

**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, October 21, 2019  
4:00-5:30PM – BRB 105

4:00-4:10PM	Welcome and Chair Announcements	Gary Clark
4:10-4:12PM	Approval of Faculty Council Meeting Minutes from the September 23, 2019 Meeting	Gary Clark
4:12- 4:15PM	Faculty Council Steering Committee Activities Report	Jennifer McBride
4:15-4:30PM	Bylaws Amendment, Addition of VA Representatives	Robert Bonomo & Darin Croft
4:30-4:55PM	NEC Report	David Buchner
4:55-5:10PM	CAPT Report	Dana Crawford
5:10-5:15PM	Election of Faculty Council Representatives on NEC	
5:15PM	Faculty Senate Executive Committee Report	Ahmad Khalil
	New Business	
	Adjourn	

**Members Present**

Corinne Bazella  
Robert Bonomo  
Matthias Buck  
Cathleen Carlin  
Sudha Chakrapani  
Jae-Sung Cho  
Gary Clark  
Brian D'Anza  
Piet de Boer  
Philipp Dines  
Todd Emch  
Judith French  
Thomas Gerken

Monica Gerrek  
Anna Maria Hibbs  
Beata Jasztrzebska  
David Katz  
Allyson Kozak  
Laura Kreiner  
Vinod Labhassetwar  
Suet Kam Lam  
Jennifer McBride  
Maureen McEnery  
Vincent Monnier  
Vicki Noble  
George Ochenjele

Nimitt Patel  
Satya Sahoo  
Ashleigh Schaffer  
Hemalatha Senthilkumar  
Daniel Sweeney  
Patricia Taylor  
Krystal Tomei  
Carlos Trombetta  
Allison Vidimos  
Susan Wang  
Jo Ann Wise  
Jamie Wood

### **Members Absent**

Tracey Bonfield	Robert Hughes	Clifford Packer
Shu Chen	Ankur Kalra	Anand Ramamurthi
Travis Cleland	Ahmad Khalil	Ben Roitberg
Pamela Davis	Varun Kshetry	Barbara Snyder
Jennifer Dorth	Laura Kreiner	Patricia Thomas
William Dupps	Maria Cecilia Lansang	Heather Vallier
Alex Huang	Charles Malemud	Satish Viswanath
Hannah Hill	Anna Miller	Nicole Ward
Darrell Hulisz	Ameya Nayate	Richard Zigmond

### **Others Present**

Alicia Aguilar	Darin Croft	Gilles Pinault
Jesse Jean-Claude	Nicole Deming	Usha Stiefel
Dana Crawford	Joyce Helton	

### **Welcome and Chair Announcements**

Gary Clark, Chair of Faculty Council, convened the meeting at 4:00PM. He reminded the council that for purposes of decorum and orderly discussion Faculty Council follows Robert's Rules of Order for a call out of issues that need to be resolved by parliamentary rule. A supplemental solicitation for standing committee members has gone out. A slate of those people, who have come forward, will go out tomorrow. The voting will be open for two weeks to fill these committee vacancies and then will close.

The proposed bylaws amendments, which were approved by Faculty Council through last spring, will be sent to SOM faculty for a vote and then forwarded to Faculty Senate. The annual reports from the NEC and the CAPT (held over from last June when we ran out of time) will be presented today. The report from the Committee on Biomedical Research is scheduled for the December Faculty Council meeting.

### **Steering Committee Activities**

The minutes from the October 7 Faculty Council Steering Committee meeting were reviewed and approved. The committee reviewed several emeritus appointments and made their recommendations to the Dean. The committee reviewed the SOM CAPT recommendations for equity (these included faculty packets for promotion to associate professor and professor and the award of tenure). The Faculty Council recommendation from last spring to increase VA representation was discussed. Modifications to the Faculty Activity Summary Form were reviewed. It was decided to hold these recommendations for further clarification and determine what other amendments might be made to the form before bringing it forward.

