



University Faculty Council

Meeting: Tuesday, February 7, 2023 - 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): **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: Chester Amedia, Stacey Barrenger, Kris Baughman, Petrea Cober, Adam Goodwill, Heather O’Leary, Maria Schimer, Matthew Smith, Mate Soric, Jeff Wenstrup

Speakers: Julie Aultman, Jordan Cinderich, George Litman

Administrative Support: Andrea Coard

| Time | Agenda Item | Discussion/Next steps |
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| 4:00 p.m.- 4:05 p.m. | 1 Welcome <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i> | The meeting commenced at 4 p.m. and Dr. Bonfine thanked everyone for attending. She confirmed there was a quorum. Dr. Bonfine thanked the council members that participated in the selection of the recipients for the 2022 Junior Faculty Award, Outstanding Faculty Research Award, and Liebelt Wheeler Award for Faculty Excellence. She informed the faculty that the Employee and Faculty Recognition Awards Reception will take place on Friday, Mar. 10, 2023, from 1-3 p.m. in the New Center Ballroom and encouraged everyone to attend and celebrate the awardees. Dr. Bonfine reminded the faculty that commencement is on Saturday, May 6, 2023, and to RSVP by the deadline of Friday, March 3, 2023. |
| | 2 Approve previous UFC minutes (1/10/2023) <i>(Approved minutes located on NEOMED website)</i> | Dr. Galazyuk moved to approve the minutes and Dr. DeLucia seconded. The minutes were approved. |
| | OLD ACTION ITEMS (from previous meetings) | |

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| 4:05 p.m.- 4:10 p.m. | 3 | Executive Management Team Notes. Executive Management Team Spring 2023 meeting sign ups | <p>The EMT notes are available for review by the council members at the links provided. Dr. Bonfine asked the council members to share issues and topics discussed during the EMT meetings with members within their departments.</p> |
| | 4 | <p>Ohio Faculty Council update <i>George Litman, M.D., NEOMED University Faculty Council Representative</i></p> | <p>Dr. Litman provided a summary from the Ohio Faculty Council meeting on Jan 20, 2023.</p> <p>Discussion Items: There is consideration of combining the Ohio Faculty Council and the Ohio Faculty Senate. The Ohio Faculty Senate represents community and technical colleges in the state of Ohio while the Ohio Faculty Council represents the universities. A lot of discussion on whether there will be a collaboration between the two groups and if they will have meetings together.</p> <p>OCTC – Ohio College Teaching Consortium Attempting to equip instructors at Ohio’s colleges and universities with evidence-based teaching strategies. Recognizing the commitment of instructors who pursue instructional excellence. The group has been offering programs via Zoom since COVID. An issue with finance – trying to get as a line item on the state budget. Hosted by Ohio State University – attempts to develop programs around Artificial intelligence (AI). Asking if any universities have programs around AI. Would like to put information on their site to notify colleges and universities in the state. Would do the advertising. OCTC would provide a certificate to the faculty. The council members had a discussion around the topic of AI. Dr. Bonfine said this could be a topic for further discussion and interest.</p> |
| 4:10 p.m.- 4:20 p.m. | 5 | <p>University Tenure and Promotions Committee membership composition Concerns: Composition of the University Tenure and Promotions Committee UNIV Appdx G Membership Updates UTPC <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | <p>Dr. Bonfine recapped the conversation from the January UFC meeting and said the faculty had been invited to comment and provide input.</p> <p>The concerns are around the current membership composition – gender imbalance, and too few faculty at the rank of associate professor. This can cause a problem if there is a conflict of interest. Modifications will help with representation across different colleges.</p> <p><u>Suggested recommended changes to Appendix G (in italics):</u> (5) University Tenure and Promotions Committee (UTPC) (b) Membership</p> |

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| | | <p>(1) <i>Eleven (11)</i> tenured faculty members appointed by the President; there shall be no more than <i>four (4)</i> members at the Associate Professor rank and no faculty at the Assistant Professor rank or below. There will be <i>no College Deans nor Department Chairs</i> on the Committee.</p> <p>Discussion: COD – will depend on if they have tenured faculty if they will be included. May need to make adjustments in the longer term.</p> <p>Is it possible to have ad hoc faculty – current bylaws allow for ad hoc participation who are voting members.</p> <p>A question around diversity – do these changes address diversity? The current structure of bylaws has prevented a broader look at faculty to participate and is limiting diversity. Lost two full professors who are women. The UNMC will look at who is eligible and how to fill the vacancies. Charge to many committees is - to seek to represent diversity in many ways.</p> <p>Not a requirement to exclude the president from membership – no concern of the president being on the committee.</p> <p>If the goal for this change is to address diversity – prefer to see diversity language written into the document. The practicality would be different – would need to use ad hoc from outside of the university to make decisions. Suggestion to use language that the committee strives to have a diverse background – culturally, gender identity.</p> <p>Dr. Bonfine said the immediate task at hand is to determine if the council wants to recommend the changes to the bylaws committee to address the short-term issue.</p> <p>It was clarified our intent is to make these revisions related to the challenge of the lack of diversity that was presented.</p> <p>There was general concern to ensure there is diversity representation as a second recommendation in the bylaws</p> <p><u>First recommendation</u> Recommend – modifications to Appendix G – University Standing Committee (UTPC membership composition)</p> |

