



University Faculty Council

Meeting: Tuesday, January 14, 2025 - 4:00-5:00 PM

Location: G204 | <https://neomed.zoom.us/j/97592756946?pwd=mqrxS6oUNTHbu2fm9ACJXmG02HFTeK.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: 975 9275 6946 | Password: 928357

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

Speakers: Lacey Madison, MBA, MEd, LSSBB, Vice President for Strategy and Transformation, Sally A. Kandel, Ph.D., Executive Vice President, Tomorrow's People

Administrative Support: Andrea Coard

4:00 p.m.- 4:05 p.m.	1	Welcome <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i>	Dr. Mellott convened the meeting at 4 p.m. He welcomed Ms. Madison and Dr. Kandel, and informed the council members that they would be providing a Strategic Plan Refresh presentation.
	2	Approve previous UFC minutes 12.03.2024 <i>(Approved minutes located on NEOMED website)</i>	Dr. Galazyuk moved to approve the minutes; Dr. Chen seconded. The minutes were approved by the council members.
	3	Executive Management Team Notes Executive Management Team Spring 2025 meeting sign ups	Dr. Mellott advised the council members that a representative is required for the next EMT meeting on Tuesday, Jan. 22.
4:05 p.m.- 4:10 p.m.	4	Provost notes and UFC Committee Representation Updates <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i>	Dr. Mellott did not have any updates from the UFC representatives. Dr. Bonfine shared that AMP is meeting this week and she will provide an update at the next meeting. Dr. Cober inquired about raising an issue the College of Pharmacy is experiencing with CANVAS, specifically whether the course shell could be distributed more quickly for the fall semester. She believes this is a matter for the Registrar's Office.

			<p>Provost comments – Workload – reworking how course directors will get credit. Final list of committees to be confirmed and distributed. Some committees are being moved from credit to citizenship.</p>
<p>4:10 p.m.- 4:25 p.m.</p>	<p>5</p>	<p>Strategy Refresh <i>Lacey Madison, MBA, MEd, LSSBB, Vice President for Strategy and Transformation</i> <i>Sally A. Kandel, Ph.D., Executive Vice President, Tomorrow's People</i></p>	<p>Lacey Madison M.B.A., M.Ed., L.S.S.B.B, Vice President for Strategy and Transformation, discussed the updated strategic plan draft with the council members and shared a presentation available at this link 2025-2030 Strategic Plan DRAFT</p> <p>She discussed the upcoming World Café Events and encouraged the faculty to attend.</p> <p>The new strategic plan will align with the academic year. The current mission and vision will not change but will refer to key components</p> <p>Mission : To create transformational leaders.To improve health. Vision: To be the model of excellence in innovative education and impactful research.</p> <p>The new plan will be broken into 3 pillars</p> <p>University level strategies</p> <ul style="list-style-type: none"> • Academic • Research • Employee Engagement and Operations <p>A one page snap shot is being developed to identify university key metrics. It will serve as a summary, rolling up to divisional level KPIs and metrics and demonstrate progress toward goals.</p> <p>Dr. Thewissen said he thought the new plan is better due to it being shorter and concise.</p> <p>Dr. Mellott asked for a summary of the general feedback from faculty. Ms Madison and Dr. Kandel shared the following.</p> <p>Research faculty:</p> <ul style="list-style-type: none"> • Want a supportive and collaborative environment to expand research. • A commitment to resources <p>All faculty:</p> <ul style="list-style-type: none"> • Want to make the curriculum as best as possible and stop changing • Focus on quality, students and faculty development opportunities.

- Opportunities to improve teaching for academic and clinical faculty.
- Have feedback from students
- Lot of comments about the infrastructure and educational technology
- Understanding of student and faculty relationship and how strong that is. How supportive it is and how to foster it and make it stronger on behalf of the students.

Dr. Chen asked a question regarding the employee turnover rate.
 Ms. Madison said Human Resources measures this data.
 She said it is not high given our history, but want to understand and develop strategies to recruit and retain the best faculty that are representative of our mission.
 She said she could obtain the data if required.

