

Hello, NEOMED faculty!

What is University Faculty Council? As described on our [NEOMED webpage](#), we are:

“a faculty body established to promote dialogue, facilitate shared governance, advocate on behalf of faculty, and to assure a faculty voice in academic matters such as appointments, promotions, tenure, the curriculum and to provide a faculty voice in decision-making pertaining to academic matter.”

We encourage you to talk with your University Faculty Council representative about issues that are important to you as a faculty member. You may also reach out to Patrick Gallegos, Chair of University Faculty Council, or myself, any time. We are here to represent you and facilitate shared governance at NEOMED. We truly strive to be **“One Faculty – One Voice.”**

This month, we have a few announcements to bring to your attention regarding some important issues related to NEOMED faculty:

#### **Annual Performance Evaluation & Post-Tenure Review**

This month, University Faculty Council is collecting your feedback on proposed changes to the post-tenure review and annual performance evaluation processes. We appreciate all input we have received to date, including those who have completed our anonymous survey. We are drafting a summary report so that we can communicate a fair and complete assessment of the faculty perspective with NEOMED administrators who are working on this effort.

This issue will be discussed at our upcoming meeting in June, but we need to hear from you in advance. Please let us know if you have other thoughts you would like to share on this issue.

#### **Faculty Compensation Plan**

By this point, eligible faculty have chosen whether they wanted to opt into the new Faculty Empowerment Plan (the new compensation plan). This plan will be piloted for one year beginning July 1, 2021. University Faculty Council has convened a Task Force on this issue, and we have been asked to continue to be involved throughout the pilot period to assess the plan. Our Faculty Compensation Task Force, led by Jeff Mellott, will continue to provide updates as they are available.

#### **Faculty Development**

Professional development is actively being created by the VPAA’s office and Janel Koellner in partnership with faculty. UFC has developed a task force to support our efforts. The VPAA’s office has created some working groups to focus on four primary areas: 1) leadership, 2) teaching, 3) research, and 4) mentorship. Currently, the work groups and other faculty are reviewing an online learning site called Academic Impressions.

#### **Exceptional Experience Group**

Did you know that there is a sub-group of University Faculty Council that is focused on improving the faculty experience? We are the Faculty Exceptional Experience Group (EEG) and are working to build community among faculty members and enhance faculty well-being. Our next meeting is May 26, 2021. We would love to have your involvement- please join us! Email Jordan Cinderich for more info!

Our next University Faculty Council meeting is scheduled for **Tuesday, June 1<sup>st</sup> at 4pm**. All faculty are welcome to attend.

Thank You,

Natalie Bonfine, PhD  
Vice Chair, University Faculty Council