



University Faculty Council

Meeting: Tuesday, January 10, 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: Mike Appleman, Stacey Barringer, Kris Baughman, Petrea Cober, Evan Howe, Bob Kropff, Amy Lee, George Litman, Janice McDaniel, Fayez Safadi, Brett Schofield, Titus Sheers, Brian Tritchler, Priya

Speakers: President Langell, Giselle Hamad, Deborah Loyet, Jeff Wenstrup

Administrative Support: Andrea Coard

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 welcome everyone and thanked them for attending. She began the meeting at 4 p.m. and confirmed there was a quorum.
	2	Approve previous UFC minutes (12.06) <i>(Approved minutes located on NEOMED website)</i>	Dr. Fleming moved to approve the meeting and Dr. Mellot seconded. The minutes were approved. Dr. Bonfine announced that Dr. Brett Schofield received the majority votes to serve on the University Research Council. The recommendation will be forwarded to the University Nominating and Membership Committee for their endorsement. Dr. Bonfine referred to an email from Becky Hayes dated Dec. 12, regarding proposed changes of the NIH and how they address things. There is an opportunity to provide comments to NIH on changes to how grants and proposals are reviewed.
		OLD ACTION ITEMS (from previous meetings)	
4:05 p.m.- 4:10 p.m.	3	Executive Management Team Notes. Executive Management Team Spring 2023 meeting sign ups	Dr. Bonfine thanked the faculty for signing up to attend the EMT Spring semester meetings and represent the UFC.

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	4	<p>Ohio Faculty Council update <i>Jeff Mellott, PhD, NEOMED University Faculty Council Representative</i></p>	<p>Dr. Mellott provided the report from the Ohio Faculty Council.</p> <p>The State of Ohio has a number of bills pertaining to education.</p> <p>HB 747 – applies to discrimination (including covid status, race, and admissions) HB 327 – Academic Freedom and what can/cannot be taught in a classroom. SB 135 – Challenging tenure</p> <p>Many different bills deal with education and teaching. Both House and Senate Bills were discussed.</p> <p>Big bill 327 is trying to remove power for education from the Chancellor's office to the governor.</p> <p>NEOMED and other institutions may want to consider making a presence at the state to advocate for higher education.</p> <p>Dr. Bonfine explained that Dr. Litman attends OFC or if not available, Drs. Bonfine or Mellott attend. The chairs are hoping John Stilliana will attend a UFC meeting soon and provide more information so that UFC has a better understanding.</p>
4:10 p.m.– 4:25 p.m.	5	<p>Academic Freedom Task Force AFTF Univ Fac Bylaws. updated from UFC. 11-28-2022.docx AFTF Appendix C recommendations. 11-28-2022.doc AFTF Appendix E. recommendations 11-28-2022.doc</p> <p><i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine shared the presentation provided to the UFC in advance of the meeting. It provides an overview of the recommendations from the Academic Freedom Task Force.</p> <p>UFC academic freedom update 1.10.23 presentation</p> <p>1. Share suggested bylaws revisions to the University Bylaws Committee that:</p> <ol style="list-style-type: none"> 1. Incorporates definition of academic freedom and duties related throughout the bylaws 2. Adds Graduate Program Director role, including duty related to academic freedom (see sections J, N(5)(a), and N(5)(c)) 3. Updates the Faculty Code of Professional Conduct to include academic freedom (Appendix C). <p>2. To the extent that adding academic freedom to the bylaws affects Appendix E (Faculty Grievance Policy and Procedure), we recommend the following:</p> <ol style="list-style-type: none"> 1. Adding a 3-member faculty grievance committee, appointed by VPAA or their designee, to review grievance case <p>Faculty committee would be advisory to VPAA.</p>

