



## University Faculty Council

Meeting: Tuesday, November 4, 2025 - 4:00-5:00 PM

Location: G204 | <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 (attendees in bold):** 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, Xinwen Wang

**Speakers:** George Litman, M.D., Laura Good, MHRM, SHRM-CP

**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 opened the meeting at 4 p.m.
	2	Approve previous UFC minutes <a href="#">10.07.2025</a> <i>(Approved minutes located on <a href="#">NEOMED website</a>)</i>	He asked for any questions regarding the meeting minutes from the previous meeting. Dr. Smith moved to approve the minutes; Dr. Ohanyan seconded. Minutes were approved with no changes.
	3	<a href="#">Executive Management Team Notes</a> <a href="#">Executive Management Team Fall 2025 meeting sign ups</a> <a href="#">Executive Management Team Spring 2026 meeting sign ups</a>	Dr. Mellott informed the council that the Spring 2026 EMT sign-up form is now available on OneDrive. He noted that both he and Dr. Cober have already selected their dates, but they are willing to switch if anyone would prefer one of their assigned slots.
4:05 p.m.- 4:10 p.m.	4	<b>Ohio Faculty Council Update</b> <i>George Litman, M.D., University Faculty Council Representative</i>	Dr. Litman provided an update from the Ohio Faculty Council. The meeting focused entirely on SB1 and its significant impact on universities, including concerns about efforts to eliminate faculty senates, Board of Trustees involvement, unions, administrative authority, post-tenure review, and the possibility of faculty terminations. Workload policies remain unsettled at several institutions, and the Association of University Professors expressed serious concerns about the statewide situation.  Members also discussed the possibility of returning to in-person meetings in Columbus. Rosemary Pennington notified the Council

			<p>about a recent student effort at Miami University to eliminate the faculty senate, which did not pass but may reemerge and could arise at other institutions. NEOMED is not involved.</p> <p>State Senator Casey Weinstein published a strongly critical review of SB1. Supporters are attempting to place the issue on next year's ballot, although more than 1,600 individuals testified against the bill before it ultimately passed the Legislature.</p> <p>A member asked if there were discussions about collaborations between Ohio universities and Chinese universities? Dr. Litman said there are no private universities on this council.</p> <p>Dr. Cober said it is very challenging for NEOMED on this council because so many issues are undergraduate related concerns.</p>
<p>4:10 p.m.- 4:30 p.m.</p>	<p>5</p>	<p><b>HR Report</b> <i>Laura Good, MHRM, SHRM-CP, Executive Director of Human Resources</i></p>	<p>Laura Good, HR Director, introduced herself and her background. She shared a presentation of <a href="#">HR Initiatives for FY26</a>.</p> <p><b>Value Based Hiring</b></p> <ul style="list-style-type: none"> <li>Value-based hiring has been implemented for faculty and staff positions (excluding researchers). Applicants must provide a statement describing their personal and professional values and how they align with the core values at NEOMED - Integrity, Collaboration, and Excellence. Intended to track hires to see if better retention, etc.</li> </ul> <p><b>Compliance Training for New Hires</b></p> <ul style="list-style-type: none"> <li>Compliance trainings – 4 mandatory trainings – Ohio Fraud, Ohio Ethics, Title IX, and FERPA.</li> </ul> <p>A question was asked if training could be streamlined? Some new faculty have 26 hours of just training. HR are trying to streamline training onto one platform.</p> <p><b>LinkedIn Learning</b></p> <ul style="list-style-type: none"> <li>LinkedIn Learning is a new offering to faculty and staff</li> <li>Working with Janel Koellner, to develop some faculty development tracks for faculty to use offerings from the platform.</li> <li>Hiring a Director of Employee Success and Development – will handle employee engagement, staff development, and employee relations. The goal is to focus on the development of employees.</li> <li>Employee Empowered Excellence.</li> </ul> <p><b>Performance Review Processes</b></p>

- New Performance Review Process for staff released in October
- Faculty APE – initial conversations regarding the timeline and if there is an opportunity to build into the same system as staff performance reviews
- Goal is to implement in Spring 2026.