### **Approval of Faculty Council Meeting Minutes from the September 23, 2019 Meeting**

When the council was polled for edits or corrections to the minutes, it was noted that Thomas Gherkin attended the September 23 meeting, but was listed as absent in the minutes. The minutes will be corrected to reflect his attendance.

Several edits were suggested: Line 12 on page 4, should read “met with the Provost and the various deans”, and Line 35 on page 4, the webpage address should be corrected to “hec@case.edu”.

A motion was made and seconded to approve the minutes of last month’s meeting as amended. There being no further discussion, a vote was taken. 31 were in favor, 0 were opposed, and 1 abstained. The motion passes.

**Bylaws Amendment, Addition of VA Representatives (Robert Bonomo, Darin Croft)**

Last spring significant debate was held over several meetings regarding the increase of VA representation on Faculty Council. Currently, there is one institutional representative that represents faculty at the VA. A motion was put forward to propose modifications to the bylaws adding six additional representatives to Faculty Council from the VA.

Dr. Bonomo started his presentation with a photo of the VA noting that they have come a long way since their early time. The VA is a vibrant and integrated facility in the community, proud of where they practice and the contributions they make to the university.

On April 15, Faculty Council approved to increase the VA’s representation on Faculty Council by adding six representatives to represent the SOM faculty primarily based at the VA. They are part of the academic community, and as an entity would like to be represented and share in the progress that this body is making. The Bylaws Committee presented its recommendations to the Steering Committee on October 7, and today it is being presented to Faculty Council for a vote.

The VA will group its faculty by services: Medicine, Primary Care (to include COPS), Surgery/Anesthesia, Research, Neuropsychiatry (Neurology, Psychiatry, Psychology), and Diagnostic Services (Pathology and Laboratory Medicine, Radiology). The VA will elect one person to represent each of the six service areas.

Darin Croft, Chair of the Bylaws Committee, noted that this is a significant change and elaborated further on what recommendations were made by the Bylaws Committee. On the Dean’s advice, Dr. Clark, Chair of Faculty Council, reached out to University Hospital’s clinical chairs (Mitchell Machtay and Robert Salata), soliciting their specific opinions or points of statement concerning this proposal. Dr. Clark had not received their input.

For the benefit of the new representatives to Faculty Council, Dr. Croft explained that the Bylaws Committee is a standing committee of the Faculty of Medicine, consisting of six elected members and one ex officio member. He explained how the bylaws can be amended and the processes that we follow.

The original proposal, 3.2 Membership of the Faculty Council, was amended with the addition “and six representatives from the Louis Stokes Cleveland VA Medical Center”. These representatives “, including VA representatives,” was added. The rationale was “to provide representation for VA on Faculty Council” (additional justification included in original proposal attached).

To 3.2a Voting Members, the Bylaws Committee recommended with a vote of 4-1, to add, “In the absence of departments, full-time faculty members based at the Louis Stokes Cleveland VA Medical Center shall democratically elect six representatives as voting members of Faculty

Council.” It was noted that it might cause confusion to refer to VAMC representatives as department representatives, as they are not, strictly speaking, departmental representatives. A comment was made that the six “service areas” are not currently defined as organizational units and the number is arbitrary. Since there are 14 services at VAMC, six representatives could actually be too few. If instead they created academic departments, it would remove the subjectivity, should, down the road, six prove to be too few and eight are warranted. Another member commented that for the number of faculty at the VA, six representatives would be an overreach and perhaps two would be more appropriate. The argument was also made that creating VAMC representatives provides an additional avenue of Faculty Council service not available to full time faculty at other affiliates.

A motion was made and seconded to adopt the bylaws with the changes as proposed by the Bylaws Committee. Originally, Faculty Council voted on this concept in the spring. It was then forwarded to the Bylaws Committee for appropriate wording to allow the concept to go forward. That is the motion on the floor today and it is now open for discussion.

