



University Faculty Council

Meeting: Tuesday, May 3, 2022 - 4:00-5:30 PM

Location: G204 | <https://neomed.zoom.us/j/95373604726?pwd=MVJzWWWhKTjIPcEJ0dGs3VG1MU0ZBdz09>

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: 953 7360 4726 | Password: 939694

Members (attended in bold): **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**

Guests: Andre Burton, Vice President for Human Resources and Diversity, Charity Davis, Director, Human Resources, Julie Aultman, Kris Baughman, Adam Goodwill, Paul Hartung, George Litman, Janice McDonald, James Maloney, Heather O’Leary, Mansumeet Singh, Jeff Wenstrup, June Yun, Joe Zarconi

Administrative Support: Andrea Coard, 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 4:02 p.m. and discussed action items from the previous meeting. - Academic Freedom Task Force meeting on April 7. Reach out to Andrea Coard if anyone is interested to serve on this task force - Call for COM Clinical representative sent by Dr. Bonfine – received some interest and will follow up with individuals. Process will go through UNMC. Andre Burton, Vice President for Human Resources and Diversity and Charity Davis, Director, Human Resources are joining the meeting to talk around compensation task force
	2 Approve previous UFC minutes (4/5/22) <i>(Approved minutes located on NEOMED website)</i>	Dr. Lu moved to approve; Dr. Mellott seconded; motion approved.
	3 Departmental updates	Commencement scheduled for Saturday, May 7 – Dr. Gallegos encouraged faculty to attend.

		OLD ACTION ITEMS (from previous meetings)	
4:10 p.m.	4	<p>Ohio Faculty Council Update</p> <p><i>George Litman, MD</i> <i>Professor Emeritus of Internal Medicine</i> NEOMED UFC Representative</p> <p><i>Natalie Bonfine, Ph.D.</i> <i>Vice Chair, University Faculty Council</i></p>	<p>Dr. Bonfine attend the meeting on April 8 in place of Dr. Litman and provided the update:</p> <ul style="list-style-type: none"> - The bulk of the agenda was a guest presentation by Dr. Eboni Pringle, Dean of University College, Kent State University, promoting an undergraduate program on student academic success and learning community. Good presentation – if interested can view on KSU website. https://www.kent.edu/exploratory. - The Ohio Faculty Council (OFC) made a call for other guest presenters. Opportunity for NEOMED to bring forward topics to the OFC such as research, peer instruction or other innovative teaching and learning items. - HB 327 – teaching divisive concepts. The restrictive language concerning institutions of higher education has been removed from the bill, so OFC has reduced its focus on this potential legislation. - HB 616 – another teaching divisive concepts language for education. It is not clear how it will affect institutions of higher education. Contains language around focusing on instructional materials on race, sexual orientation and gender identity. It is very new – stay tuned for updates. <p>Dr. Litman did not have anything additional to add.</p>
		DISCUSSION ITEMS—NEW & FOLLOW-UP	
4:15 p.m.	5	<p>Annual Performance Evaluation Update</p> <p><i>Patrick Gallegos, PharmD., UFC Chair</i></p>	<p>VPAA would like the UFC to share the following Annual Performance Evaluation update with faculty:</p> <ul style="list-style-type: none"> - The old form should be used to conclude the 2021-2022 annual evaluation. - The new form should be used for 2022-2023 goal setting. <p>Dr. Gallegos further discussed with the committee -</p> <ul style="list-style-type: none"> - The new form will be sent with the meeting minutes from this meeting. - Share the form with departmental faculty. - Ask departments to check everything agreed/approved is included. on new form – quick turnaround for input from departments (1 week). - Copy and paste goals for 2022-2023 onto new form when available.
4:20 p.m.	6	<p>Academic Freedom Statement and Policy Development</p> <p>Memo from VPAA</p> <p><i>Patrick Gallegos, PharmD., UFC Chair</i></p>	<p>Dr. Gallegos referenced the memorandum from the VPAA that was presented at the April 5, UFC meeting.</p> <ul style="list-style-type: none"> - Dr. Bonfine created charges for the Academic Freedom Task Force from the memorandum. - The first meeting occurred on April 28 and the current members are:

Rachel Bracken, Petrea Cober, George Litman, Jeff Mellot, Jeff Wenstrup, Joseph Zarconi, Natalie Bonfine and Patrick Gallegos Please inform committee if anyone else would like to join.

