



University Faculty Council

Meeting: Tuesday, May 2, 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: Priya Raman, Maria Schimer, Yanqiao Zhang, Julie Aultman, Kris Baughman, Amy Lee, Xinwen Wang, Adam Goodwill, Heather O’Leary, Jordan Cinderich, Lukas Everly, Patrick Kang

Speakers: George Litman, Patrick Gallegos

Administrative Support: Andrea Coard, Deborah Loyet

4:00 p.m.- 4:05 p.m.	1	<p>Welcome <i>Natalie Bonfine, PhD, Chair, University Faculty Council</i></p>	<p>Dr. Bonfine opened the meeting at 4 p.m. and thanked everyone for attending. She made an announcement that she would be stepping down as the chair, effective July 1, 2023. Dr. Mellott will assume the role of chair and consequently a vice chair is required to fill his position starting from July 1, 2023. Anyone interested should submit their CV along with a brief statement of interest to Andrea Coard by 5 p.m. on Friday, May 19. If you are nominating someone, please ensure their willingness to be considered for the position. For any questions or inquiries about responsibilities, feel free to contact Drs. Bonfine or Mellott. Nominations are limited to UFC members or incoming members.</p> <p>Dr. Bonfine provided a scheduling update, informing everyone that there will be a break and no meeting in July.</p>
	2	<p>Approve previous UFC minutes (4.4.2023) <i>(Approved minutes located on NEOMED website)</i></p>	<p>The previous minutes from the UFC meeting on April 4, 2023, were approved.</p>

		OLD ACTION ITEMS (from previous meetings)	
4:05 p.m.- 4:15 p.m.	3	Executive Management Team Notes. Executive Management Team Spring 2023 meeting sign ups	<p>Dr. Bonfine informed the faculty that we are continuing to seek coverage for the EMT meetings. Any faculty members who have not attended a meeting yet are encouraged to sign up if available. It is important to have a strong presence at the meetings in order to maintain effective two-way communication with the administration.</p>
	4	<p>UFC representatives for University Standing Committees – VOTE University Nominating and Membership Committee Academic Management Partnership</p>	<p>Dr. Bonfine discussed the nominations received for faculty representatives to serve on the University Nominating and Membership Committee (UNMC) and the Academic Management Partnership (AMP).</p> <p>The following two individuals self-nominated to serve on the UNMC and their CVs had been shared with the council members to review.</p> <ul style="list-style-type: none"> • Raza Khan, MD., Professor of Internal Medicine • Lisa Cooper, Ph.D., Associate Professor, Department of Anatomy and Neurobiology <p>The council voted for Dr. Cooper to serve as the UFC representative on the UNMC.</p> <p>Dr. Bonfine self-nominated to serve on the AMP and submitted her CV for review by the council members. Dr. Bonfine left the meeting during the vote. There was no opposition, and the committee approved the appointment of Dr. Bonfine as the UFC representative on AMP.</p> <p>The two approvals will be forwarded to the UNMC for recommendation.</p>
4:15 p.m.- 4:20 p.m.	5	<p>Ohio Faculty Council Update <i>George Litman, MD</i></p>	<p>The UFC leaders have appointed Dr. Litman to continue to serve as NEOMED’s rep for Ohio Faculty Council (OFC). Dr. Bonfine expressed her gratitude to Dr. Litman for his willingness to continue in this role.</p> <p>Both the OFC & Ohio Faculty Senate voted to oppose OH SB 83 and provided testimony against it.</p> <p>A resolution has been issued by these bodies and shared with NEOMED administration, expressing strong opposition to both the house and senate bills. These bills aim to micromanage classrooms and are burdened with unnecessary bureaucracy. This is the only issue that was discussed during the meeting.</p> <p>Dr. DeLucia said he listened to Senator Cirino’s discussion and found it highly disturbing. He recommended viewing the discussion as Senator Cirino is essentially the author of the bill. It appeared that whatever actions were taken by the Ohio Faculty Council, Senator Cirino reacted</p>