The VA is asking for six additional members to be part of this body right now. The six representatives would be in addition to the current institutional representative. The VA does not have departments. Instead, all faculty appointments and promotions are routed through the academic departments at UH. The issue being discussed today is not the creation of departments at the VA. While VA-based faculty are technically eligible to be department representatives, historically this has never happened. The comment was made that there is a group of faculty based at the VA that do not have representation. It was noted that from the standpoint of the bylaws, there is nothing right now that links representation to the number of faculty members that is represented.

Last year we voted on the preliminary version of this proposal, which already included the number six and already had a discussion on the rationale behind that proposal. The parliamentarian confirms that the number of (six) representatives has already been voted upon and approved. By going through this process and placing it on the agenda for this meeting, it provides the faculty representatives with time to reach out to their departments. The motion that stands already includes the number of representatives. If people feel that the number is not appropriate, then it is their option to oppose the amendment. Conversely, it is also an option to vote to amend the bylaws and therefore amend the amendment.

A guest from the VA explained that as a point of clarification regarding full time VA faculty members and UH, the VA faculty members use the UH hospital as a vehicle to obtain the faculty appointment. They have no other relationship with UH. Most of the faculty at the VA do not have a clinical appointment at UH. The VA supports a lot of the teaching and shares in the research mission. The VA has no academic departments of its own and so all academic appointments are made in UH academic departments.

They want to be at the table and able to voice their opinions. It was noted that since the concept of VA representation has already been voted upon, the issue now is how to increase representation.

A motion was made to change the text to “full time faculty members based at the VA Cleveland Medical Center, which does not have departments, shall democratically elect six...”. It was noted that while this accommodates the present it would not accommodate the future according to the bylaws. This motion was not seconded.

A motion was then made and seconded to approve the following text: “In the absence of academic departments at the Louis Stokes Cleveland VA Medical Center, full-time faculty members based there shall democratically select six representatives as voting members of Faculty Council”. Approval was given from the originator and the seconder. There being no further discussion, a vote was taken. Do you approve the revised language to the motion? 24 were in favor, 7 were opposed, and 4 abstained. The motion passes.

The question was posed that if Faculty Council adopts this could other affiliate institutions or groups use this as a precedent and make similar requests. Dr. Croft stated that this point was discussed at the Bylaws Committee meeting and they felt that they didn’t know of any such situations, and that this was a one-off. The language makes it unique to the VA. There are only four affiliate hospitals. If changes are required in the future, this could be revisited at that time.

The question was posed as to why can’t the VA (the people who work at the VA, teach, do research, and contribute to the academic mission) get to decide how the six representatives for the VA are chosen? Why should this be decided upon by people who do not work at the VA. We are simply asking to be an engaged body. It was noted that the bylaws do specify how Faculty Council representatives are chosen.

A proposal for an amendment to the motion has been made. It was suggested to list the six services represented into the motion. The motion was seconded and opened to the floor for further discussion. There being no further discussion, a vote was taken to approve the motion as amended to include services. 19 were in favor, 14 were opposed, and 4 abstained. The motion passes.

This motion has now been amended twice. The Chair asked if there was any further discussion on the twice-amended motion. There being no further discussion, a motion was made and seconded to approve the amended motion to add VA members to Faculty Council. A vote was taken. 26 were in favor, 8 were opposed, and 1 abstained. The motion passes.

As a point of order going forward, this will next go to the full faculty for a vote. It is feasible to include it in the vote coming up in two weeks, which will include the bylaws amendments voted upon last spring.

### **NEC Report**

David Buchanan had to leave the meeting; the report is deferred.

### **CAPT Report (Dana Crawford)**

Dana Crawford co-chaired the CAPT SOM with Neal Peachey last year. It was a very busy year for the committee as they reviewed 120 applications for promotion and/or tenure. The approval rate was at 93%, similar to the last four years. There did not appear to have any outliers.

