

Faculty Council Meeting

Meeting Minutes

Monday, April 16, 2018

4:00-5:30PM – BRB 105

4:00PM	Welcome and Chair's Comments	Phoebe Stewart
4:05PM	Approval of Faculty Council Draft Meeting Minutes for March 19, 2018 (attachment)	Phoebe Stewart
4:10PM	Report of Steering Committee Activities	Sudha Chakrapani
4:15PM	Annual Report from Committee on Medical Education	Susan Stagno
4:30PM	Introduction of New Faculty Council Representatives Who Joined Mid-Year	Phoebe Stewart
4:35PM	Follow-Up to Presentation at March Faculty Council Meeting by UH Faculty Council Representative	Anna Maria Hibbs
4:50PM	Annual Report from Lecture Committee	Neil Greenspan
5:00PM	Annual Report from Admissions Committee	Todd Otteson
5:15PM	Report by SOM Representative on the Faculty Senate Executive Committee	Jo Ann Wise
5:25PM	New Business	
5:30PM	Adjourn	

Members Present

Eli Bar	Hung-Ying Kao	P. Ramakrishnan
Bryan Baskin	Robert Kelly	Nischay Rege
Timothy Beddow	Jayne Knutson	Satya Sahoo
Tracey Bonfield	Michael Licina	Jochen Son-Hing
David Buchner	Charles Malemud	Susan Stagno
Sudha Chakrapani	Danny Manor	Phoebe Stewart
Shu Chen	Raed Bou Matar	Charles Sturgis
Gary Clark	Jennifer McBride	James Howard Swain
Justis Ehlers	Claire Michael	Jo Ann Wise
David Friel	Jonathan Miller	Michael Wolfe
Sherine Ghafoori	Vincent Monnier	Nicholas Ziats
Aaron Goldenberg	Vicki Noble	Richard Zigmond
Supriya Goyal	Nimitt Patel	

Members Absent

Robert Bonomo	Stathis Karathanasis	Aparna Roy
Brian D'Anza	Kiranpreet Khurana	Scott Simpson
Pamela Davis	Cynthia Kubu	Melissa Times
Mahmoud Ghannoum	Maureen McEnery	Anna Valujskikh
Anna Maria Hibbs	Kaine Onwuzulike	Barbara Snyder

Others Present

Nicole Deming	Joyce Helton
---------------	--------------

Chair's Comments

Phoebe Stewart, chair of Faculty Council, called the meeting to order at 4:00PM, and provided the group with an overview of the agenda items to be addressed at the meeting. The annual reports for the Committee on Medical Education, the Lecture Committee, and the Admissions Committee will be presented at today's meeting. The special faculty meeting on faculty compensation concerns with Dean Davis and Provost Baeslack has been scheduled for Monday, May 7, from 9:30-10:30AM in Wolstein Auditorium. Dr. Stewart asked Faculty Council members to urge their department colleagues to attend. Nicole Deming emailed a list of questions that have been suggested by faculty, to be addressed at this meeting, to all faculty. Elections will be held at the next Faculty Council meeting on May 21 for Chair-elect, Steering Committee, and for two clinical candidate seats on the Nomination and Elections Committee.

Approval of Faculty Council Draft Meeting Minutes for March 19, 2018

A motion was made and seconded to approve the Faculty Council Meeting minutes for March 19, 2018. The floor was then opened for discussion. There being no additions or amendments to the minutes, a vote was taken. 27 were in favor, 0 were opposed, and 0 abstained. The motion passes.

Report of Steering Committee Activities (Sudha Chakrapani)

The Steering Committee reviewed the annual reports of the Admission Committee, Lecture Committee and the Committee on Medical Education for presentation at the Faculty Council Meeting. The committee also reviewed the recommendations from the Committee on Students for candidates being considered for the award of the degree of doctor of medicine. Faculty packets for promotion and tenure were reviewed to ensure that equality of standards was applied in the assessment.

Medical Education Committee (Susan Stagno)

Dr. Stagno explained that the Medical Education Committee is comprised of elected members, student members (representing clinical and pre-clinical in all programs), and *ex officio* voting members. Major agenda items from this past year included the longitudinal clinical curriculum and LCME results.

The committee looked at the LCME's comments about the school and then looked at those areas in which the medical school could make curricular improvements. A new longitudinal clinical curriculum is being proposed which included all of the college program students and 40 university students going into the longitudinal program. There was some concern that the rotations are all in one place. The students liked CWRU because they were provided a rich opportunity to train in different places. The belief that those students in longitudinal would never get to go to MHMC or the VA, was incorrect. During the 3rd year, they will have a chance to do electives, with the changes in curriculum they can then rotate out. The bulk in their core will occur in one spot in order to maintain mentorship and continuity of care, improving their experience. A meeting was held in which a presentation was given addressing the questions raised. At its conclusion, there was unanimous approval of the longitudinal curriculum.

Monthly reports are given to the Medical Education Committee from the WR2 Curriculum Committee, CCLCM Steering Committee, JCOG (Joint Clinical Oversight Group) and PEAC (Performance Evaluation and Assessment Committee). They receive input from the Chair, the Vice Dean for Education and Student Representatives (UP, CP, MSTP).

Each month at least one area of the CQI Dashboard is reviewed and reported upon. Elements of CQI for CME review include the Diversity/Pipeline programs, learning environment/professionalism, student mistreatment, feedback to faculty, faculty professional development, adequacy of financial resources, information technology resources/staff to list a few. They also receive information about student performance on step exams and feedback from the post grad survey (both from students and training directors). There is a steady movement toward team-based learning culminating at the new HEC Center, which is expressly designed to advance interprofessional education.

Annual Report from Lecture Committee (Neil Greenspan)

Dr. Greenspan has been chair of the Lecture Committee since August 3 of last year. Since the committee did not have its full complement of members until September of 2017, they chose to focus on the 2018-2019 academic year. This would provide them with the necessary lead-time (6-12 months) required to acquire high-caliber speakers. The current committee members are Kishore Guda, Hung-Ying Kao, Diana Ramirez-Bergeron, Xinglong Wang, and Neil Greenspan.

The committee has invited speakers for the Louis A. Bloomfield Memorial (domestic investigator – Andrew Read) and H.M. Hanna (international investigator – Michael N. Hall) lectures.

The new endowed lecture policy was disseminated to the SOM on March 22, 2018. In accordance with this new policy, all School of Medicine faculty will have the opportunity to submit proposals for three lectures related to cancer, medicine, and science related to patient care. Two additional lectureships will be open to faculty members in the Department of Medicine and the Department of Family Medicine.

The Lecture Committee will review the proposed lecturers and associated information and will select those proposals to be supported. If a larger-than-anticipated number of submissions is received, additional committee members, or ad hoc members, may be required to handle the extra burden.

Proposals are to be sent to Halle Lewis by May 7. Notice of awards will be e-mailed by June 1. Any questions about the submission process should also be directed to Halle, who will be handling the financial details. The next set of lectures that are available for proposals will be announced on June 1.

A suggestion was made from the former Lecture Committee Chair, Richard Zigmond, to organize a series of lectures, to be given by senior faculty members, so that broader medical school faculty become more fully informed about research activities in our own school. We are happy to hear any ideas on that score. Nicole Deming will determine from Halle Lewis how many proposals have been submitted to date.

Introduction of New Faculty Council Representatives Who Joined Mid-Year

Dr. Stewart introduced the new Faculty Council representatives who joined at mid-year: Sherine Ghafoori –Anesthesiology & Perioperative Medicine – UHC; Robert Bonomo – Institutional Representative for the VA; Brian D’Anza – Otolaryngology, HNS-UHC; Scott Simpson – Anatomy.

Follow-Up to the Presentation Given at the March Faculty Council Meeting by UH Faculty Council Representative

As a follow-up to Anna Maria Hibbs’s presentation, which outlined UH faculty concerns stemming from changes in the affiliation agreement, Faculty Council is considering writing a letter to UH administration voicing the concerns of faculty. Dr. Hibbs has expressed her willingness to write the first draft.

Dr. Stewart explained that she had presented Dr. Hibbs's concerns at her meeting with Dean Davis, and that the Dean stated that she would, in turn, present this information to Dan Simon in her meeting with him. The comment was made that there seems to be a major disconnect between regular faculty and administrators, and administration needs to be brought into the discussion given the issues facing UH at this particular time. As Faculty Council is a representative of all of our affiliates, it is hoped that a letter from this membership will carry some weight.

A motion was made and seconded to invite Anna Maria Hibbs to write a first draft letter to UH administrators to be edited by Faculty Council. There being no further discussion, a vote was taken. 27 were in favor, 1 was opposed, and 5 abstained. The motion passes.

Dr. Stewart announced that Dr. Todd Otteson had been called away for a patient's medical emergency and was, therefore, unable to attend today's meeting. The Admissions Committee Annual Report will be postponed for presentation at a future Faculty Council meeting.

Report by SOM Representative on the Faculty Senate Executive Committee (Jo Ann Wise)

Dr. Wise gave an overview of faculty governance at CWRU to set the stage for several points on subsequent slides. She is the liaison from the SOM to the Executive Committee of the Faculty Senate. Each of the schools of CWRU has a representative to the Faculty Senate Executive Committee.

The newly elected SOM senators for the 2018-2019 academic year are Danny Manor (Nutrition), Maureen McEnery (Neurology, UH), and Ronda Mourad (VHA). Continuing SOM senators for the 2018-2019 Academic Year are Matthias Buck (Physiology & Biophysics), Sudha Ivengar (GPHS), Ruth Keri (Pharmacology), Bill Schilling (Physiology, MHMC), Ahmad Khalil (Genetics & Genome Sciences), Tom Kelly (Pediatrics), and Anne Matthews (Genetics & Genome Sciences). Danny Manor has been elected SOM Senate Executive Committee Representative for the 2018-2019 academic year.

The Executive Committee of the Senate selects the chairs of all senate standing committees based on nominations from the Nominating Committee. Senate Standing Committee Chairs are voting members of the Faculty Senate and non-voting members of the Senate Executive Committee.

The date for the faculty compensation meeting with Dean Davis and Provost Baeslack has been scheduled for May 7. It was noted that the SOM was not included in the Senate Faculty Compensation Report that the Faculty Senate produced. While it is recognized that there is a definite disconnect for the SOM, the many types of faculty complicate it further. Dr. Nicholas Ziats stated that as Chair of the Compensation Committee approximately 5-7 years ago, a presentation was made to the Executive Committee to address the issue of faculty compensation.

Dean Davis, at the April 6 faculty meeting, estimated that the SOM's operating cost per year for the HEC Building was approximately \$2.2 million, which is somewhat lower than speculated. She proceeded to provide details on the building and fundraising. The Dean's slides have been requested and will be included and posted with the April 6 meeting minutes.

New business

The floor was solicited for new business. There being no new items to be addressed, the meeting adjourned at 4:47PM.

