



## University Faculty Council

Meeting: Tuesday, April 7, 2026 - 4:00-5:30 PM

Location: G-204 | <https://neomed.zoom.us/j/97164904258?pwd=o497jt1rAjGMfe2t2EPPsvEwhcNbps.1>

### 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: 971 6490 4258 | Password: 583611

**Members:** Jeffrey Mellott (chair), Petrea Cober (vice-chair), Timothy Barreiro, Natalie Bonfine, Stacey Gardner-Buckshaw, Yeong-Renn Chen, Lukas Everly, Sheila Fleming, Alex Galazyuk, Kristen Knepp, Yong Lu, Jennifer McKay, Vahagn Ohanyan, Matthew Smith, Erica Stovsky, Alexandra Ukmar, Xinwen Wang

**Speakers:** President Langell, M.D., Ph.D., M.P.H., M.B.A.

**Administrative Support:** Andrea Coard, Deborah Loyet

4:00 p.m.- 4:05 p.m.	1	<b>Welcome</b> <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i>	Dr. Mellott convened the meeting at 4 p.m. He shared with the council members that Dr. Langell would be providing the leadership report at today's meeting.
	2	Approve previous UFC minutes <a href="#">03.03.2026</a> <i>(Approved minutes located on <a href="#">NEOMED website</a>)</i>	Dr. Smith moved to approve the minutes; Dr. Ukmar seconded. The minutes were unanimously approved.
	3	<a href="#">Executive Management Team Notes 2026</a> <a href="#">Executive Management Team Spring 2026 meeting sign ups</a>	The Spring EMT sign-ups are going well. The Fall sign-ups will be available for the next meeting.
4:05 p.m.- 4:35 p.m.	4	<b>Leadership Report</b> <i>President Langell, M.D., Ph.D., M.P.H., M.B.A.</i>	President Langell started his report by saying he would provide updates on three areas as requested by the UFC leadership and follow with questions from the council members.  <b>SBI Compliance</b> NEOMED has had comparatively fewer compliance issues than other universities. Compliance efforts related to SB1 primarily addressed faculty annual reviews and workload policy. The legislation was modeled on existing NEOMED programs, meaning NEOMED only required minor adjustments. NEOMED is not required to post all syllabi publicly. This requirement applies only to undergraduate institutions.

The most significant compliance was how to manage HB96 – the State Operating Budget.

One major element designates the Board of Trustees responsible for educational changes, including curriculum and degree modifications. While a policy is in place, the BOT remains dependent on the university. Authorization may occur retroactively, up to one academic quarter. Overall, NEOMED is in a strong compliance position.

The Chancellor’s Office of the Department of Higher Education issued guidance to all universities regarding SB1 compliance when institutions faced a potential 10% funding reduction.

NEOMED had originally included a link to the Statement of Commitment under the Mission, but this must be included in full. This issue has been corrected, and NEOMED is considered fully compliant.

The Provost’s office is working to ensure student evaluations are standardized.

There was a meeting with State Senator Jerry Cirino. Representative Young, House Higher Education Representative, had been discussing the potential introduction of an additional omnibus bill, but the Senate does not support the proposal. No higher education bills are expected this legislative session.

Dr. Mellott asked which universities are not compliant. President Langell said the chancellor’s office has ensured that all universities are now compliant and not at risk of losing 10% of their funds.

There will still be challenges, but these do not affect NEOMED

**State of the University from a Financial Stand Point**

Higher education continues to face significant financial challenges, with many institutions operating under sustained deficits and deferring maintenance. In Ohio, deferred maintenance is estimated at nearly \$9 billion, putting facilities at risk of becoming unusable. NEOMED has been spending money. There is a six-year facilities plan, with no buildings currently in critical condition.

Three major indicators:

**SB6 Ratios:** Universities are rated 1–7; scores below 2 trigger state concern and can be put on a watch list. NEOMED, Ohio State, and Miami University rank among the strongest.

**HLC Financial Health Index:** Considers all assets and obligations. The NEW Center is structured as an LLC and is not a bond under NEOMED. The state does not include it in its review, the HLC does. Scores range from –3 to 10; below 1 signals risk.

NEOMED's score is 7, indicating very strong financial health. The Key number is financial reserves.

**HB96**

Enrollment trends

Three year average financial performance

Use of financial reserves (return on assets)

**Enrolment (10 Year Trend)**

#1 University of Cincinnati with 24% growth over 10 years

#2 (tied) NEOMED with 13% growth (mostly during the past 3 years)

**Total finances relative to size**

3 year rolling net income ratio

University of Akron experienced a -10% loss over 3 years, equating to \$96 million in operating losses

NEOMED ranks #1 performing in Ohio with a 16% net income ratio

**Three year return on net assets**

NEOMED has made substantial faculty salary improvements through the Faculty Empowerment Plan. Staff compensation increases over the past five years are among the highest in the state. Continued investment in maintenance and campus improvements supports long-term sustainability. The university is in a strong financial position. Ongoing financial strength requires careful balance, as consistently strong performance may eventually drive pressure to moderate tuition increases.