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			<p><u>Discussion:</u></p> <p>Dr. DeLucia asked - What is the thought about putting VPAA in place of Dean for dispute.</p> <p>Dr. Wenstrup - Concern that academic freedom could be directed to the supervisor of the individual in question. VPAA does not have a supervisory role and takes out potential conflicts that could arise.</p> <p>Dr. Belen – liked the three-member group assigned to hear the situation.</p> <p>Dr. Bonfine called for a decision about endorsing a recommendation today. Dr. Galazyuk moved to endorse. Dr. Gardner-Buckshaw seconded. There were no oppositions or abstentions. The recommendations by the Academic Task Force were approved and will be passed to the University Bylaws committee for their review and approval.</p> <p>Dr. Bonfine thanked everyone for their involvement.</p>
4:25 p.m.– 4:40 p.m.	6	<p>University Tenure and Promotions Committee membership composition</p> <p>Concerns: Composition of the University Tenure and Promotions Committee</p> <p>UNIV Appdx G Membership Updates UTPC</p> <p><i>Jeff Wenstrup, Ph.D. UFC representative to the University Bylaws Committee</i></p>	<p>Dr. Wenstrup is serving as a liaison from UFC to Bylaws Committee. A summary document is in the agenda to show issues.</p> <p>Dr. Wenstrup discussed the concerns document: Concerns: Composition of the University Tenure and Promotions Committee</p> <p>He highlighted the following points and challenges:</p> <p>The current structure of the UTPC is causing issues/presenting challenges.</p> <ul style="list-style-type: none"> - Membership includes 9 tenured faculty and no more than 2 can be associate professors. - At least one from every department with tenured faculty. - At least 2 from each college. - Only full professors may vote on promotion to full professor. - COI rules. - COP must have two members but does not have any full professors. No available associate professors can be appointed from any other college (because COP needs the associate prof seats). <p>Challenge with gender diversity. Two women were recently removed from the committee because of promotions to administrative roles who were strong contributors. Need to think forward about how to ensure gender diversity on the committee. Until we have more full professors who are women/diverse faculty we need to figure out a way to do this.</p> <p>A recommendation to help is to appoint two additional members to the committee at associate professor ranks.</p>

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			<p>Dr. Wenstrup encourages implementation soon, but certainly by the next tenure cycle (July 1st).</p> <p>Deborah Loyet, Maria Schimer and the VPAA worked to make the following proposed bylaws changes.</p> <p><u>University Appendix G – University Tenure & Promotions Committee</u> Page 12 – (b) Membership</p> <p>(i) <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</i> nor Department Chairs on the Committee.</p> <p>Dr. DeLucia asked if the College of Dentistry will have tenured faculty. Ms. Loyet said it would not impact this cycle. The membership will be reviewed again at a later stage.</p> <p>The council had a discussion regarding imbalance and possible grievance occurring. Ms. Loyet commented that the committee concentrate on ensuring the different elements of the criteria are fulfilled rather than the expertise of the committee. There already is an imbalance which has not caused much of an issue.</p> <p>Dr. Hoffman mentioned on chat that the recommended changes don't actually address diversity.</p> <p>Dr. Bonfine encouraged council members to talk with other faculty. To stay on the timeline to make any recommendations to the Bylaws committee, the UFC will revisit at the February meeting.</p>
		DISCUSSION ITEMS—NEW & FOLLOW-UP	
4:40 p.m.– 5:10 p.m.	7	<p>Leadership Report <i>President, John Langell, M.D., Ph.D., M.P.H., M.B.A.</i></p>	<p><u>COM Dean's Search Update:</u></p> <ul style="list-style-type: none"> - Finalist candidates brought back for 3rd round of visits to meet with clinical site leadership. Mark Basson scheduled tomorrow for this purpose. - Will make a decision as we progress in tandem with recruiting firm Witt Kieffer. <p><u>Provost position:</u></p> <ul style="list-style-type: none"> - When President Langell arrived at NEOMED the three deans were also three VPs. - Separated VPR and COGS Dean. - Separated VP Health Affairs and COM Dean. Evaluating what VP Health Affairs will look like in the future. - Most important one is VPAA and COP Dean. Seen as conflict of interest. Typically, a VPAA is responsible for considerable resources. The VPAA could work in conflict to corral resources for COP (but not saying Dr. Kasmer is doing this).

