



University Faculty Council

Meeting: Tuesday, April 4, 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

Guests: Provost Faison, Cynthia Ledford, Maria Schimer, Kris Baughman, Brett Schofield, Yanqiao Zhang, Matthew Smith, Janel Koellner, Petrea Cober, Faye Safadi

Speakers: President Langell, Patrick Gallegos and George Litman

Administrative Support: Deborah Loyet, Andrea Coard

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| 4:00 p.m.- 4:05 p.m. | 1 | <p>Welcome</p> <p><i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | Dr. Bonfine opened the meeting at 4 p.m. and thanked everyone for attending. She shared information regarding a conference on AI at Miami University on April 22, 2023. |
| | 2 | <p>Approve previous UFC minutes (3.7.2023)</p> <p><i>(Approved minutes located on NEOMED website)</i></p> | Dr. Mellott moved to approve the minutes and Dr. Galazyuk seconded. The minutes were unanimously approved by the council members. |
| OLD ACTION ITEMS (from previous meetings) | | | |
| 4:05 p.m.- 4:15 p.m. | 3 | <p>Executive Management Team Notes,</p> <p>Executive Management Team Spring 2023 meeting sign ups</p> | Dr. Bonfine reminded faculty of the One Drive folder containing the Executive Management Team (EMT) meeting notes. She informed the council members that coverage is required for May 15, June 12 and June 26 and asked for members to sign up if they have not already participated and are available to attend. |
| | 4 | <p>Call for UFC representatives for University Standing Committees – Update</p> <p>Academic Management Partnership University Nominating and Membership Committee</p> <p><i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | Dr. Bonfine discussed the call for faculty representatives to serve on the Academic Management and Partnership (AMP) and the University Nominating and Membership Committee (UNMC) university standing committees. The University Faculty Council has a duty to fill the open seats on the standing committees and she asked for nominations including self-nominations and CVs to be sent to her by April 17, 2023. |

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| | | | <p>She continued to say, the UFC is also seeking a representative for the Ohio Faculty Council (OFC) and that Dr. George Litman is currently filling this role.</p> <p>The UFC will be voting on nominations received at the May meeting.</p> |
| <p>4:15 p.m.– 4:25 p.m.</p> | <p>5</p> | <p>Board of Trustees update <i>Patrick Gallegos, Pharm.D., University Faculty Council</i></p> | <p>Dr. Gallegos shared an update from the March 16, 2023, Board of Trustees meeting.</p> <p>There will be a change in the way the BOT presents its information. The committee meetings will accomplish the detailed work and the presentations will be more focused at the BOT meetings.</p> <p>Maria Schimer confirmed the BOT meetings are open to the public.</p> <p><u>President’s Report:</u></p> <ul style="list-style-type: none"> • Master of Medical Science in Anesthesiology white coat ceremony • College of Medicine Match Day • Leadership changes - <ul style="list-style-type: none"> - Michelle Mulhern moved to a new position - Richard Kasmer will be retiring - New Provost – Forrest Faison - New COM Dean will begin sometime in July - Julie Aultman appointed as permanent COGS Dean. • NEOMED Brand – survey tool sent to the university The conversation focused on strengthening the brand with initiatives such as research and presentations at national meetings • Ohio Senate Bill – planting of a seed on what is expected • Commencement speaker announced as Dr. Donald Malone • Strategy Office update from Lacey Madison • College of Dentistry update from Dr. Beck – start date planned for Fall 2025 <p>The Academic and Scientific Affairs Committee, Institutional Advancement, and The Finance, Fiscal Policy & Investment Committee provided reports. The university is financially strong.</p> <p>Dr. Mellott asked Provost Faison if IPE can work for a small university. Provost Faison will get better informed and come back with an answer.</p> <p>Dr. Barreiro – in the clinical setting, IPE requires an intense amount of work. Advanced Learners dislike it. It is difficult to do in the clinical</p> |