No folders have been flagged by the Steering Committee to date. The Steering Committee felt that the report was appropriate. The review of the standards of promotion occurs every five years, and have not been done within that timetable. When asked if the standards will be reviewed soon, it was noted that in the past it has actually been the Dean who has formed a committee to review standards for appointment and promotions with the results presented to Faculty Council. Based on those recommendations, changes are made to the bylaws. Nothing

has been amended since 2006, and there is no current committee reviewing the standards. The past academic year, compared with the last four years seems to be within a range. When asked whether data was available for gender and underrepresented minorities, it was noted that while there is data for gender, data for underrepresented minorities is not collected for CAPT purposes. The current CAPT committee can take that up on the 2019-2020 CAPT calendar.

A motion was made and seconded to accept the CAPT report. There being no further discussion, a vote was taken. 28 were in favor, 0 opposed, and 2 abstained. The motion passes.

### **Election of Faculty Council Representatives on NEC**

Currently, there are openings for three Faculty Council representatives on the NEC with their terms running concurrently with their Faculty Council representation. There are two basic science and one clinical opening on the NEC. Two individuals have agreed to stand for election, Anand Ramamurthi and Jo Ann Wise. .

A motion was made and seconded to determine if the Faculty Council is in favor of electing Dr. Wise and Dr. Ramamurthi as the two Faculty Council representatives who will serve on the NEC. There being no further discussion, a vote was taken. 29 were in favor, 0 were opposed, and 1 abstained. The motion passes.

There is still one opening for a clinical Faculty Council representative to serve on the NEC and there is a candidate who may be willing to serve. To that end, this discussion will be postponed until the next Faculty Council meeting.

### **Faculty Senate Executive Committee Report**

The standing agenda report from the SOM Faculty Senate will be postponed until November; Dr. Ahmad Khalil is not available to present today.

### **New Business**

When Dr. Clark was asked if there had been any further discussion as to whether it was appropriate to move the Faculty Council and Faculty Council Steering Committee meetings to the new HEC campus, he noted that the rationale for moving these meetings was, in part, to increase participation, awareness and involvement with the HEC campus. If the bylaws amendments are approved by the faculty and Faculty Senate, we would then have the capacity for remote voting and the HEC might prove to be a better venue for remote participation. However, it was also noted only a very small subset of Case faculty members (i.e. those who have leadership roles in the University Curriculum) have offices at the HEC. Other Case and UH faculty members who participate in the University Program have not moved to the HEC and have offices only on main campus. Part of the issue was that, in a sense, this is a feeling out year for the HEC. In particular, there have been a lot of bumps or hiccups on the road with regard to IT in the new building. Perhaps it would be better to wait until after the first academic year in the new building before considering the possibility of moving the location of FC meetings. There is nothing active on the table right now.

While it was suggested that many of the clinical faculty travelling to this meeting might be more central here in the BRB, there are many who would prefer the HEC for these meetings. It was suggested that holding the Faculty Council meetings at the HEC showed a commitment to the new direction, while others felt that the location was not necessarily critical to showing support

for the HEC. Parking in the JJ garage was found to be challenging for Dr. Clark and others as well coming from off campus.

Members were encouraged to attend the state of the school address schedule for November 1. The Dean's search committee has narrowed the group of finalists to five candidates for consideration by President Snyder. While it was asked if further details could be provided, no more information is available at this time. It is President Snyder's prerogative whether or not further information is shared.

A motion was made and seconded to adjourn the Faculty Council meeting early. There being no further discussion, a vote was taken. All were in favor, no one opposed, and no one abstained. The motion passes.

The meeting was adjourned at 5:12PM

Respectfully submitted,

Joyce Helton

# Meeting of the School of Medicine Faculty Council

October 21, 2019  
BRB 105 4:00 p.m.