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		<ul style="list-style-type: none"> - Looking at what the position would entail. Many provosts are different at different universities. Hoping to put a provost in place this year to create better harmonization with colleges and research - President Langell is helping but is not able to give full attention <p><u>Final set of items:</u></p> <ul style="list-style-type: none"> - Surveys being sent to all faculty (and staff and students and alumni). Drivers behind these: - During last meeting with the Board of Trustees, the student trustees engaged in concern with our NEOMED brand. Their concern is how NEOMED is perceived nationally when they apply for residencies. - They and classmates feel we have built a great brand in Ohio but they've been told by others that NEOMED must be an osteopathic or an international medical school. - The Board of Trustees has asked President Langell to study brand and brand recognition and look at cost/benefit of a name change. - Data from surveys will be provided to the Board of Trustees at next meeting. - Also sending a series of short surveys to get your input on a number of items - Brand, name, rate services on campus and your contentedness with HR, Benefits, Finance, Payroll, Sequoia, Food Services. We are looking at how to invest in future. NEOMED's 50th anniversary is November 2023. - Good job at financial standpoint. - HLC ratios must be maintained along with our bond ratings and Senate Bill 6. Then we build into budget why we are having financial elements in place that we need on campus. This is very meaningful and your opportunity to weigh in on what the campus looks like in UC working with <p><u>Working with Inter University Council:</u></p> <ul style="list-style-type: none"> - Working with IUC, watching a number of topics with Ohio legislature. New president of IUC, former representative, Laura Lanice (she was the former chair of higher education for the house). She is well-versed and well-informed on higher education. - This is budget season and referred to the Capital allocation budget. Other elements that tie to the budget are things that legislators want passed. - The following items will be brought up and have momentum in house and senate to be passed: <ol style="list-style-type: none"> 1. More and mandatory training for Board of Trustees members. 2. Placing some type of balance on diversity of thought (creating balance between liberal and conservative voices on campus). 3. Mandatory post-tenure review process. (Example - Florida currently has mandatory review every 5 years.) <ol style="list-style-type: none"> a. We think it is important to counter this and have a voice at the table to show there is self-policing. It was decided we should pull data from all universities on post-tenure review policies.

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			<p>4. Looking at faculty workload policies. Last bill was in 2014 for complete review by BOT to be done by 2017.</p> <p>5. Annual performance review for faculty. We're pulling all of this together to advocate for not having post-tenure review process.</p> <ul style="list-style-type: none"> - Our strength is our post-tenure review. Our weakness is we don't have a calculated faculty workload mandate. - Legislature's concern is the dollars funding higher education are not being used efficiently, because of tenure. Our BOT needs to determine how they want to proceed regarding faculty workload policy. COGS needs to develop a workload policy. - Another topic from Ohio Legislature is Academic Freedom. They again have their eye on Florida. As a state university faculty member, you have academic freedom in general but not in the classroom because the state owns the curriculum. Dr. Langell said the legislators are very worried about critical race theory. - This is the budget year for determining our funding from the State for 2023/2024 and 2024/2025. The Chancellor's model looks more favorable than less, but it must go through all the houses. An item that could be tied to it is a "tuition cap" in Ohio. The current cap is 2.6% plus an inflationary increase cap. NEOMED has not kept up with inflation in Ohio. <p><u>Questions:</u> Will clinical faculty receive same surveys and questions? Yes, if they are applicable (some of the employment questions will not be asked if they don't apply).</p> <p>Dr. DeLucia asked what are we thinking about in response to the question on our reputation (of NEOMED)? Generally, it is the program directors in the hospitals that determine who to bring in for interviews. So, we can target the program directors with appropriate information (e.g., our alumni stories).</p> <p>Overall, most of this is good news. Speaker of house is very favorable of higher education.</p> <p>Dr. Bonfine thanked President Langell for his report.</p>
4:50 p.m.- 5:20 p.m.	8	Faculty Information Systems Presentation <i>Giselle Hamad, Associate Dean for Clinical Affairs</i> <i>Deborah Loyet, Executive Director, Administration & Faculty Affairs</i>	<p>Dr. Bonfine introduced Dr. Giselle Hamad, Associate Dean of Faculty Affairs. She joined NEOMED in June 2022.</p> <p>Deborah Loyet began by sharing a presentation to explain the work of the NEOMED strategic plan academic and administrative support and operations pillar group. The group is led by Maria Schimer and began their work at the end of June 2022. The group</p>

