell and Vice President Taylor are that there are issues around institutional base salary being charged to grants. Changes were needed to the

			<p>calculation to ensure the salary is stable and does not fluctuate. We are waiting to receive the calculator from Mary Taylor's office.</p> <ul style="list-style-type: none"> • Lessons about what is "STRS-able" for retirement. • Service is an important component of faculty activity and we want to have recognition of those heavy roles. This is important to who we are as faculty. We have lobbied to have the heavy service roles included. There are still questions to be worked out with that. • Another area is hiring new COGS faculty; teaching evaluations is another area that needs to be incorporated/developed. Thus far they have not been incorporated into a meaningful impact for the compensation plan. • We've had questions about what happens if you don't opt in – what is future of that? Also, with the RIP plan? <p>President Langell will be here next month to discuss.</p> <p>Dr. Mellott said we are in a waiting pattern for answers to many of these questions. A new calculator just came out about a month ago for some ranks. The pilot year will continue on and the teaching score will be assigned at the default level to ensure everyone is compensated but not at the top tier. Quite frankly Mary's involvement has been good but added some changes to the calculator. Fundamentally, this may alter decisions about opting in. 1) the RIP can be taken out and put into a slush fund. 2) What happens when you lose funding? It will be a three-year rolling average. On the front end, this is a good thing. However, if I don't get funding again in successive years, on the back end of the rolling average, I have to build back up as I'll have zeros in the mix. For some people, this won't matter. For some, especially full professors, it will likely be unappealing.</p> <p>Dr. DeLucia asked if someone has two years of zero, I will be struggling with that? What is your base salary given by the University changes from year to year? Will the base salary be stable?</p> <p>Dr. Mellott said as an assistant professor at 65% research 35% teaching and I cover 40% of salary and whole compensation is somewhere at 110. Assistants and associates are required to cover anything. What is your base salary if you don't have research to cover anyway? Year to year, it is always going up by some percent. The discussion between you and your chair is that you have to determine % effort.</p> <p>Dr. Gallegos thanked all involved in the hard work on the compensation plan.</p>
4:40 p.m.	7	<p>Bylaws Committee Liaison for UFC <i>Patrick Gallegos, PharmD., UFC Chair</i></p>	<p>Dr. Wenstrup's term concludes end of June and he has offered to serve for another term.</p> <p>Dr. Mellott said it would be helpful to keep him there, especially with his level of experience. Dr. DeLucia said he agrees; Dr. Galazyuk agrees.</p>

			<p>Dr. DeLucia said we should perhaps open to others to see if they're interested. Dr. Mellott – if someone else is interested, we should open but let's confirm Jeff if he is willing to do it.</p> <p>Dr. Bonfine said we'll announce between now and April and then vote in April. We would ask UFC members to take this opportunity to share with their constituents.</p> <p>Drs. Galazyuk and DeLucia moved to send out a call for a bylaws representative and for us to vote in April. Motion passed.</p>
4:45 p.m.	8	<p>Academic Freedom statement and policy development <i>Patrick Gallegos, PharmD., UFC Chair</i></p>	<p>Dr. Gallegos stated that the Higher Learning Commission (HLC) is an important ongoing project for institutional accreditation. And we currently do not have a clear statement on academic freedom and we've been asked if UFC would like to be involved in developing a statement. This means you would be involved in creating documentation and a statement on academic freedom.</p> <p>Dr. Wenstrup said the main point that we on the HLC Steering Committee want to convey is that there is a potential gap with HLC standards which has to do with academic freedom and freedom of expression. We think UFC should take an important role in developing these policies to help them move forward to approval. Whether this would be a policy or bylaws, we need to think about. The HLC Steering Committee's role is to identify gaps and make recommendations to the VPAA. NEOMED needs to show it has a process in place to move this issue forward by the time we lock our Assurance Argument (by Aug. 15).</p> <p>Dr. Gallegos asked if there are UFC members interested in serving on this task force. While the first priority is the HLC piece, that we can demonstrate we are working on a statement, the true work will be ongoing.</p> <p>There were no responses to this query. Dr. Gallegos asked that everyone think about it. By next meeting, we'll have some charges and start identifying folks to serve on the task force.</p>
DISCUSSION ITEMS—NEW & FOLLOW-UP			
4:55 p.m.	10	Open Forum & Adjourn	<p>Dr. Gallegos asked if there were any other items for discussion. Hearing non, he asked for a motion to adjourn. The meeting adjourned at 5:20 pm.</p>

Upcoming agenda items for April

- Leadership Report – President Langell

- HLC update
- Vote for Vice Chair of UFC
- Faculty Compensation Plan

Action Items

- Strategic Plan funding proposal ideas for UFC – email to Patrick and Natalie
- Share the APE materials with your constituents.