



University Faculty Council

Meeting: Tuesday, August 2, 2022 - 4:00-5:30 PM

Location: G204 | <https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBVzJxYk9lQT09>

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: 932 3244 6550 | Password: 860195

Members (attendees in bold font): **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: President John Langell, Fayez Safadi, Maria Schimer, Nath Flath, Joseph Zarconi, Joy Stankowski

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 opened the meeting at 4 p.m. and thank everyone for attending. She confirmed quorum.
	2 Approve previous UFC minutes (07/12) <i>(Approved minutes located on NEOMED website)</i>	Dr. Galazyuk moved to approve the minutes, Dr. DeLucia seconded. Minutes were approved.
	3 Departmental updates	Dr. Bonfine asked if anyone had any department news to share with the council. There were no updates. She reminded the council there is time set aside during each meeting for departmental updates or celebrations and encouraged sharing departmental news at future meetings.
OLD ACTION ITEMS (from previous meetings)		
4:05 p.m.- 4:10 p.m.	4 Executive Management Team Notes , Executive Management Team Fall 2022 meeting sign ups	Dr. Bonfine reminded the council of their requirement as members to attend and participate at an Executive Management Team (EMT) meeting once each semester. She shared it is a good opportunity to learn what is being discussed in that circle and to share with the administration the work of the Faculty Council. She said she will reach out to members, including the new members to ensure all meeting slots are filled.

	5	Ohio Faculty Council Update No meeting this month	The council did not meet during July. Dr. Mellott will be attending the August meeting on behalf of Dr. Litman and will report back at the September UFC meeting.
		DISCUSSION ITEMS—NEW & FOLLOW-UP	
4:10 p.m.- 4:25 p.m.	6	NEOMED Board of Trustees Update from June 9, 2022, meeting <i>Patrick Gallegos, PharmD.,</i> <i>Associate Professor of Internal Medicine</i>	<p>Dr. Bonfine explained to the council that Dr. Gallegos, past UFC chair, will be attending the NEOMED Board of Trustees meetings on behalf of the University Faculty Council. The hope is to provide an open line of communication between faculty and the Board of Trustees and improve communications in that direction. Dr. Gallegos has agreed to report back to the UFC meetings, and this will become a standing agenda item.</p> <p>Dr. DeLucia asked a question regarding the location for the minutes from the Board of Trustees meeting. Andrea confirmed they are posted on the Board of Trustees website and the link would be shared with the council. https://www.neomed.edu/boardoftrustees/. Dr. Bonfine reminded the council that the BOT meetings are open to the public to attend.</p> <p>Dr. Gallegos began his report by sharing the Board of Trustees agenda from the June 9, 2022, meeting. He pointed out the following:</p> <ul style="list-style-type: none"> - The BOT meet every quarter - Meetings are open to the public - Executive committee – private conference to make decisions and ask the public to step out of the meeting during these conversations. - Dr. Gallego is attending as a representative and will speak during the open forum. - He will have opportunity to speak at next meeting. <p>The President’s Update included:</p> <ul style="list-style-type: none"> - Graduation - Leadership changes - Search for COM Dean and VP for Research - Conversation around HLC - Faculty compensation - Diversity Equity Inclusion – numbers within different colleges <ul style="list-style-type: none"> - COM – 27% - COGS – 27-30% - COP – 25% - Bench to Bedside Competition – Dr. Fayez Safadi – July 21 - UH affiliation agreement. <p>Global Health presentation from Dr. Bernhard Fassl, Program Director, Global Health.</p> <ul style="list-style-type: none"> - Highlighted opportunities for students