The plan will be endorsed by the Board of Trustees, on March 4, 2025, and launched by July 1, 2025.

Ms. Madison and Dr. Kandell discussed the following word document.
[2025-2030 – Strategic Plan Working Draft – Creating Transformational Leaders – Word Document](#)

The document would have a final review by the Oversight Committee, which is a small team of the Strategic Plan Lead Team before being made available.

It is organized by Pillar, Strategies and Operational Themes
 The faculty is largely featured in the Academic Pillar.

At the World Café Events, attendees would be asked for feedback on the strategies and themes and if they align with what they think NEOMED should be doing to prioritize where are there gaps.

The document will be made available before the World Café Events, which are scheduled for:

Tuesday, Jan 21, and Wednesday, Jan 22, in person in the NEW Center Ballroom.

Friday, Jan 24, via Zoom

There will be one table for each pillar:

- Academics
- Research
- Employee Engagement and Operations

Participants can move from table to table or stay at one table to provide their feedback.

			<p>The goal is to demonstrate and incorporate how much we value the work of the faculty.</p> <p>Ms. Madison told the council members to reach out to her with any questions or concerns.</p>
4:25 p.m.- 4:30 p.m.	6	<p>UFC Membership Structure/Update to Bylaws <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i></p>	<p>Dr. Mellott addressed his email about amending the University Bylaws to allow departments with 25 or more faculty members to have four representatives on the University Faculty Council.</p> <p>A question was raised about why the threshold was set at 25 faculty members. Dr. Mellott said it seemed the best number to minimize the need for further adjustments in the near future.</p> <p>Additionally, a line will be added for an affiliated clinical individual for the College of Dentistry.</p> <p>Dr. Galazyuk moved to approve the motion; Dr. Cober seconded. The council members approved the motion.</p> <p>Dr. Mellott would contact Dr. Mowad, Chair of the University Bylaws Council, and request the council to review the proposal at the next UBC meeting.</p>
4:30 p.m.- 5:00 p.m.	7	<p>Open Forum and Department updates from Council members <i>Group Discussion</i></p>	<p>Dr. Mellott informed the group that how calendaring will be captured for the workload policy is still under review.</p> <p>A list of committees will be distributed when completed. Some committees will be moved from service to citizenship.</p> <p>Feedback from faculty regarding committees should filter back through dept chairs.</p> <p>July 1, 2025, marks the first official year of the Faculty Empowerment Plan which has been in pilot phase until now. Teaching evaluations should be considered to determine the teaching bonus. Previously, a default 5% bonus was awarded. There are four levels of teaching bonus - 8%, 5%, 0%, and underperforming.</p> <p>Dr. Mellott shared that funds had been approved to explore room scheduling software; however, no request for funding to purchase the software has been made yet..</p> <p>Dr. Cober shared an update from the EMT meeting.</p>

			<p>The Wasson Center is reducing from 10 rooms to 8 rooms which could result in some scheduling issues.</p> <p>Ms. Schimer, General Counsel, shared that the Ohio Attorney General's Office contacted all universities in the state, informing them of a potential investigation into various visa types. Any inquiries should be directed to General Counsel.</p> <p>Dr. Mellott thanked everyone for attending and announced that the February meeting would include leadership reports from the College of Graduate Studies and the College of Pharmacy.</p> <p>Dr. Galazyuk moved to adjourn the meeting and Dr. Cober seconded. The meeting ended at 5:11 p.m.</p>
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Upcoming Agenda Items

February 4 – Leadership Reports - College of Graduate Studies, College of Pharmacy

SAVE THE DATE: Upcoming Faculty/Professional Development Opportunities

COHPE: Monday, April 14. Theme - AI in Health Professions Education.

IAMSE Webinar Series, each Thursday, noon - 1 p.m., Jan. 9- Feb. 6.