Respectfully submitted,

Joyce Helton

Faculty Council Meeting

April 16, 2018

Chair: Phoebe L. Stewart

Agenda

- Welcome and Chair's Comments (Phoebe Stewart)
- Approval of Minutes from March 19, 2018 meeting (Phoebe Stewart)
- Report of Steering Committee activities (Sudha Chakrapani)
- Annual report from Committee on Medical Education (Susan Stagno)
- Annual report from Lecture Committee (Neil Greenspan)
- Introduction of New Faculty Council Representatives who joined mid-year
- Follow-up to Presentation at March Faculty Council Meeting by UH Faculty Council Representative
- Annual report from Admissions Committee (Todd Otteson) – Postponed until May or June
- Report by SOM representative on the Faculty Senate Executive Committee (Jo Ann Wise)
- New Business



Welcome and Chair's Comments

1. The date for Special Faculty Meeting on Faculty Compensation Concerns with Dean Davis and Provost Baeslack has been set:

May 7 9:30-10:30am Wolstein Auditorium

The list of questions we asked Dean Davis and Provost Baeslack to address was emailed by Nicole Deming to all SOM faculty on April 6th.

2. Faculty Council elections will be at the May Faculty Council meeting



Approval of the Minutes from the March 19, 2018 Meeting

Report on Faculty Council Steering Committee Activities, Meeting Apr 2, 2018

Sudha Chakrapani

- Reviewed annual reports from:
 - (i) Admission Committee
 - (ii) Lecture Committee
 - (iii) Committee on Medical Education
- Reviewed the recommendations from the Committee on Students on candidates for the award of the degree of doctor of medicine
- Reviewed SOM CAPT recommendations for equity. These included faculty packets for promotion and tenure.



Annual report from Medical Education Committee

Susan Stagno, Committee Chair



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

think beyond the possible™

Annual Report of the Committee on Medical Education

Susan J. Stagno MD, Chair

Current Members

- Elected Members:
- **Chair:** Dr. Susan Stagno
Department of Psychiatry
- Dr. Joseph Bokar
Department of Medicine
- Dr. Jeremy Lipman
Department of Surgery
- Dr. Angelina Gangestad
Department of
Reproductive Biology
- Dr. David Friel
Department of
Neurosciences
- Dr. Mriganka Singh
Department of Medicine
- Dr. Wenquan Zou
Department of Pathology
- Dr. Ronda Mourad
Department of Medicine
- Dr. Clifford Packer
Department of Internal
Medicine
- Dr. Melissa Times
Department of Surgery

Student Members:

- Stephen Trudeau (UP – Pre-clinical)
- Jessica O’Neil (UP – Clinical)
- Alex Votruba (UP – Clinical)
- Michael Babinchak (MSTP)
- Brittaney Goldstein (CP – Clinical)
- Ann Kim (CP – Pre-clinical)
- Shadi Ahmadmehrabi (CP – Pre-clinical)
- Freddie Morgan (CP – Pre-clinical)
- Josie Volovetz (CP – clinical)
- Michael Walters (CP – clinical)
- Charles Dai (CP)
- Wenda Ye, AAMC OSR Representative, College Program
- Charles de Leeuw AAMC OSR Representative, University Program

Ex Officio Voting Members:

- Dr. Kathleen Franco

Associate Dean, Student Affairs, College Program

- Dr. Alan Hull

Associate Dean, Curriculum, College Program

- Dr. Steven Ricanati

Associate Dean for Student Affairs; Dean, Joseph Wearn Society

- Dr. Amy Wilson-Delfosse

Associate Dean, Curriculum, University Program

- Dr. James B. Young

Executive Vice Dean, College Program

Major Items from this year:

- Longitudinal Clinical Curriculum
- LCME results

Monthly Reports

- Each month, the following groups report to CME on their activities:
 - WR2 Curriculum Committee
 - CCLCM Steering Committee
 - JCOG (Joint Clinical Oversight Group)
 - PEAC (Performance Evaluation and Assessment Committee)
- We also hear from:
 - The Chair
 - The Vice Dean for Education
 - The Student Representatives (UP, CP, MSTP)

Continuous Quality Improvement

- Each month at least one area of the CQI Dashboard is reviewed and reported. Elements of CQI for CME review include:
 - Diversity/Pipeline Programs
 - Learning Environment/ Professionalism.
 - Student Mistreatment.
 - Feedback to Faculty.
 - Faculty Professional Development
 - Adequacy of Financial Resources
 - Information Technology Resources / Staff

CQI – Continued:

- Study/ Lounge Space/Call Rooms
- Required Clinical Experiences
- Self-Directed and Life-Long Learning .
- Interprofessional Collaborative Skills
- Curricular Management
- Curricular Design, Review, Revision/Content Monitoring
- Program Evaluation
- Medical Student Feedback

CQI – Continued:

- Monitoring Of Completion Of Required Clinical Experiences
- Comparability of Education/ assessment
- Monitoring Student Time
- Preparation of Resident and Non-Faculty Instructors
- Assessment System
- Formative Assessment and Feedback
- Fair and Timely Summative Assessment
- Career Advising
- Student Access to Health Care Services

We also hear about:

- Student performance on Step Exams
- Post-graduation survey:
 - from students (UP and CP)
 - training directors (UP and CP)
- And other items as needed!

Thank You!

Annual report from Lecture Committee

Neil Greenspan, Committee Chair



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

think beyond the possible™

Report of School of Medicine Lecture Committee to the Faculty Council

April 16, 2018

Neil S. Greenspan

Recent Lecture Committee History

- NG Invited to be chair of Lecture Committee on 7/31/17
- Accepted invitation on 8/03/17
- Requested full Committee roster on 8/15/17
- Received roster on 8/30/17; only three members
- Completed recruitment of two new members on 9/20/17
- Given necessary lead time to acquire high-caliber speakers, decided to focus on the 2018-2019 academic year

Current Lecture Committee Roster

Kishore Guda (General Medical Sciences - Oncology)
Hung-Ying Kao (Biochemistry)
Diana Ramirez-Bergeron (Medicine)
Xinglong Wang (Pathology)
Neil Greenspan (Pathology)

Committee Meetings in the 2017-2018 Academic Year

- 10/03/17 1 hr. Lecture Committee (KG, DR-B, H-YK, NG); initial discussion of possible lecturers
- 10/24/17 0.5 hrs. Lecture Committee (DR-B, H-YK, XW, NG); formulated plans for initial invitations for this or next academic years
- 1/05/18 1 hr. NG met with Nicole Deming and Halle Lewis regarding preliminary information on new policy pertaining to endowed lectureships
- 1/22/18 1 hr. Lecture Committee (KG, DR-B, H-YK, XW, NG) met with Nicole Deming and Halle Lewis to be informed about the new policy opening endowed lectureships for faculty submissions; we discussed possible dates for our Bloomfield and Hanna invitees

Email correspondence among Committee members used to consider lecture candidates.

Speaker Invited for the Louis A. Bloomfield Memorial Lecture

October 10, 2018

Andrew Read; innovative researcher on infectious disease with results of interest relating to antibiotic use and pathogen virulence

Pennsylvania State University

Evan Pugh Professor of Biology & Entomology,

Eberly College of Science Distinguished Senior Scholar

W230A Millennium Science Complex

University Park, PA 16802

Email: a.read@psu.edu

Work Phone: 814-867-2396

Speakers Invited for the H.M. Hanna Lecture

October 29, 2018

Michael N. Hall; discovered Tor proteins for which he received the
2017 Albert Lasker Basic Medical Research Award

Professor of Biochemistry

Biozentrum, University of Basel

Klingelbergstrasse 70

CH4056 Basel, Switzerland

TEL: (+41 61) 207 2150

FAX: (+41 61) 207 0759

Email: M.Hall@unibas.ch

URL: www.biozentrum.unibas.ch/research/groups-platforms/overview/unit/hall/

New Endowed Lecture Policy

- Several endowed lecture accounts will be made available to support lectures proposed by School of Medicine faculty members.
- Lecture Committee members will review the proposed lecturers and associated information and select those proposals that will be supported.
- The initial lectureships to be available for proposal submissions from the whole faculty are related to:
1) cancer, 2) medicine, and 3) science related to patient care.
- There are also two lectureships open to faculty members in, respectively, the Department of Medicine and the Department of Family Medicine.

Endowed Lecture Submissions

- Send proposals to Halle Lewis (halle.lewis@case.edu) by May 7, 2018.
- Notice of awards will occur by June 1 using email.
- Questions about the submission process should also be directed to Halle Lewis.
- The next set of lectures available for proposals will be announced on June 1.

Introduction of New Faculty Council Representatives who joined mid-year

Sherine Ghafoori replaced John Klick (November)

Robert Bonomo replaced Sarah Augustine (December)

Brian D'Anza replaced Rod Rezaee (February)

Scott Simpson replaced Barbara Freeman (February)

Follow-up to Presentation at March Faculty Council Meeting by UH Faculty Council Representative

Anna Maria Hibbs

Will UH commitment to research be predictable and sustained?

What will happen to investigators whose focus does not fall within a Center of Excellence?

Role: PhD as independent investigator vs. augmenting MD research? Will basic scientists be valued?

Will transition from CWRU-paid “cap-gap” to UH-paid “research merit pay” result in pay cuts with funding changes?

Will clinical research infrastructure be helpful? Is the focus on industry studies instead of investigator-initiated studies?

Will protected research (non-clinical) time be sufficient/predictable?

Mixed messaging from UH regarding attitude to existing tenure

Junior faculty frustrated with not being allowed to start on tenure track due to financial commitment

Limited teaching time due to clinical work-load

Concerns about whether new SOM building location will make teaching more difficult

Since there are not RVUs or FTEs for committee work, faculty feel penalized for committee participation