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| | | | <p>Dr. Hoffman moved to endorse. Dr. Mellott seconded. There were no oppositions or abstentions. The recommendations were approved and will be passed to the University Bylaws committee for their review and approval.</p> <p>Second recommendation- Pursue a review of the bylaws and discussion with the UNMC to ensure there is diversity representation across all university committees.</p> <p>Dr. Hoffman moved to endorse, Dr. Yin seconded. There were no oppositions or abstentions. The recommendations were approved.</p> |
| 4:20 p.m.- 4:30 p.m. | 6 | <p>Faculty Empowerment Plan: Update and Open Discussion on Peer Evaluation of Teaching <i>Jeff Mellott, Ph.D., Vice Chair, University Faculty Council</i></p> | <p>Dr. Bonfine provided a brief update regarding the peer evaluation of teaching and asked faculty to continue providing feedback for administration.</p> <p>Dr. Mellott discussed the Faculty Empowerment Plan and informed the faculty that the Faculty Empowerment Task Force had received an updated fact sheet from Ms. Mary Taylor, VP of Finance and Operations. Any final questions regarding the plan are to be with Ms. Taylor by Feb. 19, 2023, so that all issues are resolved for Mar.1, 2023. Human Resources have the documents and calculators.</p> <p>Dr. Mellott has offered to be involved in the process with Human Resources on behalf of the UFC.</p> <p>There will be another pilot year and the Task Force will continue to collect data.</p> <p>Dr. Mellot advised the faculty to reach out to him with any questions.</p> |
| 4:30 p.m.- 4:35 p.m. | 7 | <p>Annual Performance Evaluation <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | <p>Dr. Bonfine informed the faculty members that Dr. Kasmer has removed the 5% component for professional development, and this will now be captured within goals.</p> <p>There are now two separate forms – one for faculty in the empowerment plan and one for those who are not.</p> <p>The final changes to the forms have been made.</p> <p>After this cycle – moving to Human Resources instead of the Office of the Vice President for Academic Affairs.</p> |
| DISCUSSION ITEMS—NEW & FOLLOW-UP | | | |
| 4:35 p.m.– 5:05 p.m. | 8 | <p>Leadership Report <i>Julie Aultman, Ph.D., Interim Dean, College of Graduate Studies</i></p> | <p>Dr. Julie Aultman, Interim Dean, COGS, provided the leadership report and shared the following slides: University Faculty Council – Leadership Report</p> |

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| | | <p>She began by giving a recap of the past year. A lot of work went into the HLC Accreditation Visit but also behind the screens. Dr. Aultman said COGS has a magnitude of programs and she wanted to share these with the faculty.</p> <p><u>COGS Program Recap</u> Doctoral – 2 programs Master 1 Year – 4 programs Master 2 Years – 3 programs Master-Clinical – 28 months Graduate Certificates – 6 certificates</p> <p><u>Basic and Translational Biomedicine-Innovation Track (M.S.)</u> Revitalization of the integrated pharmaceutical program and emerged with a program that reinvigorated doctoral options but also has an innovation track led by Dr. Jim Keszenheimer. 32 hour credit – 1 year program Students mainly focus on innovation Rigorous coursework in the fall – will be in a new lab space in the old cafeteria on campus. Getting equipment. Two students are currently enrolled and giving feedback B2B – have the opportunity to engage in the competition.</p> <p><u>Master of Global Health & Innovation</u> 30 credit hour program – the aim is to complete within one year Primary target audience: Current professional students, students aspiring to medical school, and students interested in studying abroad. Students have visited Nepal, Kenya and rural places in India. Dr. Fassl is leading the program. Integral in obtaining funding from his global networks. Gaining a lot of interest</p> <p><u>Program and Degree Title Changes</u> – go through state for approval <u>Master of Foundation in Medicine (MFM)</u> Previously the Modern Anatomical Sciences Program Proposed to more accurately reflect the evolved purpose and broadened curriculum High diversity rate of students</p> <p><u>Basic and Translational Biomedicine (BTB)</u> Previously Basic and Translational Biomedicine (BTB) Prompted by the expansion of the program scope to include the 5 Research Focus Areas (Heart & Blood Vessel Disease; Diabetes, Obesity and Metabolism; Hearing Research; Musculoskeletal Research; Neurodegenerative disease and Aging)</p> |