- Dr. Gallegos discussed the contents of the memo from the VPAA.

He read the [charges](#) created for the Academic Freedom Task Force noted below:

1. Draft a set of core concepts/values relating to the topic of academic freedom and freedom of expression as a Task Force.
2. Review similar statements/policies from other comparable universities or universities in Ohio – Amy Ligan-Furey has started process.
3. Collect input from other key university stakeholders, including General Counsel, MarCom, and others (to be identified by this task force)
 - a. Student input/perspective?
 - b. John Stilliana/government relations?
4. Present options to the University Faculty Council on how we want to communicate our position on this topic:
5. By August 2022: Prepare a written summary of the work of this task force to share with NEOMED administrators, HLC committee, and faculty, including:
 - a. The summary of our core concepts/values
 - b. Draft statement on academic freedom,
 - c. stakeholder input (if not incorporated in draft statement
 - d. The voting results of our recommendations.

Questions asked by taskforce were presented to the VPAA:

1. Timeline – Working draft moved to end of August 2022 – approved by VPAA and HLC
2. Student/staff involvement – everyone should be involved however focusing on faculty at this time.

Dr. Bonfine commented that this topic affects all our faculty, and it is important when developing definitions and concepts to ensure they fit all the difference settings for education (e.g., clinical, online)

Dr. Lu asked why the Ohio Faculty Council does not have a common statement for all universities?

Dr. Bonfine said part of our charge is to find out what others have.

Dr. Zarconi shared many of the statements have overlapping and modeling after each other but there is not a standardized statement.

Dr. Zarconi has agreed to serve as the chair.

			<p>Dr. Gallegos thanked all the faculty members that have agreed to serve on the Task Force.</p>
<p>4:30 p.m.</p>	<p>7</p>	<p>Faculty Compensation Plan</p> <p><i>Jeffrey Mellott, Ph.D., Chair UFC Task Force on Faculty Compensation</i></p> <p><i>Andre Burton, VP for Human Resources and Diversity</i></p>	<p>Dr. Mellott, Chair UFC Task Force on Faculty Compensation provided an update.</p> <p>There have been quite a few meetings and conversations over the past two weeks concerning the plan.</p> <p>Most people should have received a least one calculator from HR, some have received two.</p> <p>Dr. Mellott informed the committee of six issues raised, relating to the calculator:</p> <ol style="list-style-type: none"> 1. FY2022 was not part of the 3-year rolling average; the result is essentially, July to end of March 2022 will be part of the 3-year rolling average. The initial push back was because the current yearly salary for an individual would not be known. 2. Will individuals previously in the pilot, currently enrolling in the pilot be able to submit incentive activities along with service elements. Junior faculty in the first year of the pilot are approved to submit up to ten points for that level of compensation. General assumption by HR is that the points will be given to chairs for approval. Not sure how that will be processed. 3. There still is no document available detailing the calculations. There are a lot of calculators, but UFC is waiting on a document to officially explain the compensation plan to faculty. 4. Definition of extramural funding – initial thinking was that grant monies would be included. However, general delivery from President Langell and Mary Taylor, Vice President for Operations and Finance, over the past year and a half is that extramural funding would be anything that offsets your NEOMED salary is included. At the moment, the compensation for extramural funding is only from grants funding. <ol style="list-style-type: none"> a. Dr. Wenstrup commented that he specifically remembered Dr. Langell very clearly stating it included funding in addition to grants i.e., philanthropy dollars and hospital payouts. He asked who is arguing something different to what Dr. Langell previously communicated. Charity Davis, spoke about a specific case that Dr. Langell expressed it is competitive research grants only and contract dollars are not to be included. b. Dr. Gallegos said a conversation with Dr. Langell is required for clarification. 5. Has recently been resolved – at the end of the pilot year, can still opt in whenever you want after the pilot year, but once you do, you are there forever. That was not the understanding originally.