			<p>unfavorably, as indicated in the interview. Dr. DeLucia observed that despite the testimony and other efforts, it seemed to have very little impact on the legislators.</p> <p>Dr. Litman said that most commentary online has been quite negative toward the bill. He said the bill is very concerning and is an overreach. It deals with tenure, academic programs, credit hours, etc. He did vote on behalf of NEOMED – he was asked to abstain.</p> <p>Dr. Bonfine said she does not know the immediate next steps or timeline but Mr. Stilliana, VP for Governmental Affairs, will be joining UFC at its next meeting in June. In addition, she has obtained a transcript of the testimony from the OFC and intends to share it with the UFC members. She will also be attending OFC next week and expects the advocacy to continue.</p> <p>Dr. Lu asked about Dr. Litman’s comment regarding the bill’s prospects for passing. Dr. Mellott said the powers that be expect the bill to pass or at least most of the current bill to be approved. Dr. Bonfine encouraged everyone as individual citizens to speak to representatives.</p>
		DISCUSSION ITEMS—NEW & FOLLOW-UP	
4:20 p.m.- 4:35 p.m.	6	Faculty workload policy <i>Group discussion</i>	<p>Dr. Bonfine shared Dr. Langell is working on a draft workload policy to share with the faculty and UFC has been asked to be at the table to provide input.</p> <p>She wanted to discuss faculty workload with faculty before seeing the draft and said this was an opportunity for open dialogue regarding thoughts, issues, concerns, and ideas from faculty.</p> <p>The floor was opened for discussion. What concerns do faculty have about a faculty workload policy?</p> <p>Dr. Lu said there was a task force developed a couple of years ago to look at this, but it did not seem to go well. Will this be started again? Dr. Bonfine was not involved at that time/is unfamiliar. Dr. Yin recommended checking with other medical schools in Ohio and how they handle faculty workload.</p> <p>Dr. DeLucia agreed and said we need to get this right because in SB 83 there is language regarding credit hours and workload. If this legislation passes, we will be bound by its provisions and regulations.</p>

			<p>Dr. Bonfine read the content from SB 83 as “credit-hour-based teaching workload expectation; definition of all faculty workload elements in terms of credit hours with a full-time 12-month workload minimum equal to 30 credit hours; definition of justifiable credit hour equivalents for activities other than teaching, research, service, administration; administrative action (including termination) that an institution may take if a faculty member fails to comply.”</p> <p>Dr Mellot said there is some focus on whether faculty are tenured or not. Dr. Langell is currently working on a framework, but it depends upon SB 83 and if it passes. The president will ask the Board of Trustees to approve the framework and then allow faculty members to provide their input. It appears that the BOT will endorse a framework rather than a comprehensive policy.</p> <p>Dr. Everly indicated that there will be existing data available from each department chair that will need to be compared with the proposed framework.</p> <p>Dr. Mellott asked Jordan Cinderich to comment if he wished. Jordan indicated that the culture at NEOMED is uneven and their work some time ago was to identify some process improvements to data collection. The colleges also have differences that will need to be standardized before we can collect data centrally.</p> <p>Various faculty commented on reasons for why this issue is very complicated.</p> <p>Jordan said agreeing upon a single source of truth is a challenge. Dr. Everly agreed that identifying clear definitions and ensuring agreement among all stakeholders involved is necessary.</p> <p>Dr. Bonfine thanked members for their valuable contributions during the discussion and said it is important to continue ongoing engagement in the policy development process.</p>
4:35 p.m.- 4:45 p.m.	7	<p>Annual Performance Evaluation: Review feedback received <i>Group discussion</i></p>	<p>Dr. Bonfine wanted to have the opportunity to provide feedback on the process and tools for the Annual Performance Evaluation (APE). She told the council members; the provost will be attending the June UFC meeting and leadership will provide feedback to him in advance of the meeting.</p> <p>Dr. Lu shared some colleagues had said the form saved time and effort, but he found the fillable PDF file to not be straightforward to work with.</p>

			<p>He suggested asking IT to look into a group license for Adobe to reduce costs. Purchasing FIS could help with the tool.</p> <p>Chat comment – form is clunky.</p> <p>Dr. Mellott said he feels the SMART goals are not applicable to faculty. Not sure what else to recommend but seems out of place. These were not part of the previous discussions between Dean Kasmer and the task force they appeared unexpectedly. Dr. Bonfine agreed and will be willing to communicate this.</p> <p>Dr. Goodwill raised the question regarding the inclusion of the innovation and entrepreneurship section and how it should be approached for faculty belonging to classically defined sections. Dr. Bonfine clarified that faculty members in such sections can enter "NA" in that particular section, and it will not be counted against them. The intention was for faculty to have a broad range of activities and the task force felt that if that type of work wasn't represented it would be an oversight.</p> <p>Dr. Bonfine asked if Pharmacy Practice would share their experience. Dr. Everly said the form works fine for this group. Dr. Gallegos said they have been using this same type of form for a long time and it is just a little more clunky now.</p> <p>Dr. Bonfine said the timeline for performance evaluations is odd and leads to frustration for all. It was previously recommended to align the evaluation timeline with either the academic or calendar year. Dr. Kasmer was supportive but logistic challenges hindered its implementation. With the transition to Dr. Faison's leadership, the UFC leadership will continue to advocate for a better timeline.</p>
<p>4:45 p.m.- 4:55 p.m.</p>	<p>8</p>	<p>Summer research opportunities for students <i>Group discussion</i></p>	<p>Dr. Bonfine revisited the issue of the limited availability of funded research opportunities for students despite the high demand. At present RSP funds and departmental funds can be a sources for these opportunities.</p> <p>Feedback should be provided to Dr. Schofield who represents the UFC at the University Research Council (URC).</p> <p>Dr. DeLucia said he strongly supports distinguishing out students now that the USMLE Step 1 examination is graded on a pass or fail basis. Departments should have the ability to request support to create opportunities to meet student demand. He suggested trying to persuade developmental funds to allocate resources towards providing stipends for students interested in summer fellowships. Oversight and careful</p>

