



University Faculty Council

Meeting: Tuesday, April 5, 2022 - 4:00-5:30 PM

Location: G204 | <https://neomed.zoom.us/j/94543850827?pwd=NTRnRytSV0JkV0s0a0J1WGZyZThRZz09>

ZOOM Information: Connection time 3:55 PM

<https://neomed.zoom.us/j/94543850827?pwd=NTRnRytSV0JkV0s0a0J1WGZyZThRZz09>

Or Telephone: +1 312 626 6799 (US Toll); +1 646 876 9923 (US Toll)

Meeting ID: 960 5256 5876 | Password: 572802

Members (attended in bold): **Patrick Gallegos (chair)**, **Natalie Bonfine (vice chair)**, Mariquita Belen, **Rachel Bracken**, **Yeong-Renn Chen**, **Angelo DeLucia**, Sheila Fleming, **Alex Galazyuk**, Alex Hoffman, **Yong Lu**, **Jeffrey Mellott**, **Erin Reed-Geaghan**, Erica Stovsky, **Taylor Watson**, Liya Yin

Guests: President John Langell, Vice President Mary Taylor, Stacey Barrenger, Giselle Hamad, Chinedu Igwe, Janel Koellner, Hans Thewissen, George Litman, Jeff Wenstrup, Kris Baughman, Paul Hartung, Jesse Young, Merri Rosen, Amy Lee, Fayez Safadi

Administrative Support: Andrea Coard, Deborah Loyet

| Time | Agenda Item | Discussion/Next steps |
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| 4:00 p.m. | <p style="text-align: center;">1</p> <p>Welcome <i>Andrea Coard</i> <i>Academic Affairs Specialist – UFC Administrative Support</i></p> <p>Action Item Review <i>Patrick Gallegos, PharmD</i> <i>Chair, University Faculty Council</i></p> | <ul style="list-style-type: none"> - Dr. Gallegos opened the meeting at 4 p.m. He welcomed Andrea Coard and advised the committee she would be providing meeting support. Andrea gave a brief introduction and shared she was happy and excited to support the UFC. - Dr. Bonfine welcomed Dr. Giselle Hamad, Associate Dean. College of Medicine Academic Affairs, Professor of Surgery. Dr. Hamad said she was happy to be joining a great team at NEOMED. - Dr. Gallegos discussed the following action items: <ul style="list-style-type: none"> - Employee Excellence Group (EEG) – stay tuned for more information. - APE material – asked if any committee members had received anything from their departments to share or capture. - The APE form is in final stage – feedback is required for any changes. - Some faculty are confused about the APE and what is expected. - Dr. Gallegos said the process will be more standardized across the University and chairs will be using the updated form with faculty. - Dr. Gallegos can send information again to UFC and entire faculty. He asked faculty to insert email in chat if required. |

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| | | | <ul style="list-style-type: none"> - A question was asked in the chat regarding the Lead Performance Evaluation and Dr. Bonfine confirm this related to staff only. - Dr. Gallegos announced that Dr. Reed-Geaghan received a new NIH grant and congratulated her. He shared he was proud of her. |
| | 2 | Approve previous UFC minutes (2/1/22 and 3/1/22) (approved minutes located on NEOMED website) | <ul style="list-style-type: none"> - The minutes will be approved via electronic vote and posted to the NEOMED website. |
| | 3 | Departmental updates | <ul style="list-style-type: none"> - None |
| OLD ACTION ITEMS (from previous meetings) | | | |
| 4:10 p.m. | 4 | Ohio Faculty Council Update <i>George Litman, MD</i> <i>Professor Emeritus of Internal Medicine</i> NEOMED UFC Representative | <ul style="list-style-type: none"> - Dr. Bonfine will be attending the meeting next week and will provide an update at the UFC meeting in May. - Dr. Litman shared the following- - Auto-adoption policy of textbooks created to reduce the cost of textbooks for students. Many universities have opted out – NEOMED has been involved. - House Bill 327 – no update available – will be discussed at next meeting - Dr. Litman asked for comments or recommendations to be forwarded to his email on how best to honor teaching faculty for their excellence to share with the Ohio Faculty Council. |
| DISCUSSION ITEMS—NEW & FOLLOW-UP | | | |
| 4:20 p.m. | 5 | Board of Trustees Meeting Update 03.17.2022 <i>Patrick Gallegos, PharmD., UFC Chair</i> | <p>Dr. Gallegos attended the NEOMED Board of Trustees meeting on Wednesday, March,17 and share the following feedback to the group:</p> <ul style="list-style-type: none"> - Agenda and meeting materials are posted on BOT portal for review. - Dr. Gallegos did not have access to the materials and will ask if he can obtain access for next meeting. - President Langell provided an update on University issues which included the following: - Dr. Bernhard Fassl, Program Director, Global Health, is on campus one week per month. Responsible for global health initiative at NEOMED. His international work in Nepal concentrates on global health care and research with a focus on sustainable health care quality and service delivery. Students and faculty at NEOMED will have opportunity to get involved. - The NEOMED Journal of Medical Sciences was highlighted. - Updates were shared by the Institutional Advancement Committee, Academic and Scientific Affairs Committee and the Finance, Fiscal Policy and Investment Committee. - The Board of Trustees voted, and approved resolutions and Dr. Gallegos said an important one for faculty to be aware of is the increase to tuition and fees agreed at 3.75%. The average state increase is 4.6%. - The increase will keep NEOMED competitive and cost effective. |