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| | | | <p>setting. We do interdepartmental rounds with pharmacists. One shared area could be within reflection (grief, death and dying, etc.). Good avenue to start and build up. This may be quite fruitful.</p> <p>Dr. DeLucia – when Pharmacy first began, COM taught several classes for Pharmacy and the model was really co-education. A great extent of effort is required to do this.</p> <p>The next Board of Trustees meeting is scheduled for Thursday, June 8, 2023.</p> <p>Dr. Bonfine thanked Dr. Gallegos for attending and representing the faculty at the meeting.</p> |
| DISCUSSION ITEMS—NEW & FOLLOW-UP | | | |
| <p>4:25 p.m.- 4:45 p.m.</p> | <p>6</p> | <p>Discussion on proposed SB83 legislation discussion / Ohio Faculty Council update</p> <p><i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i> <i>George Litman, MD., NEOMED University Faculty Council Representative</i></p> | <p>Dr. Bonfine said she would like to have some open discussion and dialogue about the proposed Senate Bill 83. The bill and summary from the Ohio Faculty Council have been shared with the UFC members.</p> <p>Dr. Litman said the OFC spent little time talking about anything other than this bill. Parts of the bill are reasonable, but others are possibly overreaching.</p> <p>The council members had the following dialogue:</p> <ul style="list-style-type: none"> • How to handle best medical misinformation or something that could potentially cause future harm to a patient. • What is the status of the bill? Has just been introduced – not passed. • The Senate held two open hearings to gather information – individuals are welcome to provide feedback. • There is no formal plan as yet to provide feedback through OFC. For now, faculty are asked to discuss, and also discuss with our administration a potential response. • What is OFC's authority – do we have a say to affect this bill? The OFC was represented at the hearings and there was a lot of pushback. The more pushback from faculty could affect changes. • OFC is starting a document for each institution to provide information on post-tenure review and evaluation and is collating information to take forward. Very clearly of interest to OFC. • Faculty workload policy is a current gap for NEOMED. Will need to address this. • Presidents of the state schools are looking into all these topics. • 30 hours for undergraduate teaching proposed is a heavy load. Finding an equivalence to this for a medical school is difficult. More clarification is required. |

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| | | <ul style="list-style-type: none"> • Some legislation would increase costs for the average student if implemented. • Putting specific countries into the bill is not what should be in a bill but a policy that can be more flexible. • Some issues in the bill will overshadow others, such as striking. • Language around DEI is problematic as we try to diversify our student information. <p>Dr. Langell arrived and the discussion continued:</p> <ul style="list-style-type: none"> • What was the impetus behind the change to the DEI format? Dr. Langell – there is a national driving force, multiple components, looking at diversity from a few perspectives and trying to be global. It was shared with IUC presidents that the State Senator said, “They believe the term DEI has become synonymous with Critical Race Theory”. • This bill is one of 21 other bills across the country and the focus is on: <ol style="list-style-type: none"> 1. Stop building up the liberal left and 2. Stop using DEI as CRT • Representative Wigham – presented another proposal, trying to attach it to HB 33 which is the omnibus budget bill for State of Ohio. If the amendment goes into HB 33, it takes the anti-DEI concept to a much higher level than SB 83. Think it will fall away but SB 83 has gotten significant legs. • Another bill in the house is concerning the concept of gender, gender identity, women, and sports. It is tied into SB 83. • IUC presidents are meeting tonight (4.4.23) to talk specifically about SB 83. • Believe something will come out of this. <p>Dr. Bonfine explained to Dr. Langell that OFC has asked we have this discussion with our faculty as well as with the administration. Are there other steps we can be taking to share our concerns? Dr. Langell said we are advised to be careful about our navigation of the politics of these issues. If an institution is too vocal it could impact higher education funding. IUC is distilling what is really of concern to us to discuss with the legislature.</p> <p>Dr. Langell said individuals are encouraged to share their own viewpoints but not as a representative of the university. You can speak on behalf of yourself or on behalf of a group you belong to if you have been authorized.</p> |
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| | | | <p>Dr. Langell reported the legislators are criticizing higher education for not running their institutions like a business (costs rise higher than any other industry). Why are universities providing such high subsidies and only 32% of students are taken from Ohio? This means that Ohio residents are subsidizing people from across the country.</p> |
| <p>4:45 p.m.- 5:15 p.m.</p> | <p>7</p> | <p>Leadership Report <i>President, John Langell, M.D., Ph.D., M.P.H., M.B.A.</i></p> | <p>President Langell introduced Dr. Faison and said we are excited to have him on board as our Provost.</p> <p>Dr. Bonfine asked Dr. Langell what the implications are from SB 83 for a faculty workload policy.</p> <ul style="list-style-type: none"> • If the senate bill goes through as it stands, it outlines what we have to do. • The Code of Regulations for Higher Education (in Ohio) defines a credit hour as: <ul style="list-style-type: none"> - One contact hour across an average of 15 weeks is one credit hour. • Used at the federal level. The Senate Bill says everything will be converted into a credit hour – leaves it to the institution to determine how to implement it. • Most institutions have already done this. • Our current policy does not have objective numbers. • Senator Cirino looked at all the universities’ workload policies and 30 credit hours align with all the other universities. • Must work on this – is not the controversial part of the bill. • Controversial pieces of SB 83 are the DEI and the anti-strike clause. • Have listened to IUC presidents on some things. Initially wanted tenure to go away but have agreed for it to say. <p>Maria Schimer shared that general counsel and government affairs staff across the state, have been working diligently, having a lot of meetings with IUC folks to discuss concerns on DEI, tenure overreach, mission statement issues, and vagueness of terms. They had a very productive meeting today and will be presenting suggestions to the presidents tonight at the IUC meeting.</p> <p>She has also been looking at the implications for enrollment and scholarship policies.</p> <p>As of today, there are 29 states that have introduced legislation of this type. A lot of discussion in the Chronicle of Higher Education</p> <p>An editorial has been circulated from Senator Cirino. If interested in Senator Cirino’s point of view – Maria can share with Andrea. It is important for faculty and staff to stay with us during the course.</p> |

