



## University Faculty Council

Meeting: Tuesday, June 1, 2021 - 4:00-5:30 PM

Location: **Room G-204** | <https://neomed.zoom.us/j/97333441166?pwd=SmITQTdBN0ZiQUdHek1HMjIzeFpLZz09>

### ZOOM Information: Connection time 3:55 PM

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Meeting ID: 973 3344 1166 | Password: 981689

**Members (attended in bold):** **Patrick Gallegos (chair)**, **Natalie Bonfine (vice chair)**, **Cathy Anthony**, Mariquita Belen, Natalie Bowersox, **Rachel Bracken**, **Yeong-Renn Chen**, **Sheila Fleming**, **Alex Hoffman**, **Yong Lu**, **Jeffrey Mellott**, **Erin Reed-Geaghan**, **Erica Stovsky**, **Charles Thodeti**, **Liya Yin**

**Guests (invited):** Janel Koellner, Elisabeth Young

**Guests:** Kris Baughman, Shyam Bhakta, Lukas Everly, Sarrah Hein, Wendy Humphrey, Cynthia Ledford, Amy Lee, Priya Raman, Chris Ritter, Merri Rosen, Fayez Safadi, Doug Smith, Jeff Wenstrup, June Yun, Yanqiao Zhang

**Administrative Support:** Jordan Cinderich, Deborah Loyet

Time		Agenda Item	Discussion/Next steps
4:00 p.m.	1	<b>Welcome</b> <b>Action Item Review</b> <i>Patrick Gallegos, Pharm.D.</i> <i>Chair, University Faculty Council</i>	<ul style="list-style-type: none"> <li>• Dr. Gallegos opened the meeting at 4:00pm.</li> <li>• Future UFC meetings will convene in-person, but there will always be a virtual option to ensure availability of all faculty.</li> </ul>
	2	Approve <a href="#">previous UFC minutes</a> (4/6/21) <i>(minutes located on <a href="#">NEOMED website</a>)</i>	<ul style="list-style-type: none"> <li>• Motion to approve: A. Hoffman</li> <li>• Second of motion: J. Mellott</li> <li>• Motion carries.</li> </ul>
4:05 p.m.	3	Departmental updates	<ul style="list-style-type: none"> <li>• Pharmacy Practice: Dr. Gallegos – Pharmacy Practice Scholarship Day</li> </ul>
		<b>OLD ACTION ITEMS (from previous meetings)</b>	
4:10 p.m.	4	<a href="#">Executive Management Team notes, Summer &amp; Fall 2021 meeting sign-ups</a> <i>EMT meetings will resume in-person meetings soon</i>	<ul style="list-style-type: none"> <li>• Call to UFC members to sign-up for Fall EMT meetings.</li> <li>• All UFC members must attend at least once per semester</li> <li>• P. Gallegos: Thank you for those who signed up during the meeting.</li> </ul>