Faculty Senate Report

Jo Ann Wise

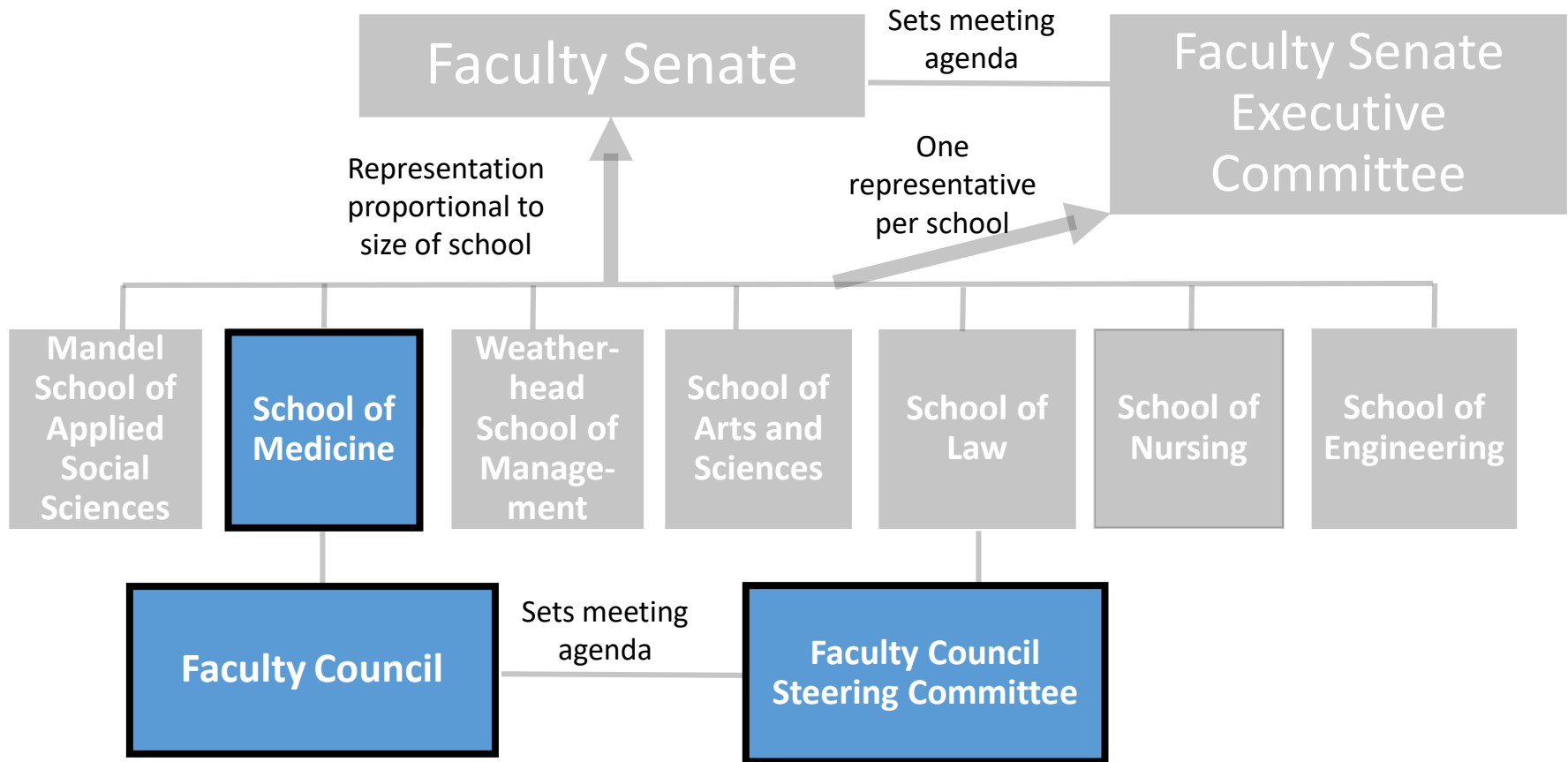
SOM senator on the Senate Executive Committee (Ex-Com)



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

think beyond the possible™

Overview of Faculty Governance at CWRU



New SOM Senators for the 2018-2019 Academic Year

Danny Manor (Nutrition)

Maureen McEnery (Neurology, UH)

Ronda Mourad (VHA)

Continuing SOM Senators for the 2018-2019 Academic Year

**Matthias Buck (Physiology & Biophysics)
Sciences)**

Ahmad Khalil (Genetics & Genome

Sudha Iyengar (QPHS)

Tom Kelly (Pediatrics)

Ruth Keri (Pharmacology)

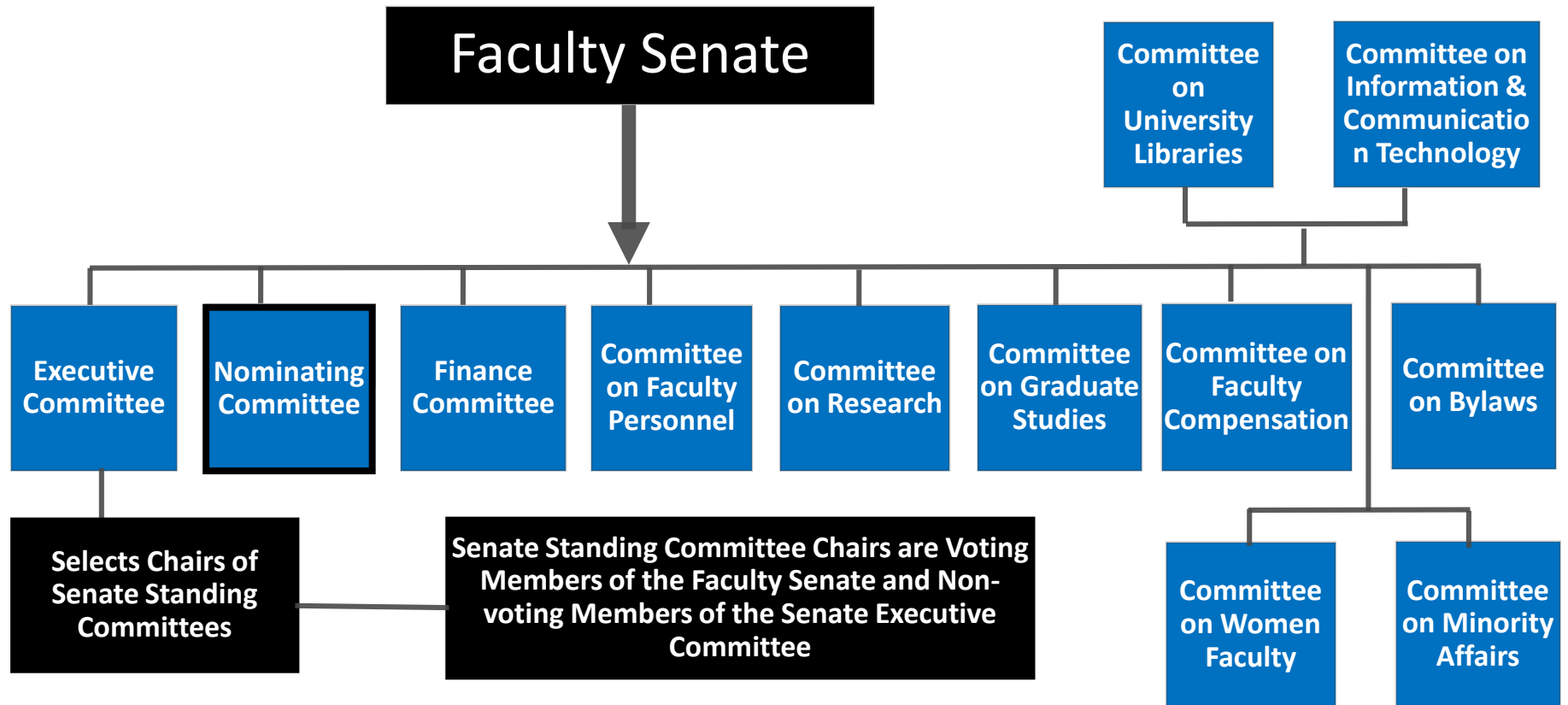
Anne Matthews (Genetics & Genome Sci.)

Bill Schilling (Physiology, Metro)

SOM Senate Executive Committee Representative for the 2018-2019 Academic Year

Danny Manor – elected by a vote of all new and continuing SOM Senators

Overview of University Senate Standing Committees



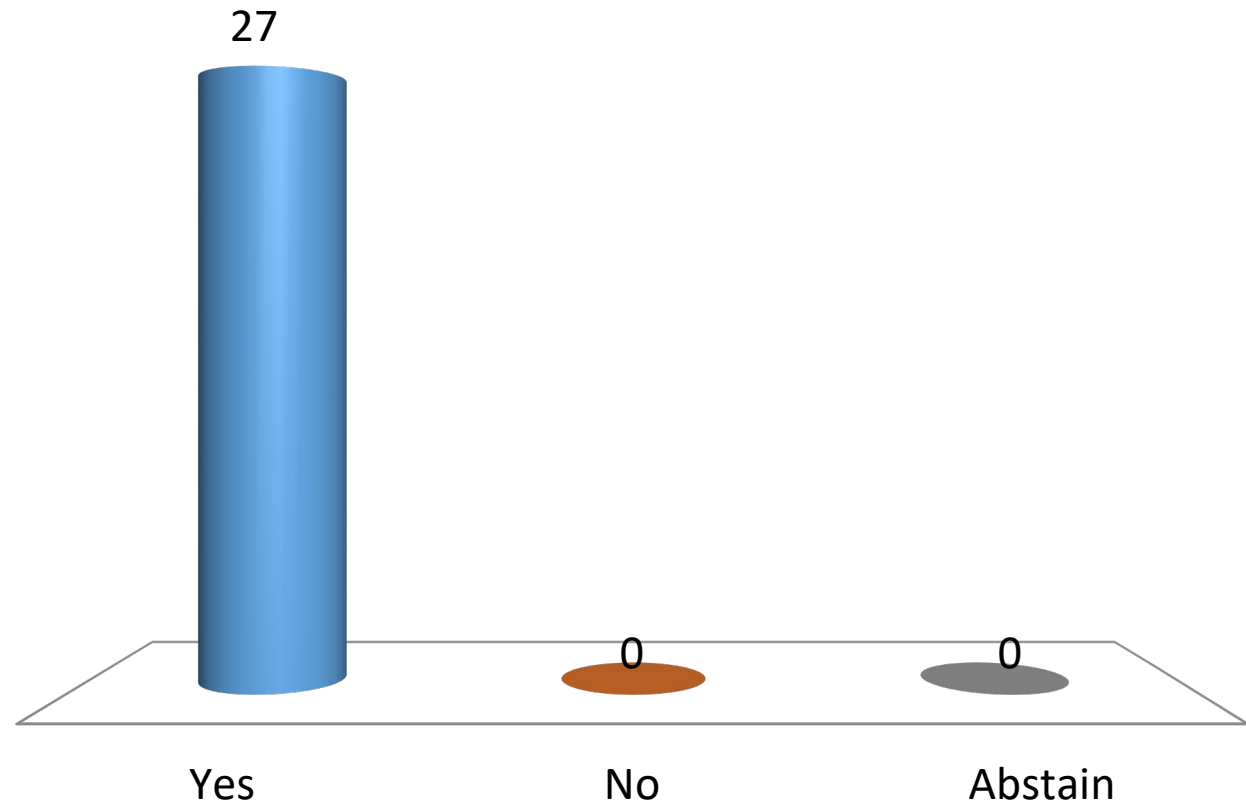
Follow-up from Last Faculty Council Senate Report:

- Faculty compensation
- HEC Campus operating budget

New Business

Do you approve the minutes?

