



University Faculty Council

Meeting: Tuesday, October 1, 2024 - 4:00-5:30 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 (attendance 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**

Speakers: President Langell

Administrative Support: Andrea Coard, Deborah Loyet

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| 4:00 p.m.- 4:05 p.m. | 1 | <p>Welcome <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i></p> | Dr. Mellott opened the meeting at 4 p.m. and welcomed everyone. |
| | 2 | <p>Approve previous UFC minutes 09.03.2024 <i>(Approved minutes located on NEOMED website)</i></p> | Dr. Galazyuk moved to approve the minutes; Dr. Everly seconded. The minutes were approved by the council members. |
| | 3 | <p>Executive Management Team Notes Executive Management Team Fall 2024 meeting sign ups</p> | Dr. Mellott reminded council members to submit their notes from the EMT meetings to Andrea within one week. A representative is scheduled for each EMT meeting through the remainder of the fall semester, and the sign-up sheet for Spring FY25 will be available soon. |
| 4:05 p.m.- 4:10 p.m. | 4 | <p>Ohio Faculty Council Update <i>Petrea Cober, Pharm.D., Vice-Chair, University Faculty Council</i></p> | <p>Dr. Cober shared an update from the September Ohio Faculty Council meeting: She noted that the majority of the meeting focused on statewide issues in Ohio around funding and being able to speak with some of the groups that advocate on our behalf and express concerns at a higher education level. Diversity initiatives are being questioned at other institutions. Some things do not impact NEOMED to the same extent as the undergraduate institutions. We are not being asked to remove programs.</p> |

Dr. Mellott asked if Senate Bill (SB) 83 had been discussed in recent OFC meetings. Dr. Cober confirmed that it had, noting that several institutions are developing workload policies in response. The bill is on everyone's radar, and while it is still in the pipeline, it will likely resurface depending on election outcomes. It is not done with and is still there.

Dr. Faison commented that SB 83 is very much alive and that higher education remains a focus area for the legislature.

Dr. Mellott asked whether the financial state of individual schools had been addressed in recent meetings. She explained that each University shares a report, discussing program cuts and efforts to do more with fewer resources. The impact varies across institutions. For instance, Kent State University mentioned the possibility of reducing the number of colleges to decrease the administrative load.

Dr. Mellott asked Dr. Faison about conducting a faculty morale survey and the possibility of engaging a third party to administer it. Dr. Faison said he had discussed this with President Langell and Mary Taylor, VP for Finance and Operations and they are planning to move forward with this, especially with the timing of the refresh of the Strategic Plan. The survey will address both morale and other issues. Good input from several faculty at the recent picnic was obtained which highlighted some focus areas to be mindful of.

Dr. Barreiro told Dr. Faison he surveyed clinical faculty when he began serving on the UFC. He said he collected some interesting information that may be helpful and will share it with Dr. Faison.

Dr. Mellott mentioned he would like a more formalized process for surveying faculty regularly, perhaps every three or four years regardless of the current state of morale. Dr. Faison agreed and said we need a plan for gathering feedback across the entire university.

Dr. Cober talked about the activities with students and asked if faculty could be given greater lead time. For example, Movie Night – more time would be beneficial. Dr. Faison said absolutely and will do better next time.

Dr. Mellott requested an update on the current status of the dental faculty hiring plan. Dr. Faison said he received an updated hiring plan with a timeline for posting positions. He is reviewing this with Mary Taylor to ensure the proposed compensation aligns with the proforma budget. They are recruiting faculty to develop the curriculum in preparation for opening the college next fall.