	5	<p><b>2021 committee nominations</b></p> <ul style="list-style-type: none"> <li>• University Nominating &amp; Membership Committee <ul style="list-style-type: none"> <li>○ <i>UFC designee (does not have to be UFC member)</i></li> </ul> </li> <li>• Ohio Faculty Council rep</li> </ul>	<ul style="list-style-type: none"> <li>• F. Safadi gave an overview of the University Nominating &amp; Membership Committee (UNMC). This committee handles membership of University standing committees, not College committees, and makes recommendations to the VPAA for approval.</li> <li>• Faye Safadi is the current UFC designee. This does not need to be a UFC member. Time commitment is very light with only a few meetings in the Spring semester of the year and a few email votes.</li> <li>• J. Wenstrup: As Vice Chair of the UNMC, it is helpful for members to have abroad knowledge of faculty with familiarity with many people at NEOMED.</li> <li>• Alex Hoffman volunteered to serve in this role.</li> </ul>
	6	<p><b>Ohio Faculty Council update</b></p> <p><i>Charles Thodeti, Ph.D.</i></p>	<ul style="list-style-type: none"> <li>• P. Gallegos thanked Dr. Thodeti for his service on the Ohio Faculty Council (OFC). He will be leaving NEOMED soon, so we need to fill this role.</li> <li>• C. Thodeti: The OFC rep is an important role. The time commitment is a little long but now you may attend via Zoom. Meetings are once per month for about an hour. Attendees include members of the Chancellor's Office and faculty reps from each Ohio university.</li> <li>• P. Gallegos: There is no preference for in-person or virtual presence. Whatever fits better into your schedule. Please think on it and whether you can support this commitment.</li> <li>• C. Thodeti: Ohio Faculty Council Technology Commercialization Award (research)</li> <li>• P. Gallegos: Call for any UFC member who would like to attend these meetings.</li> <li>• <b>REMINDER:</b> The NEOMED OFC rep is not expected to attend EMT meetings.</li> </ul>
<b>DISCUSSION ITEMS—NEW &amp; FOLLOW-UP</b>			
4:20 p.m.	7	<p><b>Post-tenure Review &amp; Annual Performance Evaluation</b></p> <ul style="list-style-type: none"> <li>• Process &amp; timeline updates <ul style="list-style-type: none"> <li>○ Vote postponed to August meeting</li> </ul> </li> <li>• Task Force engagement</li> <li>• <a href="#">Faculty feedback &amp; survey results</a></li> <li>• Departmental feedback for discussion</li> </ul>	<ul style="list-style-type: none"> <li>• N. Bonfine: UFC has been charged by VPAA and General Counsel to advise on faculty perspective of Post-tenure Review and Annual Performance Evaluation.</li> <li>• The report that was sent out to all faculty incorporated survey results and summary data. Thank you for participating. Original timeline had vote today for UBC on these revisions, but we are postponing due to faculty concerns to the August meeting. We have a group of faculty committee leadership along with COM Faculty Forum leadership to prepare a list of recommendations for the bylaw revisions.</li> <li>• N. Bonfine: VPAA and General Counsel have convened meetings with the department chairs to discuss the Annual Performance Evaluation process. We are excited that the faculty body will soon be invited to have this chance as well. We are very appreciative for all the open conversations with the VPAA, General Counsel, and faculty leaders about this topic.</li> <li>• Y. Lu: Has the administration seen the results of the survey? <ul style="list-style-type: none"> <li>○ N. Bonfine: Yes. We went to them first because we were concerned with the timeline.</li> <li>○ Y. Lu: So before we meet in August, will the administration be looking at the bylaw revisions again to propose a new draft?</li> </ul> </li> </ul>

