

**Faculty Council Meeting
Meeting Minutes**
Monday, November 16, 2020
4:00-5:30PM – ZOOM Meeting

4:00-4:10PM	Welcome and Chair Announcements	Jennifer McBride
4:10-4:15PM	Steering Committee Report	Nicole Ward
4:15-4:25PM	Approval of the October 19 Faculty Council Meeting Minutes	Jennifer McBride
4:25-4:45PM	Discussion and Vote on the Nomination and Elections Committee Resolutions (from October's Meeting)	Jennifer McBride
4:45-4:55PM	Update on the Faculty Council's ad hoc Professionalism Committee	Cynthia Kubu
4:55-5:15PM	Motion regarding the Faculty Council Steering Committee (from October's Meeting)	Jennifer McBride
5:15-5:25PM	Update on Diversity Initiatives by Dean Gerson (from September's Meeting)	Stanton L. Gerson
5:25-5:30PM	New Business	
5:30PM	Adjourn	

Members Present

Melissa Bonner
Robert Bonomo
Matthias Buck
Cathy Carlin
Gary Clark
Darin Croft
Piet de Boer
William Dupps
Todd Emch
Judith French

Thomas Gerken
Stanton L. Gerson
Peter Harte
Anna Maria Hibbs
Amy Hise
Jeffrey Hopcian
Alex Huang
David Katz
Maria Cecilia Lansang
Peter MacFarlane

Danny Manor
Jennifer McBride
Maureen McEnergy
Matthew Pleshinger
Elie Anthony Saade
Hemalatha Sentilkumar
Susan Wang
Nicole Ward
Jo Ann Wise
Jamie Wood

Members Absent

Corinne Bazella	Varun Kshetry	Arne Rietsch
Bryan Carroll	Vinod Labhasetwar	Ashleigh Schaffer
Jae-Sung Cho	Suet Kam Lam	Linda Dalal Shiber
Scott Cowen	Alan Levine	Daniel Sweeney
Brian D'Anza	Lia Logio	Patricia Taylor
Philipp Dines	Sam Mesiano	Sarah Tehranisa
Katherine DiSano	Ameya Nayate	Daniel Tisch
Robert Geertman	George Ochenjele	Carlos Trombetta
Monica Gerrek	Clifford Packer	Heather Vallier
Darrell Hulisz	Nimitt Patel	Allison Vidimos
Beata Jastrzebska	Anand Ramamurthi	Satish Viswanath
Ankur Kalra	Abhishek Ray	James Wilson
Laura Kreiner		

Others Present

Shane Angus	Susan Freimark	Cyndi Kubu
Mark Chance	Joyce Helton	Peter Poulos
Pam Davis	Bud Isaacson	Richard Zigmond
Nicole Deming		

Chair Announcements

Dr. McBride, Chair of Faculty Council, called the meeting to order at 4:00PM. She asked members not to use the chat box for motions or discussion but instead physically or virtually raise their hand to be recognized. She also asked those attending to enter their names in the chat box for attendance. Those participating by phone should verbally state their name.

Dr. McBride stated that the Faculty Council Steering Committee met on November 2 and discussed agenda items for the November Faculty Council meeting. A motion to approve the agenda was made, seconded, and a vote was taken. Four were in favor, 4 were opposed, and 0 abstained. The motion did not pass. As a majority is required for the agenda to be approved, the agenda is now in front of the Faculty Council for your review, a motion to approve, and a vote.

After some discussion, a motion was made and seconded to accept the agenda as proposed. There being no further discussion, a vote was taken. 27 were in favor, 12 were opposed, and 3 abstained. The motion passes.

The Chair noted that Dr. Alan Levine's minutes and update from the Faculty Senate Executive Committee meeting are on BOX. There are no action items to consider. Dr. Levine will be present at the December Faculty Council meeting.

Dr. McBride stated that she had received several concerning communications from Faculty Council representatives and guests after the October meeting regarding the lack of professional behavior engaged in during discussion. Most concerning, was the perception that some

statements were offensive or sexist in nature. She strongly encouraged everyone to reflect on what they want to say before they speak, exercise a level of restraint, choose an appropriate tone of voice, and use respectful language. She reminded everyone that they have the responsibility to call members to order without being recognized and state the digression.