6. Minor issue – It was unclear how service percentage is being split up. Dr. Mellott commented when he received his calculator his service percentage had been allocated to research and it is unclear why.

Dr. Goodwill asked a question regarding competitive research dollars and instances where we have an agreement with Pharm for preclinical testing. Would that not count?

Dr. Lu also commented another faculty member at another institution pays his salary out of his own funds and asked do we have a case like that here? Charity Davis is not aware of having those situations.

Dr Mellott informed Dr. Goodwill he has noted his points and will ensure it is part of the message shared with Dr. Langell as another way to offset salary.

Andre Burton and Charity Davis provided an update on the faculty compensation plan.

- Charity Davis -
- Most people should have received communication from HR
 - Aware of who is still waiting on materials from HR
 - Information shared with budget to load data
 - Starting tomorrow – sending everyone a PDF of calculator and explain how dollars are being allocated.

- Andre Burton –
- Clarification on which years would be considered average.
 - July to end of March
 - Appeared to be some misunderstanding between Dr. Langell and Mary Taylor – this is now solid as well as incentive points for faculty who opted in last year
 - HR figuring out how to work with respective chairs so that bonus can be paid in September.

Update on who has opted in:
9 Assistant Professors
13 Associate Professors
8 full Professors
1 decision pending for full Professor
1 decision pending for Assistant Professor

Total for everyone eligible across three colleges – 57

Dr. Bonfine said she had received some questions from faculty asking where numbers on average salary are coming from. Is it possible for faculty to have access to this information in banner? Also, will there be a change to the Labor Distribution Form (LDF) process, and will this help to demystify the process?

Charity Davis responded by saying:

- Mary Taylor obtains the information via a spreadsheet
- All data comes from Grants Accounting
- Charity can collate the data used to create the salary information and send out to faculty
- It is a great idea in terms of a method or report for faculty to receive.

Dr. Bonfine said this would make things more transparent for faculty and easier for planning and working on grants.

Comments in chat: Would be helpful to send final guidelines policy and rules to all faculty. Dr. Bonfine responded by sharing the UFC currently do not have finalized document but only the calculator which everyone should have. Once the finalized guidelines are received, they will be shared. Everyone should have the incentive bonus list. Dr. Mellott informed the group that the Non-Tenure Track (NTT) appointments and promotions committee for all three colleges have been added.

Charity advised HR has a tracking tool which can be shared when finalized to assist with calculations.

Dr. Yun asked by the rank years for assistant and professors are \$1000/year and for associate professors is \$500. HR will address this question and obtain clarification.

Dr. Goodwill spoke about the years and rank policy and confusion about new hires coming into this plan. It appears years and ranks from a previous institution are not included. This is a limiter for recruiting as it forces new recruits to take a pay cut.

Andre shared he had a conversation with the College of Medicine and believes Dr. Mowad is planning to speak with Dr. Langell to raise this issue.

Andre Burton will obtain clarification regarding this.

Dr. Bonfine said this topic has implications beyond compensation and could be an opportunity to streamline this plan with other university policies. Andre Burton will obtain clarification regarding this.