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| | | <p><u>Enrollment</u> Started with 47 students in 2019, now at 114 students Projecting 150-160 students in Fall 2023 Grow to 200-250 within the next two to three years Growing financially due to the new programs and also student enrolment</p> <p><u>Future Enrollment Goals</u> Focus on doing this gradually The University Enrolment Council is working closely with COGS to help achieve growth goals New partnership with University Hospitals – projected to get 6 dietetic students Projecting budgets for UH to grow the relationship and gain support from their educators but also offer the opportunity to have public education.</p> <p><u>Standing Committees within COGS</u> GFC – Graduate Faculty Council Graduate Program Advisory Committees Appointments and Promotions Committee Committee on Academic and Professional Progress (CAPP)</p> <p><u>Faculty Bylaws</u> – Under development and consideration Defining role of Graduate Program Director Identifying different titles of faculty Shared faculty performance evaluations Teaching recognized in both colleges</p> <p><u>Questions:</u> Is COGS done growing for now – No Goal for budget is build infrastructure – asking for more resources during budget cycle. Maybe a new cohort – seeing what is most feasible – funding from UH partnership will be helpful. Possibly a mental health program Rigorous progress for new programs</p> <p>Is there enough oversight in financial indications that programs will pay for themselves or support others? Not in red – in the black – older programs making a lot of money.</p> <p>Is it possible to recruit PhD students through Zero Based Budget</p> |

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| | | | <p>More programs are making money and covering cost and expenses and have the opportunity to grow PhD program. Asking for two more PhD students.</p> <p>How much tuition per credit hour? Around \$700 per credit hour. A little bit more for CAA program. Maybe a small tuition increase across the board but trying to keep it down as much as possible as we are a public institution. Biggest competitor Case Western is almost triple the amount of tuition for many of these programs.</p> <p>Dr. Bonfine thanked Dr. Aultman for her report and her work for COGS.</p> |
| 5:05 p.m.- 5:20 p.m. | 9 | <p>University Curriculum Quality Collaborative (UCQC) <i>Jordan Cinderich, M.Ed., CLSSBB., Process Engineer, Office of the President</i></p> | <p>Mr. Jordan Cinderich, Process Engineer, Office of the President discussed the University Curriculum Quality Collaborative (UCQC). He began by sharing the following presentation slides: University Curriculum Quality Collaborative (UCQC) Presentation</p> <p>Mr. Cinderich informed the faculty this has been a long two year process of work resulting from the Exceptional Student Experience initiative following the creation of the new Strategic Plan in 2020.</p> <p>Leadership decided that understanding and growing the Exceptional Student Experience was the primary 1 action plan to tackle.</p> <p>Dr. Sandra MacPherson and Dr. Sebastian Diaz have been leading the initiative to find out what we can do to make our students experience exceptional and Mr. Cinderich has been the project manager.</p> <p>A long time was spent collecting data Three teams were created – curriculum, environment and climate, and student services. Student surveys Focus groups to understand what students think of their experience Did some research and developed an exceptional framework to use for moving forward with the following concepts:</p> <ul style="list-style-type: none"> - Student Satisfaction - Student Loyalty - Student Outcomes - Perceptions of Value - Growth as Transformational Leaders <p>Came up with three key themes:</p> <ul style="list-style-type: none"> - Responsive curricula - Communication and transparency |

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| | | | <p>- Sense of belonging</p> <p>Action plans were developed – <u>UCQC (curriculum)</u> Led by Drs. Ledford, Soric and Tromp, representation from COGS and other faculty members Developed an action plan fed by the student feedback</p> <p><u>UCQC objectives</u> Three goals –</p> <ul style="list-style-type: none"> - Improve curriculum organization through standardization - Improve curriculum relevance of material - Improve curriculum quality <p><u>Membership</u></p> <ul style="list-style-type: none"> - Associate Dean for Curriculum/Education – 1 per college - Curriculum Assessment Lead – 1 per college - Faculty-at-Large – 2 per college (<i>special consideration to faculty with committee roles related to curriculum and outcomes/assessment</i>) - University Registrar - Director, Learning Center - Administrator, Learning Management System - Strategy Office representative <p>Dr. Ledford, UCQC Chair, asked Mr. Cinderich to make the faculty aware that the group is moving forward and request that it has adequate faculty inclusion. Mr. Cinderich told the faculty he would value any feedback for moving forward.</p> <p>Dr. Bonfine noted this is a university initiative and asked how is the group ensuring there is balance. Mr. Cinderich said it is very clear depending on each college – there are items of value – want to make it better for everyone.</p> |
| 5:20 p.m.- 5:30 p.m. | 10 | <p>Updates and open discussion <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | <p>The next UFC meeting on Mar. 7, 2023 is a working meeting and the council will have the opportunity to discuss issues more fully.</p> <p>Dr. Bonfine asked the faculty members to continue to talk with colleagues and share feedback with the University Faculty Council. It is important for communication so everyone is on the same page.</p> <p>The meeting concluded at 5:32 p.m.</p> |

Upcoming Agenda Items

April 2023 – President Langell, Administrative Update