Students

- The Trustees approved the following number of degrees to be granted to NEOMED students at the upcoming Commencement Ceremony:
- 143 MD degrees
- 88 PharmD degrees
- 37 degrees in COGS (to 33 students)
 - o 5 Master of Arts in Medical Ethics and Humanities
 - o 16 Master of Anatomical Sciences
 - o 11 Master of Leadership in Health System Science
 - o 4 Master of Science in Health-System Pharmacy Administration
 - o 1 MPH
- 9 certificates in Medical Ethics and Humanities and Health
- 9 certificates in Medical Ethics and Humanities and Health Research.

Tenure Track Promotions (Tenure Track Promotions (effective July 1)

- Dr. Jesse Young was approved for promotion to full professor of Anatomy and Neurobiology

Non-tenure Track (effective July 1)

- Dr. Catherine Mattison will be promoted to Associate Professor of Anatomy and Neurobiology
- Dr. Erica Stovsky will be promoted to Associate Professor of Internal Medicine
- Dr. Sara Dugan will be promoted to Professor of Pharmacy Practice
- Dr. Mary Liz Fredrickson will be promoted to Associate professor of Pharmacy Practice
- Dr. Cynthia King – to be promoted to Associate Professor of Pharmacy Practice
- Dr. Matthew Kostoff to be promoted to Associate Professor of Pharmacy Practice

- Additionally, 28 Affiliated Faculty will be promoted in their respective colleges and departments

- Dr. Gallegos said the Board of Trustees membership consists of two student trustees who serve a two-year term.
- Dr. Gallegos asked the committee if they had any questions.
- Dr. Mellot asked if Dr. Gallegos found the information valuable.
- Dr. Gallegos said he did and would like a faculty member to be a resource at the Board of Trustees meetings and if possible, a voting member.
- Dr. Bonfine said it would be beneficial and tangible for the Board of Trustees to see faculty and make it known what faculty are doing.
- Dr. Angelo thought faculty presence at the BOT meetings would be good to address faculty concerns and logical to be interactive.

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| | | | <ul style="list-style-type: none"> - Dr. Gallegos said he though it would be beneficial to serve in the same capacity as the students. It would be good to have more visibility, speak up and share what we believe as faculty. - A question was asked regarding the discussion that occurred concerning the tuition increase. Dr. Gallegos said it was a good discussion of the need. The numbers and increases throughout the country were shared. The Board of Trustees asked questions as to why and gave good consideration before voting and approving the resolution. - Dr. Gallegos concluded by asking the UFC members to think about the possibility of working to get a faculty member appointed to the board in the same capacity as students. |
| 4:25 p.m. | 6 | <p>HLC Update</p> <p><i>Jeffrey Wenstrup, HLC Chair</i> <i>Patrick Gallegos, PharmD., UFC Chair</i></p> | <p>Dr. Wenstrup gave the following HLC update:</p> <ul style="list-style-type: none"> - NEOMED is undergoing the process for institutional re-accreditation. It is a necessary process based on 5 criteria and federal regulations addressing institutional effectiveness. - Much work has been done for more than half a year, five committees each took on a criterion and the first draft has been completed. - It was a huge job to write, assemble evidence and submit. - The steering committee reviewed the initial draft to understand where evidence and arguments are missing and to identify areas that might present a compliance risk - As Chair of the HLC steering committee, Dr. Wenstrup identified gaps and issues. He shared recommendations with the VPAA. Some areas include: - Policies for academic freedom are mentioned in the bylaws – it was felt this is not strong enough in the climate of academic freedom and could be challenged. It was recommended to be strengthened and the UFC have been asked to be involved. - Document sufficiency of faculty and staff for academic programs, COGs and new colleges are of particular concern. Robustness in new academic programs particularly COGs is required. - The VPAA has began discussions with HLC regarding recommendations and how to avoid compliance issues. - Dr. Mellott added a student survey will start this week and asked to encourage students to engage in the survey. - The steering committee are tasked to draft the next draft of assurance argument to move forward. - The site team visit is September 13. - Dr. Gallegos asked how the UFC can assist. Dr. Wenstrup asked for help with policies for academic freedom and freedom of expression. He said Dr. Kasmer will reach out with details. |