		<p>planning are required for these initiatives to be taken seriously and receive higher level support.</p> <p>Dr. Gallegos told the council that two years ago, the COP applied through Dr. Schmidt to get funding but then when students signed up, funding was not available. An application for SIF funds was declined rather quickly. Our perspective of the importance of this versus administration's perspective seems to be different.</p> <p>Dr. Mellott mentioned that the incoming dean of the College of Medicine (COM) is expected to introduce a new pathway for sourcing funds. Over the next six months, there may be an overhaul in how NEOMED approaches student research. It is uncertain if the changes will be limited to the college level or if they will be university wide.</p> <p>Dr. Reed highlighted the confusion regarding prior experience in a lab which has contributed to concerns about faculty workload. There is hesitancy to submit good projects due to the lack of financial support as well as acknowledgment of the effort that goes into it.</p> <p>Dr. Goodwill previously looked at other institutions' opportunities and has seen resources allocated to maximize buy-in and engagement. He has seen two different models. One involved lab setting incentives and the other focused on competitive opportunities. In the second model, students present their research at the end of the summer and participate in a competition. Winners are awarded monetary prizes, such as \$10,000, which is directly applied towards tuition and is tax-free. This approach not only enhances the students' CVs but also extends the impact of the summer experience. Dr. Goodwill highlighted that anyone, including students working in labs, can participate in the award, and if funding permits, a subset of students may also receive financial compensation.</p> <p>Dr. Yin said she liked the idea of students earning their scholarships. If students are really motivated, the process should be driven by the students.</p> <p>Dr. Mellott suggested that this conversation be raised again next month with Dr. Faison. Dr. Bonfine said she would also like this to be shared with Dr. Schofield.</p>
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<p>4:55 p.m.- 5:05 p.m.</p>	<p>9</p>	<p>Board of Trustees committees <i>Patrick Gallegos, PharmD</i></p>	<p>Dr. Gallegos discussed his attendance at the Board of Trustee meetings and informed the council of a change of structure in the report out by the committees of the BOT. The reports will now be presented in an abbreviated format. He asked the council members if it is necessary to have faculty representation at the BOT committee meetings.</p> <p>There are 3 committees: Finance, Fiscal Policy, & Investment, Academic & Scientific Affairs, and Institutional Advancement. There is also a report of the president. The Finance, Fiscal Policy, & Investment Committee convenes the night before the BOT meeting while the other two committees meet in the morning of the BOT meeting.</p> <p>Dr. Ying asked Dr. Gallegos if he had an opportunity to speak or contribute during the BOT meetings. He responded by stating he typically does not.</p> <p>Dr. Aultman commented that she noticed there are gaps in information by student members and recommended there be representation on the committees.</p> <p>Dr. Lu said the presence of faculty at the meetings is important and suggested taking turns attending the meetings.</p> <p>Dr. Gallegos recommended a consistent presence at the meetings.</p> <p>Dr. DeLucia thanked Dr. Gallegos for his time and effort in attending the BOT meetings. For other faculty to participate, it would be necessary to allocate sufficient time.</p> <p>Dr. Gallego recommended continuing with the current approach but also suggested appointing someone to attend the finance committee meetings.</p> <p>Dr. Yin agreed but raised a concern that if the goal is to maintain a passive role, it might be seen as a waste of time.</p> <p>Dr. Bonfine proposed that the council should continue discussing the matter and expressed gratitude to Dr. Gallegos for bringing up the issue.</p>
<p>5:05 p.m.- 5:30 p.m.</p>	<p>10</p>	<p>Open Forum and Department updates from Council members <i>Group discussion</i></p>	<p>Dr. Gallegos informed the council about the upcoming COP Scholarship Day, scheduled for May 17, which will have a specific focus on teaching and learning. He will share the flyer with Andrea so that it can be distributed to all council members.</p>

			<p>Dr. Bonfine reminded the council members to express their interest in serving as the UFC Vice Chair role to Andrea Coard by May 19.</p> <p>The meeting was adjourned at 5:33 p.m.</p>
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Upcoming Agenda Items

June 2023 – Leadership Report – Provost Faison

June 2023 – John Stilliana will be coming to UFC to discuss governmental affairs

July 2023 – no meeting (summer break)

August 2023 – Leadership Reports – College of Medicine, Bitonte College of Dentistry