Gary Clark, MD, (MetroHealth), Chair

Jennifer McBride, PhD, (CCLCM), Chair-Elect

Sudha Chakrapani, PhD, (Physiology and Biophysics), Past-Chair

Nicole Deming, JD, MA, Assistant Dean For Faculty Affairs and Human Resources

Secretary of Faculty of Medicine



SCHOOL OF MEDICINE

CASE WESTERN RESERVE  
UNIVERSITY

# Chair Announcements

- Welcome
- Robert's Rules of Order
- Supplemental Election for Committees – go out tomorrow
- Bylaws Amendment – 2 weeks after Standing Committee election is complete
- Reports from the NEC (October), CAPT (October), and CBR (December)



SCHOOL OF MEDICINE

CASE WESTERN RESERVE  
UNIVERSITY

# Steering Committee Activities Report

## Meeting Date: October 7, 2019

Members: Gary Clark, Sudha Chakrapani, Jennifer McBride, Monica Gerrek, Robert Bonomo, Allyson Kozak, Maureen McEnery, Jo Ann Wise

- Approval of Minutes
- Recommendations of Emeritus Appointments
- Equity Review for CAPT recommendations
- Advice to Dean Davis regarding Chair Appointments
- Bylaws Amendment VA reps (Darin Croft)
- NEC 2018-2019 report
- CAPT 2018-2019 report
- Elaine Borawski - FASF
- Bylaws Amendment Vote Update
- Supplemental Committee Election Update



SCHOOL OF MEDICINE

CASE WESTERN RESERVE  
UNIVERSITY

# Recommendations of the Bylaws Committee

## Proposed Amendment regarding VAMC Faculty Council Representation

### Elected members

Darin Croft, Ph.D. (Dept. of Anatomy), Chair

Piet de Boer, Ph.D. (Dept. of Molecular Biology & Microbiology)

George Dubyak, Ph.D. (Dept. of Physiology & Biophysics)

Irving Hirsch, M.D. (Dept. of Anesthesiology, University Hospitals)

Maureen McEnery, Ph.D. (Dept. of Neurology, University Hospitals)

Jonathan Miller, M.D. (Dept. of Neurological Surgery, University Hospitals)

### Ex officio member

Nicole Deming, J.D. (Assistant Dean, Faculty Affairs & Human Resources)

# Original Proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS) and six representatives from the Louis Stokes Cleveland VA Medical Center. When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives, including VA representatives, shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

*Rationale:* “To provide representation for VA on Faculty Council”  
(additional justification included in original proposal)

# Bylaws Committee Recommendation (5-1):

Faculty Council should adopt a modified version of the proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include the Division of General Medical Sciences (DGMS, which has departmental status; see Article 3.7). When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives shall be referred to as department representatives. In the absence of departments, full-time faculty members based at the Louis Stokes Cleveland VA Medical Center shall democratically elect six representatives as voting members of Faculty Council. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

# Bylaws Committee Justification

1. VAMC representatives should not be referred to as department representatives.

> Potential to cause confusion

2. VAMC representatives should be elected from among full-time faculty.

> Commensurate with procedures for department representatives:

3.3: Election of the Members of the Faculty Council

Faculty members have the power and obligation to elect Faculty Council representatives (see Article 2.3). Elections shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the Chair of the Faculty Council.

3.3a. Departmental representatives: When the term of a departmental representative is coming to an end, the dean shall inform all full-time faculty members of that department. The department shall elect its new representative no later than April 30 of each year, with newly elected members beginning their terms of office on the following July 1. To be eligible to serve as a departmental representative to the Faculty Council, a faculty member must be appointed full-time and hold a primary appointment in that department. The election shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the chair of the Faculty Council.

# Bylaws Committee Justification

3. This provision should expire if academic departments are established at the VAMC.
  - > Academic departments automatically have FC representation (See Articles 3.2a, 3.3a, above)

## Additional Considerations

(Discussed by the committee but not included in proposal)

1. “Service areas” are not currently defined organizational units at VAMC; therefore, their number (six) seems to be arbitrary.
  - > e.g., Is “Research” service area comparable to an academic department? If not, are too many proposed?
  - > Currently 14 services at VAMC. Are too few proposed?
  - > Creating academic departments at VAMC would remove subjectivity and allow for future growth