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		<p>was tasked by Dr. Langell to improve and enhance experiences for faculty, especially prospective faculty coming from clinical sites.</p> <p><u>Charge from President Langell</u> <u>Short-term (about two months after formation)</u></p> <ul style="list-style-type: none"> - By September 15, create a webpage where prospective and current faculty for any college can easily access faculty appointment and promotion information. - Webpage will eventually serve as one-stop-shop experience for faculty - Improve the faculty application process by this date (from writeable PDF to digital platform) <p><u>Long-term</u></p> <ul style="list-style-type: none"> - Create plan for permanent solutions for multiple faculty needs at NEOMED <ul style="list-style-type: none"> - Investigate faculty information system (FIS) solutions through RFI or RFP process <p>Help was received from many areas throughout the University. Bob Kropff, Sr Digital Marketing Strategist, is attending the meeting today to answer any faculty questions. It required a significant heavy lift to meet the President's deadline by Sept 15 to create a new landing page.</p> <p><u>Remaining Work</u></p> <ul style="list-style-type: none"> - Build-out/refinement of Faculty Landing Page - Qualtrics application forms are a temporary fix <ul style="list-style-type: none"> - Appointments & Promotions Committees are not impacted immediately but will be (re: materials review) - Faculty Information Systems (FIS) provide a permanent solution for multiple faculty-related needs/services: <ul style="list-style-type: none"> - Conducting Voice of Customer survey and interviews with NEOMED stakeholders related to FIS - Timeline for FIS RFP: <ul style="list-style-type: none"> - October – drafting - November – posting - December – collection of responses - January 2023 – review of responses & formal budget proposal - February – June 2023– Implementation period <p>Ms. Loyet turned the presentation over to Dr. Hamad.</p> <p>Dr. Hamad said this was a huge effort and Bob Kropff built out the faculty page – faculty link is now separate from staff link. Each of the colleges has a link for their appointment application.</p> <p>Dr. Hamad discussed the College of Medicine application form.</p>

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			<ul style="list-style-type: none"> - The digital form was built by Bob Larson – takes 27 minutes (previously much longer) - People having appointments in other colleges can be included - start with COM and then indicate for COP and COGS. - The fields go into Qualtrics and can be downloaded to excel – easier for staff to input into banner. - Form will generate a letter to the applicant. - CV can be uploaded into the form. <p>Discussion</p> <p>Dr. Hamad explained short and long applications still exist because a Bylaws review of appendix A is underway. Once this is completed and we have a faculty information platform to replace this temporary measure, it will be more streamlined. Looking for a system that is not so complex.</p> <p>She said the website is reorganized and easy to navigate – Bob Kropff did a great job.</p> <p>Bob Kropff asked the faculty to share any ideas for the website. He said there is a form that can be completed and sent to him. He said the website gets better with input from employees.</p>
5:20 p.m.- 5:30 p.m.	8	<p>Faculty Empowerment Plan: Peer evaluation of teaching <i>Natalie Bonfine, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Bonfine provided an update regarding the Peer Evaluation Process. Drs. Bonfine and Mellot met with the VPAA and deans to talk about the process. An email was distributed from Drs. Bonfine and Mellott and she asked the council members to review the email and FAQs. She reminded the faculty at this time the only faculty included in the peer evaluation process are those in the new compensation plan called the faculty empowerment plan. There is a soft launch between now and June. Asking faculty in the faculty empowerment plan to try out the tool and provide feedback so that it can be approved before the next fiscal year which will start another year of the pilot. Dr. Bonfine encouraged the faculty to talk to others in their department and share feedback so that UFC chairs can report back to administration. More discussion at February meeting.</p> <p>The meeting was adjourned at 5:30 p.m. Reminder: Lunar New Year on Jan. 23 – student event.</p>

Upcoming Agenda Items

Feb 2023 – Leadership Report – Dr. Aultman

Feb 2023 – Results of Exceptional Student Experience initiative and action plan lead for University Curriculum Quality Collaborative (UCQC) – Jordan Cinderich

Feb 2023 – Peer evaluation of teaching