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| | | | <p>Maria said she appreciates everyone abiding by the bylaws rule which says you can express your own personal opinion but do not represent the university on anything you put out. She thanked the council for their vigorous discussion and said it is important for her to hear the faculty's perspective.</p> <p>Dr. Bonfine asked for an update on the results from the university community surveys. Dr. Langell said he is trying to apply the net promoter score to the Likert scale.</p> <p>Dr. Gallegos asked Dr. Langell for his perspective on AI. Dr. Langell said he has been watching what has been taking place. Some countries are banning it – Chat GBT, Elon Musk is cautioning against it/dangerous. He said he thinks we need to embrace it – students and faculty are going to use it as a tool for information management. Need to change how we think about it and figure it out. It is a perfect thing for faculty to spend time on and set rules for the university. How do we have appropriate gates and benefit from the tool in a positive way?</p> <p>Dr. Faison said it is important that we do not lose critical thinking for students.</p> |
| 5:15 p.m.- 5:20 p.m. | 8 | <p>Annual Performance Evaluation: update on feedback received <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p> | <p>Dr. Bonfine asked if there are any comments about the APE. Dr. Gallegos said the signature line shrinks if in PDF format. Dr. Gardner-Buckshaw said there are a number of issues with the form.</p> <p>Need guidelines for faculty development activity. Dr. Mellott said the chairs are to determine the guidelines within their department.</p> <p>Continue to provide feedback to Dr. Bonfine or Dr. Safadi, chair of the Performance Evaluation & Effort task force, to share with Dr. Kasmer after this cycle.</p> |
| 5:20 p.m.– 5:30 p.m. | 9 | <p>Open Forum and Department updates from Council members <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council, group discussion</i></p> | <p>Dr. Lu moved to adjourn the meeting and Dr. Gallegos seconded. Dr. Bonfine adjourned the meeting at 5:33 p.m.</p> |

Upcoming Agenda Items

May 2023 – Working meeting

June 2023 – Leadership Report – Provost Faison

June 2023 – Government Relations and External Affairs Update – John Stilliana, Vice President, Government Relations and External Affairs