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| <p>4:15 p.m.– 4:40 p.m.</p> | <p>5</p> | <p>Leadership Report <i>President Langell, M.D., Ph.D., M.P.H., M.B.A.</i></p> | <p>President Langell provided the leadership report. He was asked by the UFC leadership to address two issues.</p> <ul style="list-style-type: none"> • Master’s Degree Programs Review • University Hospitals Partnership <p><u>Master’s Degree Programs Review</u> This is not new and was decided with the inception of the new strategic plan (four years ago) to have a cadence to review all programs.</p> <p>Each review includes: Looking at the numbers of enrollment and graduation. Are we providing high quality and high value education. Is the program maintaining itself or is it being subsidized, ensuring everyone is self-sustaining. Shut down one program in the College of Pharmacy in partnership with Dean Kasmer. Looking at finances. Reviewing every three years if the program is doing well or if in significant trouble reviewing every six months. Have put this off to focus on other areas.</p> <p><u>University Hospitals Partnership</u> Signed as 5 year affiliation agreement. Review every year and make modifications. Next agreement could be for 10 years. Ensures student rotations – give six months' notice if either party pulls out; any students currently scheduled will finish out their year. Started two years ago – UH provided 5 million dollars in funds to NEOMED. Second year resulted in over 24 million A joint oversight group determines how the dollars are spent. This resulted in a great deal of growth and learning how to work with each other. In year one the oversight group wanted to support the Hearing Research Group and build collaboration. Expanded student rotations. COP didn’t have a need for rotations, but COM did. COM went from 30/35 and the second year ended with 186 rotations which are critical to NEOMED. Second largest rotation site, behind Summa HealthCare.</p> <p>Have created executive education programs and sold seats to 623 clinicians and administrators for LSS, FAME-E and FAME-R. Fire program kicks off tomorrow.</p> |
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We are also working with them to start a wellness certificate (Health and Wellness Coaches) – a new professional that Centers for Medicare & Medicaid Services (CMS) is compensating for. They are using these positions to offset the workload in University Hospitals.

We are a fully certified program. It is the only program in the country that does the entire training program from didactics to experiential coaching practice for about 50 students. UH is thrilled with what we have done.

UH Faculty Scholars program – to help recognize our talented faculty and provide incentives for working together. The intent is to carry on. The affiliation agreement under review and expect to sign it within a month or so. Similar smaller program for student scholars – is likely to grow.

Some of the initiatives we expect to go through this partnership are: Expansion of Research (continuing of Hearing Research support) and addition of Neurodegenerative research. Scholars program (continue). Start a new institute/center to improve infant mortality. Start a college of nursing – would not do first two years but only the last two years. Giving us academic support that helps to improve facilities at the University. Old library student study space - will be gutted over Winter Break and will be an incredibly different space – private study rooms, controlled noise – 28-30 individual rooms and outside seating. Also Institute for Teaching Excellence space.

Things looking promising with UH – continue to grow, expecting to reach 256 rotations for medical students. Looking to get NEOMED more space in Cleveland area. Currently have a room for students with NEOMED branding. New educational facility – 30,000 square foot area.

Partnership with Mercy Bon Secours in Youngstown is really growing. Have taken more students. Sponsored the Student Back Yard Bash. Sponsor for the Grand Casino Night.

Partnership with Summa is as strong as ever. Intending to continue partnership. Merger on track – cannot say much. Taking longer than they thought.

Questions from faculty:

Lean Six Sigma (LSS) Black belt availability – program is currently being developed, is an extensive program, expecting it to take another four months to develop, will be a four-six month dedicated program, It is for those looking to be leaders in the LSS program.

Research –
 Research is climbing and practically everyone in RFAs has an RO1. If our researchers start to retire, thinking strategically, new faculty are given \$1 million for start-up. The school will need to find multiple millions as people retire. Our RFAs need to have a critical mass. There is no clear policy on start-up funds.

Deans have been asked to work into their budgets to plan for this but it has not been done. Need to plan for the future by starting early to set aside funds.

We have also been working with UH specifically around this area. Have our critical mass to partner with their critical mass.

The other issue is how many RFAs should we have? Do we put two of these together for a critical mass? Perhaps have RFAs that are university focused rather than college focused?

Dr. Basson had an idea of hiring self funded faculty into your labs to mentor and develop them. Junior level faculty who do not need start-up packages. Succession planning.

