



## University Faculty Council

Meeting: Tuesday, March 7, 2023 - 4:00-5:30 PM

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

### ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/93232446550?pwd=UE9WRy94WDRZbTBhVIZBVzJxYk9lQT09;>

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**

**Administrative Support:** Deborah Loyet, Andrea Coard

4:00 p.m.- 4:05 p.m.	1	<b>Welcome</b> <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i>	Dr. Bonfine called the meeting to order at 4 pm and reviewed the minutes of the UFC February meeting.
	2	<b>Approve previous UFC minutes (2.7.2023)</b> <i>(Approved minutes located on <a href="#">NEOMED website</a>)</i>	Dr. Mellott moved to approve the minutes; Dr. Galazyuk seconded. The minutes were approved.
<b>OLD ACTION ITEMS (from previous meetings)</b>			
4:05 p.m.- 4:15 p.m.	3	<a href="#">Executive Management Team Notes,</a> <a href="#">Executive Management Team Spring 2023 meeting sign ups</a>	Dr. Bonfine reviewed the open dates for EMT coverage in late spring/early summer and encouraged members to sign up. She also reminded members to review the summary notes from prior meetings.
	4	<b>Ohio Faculty Council update</b> <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i>	Dr. Litman, UFC's representative to the Ohio Faculty Council (OFC), could not attend the past meeting and Dr. Bonfine attended in his place. Dr. Bonfine explained that this was joint meeting of the Faculty Congress of Ohio. She shared her screen for the Ohio Teaching Consortium, at <a href="https://ohiocollegeteachingconsortium.org/">https://ohiocollegeteachingconsortium.org/</a> . It is a consortium that provides evidence-based teaching strategies and opportunities. You can attend a variety of workshops on inclusive teaching. This was the main order of business for the Faculty Congress of Ohio. They also discussed a motion to send to the Governor's office for sustained funding for this consortium given the use and benefits to faculty and students.

			<p>Dr. Bonfine encouraged members to look at upcoming webinars and events at the website.</p> <p>The OFC is meeting again this Friday and that will include the typical standing agenda at that meeting.</p>
4:15 p.m.- 4:20 p.m.	5	<p><b>Call for UFC representatives for University Standing Committees</b>  Academic Management Partnership  University Nominating and Membership Committee  <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine said we are working a little earlier in our timeline this year to fill seats vacant on standing committees of the university for UFC reps for the Academic Management Partnership (AMP) and the University Nominating and Membership Committee (UNMC) openings. An email has been sent to all faculty seeking nominations (self-nominations are acceptable). All nominations should be sent to Dr. Bonfine by March 24, including the name of the nominee and committee preference. This month is the open call, and the UFC will discuss nominations at their meeting next month. If you know of a colleague in your department looking for opportunities, please let them know. Nominees do not need to be members of UFC to participate. Terms of service are three years commencing July 1, 2023.</p> <p>Dr. Bonfine has been filling in on AMP for the time being and explained the types of activities having to do with the educational programs and services of the university that AMP discusses. UNMC makes decisions about representatives on standing committees.</p> <p>We've been working to foster communication across these committees. We also want to provide a platform for communication from these committees and if you serve as a rep or other committee member, you can come to UFC and get input more broadly from our Council on key issues.</p>
<b>DISCUSSION ITEMS—NEW &amp; FOLLOW-UP</b>			
4:20 p.m.– 4:30 p.m.	6	<p><b>Faculty Empowerment Plan: Update</b>  <i>Jeff Mellott, Ph.D., Vice Chair, University Faculty Council</i></p>	<p>Dr. Mellott shared that HR has emailed faculty with their personal calculators (whether in plan or out of plan). There have been a number of things that have come up that faculty have asked about.</p> <ol style="list-style-type: none"> <li>1. Faculty feel like this process has been rushed quite a bit (especially when asked for decisions in a number of just days).</li> <li>2. The task force had one more round of commentary that has been sent into Mary Taylor. They seem to refuse to put together a policy for those who are not in the compensation plan.</li> <li>3. The 10-point Bonus is separate from the compensation plan and is not part of the calculator and not part of your base pay. You should have gotten a form and a copy of the final plan that explains the FEP, unless you are not in the plan. Dr. Mellott is under the impression that the 10-point bonus plan is identical to last years. This is a separate payout (perhaps in July) that is different than your salary/compensation.</li> </ol>

4. Three-year rolling average – there has not been a confirmed process for when you hire someone from another school, how is the three-year rolling average being calculated. Also, what happens if you get promoted. What is the plan on how to plan ahead in this situation, otherwise the plan may result in penalties.

5. Most people have opted in and there are less number of faculty who have not opted in.

The task force is still trying to get answers on these outstanding items.

Question from IMS – 20<sup>th</sup> percentile and 40<sup>th</sup> percentile – who makes these up (what schools)? It seems these are selected regional averages and not the national average. Where do the percentile categories come from? We can ask for this information. It was obviously an intersection of regional analysis and what the budget would allow for.

Dr. Bonfine reminded we are doing another pilot year. She asked Council how we can be proactive about what we want to see, such as the Bonus Incentive Plan list. If this is something to be set annually, could we have input on an annual basis.