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| 4:30 p.m. | 7 | <p>Leadership Report <i>President Langell</i></p> | <p>President Langell provided the following updates to the committee.</p> <p>Faculty Compensation Plan</p> <ul style="list-style-type: none"> - It has been agreed for everyone to extend the pilot for an additional year and it is expected that a significant number of people will benefit. - Through the budgeting project there is more money for faculty. - The outside plan is doing well from research dollars. - Dr. Langell will stand by original statement and will never force faculty to opt in. New faculty are aware this is what they are buying into. - There will always be unintended consequences and changes were made to the calculator to address the issues caused by institutional base salary being charged to grants. - Dr. Langell said it is going well and has been validated through the budget process, it is the correct thing to do to fix faculty compensation. - The expected salary should be used in the budget and if a grant is awarded, this will not be an issue and justification will be done. - Dept chairs are responsible for allocating time. - Dr. Safadi commented that some grants do not cover salary and Dr. Langell recommended pushing for grants that pay salary. He said department chairs should manage this. - Dr. Mellott identified an issue regarding the calculator and how does it account for being an associate professor and then promoted to a full professor. Dr. Langell will look at the issue and report back to Dr. Mellott. <p>Board of Trustees</p> <ul style="list-style-type: none"> - State tuition inflation is 7 ½% - BOT do not want this and felt 3.75% was a reasonable increase and authorized the increase at the March meeting. - Approved reissuance of bonds and purchase of The Village at NEOMED. <p>Budget</p> <ul style="list-style-type: none"> - The budgeting process for 2022-2033 is complete. The ask from departments and colleges was 8.7 million dollars. Around 3 or 4 million dollars will be distributed. President Langell said this is something that has never been done before and most people will get more than they are expecting. - Meetings will be taking place soon with budget holders. The budget for the next financial year will be presented to the Board of Trustees at the June meeting for their approval. <p>Campus Safety</p> <ul style="list-style-type: none"> - A safety issue arose at the Student Aesculapius Charity Ball when a student entered the building through the back entrance. - A photograph was posted on social media which included the message |
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“Shoot up school”.

- The student was quickly arrested and was detained overnight in jail.
- The student was suspended, and a meeting has been scheduled for the student to meet on Campus,
- Scenario Analysis exercises will be conducted by the NEOMED Police Department.

Commencement

- Dr. Langell informed the UFC that Commencement is in person on Saturday May 7 at E.J. Thomas Performing Arts Hall, Akron. He encourages faculty to come and celebrate with students this year.

New hires

- Working on a national search with Witt Kiefer to hire the College of Medicine Dean.
- Many faculty including clinical partners will assist with the search.
- The hope is to have the new dean in place within 9 months.

- VP of Research will be posted nationally as the search firm indicated it would be a long-term search.
- Dr. Langell said he has received two applications in advance of the position being posted.
- Some chairs, deans, faculty members and staff will assist with the Search.
- Dr. Langell is unsure if going ahead with Summa.
- Dr. Langell questioned if any faculty member was interested in being interim VP? There was no response.
- A question was asked if any internal candidates had applied. The position has not been posted as yet.

- VP for Advancement hire – Dr. Langell is meeting with the successful candidate later today to offer the position.
- Dr. Langell said \$10 million (cash only) is expected to be raised after second year by the new hire.
- Advancement are engaging a lot of donors and informed the group \$3.7 million has been raised this year.

Dr. Langell concluded by discussing tuition hikes for both out of state and in state students. A question was asked for the rationale for the cost for out of state students. NEOMED is a state institution and state taxpayers contribute. The out of state students come and then leave and the state is not getting benefit.

He also shared after one year the student can apply for state residency and in year two be granted instate residency and pay instate fees for the remaining years.