- A. Yes
- B. No
- C. Abstain

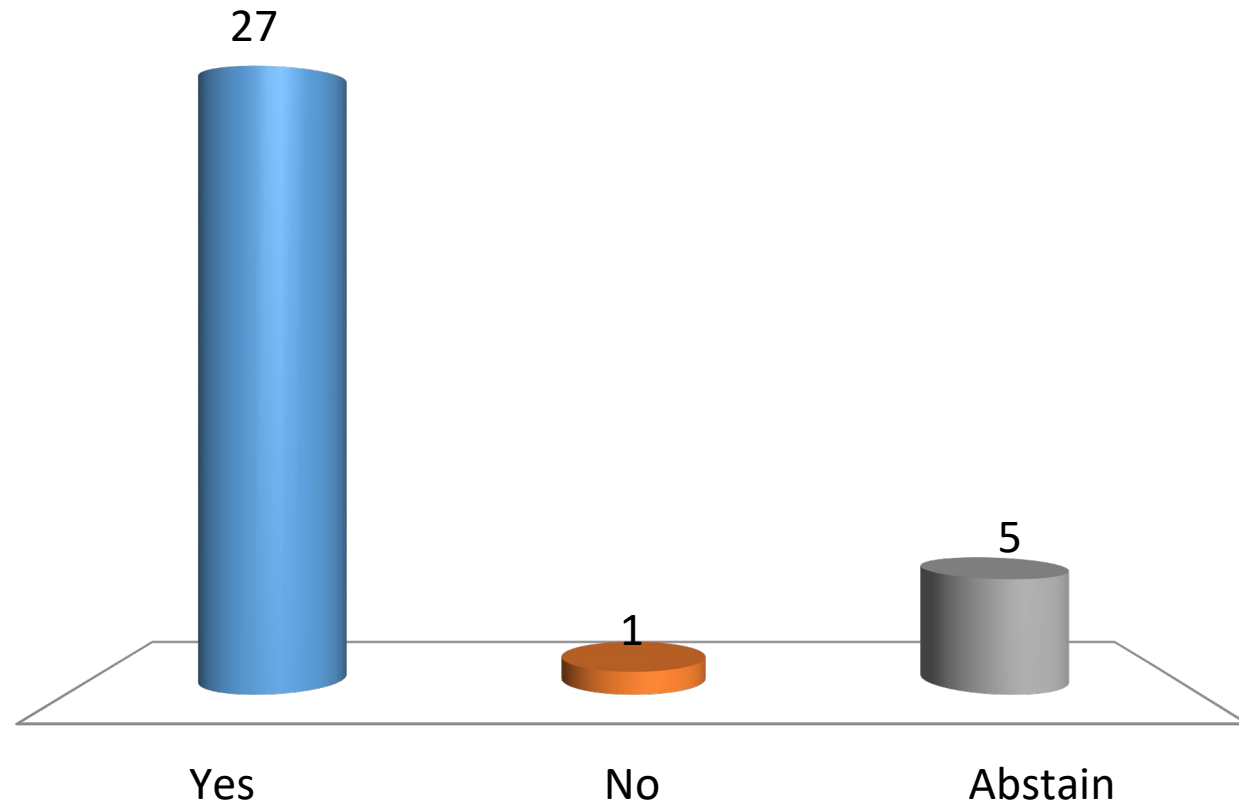


Do you approve inviting AnnaMaria Hibbs to write a first draft letter to UH administrators to be edited by FC?

A. Yes

B. No

C. Abstain



Faculty Council Meeting
Draft Meeting Minutes
Monday, March 19, 2018
4:00-5:30PM – BRB 105

4:00PM	Welcome and Chair's Comments	Phoebe Stewart
4:05PM	Approval of Faculty Council Draft Meeting Minutes for February 19, 2018 (attachment)	Phoebe Stewart
4:10PM	Report of Steering Committee Activities	Sudha Chakrapani
4:15PM	Presentation of Draft Committee Charge for Ad Hoc Committee to Study Faculty Council Representation Structure (Membership Policies) (attachment)	Phoebe Stewart
4:30PM	Presentation by UH Faculty Council Representative	Anna Maria Hibbs
4:40PM	Presentation by MetroHealth Faculty Council Representative	Melissa Times
4:50PM	Discussion and vote on Doctor of Physical Therapy (DPT) Program	Cheryl Thompson
5:00PM	Discussion and Vote on New Academic Department of Reproductive Biology at the Cleveland Clinic Lerner College of Medicine of Case Western Reserve University (attachment)	Gene Barnett
5:15PM	Report by SOM Representative on the Faculty Senate Executive Committee	Jo Ann Wise
5:20PM	Introduction of New Faculty Council Representatives Who Joined Mid-Year	Phoebe Stewart
5:25PM	New Business	
5:30PM	Adjourn	

Members Present

Timothy Beddow
David Buchner
Sudha Chakrapani
Shu Chen
Brian D'Anza
Justis Ehlers
David Friel
Sherine Ghafoori

Stathis Karathanasis
Robert Kelly
Jayme Knutson
Cynthia Kubu
Charles Malemud
Danny Manor
Jennifer McBride
Maureen McEnery

Aparna Roy
Satya Sahoo
Scott Simpson
Jochen Son-Hing
Phoebe Stewart
Charles Sturgis
James Howard Swain
Melissa Times

Members Present (cont.)

Mahmoud Ghannoum	Vincent Monnier	Anna Valujskikh
Aaron Goldenberg	Vicki Noble	Jo Ann Wise
Supriya Goyal	Kaine Onwuzulike	Nicholas Ziats
Anna Maria Hibbs	Bradford Richmond	Richard Zigmond
Hung-Ying Kao		

Members Absent

Eli Bar	Kiranpreet Khurana	P. Ramakrishnan
Bryan Baskin	Michael Licina	Nischay Rege
Tracey Bonfield	Raed Bou Matar	Barbara Snyder
Robert Bonomo	Claire Michael	Susan Stagno
Gary Clark	Jonathan Miller	Patricia Thomas
Pamela Davis	Nimitt Patel	Michael Wolfe

Others Present

Nicole Deming	Joyce Helton
---------------	--------------

Welcome and Chair's Comments (Phoebe Stewart)

Phoebe Stewart, Chair of Faculty Council, called the meeting to order at 4:00PM. She reminded everyone of the upcoming Faculty Council elections that will occur during the May for the chair-elect, 2018-2019 Steering Committee and Faculty Council members on the Nomination and Elections Committee. April 15 is the deadline for candidates to submit their statements of interest. Open positions include: Chair-Elect of Faculty Council, Faculty Council Steering Committee seats, and two clinical candidates for the SOM Nomination & Elections Committee (NEC).

Mendel Singer provided an update identifying those departments and centers that, to date, have not submitted metrics: CWRU Departments – Cancer Center, Center for Global Health and Disease, Bioethics, and SOM Biomedical Engineering. Of the UH clinical departments, only Dermatology and Radiology have submitted metrics.

The Faculty Council Steering Committee recommended that Phoebe Stewart send a reminder e-mail to the President and Provost requesting a response, by April 1, to the faculty compensation concerns letter, which was originally sent to them on January 23. In response, the Provost suggested a meeting with him, Dean Davis, Phoebe Stewart and the Chair-Elect of Faculty Council. After discussion with the Steering Committee, Dr. Stewart responded to the Provost with the suggestion that available members of the Steering Committee should also attend this first meeting, in addition to Richard Zigmond, the originator of this motion in Faculty Council, and Mendel Singer, Chair of the SOM Committee on Budget, Finance and Compensation. It was felt that this group of people could provide more varied thoughts and opinions, and ensure there is no duplication of effort.

This meeting was held on March 15 with five Steering Committee members, Dean Davis, Provost Baeslack, Richard Zigmond and Mendel Singer. The faculty group came with prepared questions for the Dean and Provost. During this meeting both the Dean and the Provost stated that they were willing to present answers to a larger faculty group. The Bylaws allow Special Meetings of the Faculty of Medicine to meet on written petition of at least 10 faculty members presented to the Faculty Council. The eight members of the Steering Committee, Richard Zigmond, and Mendel Singer voted to request a special

meeting of the SOM faculty on compensation concerns. This meeting will now be held in the spring, with both Dean Davis and Provost Baeslack in attendance. The Provost's and Dean's offices are working on scheduling this meeting. It was noted that there is some urgency to set this date as the Provost is stepping down at the end of June.

Dr. Stewart discussed removing the topic of faculty compensation from the April 6 meeting with Dean Davis to allow more time for the three remaining topics: Shared governance in the SOM, SOM Diversity, and Credit for Teaching for Non-Tenure Track Faculty.

A motion was made and seconded to eliminate the topic of faculty compensation from the April 6 meeting with the Dean, given that a special meeting of the faculty devoted to this topic is being planned. Shared Governance in the SOM, SOM Diversity, and Credit for Teaching for Non-Tenure Track Faculty will remain on the agenda for April 6. There being no further discussion, a vote was taken. 19 were in favor, 12 were opposed, and 3 abstained. The motion passes.

Dr. Stewart explained that attendance at special meetings of the SOM Faculty is considered optional and does not affect Faculty Council Meeting attendance.

Approval of Minutes from February 19, 2018 Meeting (Phoebe Stewart)

A motion was made and seconded to approve the February 19, 2018 Faculty Council Meeting minutes. Since no edits or corrections were suggested, a vote was taken to accept the minutes as submitted. 31 were in favor, 2 were opposed and 1 abstained. The motion passes.

Report of Steering Committee Activities (Sudha Chakrapani)

The Faculty Council Steering Committee met on March 5, 2018. Five members of the committee met with the Dean to present the questions raised by Faculty Council members regarding faculty salary and compensation.

The following presentations were reviewed and approved for addition to the agenda for the next Faculty Council meeting: UH Faculty Concerns – Anna Maria Hibbs; MetroHealth Faculty Concerns – Melissa Times. Two proposals were reviewed and approved for presentation to Faculty Council: the proposal for creation of a new Doctor of Physical Therapy Program, and a proposal to create the Academic Department of Reproductive Biology at the CCLCM of CWRU. The Steering Committee is currently engaged in soliciting nominations for Faculty Council Chair-Elect, several Steering Committee member seats, and two clinical candidates for the SOM Nomination & Elections Committee (NEC). The Steering Committee recommended in favor of five emeritus applications, two chair appointments, and reviewed 20 promotion and tenure packets for equity.

Presentation of Draft Committee Charge for Ad Hoc Committee to Study Faculty Council Representation Structure (Membership Policies) (Phoebe Stewart)

The membership policies that determine the composition of the SOM Faculty Council were approved approximately 20 years ago when the number of departments in SOM was smaller and therefore the number of department representatives on Faculty Council was also smaller. Seventy-one department representatives currently comprise Faculty Council and this number is anticipated to increase due to new academic departments being created at affiliate institutions. The ad hoc committee charge presented to Faculty Council has been reviewed by the Steering Committee.

In the past, there have been challenges with achieving a quorum at Faculty Council. With stricter attendance monitoring, a quorum has been achieved at every meeting this year; Dr. Stewart extended her thanks to the members. It is anticipated that an additional 10 departments and corresponding FC seats will be added in the coming year. Currently, 49 out of 71 seats for department representatives are filled.

The reasons for the lack of participation in Faculty Council need to be determined. It was suggested that holding Faculty Council meetings occasionally at the affiliates could encourage attendance and

engagement, and create more of a dialogue. It is the hope that the new ad hoc committee would explore these recommendations and solicit input from faculty in general.

Faculty Council is the executive committee of the SOM. Seventy plus members is an excessive number for an executive committee, making it difficult to function as an executive committee. It was suggested that the ad hoc committee can look at the possibility of a new definition of an executive committee for the SOM. It was also suggested that the ad hoc committee reach out to the departments that are currently vacant to determine why they are not participating in Faculty Council.

When faculty take on the responsibility of being a faculty council representative, their attendance is required. It was suggested to again discuss the possibility of video conferencing and members began to debate the pros and cons of in person verses virtual attendance.

The phrasing of the point in the charge regarding the Steering Committee's right to appoint up to two additional faculty representatives was revised. The due date for a report with recommendations to the Faculty Council Steering Committee was changed from October 2018 to December 2018. The original sunset date for this committee was changed from November 2018 to January 2019 to allow time to meet without having to utilize the summer months. The Chair or Chair-Elect will send the current roster to all representatives so that they can contact each other.