Administration has commented that they only want competitive dollars to count toward the research program, and that has been a challenge for some faculty.

Dr. Mellott said that he does believe we have administration's ear but the frustration is that they are so slow to respond (for the past 6-8 months). I think they think people are happy with it and outlying issues can be fixed as we go along. But we will experience problems in a couple of years.

Dr. Chen said one of the problems is the base pay for the teaching versus the base pay for the research.

Dr. Mellott said this administration wants faculty to do research but cover a percentage of it. But, if you can't do research, you need to transition to teaching.

Dr. Galazyuk said he recalled a prior conversation that stated if you are receiving external funding, you cannot use it to cover your salary. Dr. Mellott said those faculty need to have a conversation with their chair and perhaps their dean to say they need to be rewarded. This is a chair-by-chair decision. That's the stipend line calculation.

			<p>Dr. DeLucia said that UFC could find the flaws and formulate these in some language that could be presented to the administration. This would be helpful.</p> <p>Dr. Bonfine said yes, we are diverse in terms of the structure of our positions.</p>
<p>4:30 p.m.– 5:10 p.m.</p>	<p>7</p>	<p><b>Department updates from Council members</b> <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council, group discussion</i></p>	<p>Dr. Mellott shared that we have a provost starting on April 1<sup>st</sup> and there will be a structural operational change.</p> <p>Dr. Bonfine said our current communication chain goes directly to the president through the VPAA and/or Chief of Staff and so this will be an important operational change.</p> <p>Dr. Chen reported there is a concern about College of Medicine students looking for summer research (only 10 spots) – there is considerable competition. Dr. DeLucia said work is being done on a systematic approach to sharing opportunities (rather than a competitive approach), being able to distinguish students/capabilities.</p> <p>Dr. Bonfine said this may be a good issue for the University Research Council (URC) to address.</p> <p>Dr. Galazyuk said the process is too long (have to apply in December for summer). Why is there such a long time between the two. There is a growing demand for students to do research. Dr. DeLucia said there is also the issue of having students lined up but then leaving for another opportunity. The process needs to improve for greater appeal for students and faculty. There is a growing demand for students to do research, it grows every year.</p> <p>Dr. Bonfine said we can share these notes with our rep to the URC. This seems like the appropriate way to communicate this concern.</p> <p>Dr. Barriero said this is a topic a concern for our M4 students and was just expressed by them today. Most M4s would agree to do any project without a stipend. We also don't have a good handle on our community-based hospitals that are doing research and need students. Some students were told that research is not important fro the match, therefore leadership is lacking. We need the M4 course director to be better involved. Students need to know location requirements (clinical research involves data mining, can be remote, and differs from basic science research). We need to do better at sharing what opportunities are out there. Maybe the URC needs to reach out and see what other institutions are doing.</p>

			<p>Dr. Gallegos said from the Department of Pharmacy Practice, Research and Scholarship Day is coming up in April and we are currently organizing for this. The focus is scholarship of teaching and learning.</p> <p>Dr. Stovsky shared that the Departments of Internal Medicine, Family and Community Medicine, and Psychiatry are having a scholarship day on May 17<sup>th</sup>.</p> <p>Affiliated faculty reps (Taylor and Tim) – Dr. Mellott said Dr. Barrerio was inducted into the honor society last night.</p> <p>Dr. Bonfine reported that the Department of Psychiatry is discussing the annual faculty performance forms.</p> <p>For College of Medicine, there is a request out to faculty to provide feedback on COM Non-tenure Track Bylaws you should respond to.</p>
5:10 p.m.– 5:20 p.m.	8	<p><b>Exceptional Experience Group: Planning and Advisory Group update</b> <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine said we have strategic initiative funding, in collaboration with Human Resources, for employees (faculty and staff) and the group is working to build a culture of appreciation by:</p> <ol style="list-style-type: none"> <li>1. Warm welcome to faculty and staff to meet people outside their departments/units;</li> <li>2. Spotlight of the good work we have done, including clinical faculty. Stay tuned for information you want to share (recent grant, recent awards, etc.).</li> <li>3. Activity to build social connections and networking – Innovation Café to highlight innovate work you may be doing. It includes our clinical faculty as well as Rootstown-based personnel.</li> </ol> <p>If you're interested in being involved in this, please let us know. We've formed three working groups who want to get this done.</p>
5:20 p.m.– 5:30 p.m.	9	<p><b>Annual Performance Evaluation: request for feedback</b> <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine said this is somewhat symbiotic with the compensation plan. We are currently in the evaluation phase, and you should have received the annual performance forms. Please continue to provide feedback to UFC chairs about the forms. Dr. Kasmer is very interested in making sure the forms are helpful for the faculty and the chairs so please do provide feedback so we can continue to refine them.</p>

**Upcoming Agenda Items**

April 4 is the next scheduled UFC meeting. President Langell will be here with administrative update. Dr. Gallegos will report on the March Board of Trustees meeting.

Dr. Galazyuk moved to adjourn; Dr. Mellott seconded. Dr. Bonfine adjourned the meeting at 5:07 pm.