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| 5:00 p.m. | 8 | <p>Faculty Compensation Plan</p> <p><i>Mary Taylor, VP of Finance</i></p> | <p>Mary Taylor, VP of Finance discussed the Faculty Compensation Plan.</p> <ul style="list-style-type: none"> - She said the goal is to ensure everyone has the calculator tool. - Human Resources will be meeting with faculty to discuss their salary under the new plan so decisions can be made regarding opting in. - A demonstration of the Full Professor Calculator – FEP Model was provided and the new AAMC salary scales table was provided. - The Research incentive works a little different but has the same Elements. - RIP2 is a pot of money that can be put back into lab funds. - Individuals wanting to put money back into lab funds, should designate the dollar amount and index and meet with ORS and HR regarding options. It can be added to paycheck or lab funds. - Efforts in teaching and research need to be determined. - Faculty performance review and compensation will be brought together as one piece. - Chairs require more information. - We are playing catch up and need to rationalize where we need to be. - Next step will be 1:1 meetings with Human Resources. Andre Burton, Charity Davis and Mary Taylor will reach out to faculty to schedule. - The conversations will be after the performance reviews. - Calculators are the same for all. - The UFC will share information with faculty and capture questions to bring back to Mary. |
| 5:10 p.m. | 9 | <p>Bylaws Committee Liaison for UFC – Jeffrey Wenstrup, Ph.D. Bio</p> <p><i>Patrick Gallegos, PharmD., UFC Chair</i></p> | <p>Dr. Wenstrup’s term expires end of June. He offered to serve for another term. No other nominations were received.</p> <p>Dr. Wenstrup left the meeting while the UFC voted.</p> <p>The committee approved Dr. Wenstrup will continue to serve as Bylaw Committee Liaison for UFC.</p> |
| 5:15 p.m. | 10 | <p>Vote for UFC Vice Chair – Jeffrey Mellott, Ph.D. SOI and BIO</p> <p><i>Patrick Gallegos, PharmD., UFC Chair</i></p> | <p>Dr. Mellott submitted documentation to self-nominate himself as the UFC Vice Chair. No other nominations were received.</p> <p>Dr. Mellott left the meeting during the vote.</p> <p>There was no opposition, and the committee approved the appointment of Dr. Mellott as the UFC Chair.</p> |
| 5:20 p.m. | 11 | <p>Academic Freedom statement and policy development</p> <p>Memo from VPAA</p> <p><i>Patrick Gallegos, PharmD., UFC Chair</i></p> | <p>Dr. Gallegos discussed the charges received from Dr. Kasmer, VPAA regarding Academic Freedom.</p> <ul style="list-style-type: none"> - Create a task force - Develop a general statement around academic freedom - Develop policies or bylaws <p>The membership of the task force is currently:</p> <ul style="list-style-type: none"> - Dr. Gallegos, Dr. Bonfine, Dr. Bracken, Dr. Cober, Dr. Zarconi and Dr. Mellot. - Dr. Gallegos said the task force could also consist of faculty not serving on the UFC and asked if anyone on call was interested. - The invitation stands at any time, and anyone interested should reach out to Drs. Gallegos and Bonfine. - Dr. Angelo shared he had discussed at department meetings but there – |

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| | | | was no response regarding membership. - Dr. Gallegos requested the UFC continued to communicate the request between departments and UFC. |
| | | DISCUSSION ITEMS—NEW & FOLLOW-UP | |
| 5:25 p.m. | 12 | Open Forum & Adjourn | <ul style="list-style-type: none"> - A discussion began regarding the staff employee evaluation process which was simplified and occurs once per year - Dr. Bonfine will follow up with Deborah Loyet regarding the use of the new APE form for faculty. - After annual reviews it was suggested to circle back and share thoughts on how the process went - if it was smoother and if it qualified the improvement issue. - A question was asked about staff compensation. Dr. Bonfine discussed the consultant review completed by Milliman and identified salaries were adjusted accordingly. - Human Resources have put together a better package including bonuses with a point scale for staff employees. - Dr. Gallegos will reach out to Andre Burton and invite him to provide an update to the U.FC meeting and request an update. |

Upcoming agenda items for May

- Academic Freedom Statement and Policy Development task force
- Strategic Plan funding proposal ideas for UFC

Upcoming agenda items for June

- Leadership Report – preparation – Interim Dean Eugene Mowad

Action Items

- Academic Freedom Task Force call for membership
- We need a COM clinical representative on UFC