			<p>HR shared their appreciation to faculty. Dr. Bonfine also thanked HR for their work and support. Through this process, the UFC have learnt that having frequent and early conversations is helpful for everyone and much appreciated.</p> <p>Dr. Mellot thanked Andre Burton and Charity Davis for attending the meeting.</p>
5:00 p.m.	8	<p>Strategic Plan funding proposal ideas for UFC <i>Patrick Gallegos, PharmD., UFC Chair</i></p>	<p>Dr. Gallegos discussed strategic plan proposal ideas for UFC and shared an idea would be to partner with the staff EEG group. There is no traction to date around a welcome gift process for new faculty.</p> <p>Dr. Bonfine said she will follow up with the employee committee to work with faculty.</p>
5:05 p.m.	9	<p>Open Forum & Adjourn</p>	<p>Dr. Mellott said there is a big vacuum now in compensation for people who are dyad leaders, clinical leaders, and other directors etc. The mechanism is supposed to be that these faculty are being compensated through the 'director stipend.' He is unclear as to how the problem can be solved other than remind chairs and deans that this mechanism exists and is being promoted by the President. Big entities are left to the side, and he does not know how to pursue this. This is the biggest outstanding question concerning the compensation plan.</p> <p>Biggest concern is with College of Pharmacy. Dr. Reed-Geaghan agreed and commented there was a lot of individual concern when calculators were first received.</p> <p>Dr. Gallegos asked the council to think about:</p> <ol style="list-style-type: none"> 1. People in role of dyad leader and other director roles – how does this factor? 2. Recruitment – how much will this impact us in being able to attract the best and brightest? <p>He asked the UFC for suggestions or ideas to think about as we move forward.</p> <ul style="list-style-type: none"> - Dr. Galazyuk – increase average of AAMC benchmark from 40-45%. After negotiations, bright faculty will get higher salaries anyway. - Dr. Mellott – need to track/show that candidates have turned us down because of the lower target (i.e., 40% of AAMC benchmark). Has this made much of an impact on hiring? Must be tracked/documented.

Dr. Bonfine suggested the UFC work with the university on Letters of Offer having clear statements regarding credit towards time in rank.

Dr. Gallegos will organize a conversation with HR and ask if they can track recruitment data and certain situations.

Dr. Gallegos shared that Dr. Mowad, Interim Dean, College of Medicine, will provide the leadership report during the June meeting. Brian Harrell, Writing Center Specialist, will also be attending and will provide a presentation regarding the Writing Center.

Dr. Aultman said ESL will be a separate hire and will be distinct from the Writing Center. The hire should occur next year based on funding.

Action Items:

1. Commencement – Saturday, May 7
2. Share Academic Freedom Task Force charges with departments when received from UFC.
3. Ask if anyone would like to serve on this Task Force.
4. Draft Annual Performance Evaluation (APE) form to be shared once received.
5. Academic Management Partnership (AMP) committee representation required from UFC. Dr. Yin's term is coming to closure at end of June.

Question from chat: Dr. Bonfine confirmed the APE form will be shared when received with chairs and faculty.

Dr. O'Leary asked a question regarding the dyad leaders. She said there seems to be a lot of evolution on what is or is not going to be included in the compensation plan. She would like to know where the conversations are going and to understand what the theory of the framework is. Dr. Mellot said the calculator is more or less set as it is now. The goal of the compensation plan in general was to put faculty on a scale than moved every year.

Historically, the dyad leaders have never been compensated. Dr. Langell said the roles should be compensation but responsibility with chairs and dean. Director Stipend Line on calculator indicates the chair's role and not just the dean's responsibility.

Dr. Bonfine commented the plan was created as there was unclear compensation across faculty. Part of the goal was to create some equity. Feedback has been generally positive.

		<p>Dr. Yin said as a whole university, we have some directors with compensation.</p> <p>Dr. Bracken spoke about College of Medicine curricular changes and role changes. She said there is no consistent language at NEOMED to show faculty are taking significant leadership roles and we require consistent names for what people do in our curriculum. She feels it is a problem that needs to be addressed not only for compensation but also for tenure and promotion. It was felt this should be addressed at department/chair level when preparing for annual budget.</p> <p>Dr. Gallegos brought the meeting to an end at 5:33 pm.</p>
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Upcoming agenda items for June

- Leadership Report – Interim Dean Eugene Mowad
- Presentation – Brian Harrell, Writing Center Specialist

Action Items

- Call for COM Clinical Representative
- Strategic Plan funding proposal ideas
- Call for additional Academic Freedom Task Force members
- Call for Academic Management Partnership (AMP) committee representative