Questions from the council and responses from President Langell:

**Are endowments included in the financials reported?**

The Foundation holds the endowments and not the university, and are generally restricted funds maintained in separate investment accounts. The foundation is maintained as a separate LLC. This allows donor anonymity under Sunshine Law protections. Foundations may reimburse the university for specific purposes, but this does not occur often.

**How does the University make and save money?**

Most university programs have a positive margin, should not be running a program at a loss. Zero Based Budget (ZBB) is different from the revenue side of things. Revenue is determined by the source, such as Executive Education, with approximately 1300 enrollees, who pay a premium and generate a higher margin. COM operates at a higher margin than COP. There is a bigger demand. Tuition should not be set on cost alone. Student fees are intended to cover costs and are not designed to generate profit. Since starting ZBB the university has underspent by approximately \$4 million, which has been put into reserves. Reserve funds has been used to repair the roof and boiler. Reserve dollars are substantially invested

**Are there any conversations regarding reducing out-of-state tuition?**

Prior to 2010, NEOMED made a decision to operate primarily as an in-state institution. Most out-of-state students establish Ohio residency after their first year, limiting long-term out-of-state tuition revenue. The Board of Trustees is not inclined to reduce out-of-state tuition, and is aware that NEOMED has the highest out-of-state tuition. Any reduction would likely require an increase in in-state tuition to offset lost revenue. Having conversations and looking at a number of things in this area. Access to student loans is generally not an issue, except for students with poor credit ratings. Could consider NEOMED funded loans at lower interest rates, and create an evergreen fund to support students over time.

**Instate Enrollment:**

83% of students are in-instate overall  
85% of COM M1 are in-state

**Comparison:**

Cincinnati 36% in-state (first year)  
Ohio 44% in-state  
NEOMED has the highest in-state enrollment and retention, which is a key selling point

**Growth Strategy at the University**

Specifically focusing on fulfilling things that meet the criteria for mission alignment for the university  
Emphasis on graduate-level and health sciences education  
Ensuring programs have an adequate profit margin

Tom Young, Head of the House of Education, wants to double the class size for medical education.

NEOMED is collaborating with health systems statewide to:  
Help create future healthcare leaders in Ohio  
Expand clinical rotations

NEOMED has signed agreements with Cincinnati, Dayton, Cleveland, Youngstown Akron and Canton, a verbal agreement with Toledo (regional campus model). NEOMED is serving Ohio as a public institution and positioning itself to become the largest medical school in Ohio

**Are these exclusive affiliation agreements?**

There are no exclusive agreements anymore, but Christ Hospital signed a 20 year exclusive affiliation as a defined major affiliate. Christ Hospital faculty are counted as NEOMED faculty. Comprehensive activities in education, clinical leadership, innovation, and research are conducted exclusively with NEOMED.

			<p>UH-NEOMED-Case: The affiliation agreement specifies no other major medical affiliate with a public institution in Ohio.</p> <p>Cleveland Clinic maintains affiliations with Case, Ohio University, and NEOMED.</p> <p>Toledo and TriHealth have reached out to NEOMED regarding potential affiliation.</p> <p><b>Will there be a duplication of departments in Southwest Ohio?</b>  Under LCME requirements, the southwest footprint operates as a regional campus:  The regional campus dean reports to NEOMED.  No duplication of major committees or departments.  There will be one department, with a limited faculty footprint.  All first and second year formal lectures are delivered online, allowing students to join via Zoom. Small-group sessions and laboratories require faculty presence. May need to use adjunct, part-time, or affiliated faculty.  The anticipated outcome is a net positive increase in faculty interaction.  Strategy includes attracting high-quality faculty by offering a NEOMED appointment in addition to a Miami University tenure-track appointment.  NEOMED will manage NIH grants across partner institutions. Working through any issues.</p> <p><b>Is there any consideration of rebranding NEOMED?</b>  The Board of Trustees raised the question three years ago regarding NEOMED rebranding and requested a study. At that time, there was 60% in favor of leaving it unchanged. Dr. Faison was approached by the Speaker of the Ohio House of Representatives, which led the BOT to ask for the issue to be revisited. The university is hiring a branding consultant and present to the BOT. Any decision regarding rebranding will be made by the Board. It is an emotional topic for faculty and staff.</p>
4:35 p.m.- 4:40 p.m.	5	<p><b>Chair and Vice Chair Election Process</b>  <b>UFC membership</b>  <b>UFC representation on University Standing Committees</b>  <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Mellott discussed the election process and upcoming changes to council leadership. Dr. Mellott will be stepping down as Chair, and Dr. Cober will be stepping into the role of Chair as of July 1, 2026. This transition will create a vacancy for the Vice Chair position. Members interested in serving as Vice Chair are asked to submit a brief statement of interest to either Dr. Mellot or Dr. Cober. The election will take place during the June UFC meeting.</p> <p>Dr. Mellott also reviewed council terms ending on June 30, 2026. There are no term limits for council service. Members who wish to continue serving should inform the Chair. Those who do not wish to continue are asked to notify their respective chairs so that a new representative can be identified. Dr. Ukmar reminded Dr. Mellot that a second member is required on the UFC for BCOD to replace Dr. Abdelkarim.</p>