		<ul style="list-style-type: none"> - Any faculty members interested in this missionary work should reach out to Dr. Fassel. <p>Student Trustee presentation from Sanjay Jinka</p> <ul style="list-style-type: none"> - Highlighted perspectives from student bodies - First presentation from student trustees - Historically students not allocated time to present. <p>Executive Session</p> <p>Report from each committee</p> <ul style="list-style-type: none"> - Institutional Advancement Committee (IAC) <ul style="list-style-type: none"> - Fundraising Goals - Academic and Scientific Affairs Committee (ASAC) <ul style="list-style-type: none"> - Academic Actions – included recommendation to approve appointment of Dr. Elisabeth Young as Professor Emeritus of Internal Medicine - Academic Reports and Updates - Report on Research and Sponsored Programs - Finance, Fiscal Policy, and Investment Committee (FFPIC) <ul style="list-style-type: none"> - Personnel Actions - Finance Actions - Finance Reports and Updates <p>New Business included</p> <ul style="list-style-type: none"> - Recommendation to approve a resolution of appreciation to Dr. Steven Schmidt - Presentation of Presidential Excellence Awards <p>The next meeting is scheduled for Thursday, September 15.</p> <p>Dr. Gallegos concluded his reported and asked the council for questions and said he was happy to take comments back to the Board of Trustees on behalf of the council.</p> <p>He shared with the council that his communication plan with the Board of Trustees will be:</p> <ul style="list-style-type: none"> - To inform the Board of Trustees that the faculty would like to build a stronger relationship with the Board of Trustees. - We hope to serve as a resource for collaboration to make NEOMED the model of excellence in education. - Dr. Gallegos as past chair will be the representative at this time. - To ask the Board of Trustees if they have anything to share with faculty or any questions. - To advise the UFC meet on a monthly basis and have alternate business and working meetings.
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			<ul style="list-style-type: none"> - UFC current work includes – Annual Performance Evaluation, Compensation Plan and Academic Freedom Statement - To thank the Board of Trustees for their time. <p>Dr. Bonfine thanked Dr. Gallegos for his report and his leadership. She informed the Council, that they plan to meet in advance of each Board of Trustees meeting and asked faculty to share any comments they might want to be raised at the next Board of Trustees meeting.</p>
<p>4:25 p.m.- 4:40 p.m.</p>	<p>7</p>	<p>Academic Freedom Statement and Policy Development Update <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine provided an update regarding the Academic Freedom Statement and shared a PowerPoint. She explained the work of the Academic Freedom Task Force was charged by the Vice President for Academic Affairs and directed by the UFC with members from the council and other areas of the university including Amy Ligan-Furey, General Counsel. The Task Force designated by the UFC is chaired by Dr. Joseph Zarconi.</p> <p>The general charge was to:</p> <ul style="list-style-type: none"> - Identify and review approaches to academic freedom statements/policies. - Review what other institutions are doing - Inform how we want to proceed as an institution in developing an academic freedom statement and or policy/bylaws. <p><u>Charge for the Task Force during Phase 1:</u></p> <ul style="list-style-type: none"> - Identify core concepts and values for inclusion into a statement of academic freedom. <p><u>Charge for Task Force during Phase 2:</u></p> <ul style="list-style-type: none"> - Facilitate the development of a university policy or bylaw. <p>Dr. Bonfine discussed the timeline for phase 1 and the steps taken from April 2022, to develop a draft Academic Freedom statement to share with the VPAA.</p> <ul style="list-style-type: none"> - Made a commitment to share by Aug 31. - Task Force has met and reviewed all feedback from UFC since July including UFC meeting on July 12. - Asked council to share the work by the Task Force and UFC with faculty in their department areas. Through this communication channel got feedback and shared with the Task Force. <p>Dr. Bonfine thanked the Task Force members for their careful deliberation on this heavy topic in a relatively short order.</p> <p>Dr. Mellott shared this was brought about by a recognized deficiency identified by the HLC process that NEOMED did not have a statement.</p> <p>Dr. Bonfine informed the council of two tasks to be completed during the meeting.</p> <ul style="list-style-type: none"> - Discuss content of the final draft and the process for review - Consider recommendation from Task Force to endorse the Academic Freedom statement.