			<ul style="list-style-type: none"> <li>○ N. Bonfine: I am not sure how the chair discussions on APE will affect the process.</li> <li>○ P. Gallegos: Our vote of endorsement will be to endorse recommendations to the bylaw revisions.</li> <li>● J. Wenstrup: The chairs have separated into three groups: Teaching, Research &amp; Service. Chairs have volunteered to work with VPAA and General Counsel to harmonize efforts with them to codify an evaluation process that includes flexibility and recognition for different types of work. What I hope will happen is that we will get to an Annual Performance Evaluation that the chairs think is reasonable for all faculty to review.       <ul style="list-style-type: none"> <li>○ J. Cinderich: The VPAA and General Counsel will meet with the chairs again to review their work. That group will prepare a summary of the chairs' work for faculty review for July.</li> </ul> </li> <li>● P. Gallegos: Was the survey summary representative of your department?       <ul style="list-style-type: none"> <li>○ R. Bracken: Does our vote represent our department or will all faculty vote?           <ul style="list-style-type: none"> <li>▪ P. Gallegos: You are your department's representative to UFC.</li> <li>▪ N. Bonfine: The University Bylaw's Committee is the where the rubber meets the road where the actual authority to approve the bylaw revisions. UFC is informing administration and UBC if faculty are in support of the bylaw revisions or not.</li> </ul> </li> <li>○ L. Yin: Senior faculty say that there was a time when all faculty were able to vote on bylaw revisions. This bylaw change will affect all faculty and all faculty should be able to vote. UFC members should be talking with their departments.</li> <li>○ C. Ritter: UFC members have the ear of the President. UFC can use whatever data they have to advocate for faculty. The hope is that if we have recommendations from the department level and the faculty is that the administration will expect this to be more successful. I think we are in a great position to shape this process.</li> </ul> </li> <li>● J. Wenstrup: As the UFC rep to UBC, it is clear from the survey that faculty do not support this and would not benefit from putting this up for a vote. The best action step would be to develop action steps and recommendations for administration.</li> <li>● P. Gallegos: Thank you, Jeff. VPAA and General Counsel have been very open to hearing our ideas.</li> <li>● R. Bracken: Should the feedback on this only apply to those faculty on tenure track that would be affected by this?       <ul style="list-style-type: none"> <li>○ P. Gallegos: One faculty, one voice. We should be speaking as a unified faculty body.</li> <li>○ C. Ritter: I agree. We should not fragment ourselves in these conversations and include all faculty from all Colleges. If we prioritized tenure-track faculty, most of COP would be excluded.</li> <li>○ Y. Lu: I agree faculty should have one voice, but if we look at the details we need to make sure tenured faculty members are on all of the review committees and pay attention to bylaw details.</li> </ul> </li> </ul>
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			<ul style="list-style-type: none"> <li>○ C. Ritter: I agree with Dr. Lu, and that is what we are doing with this dialogue by educating one another on our perspectives and how we function as one university.</li> <li>○ N. Bonfine: When you look at the broader picture with everything going on, it doesn't make sense for conversations on evaluation, compensation, etc. to not include all faculty. We need as much feedback and input as possible.</li> <li>● J. Mellott: To clarify, our endorsement is not a final vote but a recommendation. <ul style="list-style-type: none"> <li>○ P. Gallegos: We have the opportunity to make recommendations to the UBC and VPAA.</li> <li>○ J. Mellott: Faculty endorsement will not likely happen in 60 days.</li> <li>○ P. Gallegos: Faculty have been involved since January/February in this conversation. We asked for an extension on endorsement for more time because we have gotten so much feedback on the process.</li> <li>○ J Mellott: I know a lot of work has been done, but I don't think administration will have enough time to have an adequate response after faculty have reviewed survey results.</li> <li>○ J. Wenstrup: I would make recommendations that can be supported by faculty. Start working it out now, but I don't think that August is a realistic timeline.</li> <li>○ C. Ritter: I think that the UFC has more salience than it ever has. The chair of UBC would not move forward without UFC support. I think 60 days is a short timeline, but it is doable. Not endorsing the policy would not be constructive.</li> </ul> </li> </ul>
4:50 p.m.	8	<b>Faculty Development Update</b> <ul style="list-style-type: none"> <li>● Task force progress</li> <li>● Faculty Development Plan</li> </ul> <i>Janel Koellner, Asst. Director, Faculty Development</i>	
		<b>LEADERSHIP REPORT</b>	
5:00 p.m.	9	<b>Elisabeth Young, M.D.</b> <i>Dean, College of Medicine</i> <i>Vice President, Health Affairs</i>	<ul style="list-style-type: none"> <li>● COM Strategic Planning <ul style="list-style-type: none"> <li>○ We started a three-year process to do this and now we are revisiting. We are using Tomorrow's People, the same group who did the University strategic planning. We are not going to send you 16 different surveys like we did for the university SP, we will scale down and make it more user-friendly.</li> </ul> </li> <li>● LCME <ul style="list-style-type: none"> <li>○ In 2019 we had the official LCME site visit. We had 15 areas that were unsatisfactory or under monitoring. We were on the brink of probation. Nevertheless, they have come back to do a limited site visit in Feb 2021. Following the visit, the site visit group writes a report to the Secretariat. They then send the report to the LCME committee which will meet on the 15<sup>th</sup>, 16<sup>th</sup>, and 17<sup>th</sup> of this month. I am optimistic we will have a much better report. I'd like to thank all of the faculty and</li> </ul> </li> </ul>

staff that helped to contribute to this outcome. Everything went to satisfactory with only two areas under monitoring which makes sense because that work is still ongoing (e.g., M2 curriculum integration): curriculum integration and student satisfaction (from the AAMC questionnaire of our students). We should know more by the end of the month.

- Admissions Committee:

- Increase in COM enrollment is not in growth of M1 class but in retention of students.
- M1 enrollment – 162
- Diversity: ~20% or greater in next class
  - MAS program has become a pipeline of underrepresented students into the COM.
  - MA of LHS will hold 12 seats in COM.
  - All new staff in COM have met diversity standards.