			<p>Representation on the University Standing Committees, the Academic Management Partnership (AMP) and the University Nominating and Membership Committee (UNMC), as appointed through the UFC, is set to expire on June 30, 2026. Dr. Bonfine indicated willingness to continue serving on AMP. Dr. Mellott will reach out to Dr. Cooper to confirm her interest in continuing service on the UNMC.</p>
<p>4:40 p.m.- 4:45 p.m.</p>	<p>6</p>	<p><b>Provost Notes and UFC Committee Representation Updates</b> <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Mellott asked Dr. Faison about update to the Tenure and Promotion process.</p> <p>Dr. Faison met with the Tenure and Promotion Committee following the annual tenure and promotion cycle to gather feedback and recommendations</p> <p>Recommendations included streamlining the dossiers. Clarifying and updating what is required in the dossier Improved management of letters of recommendation Ensuring appropriate materials are included prior to review by the Provost</p> <p>Discussion included whether dossiers should be “one size fits all” for efficiency. Dr. Faison will meet with the UFC leadership to determine applicability for non-tenure committees.</p> <p>A University Tenure and Promotion Committee member, Dr. Bonfine, shared input saying that the recommendations are to provide: Structured guidance on dossier content, especially for varying teaching formats Clear expectations for what information should be included</p> <p>It was also discussed that the FIS system would be helpful to streamline process for faculty There should be greater standardization across Tenure Advisory Committees and more frequent communication.</p> <p>Dr. Mellott reminded faculty to review important annual performance evaluation dates outlined in the email communication from Jenna Morgan, Human Resources.</p> <p>Dr. Faison discussed the SB1 requirement to have standardized course and instructor evaluation forms. A working group led by Leah developed a standardized evaluation form, consisting of: Core student questions College-specific questions</p>

			SB1-required questions The number of required evaluations is still being determined. Implementation is planned for next academic year. The current evaluation form will continue to be used for this cycle.
4:45 p.m.- 5:30 p.m.	7	<b>Open Forum and Department updates from Council members</b> <i>Group Discussion</i>	There were no future updates or discussion items. Dr. Everly moved to adjourn, Dr. Smith seconded. The meeting was adjourned.

**REMINDER: NEOMED Campus Wide Drill – Thursday, April 16 at 12 p.m.**

**Upcoming Agenda Items**

May 5 – Working Meeting

**UPCOMING FACULTY PROFESSIONAL DEVELOPMENT OPPORTUNITIES:**

**April 8 Drop-In Session: In-Person Accessibility Assistance from the Library & ITE**

**Wednesday, April 8: 12:00 – 1:00 pm | RDEC**

**Facilitators:** Stephanie Gaskins, Maclane Stebbins, Pamela Roeper, Sharon Combs-Eisenbarth, Jennifer Hillyer

Individuals can drop by the RDEC in-person for quick one-on-one assistance with accessibility. Please bring your laptop when you stop by so we can provide hands-on assistance with one or both of the following:

- Update images and citations for clarity and copyright compliance or work through copyright best practice questions with our Scholarly Communications and Reference Librarian
- Work alongside an ITE staff member and learn how to use accessibility tools in Microsoft and Panorama to make your PowerPoint or Word documents digitally accessible

**April 15 Zoom Session: Panorama/Accessibility Follow-Up Session (TBD)**

**Wednesday, April 15: 12:30 – 1:00 pm | Zoom link to follow**

This session will be offered via Zoom and will focus on 1-2 topics based on feedback and identified accessibility needs.

**April 22 Zoom Session: Designing Accessible PowerPoints from the Ground Up**

**Wednesday, April 22: 12:30 – 1:00 pm | Zoom link to follow**

Learn how to design PowerPoint slides with digital accessibility in mind from the start. This session will cover functional design choices, the basics of using images, objects, and tables, and the use of built-in tools.

**April New Faculty Onboarding Session 9 – tbd! Please watch <https://www.neomed.edu/faculty/> for details!**

**Watch [The Pulse](#) and <https://www.neomed.edu/faculty/> for more information!** If you have any questions, please contact [facdev@neomed.edu](mailto:facdev@neomed.edu).