A motion was made and seconded to approve the edited charge for the ad hoc Committee to Study Faculty Council Representation Structure (Membership Policies). There being no further discussion, a vote was taken, 30 were in favor, 3 were opposed, and 1 abstained. The motion passes.

Presentation by UH Faculty Council Representative (Ana Maria Hibbs)

Dr. Hibbs reached out to all department representatives to gather their feedback and concerns. While the presentation includes aggregated themes of feedback, there are no direct identifying quotes or comments.

Dr. Hibbs reported that there is a feeling of a lack of connection to CWRU and a desire for more involvement. In terms of research (includes PhD and MD), many concerns reflect unresolved issues stemming from the changes in the affiliation agreement e.g. increased role of UH in supporting research; will UH commitment to research be predictable and sustained, and who will pay for start-up packages and bridge-funding. Other questions were brought up including the following questions: Will basic scientists be valued at UH? Is moving primary department to SOM an option if UH support is lacking? Will transition from CWRU-paid cap-gap to UH-paid research merit pay result in pay cuts with funding changes? Will clinical research infrastructure be helpful? Is the focus on industry studies instead of Investigator-initiated studies and will protected research (non-clinical) time be sufficient/predictable?

There is a concern about the weakening of tenure track and mixed messaging from UH regarding attitude to existing tenure. Several junior faculty mentioned to Dr. Hibbs that although they want to start on tenure track, they would not be allowed to do so due to a lack of financial commitment from UH.

Feedback received indicated that UH faculty had limited teaching time due to clinical workload, and that they felt penalized for teaching time or taking time out for classroom didactics. Several specific concerns were raised regarding CWRU financial support for teaching efforts, whether faculty should be teaching "for profit" courses without compensation, and whether the new SOM building location will make teaching more difficult.

Several comments reiterated the feeling of being distanced from Case, wishing for more connection (e.g. involvement on committees) but that no mechanism was in place (no RVUs or FTEs for committee work) to facilitate this. UH faculty want to be engaged in the SOM academic mission and want to fix the barriers, but they question the ability of Faculty Council to impact the UH faculty experience. There is no orientation or welcome for people who are joining the staff. Suggestions were made for an onboarding or

welcome social event for new faculty once a year (reception in the fall) which may encourage them to become more involved with Case.

Faculty have been trying, for more than a year, to get answers to questions related to the affiliation agreement. There are many things happening behind the scenes making people nervous. Dr. Stewart will bring this up at her next meeting with Dean Davis. Letters can be written to the affiliates if this body deems appropriate, or a meeting could be requested with Dan Simon. While the consequences of the affiliation agreement is not an agenda item for the meeting with the Dean on April 6, it could be raised as an issue during the open forum.

Presentation by MetroHealth Faculty Council Representative (Melissa Times)

Melissa Times, MD, began her presentation with an overview of MetroHealth Medical Center. There are 1,191 medical staff consisting of MD, DO, DMD, PhD, OD, APRN, PA and AA. Residents and Fellows total 370. There are 12 GME residency programs based at Metro; most of the main clinical specialties have representation, in addition to 20 GME fellowship programs. Combined/Share programs with UH are: Female Pelvic Medicine and Reconstructive Surgery, General Surgery, Hematology-Oncology, Infectious Disease, Nephrology, Ophthalmology, Sleep Medicine and Surgical Subspecialties.

Metro has multiple sites consisting of 3 hospital locations (main campus, Cleveland Heights, and Parma), 4 Emergency Departments (main campus, Brecksville, Cleveland Heights, and Parma), 21 satellite locations, 5 express care clinics, 4 Drug Mart locations and 2 YMCA locations.

Lincoln West School of Science & Health, in partnership with the MetroHealth Hospital System, is one of the few schools based at a hospital, which offers students a dynamic and interactive education environment to prepare them for college and careers in the healthcare industry. Located on the near west side, in July of 2016 they began taking 9th and 10th graders, for a two-year period, to attend school at Metro. They are assigned to shadow personnel in medical care, administration, accounting, life flight, nursing, etc. to assist them in determining whether they had an interest in pursuing a career path in any of these fields.

Clerkship directors' concerns were centered around grade inflation, increased class sizes, and a lack of feeling connected to the SOM. Dr. Stewart will bring the issue of class size to the Dean's attention.

Discussion and Vote on Doctor of Physical Therapy (DPT) Program (Cheryl Thompson)

Cheryl Thompson, PhD, introduced the proposal to create the Doctor of Physical Therapy program. This program would enhance existing programs by enhancing inter-professional education, increase the opportunity to expand research and recruit faculty in physical therapy and rehab sciences with the goal of creating a unique, strong, top tier DPT program.

The DPT program will be housed in a new center (three potential sites within current SOM) once faculty are recruited. The program will report to Pat Thomas. It is anticipated that most, if not all, of the faculty will be new hires. Dr. Thompson states they have been working with an advisory committee and consulting with all of our affiliates, and have received positive feedback. This will be a 3-year post-bac clinical doctorate, which will meet all CAPTE requirements (core coursework, inter-professional education, evidence based practice and research, professional and leadership development, and 36 full time weeks of clinical experiences).

Financially, this program will require up-front investment, particularly for bringing in new faculty and remodeling space. Ultimately, it will be revenue generating, with payback projected in year 5. Immediate faculty hiring of a Program Director and Director of Clinical Education is required. There will be a start-up fund for faculty with the hope that they will bring grants as well.

It was noted that we are geographically close to two of the top ten programs in the country (Pittsburgh is number one). The question was raised as to whether we will be able to attract students here to fill this

1 academic mission and make the DPT profitable. In response, Dr. Thompson discussed the advantages of
2 a program at CWRU including the IQ-like curriculum (possibly with HoloAnatomy), and the opportunity
3 to offer unique features (wellness pathways/ electives). This will set us apart and move us up in the
4 rankings.

5
6 The establishment of the program is in response to changing requirements for physical therapists. Most
7 people who practice physical therapy had a Master's degree and now they are required to have a PhD.
8 Current practitioners are grandfathered in. The governing body of CAPTE now requires a clinical
9 doctorate for a practicing physical therapist (ten years). It is not a PhD, but a clinical doctor, clinically
10 focused, not a research doctorate.

11
12 The member commented that while they see the value of the program itself, they cannot support the
13 program without additional details provided as to how it will be funded. There was concern from
14 members that the move to the new building carry substantial costs and had heard that it could be in the
15 range of 3-4 million a year. There was concern that if another \$2 million dollars per year is required for
16 the DPT program that this was a concern.

17
18 Other concerns raised by Faculty Council members included: the large initial investment required; the
19 built in 2% annual salary increase for the director, when SOM faculty in general are getting ~1% merit
20 raises if that; the need to hire more faculty to teach, when there are currently significant concerns about
21 how the HEC will impact the teaching burden on existing faculty and in addition, there are significant
22 concerns about existing tenure-track and non-tenure track faculty receiving suitable credit for teaching.

23
24 A motion was made and seconded to approve the creation of the Doctor of Physical Therapy (DPT)
25 Program. There being no further discussion, a vote was taken. 14 were in favor, 16 were opposed, and 2
26 abstained. The motion does not pass.

27
28 Members continued to discuss the DPT program after the vote and indicated that the motion did not pass
29 because Faculty Council felt they did not have enough information to make an informed decision. There
30 were concerns over the projected number of students to make the program profitable; whether or not the
31 projections were realistic; and how well the DPT would do in recruiting students locally and nationally.

32
33 The Health Education Campus is opening up in a year from now. It is still not clear to faculty where the
34 money is coming from and how it is going to be paid for. Until information that is more definitive is
35 available, in good conscience, Faculty Council cannot consider a proposal such as this that requires such a
36 considerable investment.

37
38 **Discussion and Vote on New Academic Department of Reproductive Biology at the Cleveland Clinic**
39 **Lerner College of Medicine of Case Western Reserve University (Gene Barnett)**

40 Gene Barnett, MD, presented the proposal for the new academic department of Reproductive Biology at
41 the Cleveland Clinic Lerner College of Medicine of CWRU, which will be named the department of
42 OB/Gyn & Reproductive Biology. There is an already established SOM department at UHMC and
43 MHMC. It is significantly robust to warrant a stand-alone department. Dr. Tommaso Falcone, the
44 clinical chair of the OB/Gyn & Women's Health Institution, would also be the academic chair.

45 The breadth and depth of the identified faculty's teaching: 134 physicians, 12 fellows and 21 residents.
46 Faculty are teaching medical students, residents, and fellows from CCLCM, CWRU, and local
47 institutions, with acting internships and clerkships. Over the last 3 years, they have produced over a
48 thousand research publications, research seminars and Research Day, 15 federal and foundation grants,
49 and have a dedicated data manager, statistician, and mentored support for grant preparation.

50
51 This department was requested by Dean Davis, and is significantly robust to warrant being recognized. In
52 addition, it offers SOM department alignment with the other institutions. This new department will have
53 no adverse effect on existing departments of the School of Medicine, and will allow for better showcasing
54 of unique accomplishments. CCLCM research will continue to note CWRU appointment. The new

1 department will better reflect the academic diversity of CCLCM of CWRU. A five-year business plan
2 will affirm that the new department will not require funding from the SOM, and will have no financial
3 impact on CWRO and/or SOM. The visibility of the new department may also spur further pursuits.
4

5 A motion was made and seconded to approve the new academic department of Reproductive Biology
6 (OB/GYN & Reproductive Biology) at the CCLCM of CWRU. There being no further discussion, a vote
7 was taken, 24 were in favor, 2 opposed, and 1 abstained. The motion passes.
8

9 **Report by SOM Representative on the Faculty Senate Executive Committee (Jo Ann Wise)**

10 The Faculty Senate approved a new version of the SOM Bylaws at the end of January 2018. It is a long
11 process to amend the Bylaws and Faculty Council first voted for some of these changes in 2016. Dr.
12 Wise encouraged everyone to familiarize themselves with the Bylaws. This continues to be an ongoing
13 process as we are in the midst of a mandatory 5-year review of the Bylaws.
14

15 SOM Bylaws continue to evolve. The executive committee of the senate body is made up of
16 representatives from the entire university. Once a year the opportunity is given to make a presentation to
17 the Executive Committee raising concerns of faculty similar to the reports of Metro and UH. Many issues
18 raised have come up repeatedly such as faculty compensation and the search for permanent chairs.
19

20 HEC is envisioned in the millions of dollars of ongoing operating costs each year and Dr. Wise reported
21 to the Senate that there is considerable concern where this money is going to come from. She stated that
22 the SOM is in debt, which is part of why compensation is being squeezed. It is important that Central
23 Administration and Faculty Senate be aware of these concerns. Dr. Wise reported that there should be
24 additional discussions on HEC operating costs and suggested that it could be brought up for discussion to
25 the Dean on April 6.
26

27 There was a question regarding how to change the Handbook and SOM Bylaws, but it was unclear if the
28 question centered around the SOM promotion criteria outlined in the SOM Bylaws or if this was a
29 question of changing the CWRU Faculty Handbook. Any changes that SOM proposes to the SOM
30 Bylaws have to be consistent with the Faculty Handbook and the bylaws of the Faculty Senate. We
31 cannot propose changes that are incompatible with the Faculty Handbook.
32

33 As there was no new business, or further issues to be addressed, the meeting was adjourned at 5:35PM.
34

35 Respectfully submitted,
36

37 Joyce Helton

2017-18 Admissions Cycle Overview

Committee met 12 times from mid-September through end of February.