Faculty Council Steering Committee Report

Dr. Ward reported that the Faculty Council Steering Committee reviewed 6 proposed emeritus appointments for equity and listened to an update from Dr. Kubu on the Ad hoc Committee on Professional Conduct. They discussed the potential for ad hoc committees at each of the affiliates, and reviewed responsibilities for CAPT equity reviews. When reviewing the November Faculty Council meeting agenda, an interest in removing an agenda item was expressed. After some discussion, a motion was made to approve the agenda and seconded. A vote was taken. Four were in favor and 4 were against. Approval of the agenda did not pass.

Approval of the October 19 Faculty Council Meeting Minutes

A motion was made and seconded to add individuals to the attendance section of the meeting minutes. There being no further discussion a vote was taken. 39 were in favor, 0 were opposed, and 2 abstained. The motion passes.

A motion was made and seconded to add several documents to the meeting minutes. The motion was amended and seconded to reject the suggested edits. After discussion, a vote was taken. 19 were in favor of rejecting the documents, 18 were opposed, and 7 abstained. The motion passes.

A motion was made and seconded to remove a sentence on page 6. After discussion a vote was taken. 35 were in favor, 0 were opposed and 4 abstained. The motion passes.

Members were reminded that modifications to the minutes need to be sent to Joyce Helton by 9:00AM the day of the Faculty Council Meeting.

A motion was made and seconded to include language on the FCSC motion and two documents sent to the Faculty Affairs & HR Office. After some discussion, a vote was taken. 28 were in favor, 5 were opposed, and 12 abstained. The motion passes.

Discussion and Vote on the Nomination and Elections Committee Resolutions (from October's Meeting)

A motion to approve the NEC resolutions was made and seconded at the October meeting. The Faculty Council then voted to postpone discussion to the November meeting.

After lengthy discussion, a motion was made to postpone indefinitely the NEC resolutions. There being no further discussion, a vote was taken. 22 were in favor, 25 were opposed, and 1 abstained. The motion does not pass.

A vote was then called on the original motion to adopt the NEC resolutions. 17 were in favor, 21 were opposed, and 8 abstained. The motion does not pass.

Professionalism Committee

Dr. Cynthia Kubu explained that Faculty Council accepted the proposal for a professionalism

committee last February. The charge is to study a variety of professional codes of conduct and to develop our own professional code of conduct.

The target dates for the committee were amended due to the COVID. The committee will be comprised of ten members – two from each site. One will be appointed by leadership and one elected by members. We should see the elections for the individual campuses soon.

Update on Diversity Initiatives by Dean Gerson (from September's Meeting)

Dean Gerson stated that diversity and inclusion are important efforts across the country, in universities, and our SOM.

Within the school are in the process of searching for a Director of Diversity and Inclusion at staff level to separate that out from the Director of Faculty Development. At the level of medical student training, Lia Logio and Bud Isaacson combined to provide resources for the Assistant Dean of Inclusion.

Dr. Gerson asked Faculty Council to consider a proposal which asks faculty to articulate their contributions to the topics of diversity and inclusion in their annual review. Dr. Gerson is considering including the following on the FASF and is seeking support from Faculty Council.

Addition to the FASF for 2020

Dr. Gerson suggested that the following text as an addition to the FASF for 2020: Describe your involvement in activities that promote diversity and inclusive excellence including but not limited to: self-education, mentoring and teaching activities, recruitment and/or research.

After some discussion, a motion was made and seconded to include the above statement on the FASF for 2020. A vote was taken. 40 were in favor, 2 were opposed, and 0 abstained. The motion passes.

Motion regarding the Faculty Council Steering Committee (from October's Meeting)

The motion that was made and seconded in the October Faculty Council Meeting is as follows:

- Faculty Council supports the October 1st interpretation of the Bylaws Committee that it is a violation of SOM Bylaws for the Faculty Council Steering Committee to conduct business with only three members.
- Faculty Council disagrees with the interpretation of the Faculty Council Chair that the Faculty Council Steering Committee can set the agenda for a FC meeting without quorum and without taking a vote.
- Faculty Council recommends that, in the future, the Faculty Council chair solicit input from relevant committee(s) before making decisions that are not clearly within the scope of the duties of the office of FC chair. Furthermore, in cases where the judgment of the Faculty Council chair differs from that of the relevant committee(s), it recommends that the issue be brought before the members of Faculty Council for discussion and a vote.

After some discussion, a motion was made and seconded to postpone discussion until the December Faculty Council meeting. A vote was taken. 33 were in favor, 2 were opposed, and 1 abstained. The motion passes.

A motion to adjourn the meeting was made and seconded. The Chair adjourned the meeting at 5:30PM.

Respectfully submitted,

Joyce Helton

Note: Materials were made available online to committee members prior to the meeting.