- New Faculty Hires:

- Physiology – 1
- Immunology – 1
- Biochemistry – 1
- Anatomical Sciences – 2 (helped MAS and MMSca program after so many students have enrolled)

- Faculty Concerns

- Compensation
  - 15 faculty from COM piloted.
- APE
  - Evaluations will be done by chairs, not anyone with “dean” in their title. Chairs will be provided information relevant to teaching. Right now, we only have student evaluations in the COM.
- Post Tenure Review
- Social justice & Equity
- Return to campus
- Pre-clinical curriculum
- fast-paced change
- I want to support faculty in these areas as much as I can.

- Clinical Affairs

- Naming change – I think we are building a bridge between several different initiatives.
- November 17 – we started patient care on campus for the first time. The Wasson Center is no longer an income-generating unit. It is a skills lab, an academic unit. I am overseeing it now, but I imagine it will go to Academic Affairs someday. Wasson Center services are paid by student fees.

			<ul style="list-style-type: none"> <li>○ Strategic Vision – Develop an integrated primary and mental health care delivery model which incorporates the Quadruple Aim (enhance patient experience, improve population health, reduce costs, improving the work life of health care providers).</li> <li>○ Clinic is seeing University students but will someday maybe see university employees and community members and addition medicine patients.</li> <li>○ Aligned with Growth Pillar of University Strategic Plan in many areas.</li> <li>○ Financial Support – student fees, NEOMED foundation, Akron Community Foundation, Open Road Alliance.</li> <li>○ Wasson Center footprint was not really made larger, it was just made more efficient.</li> <li>○ The MOB includes tele-health, tele-pharmacy, Wasson Center, and a clinic in 2nd floor of MOB.</li> <li>○ Special thanks to John Boltri and Lacey Madison in getting the MOB open in just four months!</li> <li>○ MOB staff: Mary Massie-Story, M.D., Alicia Bond, M.D., Kathryn Fleck, R.N.</li> <li>○ Future of Clinic – By July we hope to have the Electronic Health Record, scheduling, billing, etc. as well as opening to staff and community members.</li> </ul> <ul style="list-style-type: none"> <li>● Clinical Partners <ul style="list-style-type: none"> <li>○ 14 students in University Hospital (main)</li> <li>○ MOU with IBM</li> <li>○ Center for Integrated Primary &amp; Mental Health Care – collaboration of Internal, Family, Pediatrics, and Psychiatry. Each chair will stay intact, but we are reviewing how to improve efficiency while maintain the things that need to stay separate.</li> </ul> </li> <li>● N. Bonfine: What would happen next steps with LCME based on their feedback. <ul style="list-style-type: none"> <li>○ Dr. Young: Best case scenario if they accept the recommendations of the survey team, we will have monitoring every year. We will need student satisfaction surveys on certain things and evidence of curriculum integration. We will be held accountable with reports with data to prove our improvement.</li> </ul> </li> </ul>
		<b>UPDATES &amp; EVENTS</b>	
	10	<b>Lean Six Sigma Yellow Belt Recognition Ceremony</b> <ul style="list-style-type: none"> <li>● Wednesday, June 16, 2021 @ 1:00 p.m.</li> </ul> <b>COVID Memorial Event</b> <ul style="list-style-type: none"> <li>● TBD</li> </ul>	<ul style="list-style-type: none"> <li>● K. Baughman: We are in the process of designing an event to coincide with a picnic at the start of the school year. One example of what we might do would be poster boards outside of Watankunakorn for people to show thanks, grief, hope. Contact Kris if you would like to support these efforts. R. Bracken would like to incorporate the Artist in Medicine group to collaborate.</li> </ul>
5:30 p.m.	11	Open Forum & Adjourn	<ul style="list-style-type: none"> <li>● P. Gallegos: Alex Hoffman will chair Faculty Development Task Force. VPAA has been conducting focus groups to gather information.</li> </ul>

			<ul style="list-style-type: none"><li>• Y. Lu: Agenda idea – draft compensation plan for full professors from Dr. Langel by December</li></ul>
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**Upcoming agenda items for August**

- Vote on Post-tenure Review (PTR) bylaw revisions

**Action Items**

- Continue to discuss PTR process summary results & collect feedback about the results
- Collect feedback on the “Return to Normalcy” policy