Asked to compose a class of 216 (6645 apps – down 1.4%)

171 for the University Program

32 for the CCLCM Program

13 for the MSTP Program

Secondary application completion rate for UP was 80% (about the same as last year).



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

2017-18 Admissions Cycle Overview

University Program – 1,011 interviews (the most in over 10 years)

So far 464 acceptances to seat 171

Tuition - \$61,574 per year – factor in those who attend other institutions.

Finance office working on increasing aid pool.

Preprofessional Scholars Program

Interviewed 65 HS students March 2018. Pending

OMFS

MD/OMFS residents



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Entering Class of 2017

Presenting
The Entering
Class of

20
17

Welcome
To The
Case Western
Reserve
University
School of
Medicine



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

July 12, 2017

Application Statistics

Total Applications Nationally:

50,286 (-2%)

Total Applications to CWRU:

6,740 (+2%)

6,583 (2016 +18%)

2017 Entering Class Size: 217

University Track

- Applications: 5,985
- Interviews: 857
- Matriculants: 172

College Track

- Applications: 1,796
- Interviews: 258
- Matriculants: 32

MSTP

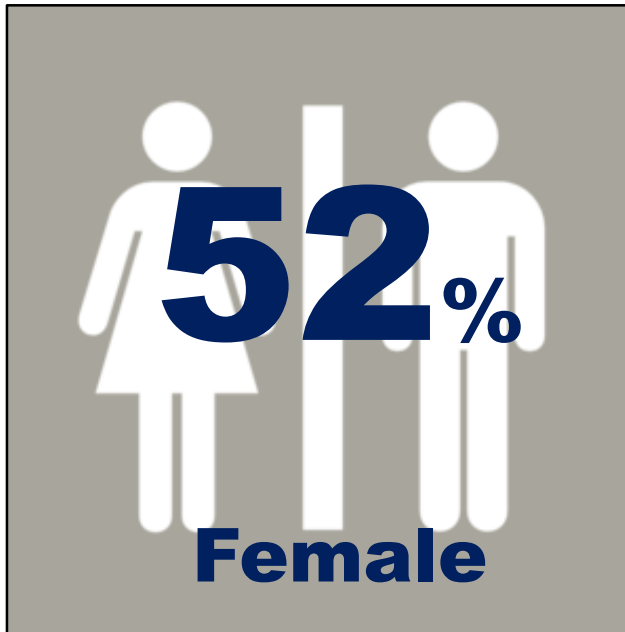
- Applications: 351
- Interviews: 71
- Matriculants: 13



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Demographics



Age Range: 19-37



SCHOOL OF MEDICINE
CASE WESTERN RESERVE
UNIVERSITY

Demographics

Race and Ethnicity (217):

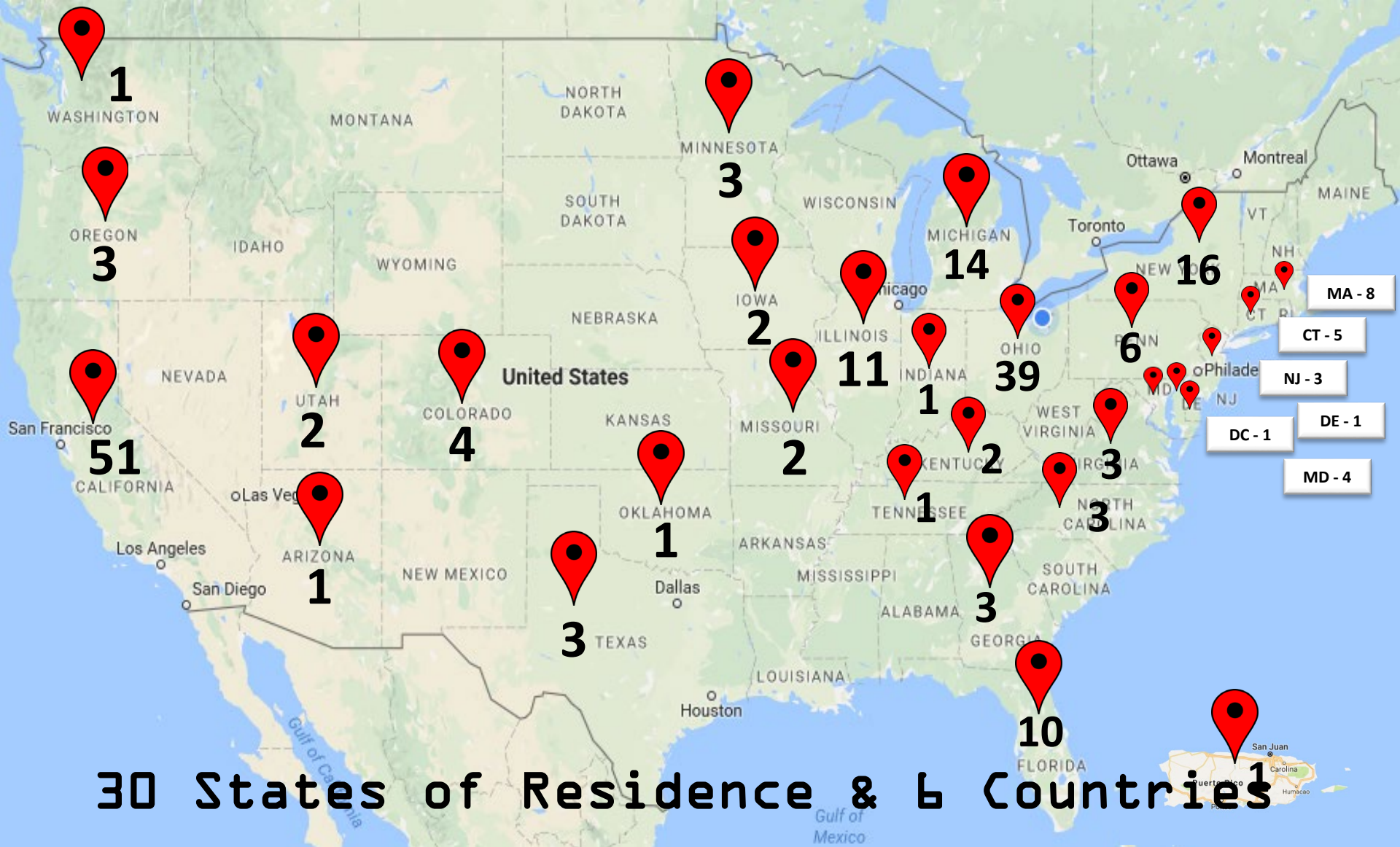
43%	White (92)
12%	Asian Indian (26)
10%	Chinese (22)
10%	Hispanic, Argentinian, Colombian, Cuban, Dominican, Mexican, Puerto Rican, Peruvian, Latino, Other Hispanic, White (21)
5%	Black or African American, Afro-Caribbean, White (11)
4%	Korean, White (8)
3%	Taiwanese (6)
2%	Asian, Asian Other (4)
2%	Filipino, Filipino, White (4)
1%	Other (3)
1%	Pakistani (3)
1%	Vietnamese (3)
0.5%	American Indian or Alaskan Native (1)
0.5%	American Indian or Alaskan Native, African American, Black or African American (1)
0.5%	Cambodian (1)
0.5%	Japanese, White (1)
0.5%	Native Hawaiian or Other Pacific Islander, Native Hawaiian or Other Pacific Islander (1)
4%	Did Not Report (9)



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

* Based on self-reported description in AMCAS



6 Countries: Canada, Costa Rica, Ghana, India, Kenya, & Peru

18% In-state 82% Out-of-state

89 Different Colleges & Universities



6

7



THE UNIVERSITY OF
CHICAGO



THE OHIO STATE
UNIVERSITY

6



5

UC DAVIS
UNIVERSITY OF CALIFORNIA



4



5



Penn

5



Stanford

4

5



Washington
University
in St. Louis



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Complete List of Schools

Baylor University - 1	Northwestern University - 3	University of Illinois – Chicago - 2
Boston College - 2	Notre Dame De Namur University - 1	University of Iowa - 1
Boston University - 2	Pitzer College - 1	University of Kentucky - 1
Brigham Young University - 2	Princeton University - 3	University of Florida - 2
Brown University - 2	Purdue University - 1	University of Maryland-Baltimore County - 2
Carleton College - 1	Simon Fraser University - 1	University of Maryland – College Park - 1
CWRU - 16	Stanford University - 4	University of Massachusetts – Amherst - 1
Cooper Union - 1	SUNY – Binghamton - 1	University of Michigan-Ann Arbor - 15
Cornell University - 6	SUNY – Fredonia - 1	University of Minnesota-Twin Cities - 2
Dartmouth College - 3	SUNY – Stonybrook - 1	University of North Carolina - 1
Duke University - 6	Syracuse University - 1	University of Notre Dame - 5
Emory University - 2	Texas A&M University - 1	University of Oklahoma - 1
Florida Atlantic University - 1	The College of Wooster - 1	University of Pennsylvania - 5
Florida International University - 1	The Ohio State University - 6	University of San Francisco - 1
Florida State University - 1	The University of Utah	University of Southern California - 3
Georgetown University - 1	Towson University - 1	University of Virginia - 3
Georgia State University - 1	University of California – Berkeley - 14	University of Washington - 3
Gonzaga University - 1	University of California - Davis - 5	Vanderbilt University - 1
Grinnell College - 1	University of California - Irvine - 2	Vassar College - 1
Harvard University - 4	University of California – Los Angeles - 7	Virginia Polytechnic Institute and State University - 1
Haverford College - 1	University of California – Riverside - 1	Washington University in St. Louis - 5
Iowa State University - 1	University of California – San Diego - 3	Wayne State University - 1
Johns Hopkins University - 2	University of California – Santa Barbara - 2	Wellesley College - 1
Kalamazoo College - 1	University of Central Florida - 1	Wesleyan University - 1
Kent State University - 1	University of Chicago - 7	Western University - 1
Kenyon College - 3	University of Cincinnati - 1	Xavier University - 1
Loyola University Chicago - 2	University of Colorado – Boulder - 1	Yale University - 1
MIT - 2	University of Colorado – Denver - 1	
Mercer University - 1	University of Connecticut - 1	
Michigan State University - 1	University of Dayton - 1	
Northeastern University - 2	University of Florida - 1	

Majors and Graduate Degrees

Undergraduate Degrees

Biology, Biological Sciences, Human Biology, Integrative Biology, Human Development, Physiology
Biochemistry/Biochemistry & Molecular Biology
Molecular & Cellular Biology
Biomedical, Chemical & Mechanical Engineering
Psychology/Psychobiology
Neuroscience/Neurobiology
Chemistry
Genetics
Microbiology
Anthropology
Mathematics
Public Health & Global Health
Economics & Business
Physics & Biophysics
Computer Science
Political Science & International Studies
Molecular Toxicology
Movement Science & Exercise Science
English Literature
Classics
Art History
Nutritional Sciences