UH Infant Mortality Initiative – how can faculty express interest in this?
 Is a pretty new initiative.
 Discussions are about a significant amount of funding.
 Need to have improvement in maternal health and infant mortality as mandated by the state Medicaid office.
 Dr. Fassl has done a lot of work in this area.
 We need to develop our plan, determine the type of research we are going to layer in, new studies or applied research.
 Take 6/7 months before bringing people in.
 They are interested in Dr. Turk's work.
 Dr. Cober – There are some pharmacists who will be interested in this area. Please continue to think about the Pharmacy department.

Question about the lockdown that occurred recently
 Is there a plan to analyze and come up with a plan for what is supposed to occur and better communication?

Is with the police chief – did a great job but could do better

Budget and financials

Faculty see the broad scope of the budget and want to understand comments about NEOMED doing well when there have been cuts. The University as a whole is doing better. 5/6 years ago - spending down the University's reserves. Spending in places that were not in alignment with our mission. Challenges – trying to be fair and equitable. College of Pharmacy enrollment decline is an example. Dr. Tromp asked to right size the college and some cuts were involved. We did this without cutting salaries. College of Medicine – enrollment increases, prioritize what they want. Dean now doing things differently. Being held accountability for quality education, passing exams. Any decisions at the college level is managed by the deans. Regarding Bridge Funding – Dr. German has been given more money and determines who is awarded funds and how much.

Faculty Empowerment Plan – if there is a pay differential, is it supported through the College's budget?

It will come out of the college level budget to support. We are determined to look at taking care of people first. The amount of increase is based on the national increases and we make sure the amount of money we budget will meet that. Staff are compared to a local pool and faculty are compared to a national pool. These funds are allocated first. Once that is done we look at what is available to see how to plan forward. I want our teams to say "here's how I can run the operation well and here's how I can run it better".

We are no longer diminishing our reserves. We are required to have reserves based on state expectations. HLC looks at the size of your reserve pool. Our reserve pool is about 2.5 times what it was when I first arrived. So, we are financially healthy.

We try to get funding from the state, donors, etc., whenever we can.

Strategic Plan – Refresh

Timeline
Learned from what we have done.
Talk to everyone again. What do we need to do better in and build it in.
Collected data.
Require more input from faculty.
QR code was made available.

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| | | | <p>Tomorrow's people coming - Important to have a third party. 85% thought university on target Grow more master programs Input from surveys was the mission statement is okay Did not know core values Presented to BOT at March meeting. Students loved what we did with the Student Exceptional Experience Faculty and student experience important for students One faculty member asked for exceptional faculty experience. Retackle it and seek support from Office of the Provost.</p> <p>When Pharm Practice was told they were eligible for the Faculty Empowerment Plan, we brought info to Dr. Faison and I believe you were going to discuss it. Was this decided? When first developed, this planned to address PhDs who were underpaid when I first arrived. Want average faculty member to be paid in alignment with national peers. At that time, Pharmacy didn't feel the need for PharmDs but opened it up to the PhDs in Pharm Sci. FEP was never meant for MDs. A meeting is planned to discuss this.</p> <p>President Langell said we need to hire and retain high quality faculty members.</p> <p>Dr. Mellott thanked President Langell for his presentation.</p> |
| 4:40 p.m.- 5:30 p.m. | 6 | Open Forum and Department updates from Council members <i>Group Discussion</i> | <p>Maria Schimer will be discussing Diversity, Equity and Inclusion initiatives at the next meeting on November 5, 2024.</p> <p>Dr. Galazyuk moved to adjourn the meeting and Dr. Ohanyan seconded. The meeting concluded at 5:25 p.m.</p> |

Upcoming Agenda Items

October 1 – Leadership Report – President Langell

November 4 – General Counsel update

SAVE THE DATE: Upcoming Faculty/Professional Development Opportunities

Integrating AI and ChatGPT in Academic Writing: Considerations and Applications in Medical and Higher Education – Tuesday, October 8, 11 a.m.-12 p.m. (Zoom)

Celebration of Health Professions Education – Monday, October 21, 12:30 p.m. – 4:30 p.m. (Zoom or Great Hall)