**Focus on Process Efficiency**

- Open Enrollment has begun
- Medical Insurance Carrier is moving to Medical Mutual instead of Aultcare
- Working with benefits consultants Oswald during Spring 2026 to implement a new online system for benefits election
- Piloting Adobe Sign for various workflows – pilot runs through March for PAFs and then a decision will be made about adopting it for other processes.

**eNPS Survey Update**

- eNPS survey completed in August
- Presented a summary of feedback to EMT on Monday
- Next step to meet with College Deans and Division VPs
- Work together to address any concerns
- Will hold some updates times to hear results of the survey.

**Questions:**

**What is status of International Hires?**  
 HR received guidance last week from the government. Would not be sponsoring H1B visas – do not have the funds to pay \$100,000.

**Faculty expressed interest in conducts another faculty-only survey.**  
 The last survey was six years ago, and they believe response rates would be strong if the survey were tailored specifically to faculty and focused on issues most relevant to them.  
 Centralized services (IT, Marcom, Credentialing) – no mechanism for feedback. No internal process.  
 Laura was not aware of this.

**Have all schools been informed about H1B?**  
 HR has been communicating with hiring managers as positions open. Laura asked if this needs to be shared with the deans. She was advised that this would be helpful.

**Greater support from HR for faculty-related issues was requested**

			Laura will share a handout of HR staff so faculty will know who in the office to contact.
4:30 p.m.- 4:45 p.m.	6	<b>Provost notes and UFC Committee Representation Updates</b> <i>Jeff Mellott, Ph.D., Chair, University Faculty Council</i>	<p>Dr. Mellott shared updates from the Provost:</p> <ul style="list-style-type: none"> <li>• CourseDog – if faculty need to be involved, please reach out to the UFC chairs</li> <li>• Open Enrollment - 2 week open period</li> <li>• OhioLink publication costs – funds used for year</li> <li>• Two BCOD faculty will be identified for UFC membership</li> <li>• If anyone has issues with Dr. German’s granting programs, please provide feedback to Dr. Thewissen</li> <li>• Dr. Mellott’s term as Chair ends on June 30, 2026. Dr. Cober will assume the Chair role, and the council will need to select a new Vice Chair. Anyone interested should reach out to Drs. Mellott or Cober. If there is no initial interest from current council members, Dr. Mellott will reach out to Department Chairs, as new members joining the council on July 1, 2026, are also be eligible for the Vice Chair position.</li> <li>• Will retain bimonthly meetings and identify specific meetings that can be cancelled.</li> </ul>
4:45 p.m.- 5:00 p.m.	7	<b>Open Forum and Department updates from Council members</b> <i>Group Discussion</i>	Dr. Mellott asked council members for any additional items for discussion. There were none, Dr. Ohanyan moved to adjourn; and Dr. Cober seconded. Meeting adjourned at 4:48 p.m.

**Upcoming Agenda Items**

December 2 – Leadership Report from President Langell

January 13 – Working Meeting (possible presentation from Dr. Kent-Strollo, Dean of Student Services)

**Upcoming Faculty Development Opportunities**

**November Teaching and Learning session: Grading in Canvas**

Wednesday, Nov. 12            2-3 p.m.                    via Zoom

**NEOMED Fall 2025 Celebration of Health Professions Education**

Monday, Nov. 17                12:30 - 3:30 p.m.        Great Hall and via Zoom

**November New Faculty Onboarding: Supporting Faculty Excellence: A Guide to Library Tools and Services for Teaching and Research**

Tuesday, Nov. 25                      2:30 – 3:30 p.m.                      Training Room

**Save the Date:**

**December Teaching and Learning session: *Utilizing Live Guided Question Analysis to Identify Why Students Answer Multiple-Choice Questions Incorrectly***

with [Michael Terao, M.D., M.Ed.](#), Assistant Dean for Student Learning with the Office of Student Learning at the Georgetown University School of Medicine

\*Sponsored by the College of Medicine

Monday, Dec. 1                      8 – 9 a.m.                      RDEC and via Zoom

**Watch [The Pulse](#) and <https://www.neomed.edu/faculty/> for more information!**

**These events are incentivized in the Faculty Service Incentive Plan**