20 Graduate Degrees

Biochemistry & Molecular Biology
Bioengineering
Bioethics & Social Policy
Bioethics - 2
Biotechnology - 2
Biomedical Engineering
Biomedical Research
Biomedical Sciences - 3
Health Informatics
Management Information Systems
Medical Physiology - 2
Physiology
Public Health
Statistics
Theological Studies

3 Doctorate Degrees

Cognitive Neuroscience
Economics
Medical Chemistry



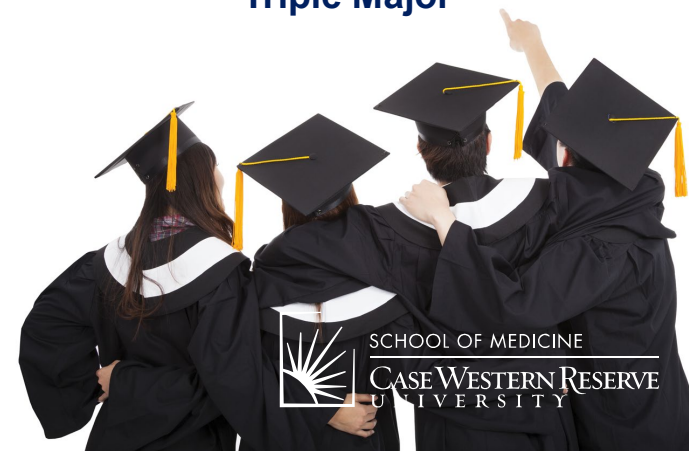
34

Double Majors

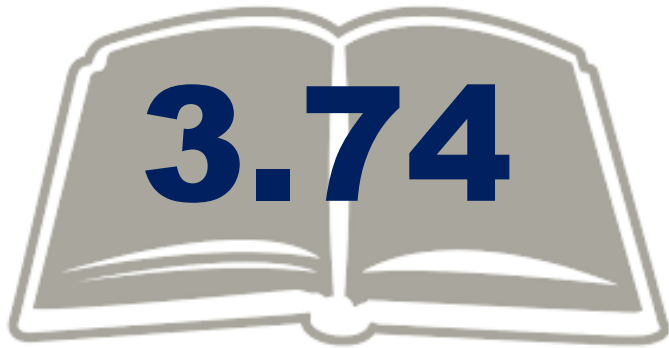


1

Triple Major



Academic Credentials



Average Cumulative GPA

Cumulative GPA

Range: 3.00 - 4.00

Median: 3.78

Mode: 3.88

National Avg. Cumulative GPA (2016): 3.70

Science GPA

Range: 2.84- 4.00

Median: 3.74

Mode: 4.00

National Avg. Science GPA (2016): 3.64



Average Science GPA



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Academic Credentials

MCAT

n= 32

Average: 35.2 (96%)

Median: 35

Mode: 37

Range = 30-40

National Avg. 2015 = 31.4

MCAT²⁰¹⁵

n= 180

Average: 517 (96%)

Median: 518 (97%)

Mode: 518

Range = 504-525

National Avg. 2016 = 508.7



**Graduated with Honors, Summa or
Magna Cum Laude**



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Pre-Medical Oriented Activities



144

Honors/Awards



195

Research Experience



47

Publications



32

Artistic Endeavors

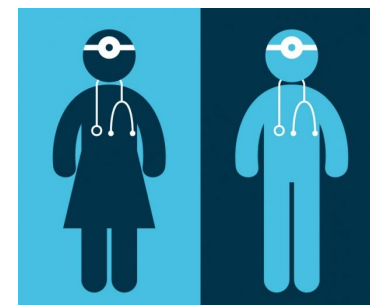


181

Volunteer Medical Experience

85

Paid Medical Experience



179

Physician Shadowing/
Clinical Observation



135

Paid Employment



29

Intercollegiate Athletics

181

Volunteer Experience



116

Teaching/
Tutoring/
Teaching Assistant



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Just For Fun

Dance Fitness Instructor
YouTubers
Teach For America Educator
ER Scribes
Painters, Photographers, & Artists
Labor Coach
Marching Band Members
Weightlifters
Private Pilot
Varsity Athletes
Bagpiper
Graphic Designers
Leatherworking
Home Improvement/Carpentry
Motorcycle Riders
Spoken Word Performer
Tahitian and Hula Dancer
Distance Runners
Rock Band Members
Show Jumper
Poets
Outdoor Enthusiasts
Extreme Sports Hobbyists
K-Pop Fans

Cyclists
EMTs
Black Belt Martial Artists & Instructors
Animal Foster Parents & Shelter Volunteers
Doctors Without Borders Intern
Musicians & Vocalists
Dancers & Choreographers
Scavenger Hunt Leader
Sign Language Specialist
Foreign Language Medical Interpreters
Freestyle Rappers and B-boys
Americorps & Habitat for Humanity
Volunteers
Scuba Divers & Surfers
High School Football Coach
Army Reservist
Financial Analysts
Yoga, Pilates, Spinning Instructors
Cooks, Bakers, & Cupcake Makers



Most Common...

- Countries Visited: 103 total – Canada (35), France (32), England (31), Spain (26)
- Sports: Running & Soccer
- Boy's names: Dan/Daniel (4), Michael (4)
- Girl's names: Nicole/Nicolle (5), Sarah/Sara (5)
- Birthdate: 5/22 (4)

Admissions Committee Members

ELECTED MEMBERS

Todd Otteson, MD, MPH (Chair) (2020) –
Department of Otolaryngology/HNS – UH

Jason Chao, MD (2022)
Department of Family Medicine – UH

Jeffrey Becker, MD (2022)
Department of Medicine MHMC

Lynn Cialdella Kam, PhD. (2020)
Department of Nutrition – SOM

Katherine Griswold, MD (2022)
Department of Pediatrics – UH

Sichun Yang, PhD (2019)
Department of Nutrition – SOM

Margaret Larkins-Pettigrew, MD (2018)
Department of Reproductive Bio – UH

Sue Wish-Baratz, PhD. (2021)
Department of Anatomy – SOM

Julian Selter, PhD. (2018)
Department of Physiology/Biophysics – SOM

APPOINTED MEMBERS

*Phyllis A. Nsiah-Kumi, MD, MPH (2022)
Women's Health – VA

*Tamer Said, MD (2022)
Department of Medicine – MHMC

Thomas Brantley, MD (2018)
Department of Pathology – UH

*Carla Harwell, MD (2022)
Internal Medicine - UH

Ex Officio – With Vote (Joseph Williams and Kent Smith, MD)
Ex Officio – Without Vote (Christian Essman, Lina Mehta, MD, and Henry Ng, MD)

2 fourth years, 2 third years, 6 second years transitioning to 6 first years

Regular guests: Kathy Franco, MD, Derek Abbott, MD, PhD, Renee Pickel

Admissions Committee Changes

Policy Change

UP will begin accepting applications from international students and with DACA status.

Staffing Changes

Ellen Rosenblum retired. Eileen Billey laid off

Tom McKenzie hired as new Asst Director of Admissions

Renee Pickel as Admissions Operations Coordinator.



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Recruitment

***Physical and Virtual Campus visits
webinars***

2018 virtual fair

Advertising and Outreach

email campaign with Perception Multimedia

5152 emails were delivered – opening rate 56%

New brochure

***Multicultural affairs – 16% of students in 2017 class
personal call from Dr. Ng and Joseph Williams***



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

National Presence

Dr. Mehta one of five admissions representatives on the Committee of Admissions for the AAMC.

Dr. Mehta was named Mentor of the Year by AMWA

She was the only admissions dean quoted in AAMC report – Learners and Physicians with Disabilities.

interviewed for NPR, Washington Post

Christian Essman seeking reelection as member-at-large with the Central Group on Student Affairs



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Student Involvement

Student members of committee

Student interviewers valuable part of interview process.

SCA help with coordinating interviewers, second look weekend.



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

2018-2019 Plans

Help us recruit more faculty interviewers (training in August)

Incorporate new Admissions software (by June)

Add new screeners to cope with increasing application numbers

Host admissions committee retreat

Strategize interview/admissions process when move

Prepare for transition to HEC

Train interviewers on new admissions platform.



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Thank you!

**CASE WESTERN RESERVE UNIVERSITY SCHOOL OF MEDICINE
ADMISSIONS COMMITTEE 2017-2018**

ELECTED MEMBERS (4 Basic Science and 5 Clinical)

Todd Otteson, M.D. (Chair) (2020)
Department of Otolaryngology-UH
216/844-5501 todd.otteson@uhhospitals.org

Jason Chao, M.D. (2022)
Department of Family Medicine - UH
216/368-3886 jason.chao@case.edu

Jeffrey Becker, M.D. (2022)
Department of Medicine – MHMC
216/778-3952 jbecker@metrohelath.org

Lynn Cialdella Kam, PhD (2020)
Department of Nutrition - SOM
216/368-2075 lak99@case.edu

Katherine Griswold, M.D. (2022)
Department of Pediatrics – UH
216/844-3387 katherine.griswold@uhhospitals.org

Sichun Yang, PhD (2019)
Department of Nutrition – SOM
216/368-5796 sichun.yang@case.edu

Margaret Larkins-Pettigrew, M.D. (2018)
Department of Reproductive Biology – UH
216/844-3941 Margaret.larkins-pettigrew@uhhospitals.org

Sue Wish-Baratz, PhD (2021)
Department of Anatomy - SOM
216/368-6667 susanne.wish-baratz@case.edu

Julian Stelzer, Ph.D. (2018)
Department of Physiology and Biophysics - SOM
216/368-8636 julian.stelzer@case.edu

APPOINTED MEMBERS

Phyllis A. Nsiah-Kumi, M.D., MPH (2022)
Women's Health – VA
216-791-3800 x2239 phyllis.nsiah-kim@va.gov

Tamer Said, M.D. (2022)
Department of – MHMC tsaid@metrohealth.org

Thomas Brantley, M.D. (2018)
Dept. of Pathology – UH
216/368/6190 tib58@case.edu

Carla Harwell, M.D. (2022)
Internal Medicine – UH carla.harwell@uhhospitals.org

Ex Officio (with vote):

Joseph T. Williams
Director, Office of Multicultural Programs
Office of Student Affairs - SOM E421
[216/368-0529](tel:2163680529) jxw26@case.edu

C. Kent Smith, M.D.
Senior Associate Dean for Students and Assistant Dean for Students
Societies
Office of Student Affairs – SOM E423
216/368-3164 cks@case.edu

Ex Officio (without vote):

Christian Essman
Director of Admissions
Office of Admissions - SOM T308
216/368-0296 cce3@case.edu

Lina Mehta, M.D.
Associate Dean for Admissions
Office of Admissions - SOM T308
216/368-3450 lina.mehta@case.edu

Henry Ng, M.D.
Assistant Dean for Admissions
216/368-3450 henry.ng@case.edu

Student Representatives:

Fourth Years: Paul Koscumb
Kevin Wang

Third Years: Joseph Soucy
Lynn Orfahli

Second Years: Dan Kats
Surya Khadilkar
Erin Lebold
Matt Mignery
Lutetia Li
Wesley Friedrichs-Lindberg

First Years: TBA in Dec/Jan.