		<p>Dr. Bonfine shared the draft Academic Freedom Statement and asked for comments from the council regarding the content.</p> <p>Dr. Mellot informed the group that both Maria Schimer and Amy Furey-Ligan had approved the document from a legal perspective.</p> <p>Dr. Lu said he appreciated the work from the Task Force but asked why an existing document from another university not used to save time.</p> <p>Dr. Bonfine commented on behalf of the Task Force and confirmed the AAUP document was referenced and how other universities set up their statement were looked at for inspiration. The NEOMED statement is new and unique to our faculty. The values of faculty following conversations are incorporated into a general statement. The document sets out a charge for stage 2 that the statement would result in a policy or bylaw development for NEOMED. This cannot happen until this foundational document is in place.</p> <p>Dr. DeLucia asked Maria Schimer what kind of document this is and if required to protect ourselves outside of the university. Maria Schimer responded by saying, the document is the first step to making it a policy or bylaw. She recommends making it a bylaw as it is harder to change and bylaws are governed by the faculty. She continued to explain the attorney general's office will defend employees of the university if operating within the course and scope of their employment. An individual faculty member is not the defendant in these cases but the university itself. Is a very important principle that needs to be recognized. The individual will be dropped, and the university will become named defendant and considered in the court of claims</p> <p>Dr. Galazyuk asked if the document can be modified during stage two and Dr. Bonfine confirmed it could. She said the statement is to guide the next phase to develop a bylaw. We want to be able to post our values publicly but most importantly it will guide us to develop a policy or bylaw and define some of the concepts more thoroughly. She said we do not want the Task Force to do too much work before the council can review and weigh the product.</p> <p>Dr. Bonfine discussed the recommendation from the Task Force for the statement to be endorsed by the UFC and made available for public posting.</p> <p>Dr. Galazyuk moved to endorse the draft Academic Freedom statement and Dr. DeLucia seconded.</p> <p>The process was discussed. Dr. Gallegos asked when the faculty had the opportunity to review the draft statement. Dr. Bonfine said UFC members were asked to share within their divisions on July 7. Some revisions were made, and additional feedback was received following the UFC meeting on July 12. A third version was sent from the Task Force on July 27 following deliberation of all the comments and content received.</p>
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4:40 p.m.- 4:45 p.m.	8	<p>Faculty Exceptional Experience Group <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>This agenda item was tabled until the UFC meeting in September.</p>
4:45 p.m.- 5:15p.m.	9	<p>Leadership Report <i>President Langell, President Langell M.D., Ph.D., M.P.H., M.B.A.</i></p>	<p>President Langell thanked the council for the opportunity to speak and said he had met with Drs. Bonfine and Mellott to determine appropriate topics to report to the council members.</p> <p><u>Board of Trustees meeting – June 9, 2022</u> - Budget was unanimously approved.</p>

		<ul style="list-style-type: none"> - Infused an additional 3.4 million dollars into operational spending based on requests from the deans and vice presidents. - Big areas – student services – registrar’s office and financial aid. - Fourteen new positions were approved to address personnel shortages throughout the university, and 20 employee reclassifications were approved which included minor to substantial pay increases. - HLC update to the BOT – Some areas to improve but overall feel we are in decent shape per Deborah Loyet, Dr. Kasmer, and Dr. Wenstrup. The role of HLC is to help us get better at what we are doing and ensure we are mission-aligned and following the accreditation requirements. - Equity, Diversity, and Inclusion – student focus COM – 27%, COGS 27-20%, COP 25-30% Continuously improving – work in progress. - US News and World Report – COM previously unranked for diversity – 84/192 with last year’s data. Expect this year to be in the 60th percentile. - University as a whole was ranked at 92/120 which puts us equally with Ohio University, Wright State, and Toledo. - Global Health Program presentation. - Resolution to reissue bonds on the Village approved – expecting to save \$120,00 per year in interest payments - Announcement an application was submitted for NEOMED to be part of the CTSC – Clinical Translational Science Consortium. Traditionally been University Hospitals, Cleveland Clinic, CASE, Metro Health, and Cleveland VA. Have expanded to include NEOMED and University of Toledo and there is an understanding we will bring consortium partners. Has been in existence since 2007 with grants every five years. - Provides a large number of core resources and a large network supported by the NIH for clinical trials. It takes bench research and converts it to clinical settings. There are seed grants available only to faculty members within the consortium. - Resources to assist faculty with training at no cost. - Multi-center trial program creation. - Big powerful resource for NEOMED. - Dr. Kris Baughman has been core partner. - Signed letter of support this week. Application is being reviewed. <p><u>Space –</u></p> <ul style="list-style-type: none"> - A study on academic space was completed – will be made available. - Data validated by colleges. - Breakdown of academic space – small groups, large groups, lecture halls, PI space - Study showed 14% utilization of space from 214 usable days. - Breakdown showed – <ul style="list-style-type: none"> - Rooms used zero times - Lecture rooms 20%
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- LPL 9%
- Large Rooms 11 %
- Medium Rooms 2%
- Small Rooms 5%
- CAA Simulation Lab 32%
- There is a huge amount of excess capacity for teaching – part of the reason is days of the week or hours of the day.
- Shows we are in a good position for growth.
- Studying further to determine if rooms meet our needs – is technology sufficient for types of teaching e.g., Meshel Hall.