Regular Guests:

Kathleen Franco, M.D.
The Cleveland Clinic Foundation
Dept. of Medical Student Education
216/445-7435 francok@ccf.org

Derek Abbott, M.D., PhD
Co-Director of MSTP dwa4@case.edu

Renee Pickel
Admissions Operations Coordinator
216/368-5496 rxp279@case.edu

Tom McKenzie
Assistant Director of Admissions
216-368-3452 txm342@case.edu

**Annual Committee on Admissions Report to Faculty
Council
April 2, 2018**

June 2017 – March 2018

1. 2017-2018 Admissions Cycle Overview:

The Admissions Committee met 12 times during this academic year. The Admissions Committee also reviewed and approved the admissions decisions from the MSTP Steering Committee and the Cleveland Clinic Lerner College of Medicine (CCLCM) Subcommittee.

This year, we have been asked to compose a class of 216 (171 for the University Program, 32 CCLCM, and 13 for MSTP). In total, our School received 6,645 applications for all of our MD programs. This was a 1.4% decrease from the year prior, while applications increased by 1.7% nationally. The secondary application completion rate for the University Program was 80% (4,523 of 5,623) which is the about same as last year.

The University Program:

This year the University Program conducted 1,011 interviews from the 1,175 invitations extended. This was the most interviews conducted by the University Program in over 10 years. The application pool this year contained far more applicants with higher MCAT scores so the Admissions Office felt compelled to extend more interview invitations. We had a number of new interviewers this year from University Hospitals, MetroHealth and Cleveland Clinic and are very grateful to those who devote much energy and time to our process.

To date, the Committee has offered 464 acceptances for the University Program to achieve a class of 171. The tuition for the entering class of 2018 will be \$61,574 with a total cost of attendance of \$87,068. Tuition costs continue to be a factor in why applicants decide to attend other institutions.

The SOM Finance Office is currently looking at older directed scholarships, lectureships, and endowments to see if they can be amended to assist a broader cohort of incoming medical students in an effort to increase our scholarship and aid pool.

Pre-professional Scholars Program:

The Admissions Office, in conjunction with Undergraduate Admissions, interviewed approximately 65 accepted high school students for the undergraduate Pre-Professional

Scholars Program (PPSP) in March, 2018. The selection of the new PPSP undergraduate students has not yet taken place at the time of this report.

Oral and Maxillofacial Surgery Program:

The admissions office also coordinated interviews for 60 dentists and/or 3rd year dental students seeking acceptance into the MD/MS Oral and Maxillofacial Surgery program. Our admissions evaluations and recommendations were provided to the director of the program, Faisal Quershay, MD, DDS, FACS, to fill their three spots.

2. The Entering Class of 2017:

The Entering Class of 2017 was yet another academically qualified and diverse class. Please see attachment A.

3. Admissions Committee:

A list of our Admissions Committee members is attached (Attachment B). We welcomed new members, Dr. Carla Harwell, Dr. Tamer Said, and Dr. Phyllis Nsiah-Kumi, to the committee.

Policy Changes:

1. Beginning with the 2018-2019 application cycle, the University Program begin accepting applications from international students and students with DACA status. Applications from these applicant types were placed on hold for the 2017-2018 application cycle due to financial reasons and concerns for future employment. However, at the request of the President's Office applications will again be accepted by these applicant types.

4. Staffing Changes:

The Admissions Office has undergone major staffing additions and changes this last year. Ellen Rosenblum, Office Manager, retired in April 2017 and Eileen Billey was laid off as a result of the restructuring. Two new, higher level positions were created to support the admissions mission going forward: 1. Assistant Director of Admissions 2. Admissions Operations Coordinator. After a three month search, Mr. Tom McKenzie was hired as the new Assistant Director of Admissions and Ms. Renee Pickel as the Admissions Operations Coordinator.

Mr. McKenzie had worked in undergraduate admissions at the University of Cincinnati for 6 years and brings a fresh set of ideas and experience to the team. Ms. Pickel was previously in a shared position between the Registrar's Office and Admissions as a Student Services Coordinator. Ms. Pickel has been working with our office for four years and brings continued stability to this important position along with a solid understanding of our admissions process. A search is currently underway to find a replacement for the Student Services Coordinator.

Ms. Sara Donnelly was hired as the new Assistant Director of Financial Aid in October, 2017. Ms. Donnelly was previously employed in undergraduate financial aid at the University of Indianapolis and has a background in financial literacy programs.

5. Recruitment:

a. Physical and Virtual Campus Visits

Our goal remains to recruit exceptionally talented students from across the country through targeted outreach by Dr. Mehta, Dr. Ng, Mr. Essman and Mr. McKenzie. As travel continues to be expensive, we remain very conscious of recruitment spending. Despite these limitations, we were able to visit:

University of Michigan-Ann Arbor
Ohio Med Day at NEOMED
AAMC's national meeting minority student recruiting event

Upcoming Spring visits include:

University of Pittsburgh
Carnegie Mellon University
Oberlin College
Kent State University
Kenyon College
UCLA
USC
University of Akron
College of Wooster

We have continued to utilize and expand the use of the webinar software using a new software, Zoom, which is free through the University. This has become an effective and convenient recruiting tool since participants can view the presentation from wherever they have an internet connection. Mr. Essman started these "visits" in March, 2012 with pre-medical students from several universities. This year we conducted webinars with students and pre-med advisors from Miami University, Vanderbilt University, Washington University in St. Louis, and Ashland University. Upcoming webinars include Emory University, Georgia Tech, and we are working on others for Princeton University, University of Pennsylvania, University of California-Berkeley, and Columbia University.

In February 2018, the Admissions Staff and several medical students participated in an AAMC-sponsored virtual fair where over 950 participants from around the country and Canada visited our "booth" from 11:00am - 8:00pm. We felt this was an overwhelming success, particularly considering that the cost was only \$350. Lessons learned from the virtual fair in 2017 were employed to make for a more efficient experience.

b. Advertising and Outreach:

Admissions again partnered with Perception Multimedia, a local multimedia marketing company, to assist with the coordination of an email campaign to prospective applicants that is targeted based on MCAT scores. Some MCAT scores were acquired via purchase, and some were acquired via the AAMC's MED-MAR system that provides MCAT scores from students who self-identify as underrepresented and/or disadvantaged. In May 2017, 5,152 emails were delivered to prospective applicants with email open rates reaching 56% (industry average for marketing and advertising is a 13% open rate). We feel this is an effective and affordable marketing tool in reaching students who may not have otherwise considered applying to our medical school.

	Email Recipients	Applied	%Applied	Potential Revenue (\$90 application fee)
Total	5152	1292	25%	\$116,280
High MCATs – 2016 MCAT list purchased by Grad Studies	1978	554	28%	\$49,860
MED-MAR List (free) (disadvantaged, minority)	3174	738	23%	\$66,420

Total Applications	6645	1292	20%	
-------------------------------	-------------	-------------	------------	--

Admissions worked closely with the SOM Marketing and Communications team throughout 2016 and 2017 to develop a new admissions brochure. The previous admissions brochure had not been updated in nearly 10 years. The Admissions and Marketing and Communications team selected Landesburg Design who specialize in the college brochure creation. They are also used by the CWRU undergraduate admissions office. The new admissions brochure was completed in August 2017. (see attached)

b. Pre-Med Advisor Outreach:

In June 2018, Mr. Essman and Mr. McKenzie will attend the biennial national meeting of the National Association of Advisors for the Health Professions (NAAHP) for pre-med advisors held in Washington DC. Attendance at this conferences has proven to be an excellent method for meeting and networking with pre-med advisors from across the country and for promoting our School, particularly during the Meet the Deans sessions.

e. Multicultural Affairs:

Our Office of Multicultural Affairs employs targeted recruiting at schools known for racial and ethnic diversity, including the historically black colleges and other universities with more diverse populations. In 2017, Dr. Ng and Joseph Williams made it a practice to personally call every accepted URiM student to add a personal touch to the acceptance process. We also redesigned our post-withdrawal survey so that students who self-described as underrepresented in medicine received more targeted questions; this is an attempt to further study why these students decline acceptance to our school. In the Entering Class of 2017, 16% of the students self-described as a race or ethnicity that is considered to be underrepresented in medicine. This is the highest percentage in several years of entering class data.

Admissions will be working more closely with Mr. Williams to develop a recruitment plan that better coincides with Admissions goals for diversity outreach.

6. National Presence:

Dr. Mehta is one of five admissions representatives on the Committee of Admissions (COA) for the AAMC; the COA group advises the AAMC on setting national admissions policies and best practices. She is also a member of the advisory committee to the AAMC for the national application process, AMCAS; both of these roles give our office more of a national presence and a voice in policy-making. Dr. Mehta was named Mentor of the Year by the American Medical Women's Association. Recently, Dr. Mehta was the only admissions dean quoted extensively throughout the AAMC's groundbreaking report called *Learners and Physicians with Disabilities*. She was interviewed for a national story on NPR and she was quoted in several news articles, including the Washington Post, among others around the country.

Mr. Essman will be seeking reelection as a member-at-large with the Central Group on Student Affairs steering committee at the national AAMC student affairs meeting in April.

7. Admissions Software:

Since the early 2000's the School of Medicine admissions office has been using a homegrown application processing platform, called iApply, in conjunction with the application database provided by the Association of American Medical Colleges (AAMC), called American Medical College Application Service (AMCAS). Historically, the AMCAS processing tools have been provided to medical schools by the AAMC at no charge. This is changing, however, in 2019 when the traditional AMCAS platform will be retired. We have identified a company that has become the new standard in medical school admissions applications processing, AMP by Zap Solutions (<http://www.paperlessadmissions.com/>). AMP is used by over 85 allopathic and osteopathic medical schools and graduate programs in the United States, including many of our peers at other top 25 schools. Many of our admissions friends at other medical schools use this product and have shared with us overwhelmingly positive feedback. Approval was received in January and onboarding and development is currently underway. The platform will be ready for use in June, 2018 - in time for the next application cycle to begin.

8. Student Involvement:

The student interview is a valuable part of the interview process, lending additional insight into each applicant. All medical student involvement in our admissions process, including applicant interviewing, tours, overnight hosting program, a lunch/Q & A session and Second Look weekend, is coordinated entirely by volunteer student co-chairs of the Student Committee on Admissions (SCA).

Student participation on the Admissions Committee includes 4 voting students and 2 non-voting students. Appointment of voting students is via peer election.

9. LCME Site Visit:

The Admissions Office did not receive any citations or areas for monitoring from the LCME accreditation site visit.

10. Plans for 2018-2019

Help us recruit more faculty interviewers! Training will take place in August.

Recruiting remains a priority but as stated earlier, is limited by budgetary constraints and the cost of travel. We will continue to conduct "virtual visits" using the Zoom software with pre-medical students from across the country. This has proven to be an effective and unique way of connecting with prospective applicants.

Goals for 2018

- Add more screeners to cope with increasing application numbers
- Host admissions committee retreat
- Strategize for interview/acceptance process when we move to the HEC
- Prepare for the transition to the HEC
- Implement and train our interviewers on the new AMP admissions software platform
-

We greatly appreciate the faculty support of the admissions process and look forward to such help next year.

Respectfully submitted,

Todd Otteson, M.D.
Chairperson, Committee of Admissions

Cc: Dean Davis
Dr. Thomas
Dr. Mehta
Mr. Essman