Compensation plan – opt-in plan - 2nd year pilot

- Mostly COM faculty opted in but also some COP.
- Average faculty received substantial compensation - is biased as those who opted in were not being compensated as well as others.
- Mary Taylor is meeting with HR on August 9 to review and update the descriptor of the plan - sending it to UFC for feedback - to be transparent and to understand again how it works.
- Modifications to the plan from the first-year pilot have been moderate.
- One modification was – the definition of base salary is really specific if on a federal grant. Adopted how University of Washington is doing this.
- Modification to the incentive plan and have incorporated everything asked for.

Search update

Vice President for Research

- The search for the VP for research is well underway.
- Dr. Rebecca German was appointed as Interim VP for research and is doing a great job.
- The committee reviewed 12 applicants and narrowed them down to 5
- President Langell interviewed the candidates initially to give an understanding of the process we are using, what is important to the university and what we are looking for.
- Following the committee interviews, 2 or 3 candidates will come to the university and meet with a number of individuals
- All applications will have opportunity to present their vision for this position to all faculty and staff in Watanakunakorn and answer questions.
- Will give faculty and staff the opportunity to weigh in on the decision as to who is the best candidate.

College of Medicine Dean – will be a longer process.

- Using recruiting firm Witt Kieffer and they are reaching out to applicants and taking nominations.
- The process to review applicants and begin interviews is planned for late August.

		<ul style="list-style-type: none"> - Will be phased – and will have the opportunity to present their vision to faculty, staff, and clinical partners. <p><u>University Hospital Affiliation</u></p> <ul style="list-style-type: none"> - Major affiliation – College of Medicine has never been at University Hospitals. - Under the new plan there is to be 24 third year core medical school rotations which will be expanded to 30. - Will provide a powerhouse academic home. Akron Children and Summa Health Care and other partners are community-based programs. - As a major affiliate we will be doing research, education, innovation, leadership, and potentially some clinical care partnerships together. - UH system will be investing a minimum of \$5 million per year into joint programming and will be determined by a group of individuals meeting every two weeks to make recommendations. - Ultimately, Dan Simon, Chief Academic Officer, and President Langell will agree on where to place the dollars and track the KPIs around it. <p>Dr. Langell completed his report and asked if the council had any questions.</p> <p>Dr. Galazyuk spoke about the Zero-Based Budget and said it is hard for departments to produce money. Dr. Langell said he does not think Dr. German will be able to work on this during her time, but he has talked to chairs and deans for their ideas. Dr. Langell would like to create a fund supported three ways – by department chairs, the dean, and the university. The pool will be supported by one-third for each party. It is a concept at the moment. Dr. Langell also shared that budgets have reserves – can keep 30 % for these types of things.</p> <p>He acknowledged it is a challenge – looking at creative ways to do this He talked about starter funds and said he spoke with Dr. Chilian who believes the NIH will mandate core facilities that have the ability to show quality control.</p> <p>Dr. Gallegos had two questions for President Langell –</p> <ol style="list-style-type: none"> 1. CTSC group – how can faculty get involved? Dr. Langell responded by saying if the renewal grant is awarded, the resources will be shared. There is a great website containing grants available to apply for and educational programming. Will receive updates on opportunities to collaborate. It is a highly active and engaged group of individuals. 2. When the applicants for the VP of Research and COM Dean positions come to campus to present, can these be a hybrid format for those unable to be on campus? Dr. Langell thought this was a good idea and said he did not see any problem as the searches are not confidential. He would check with the hiring firm for clarification.
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5:15 p.m.- 5:30 p.m.	10	Open Forum & Adjourn	The meeting was adjourned at 5:36 p.m.

Upcoming agenda items/topics of interest

- Academic Freedom Task Force
- Annual Performance Evaluation Form
- Faculty Improvement Plan
- Leadership Report for October - Dr. Richard Kasmer, VPAA/COP Dean

Action Items

- Strategic Plan funding proposal ideas
- Open call for UFC Representative for Academic Management Partnership (AMP)