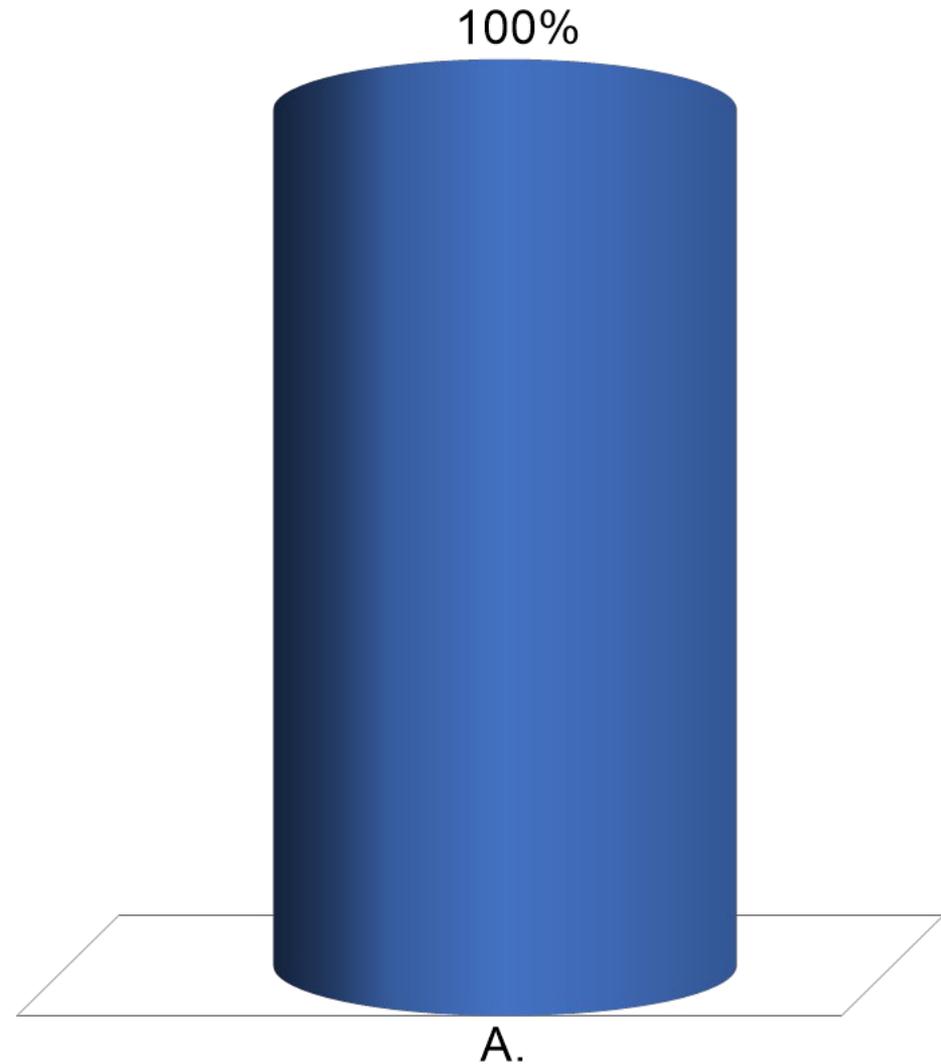
# Additional Considerations

2. Creating special VAMC representatives provides an additional avenue for FC service not available to full-time faculty at other affiliates.
  - > Currently three ways a full-time faculty member from an affiliated institution can serve on Faculty Council (see Article 3.2a, above):
    1. departmental representative
    2. institutional representative
    3. at-large representative of the Faculty of Medicine  
Epilepsy Grandround
  - > VAMC faculty have appointments in UH academic departments
  - > A VAMC faculty member would have four routes to FC service:
    1. departmental representative (UH academic department)
    2. institutional representative (VAMC)
    3. at-large representative of the Faculty of Medicine
    4. VAMC “service area” representative



# Enter Question Text

A. Enter Answer Text

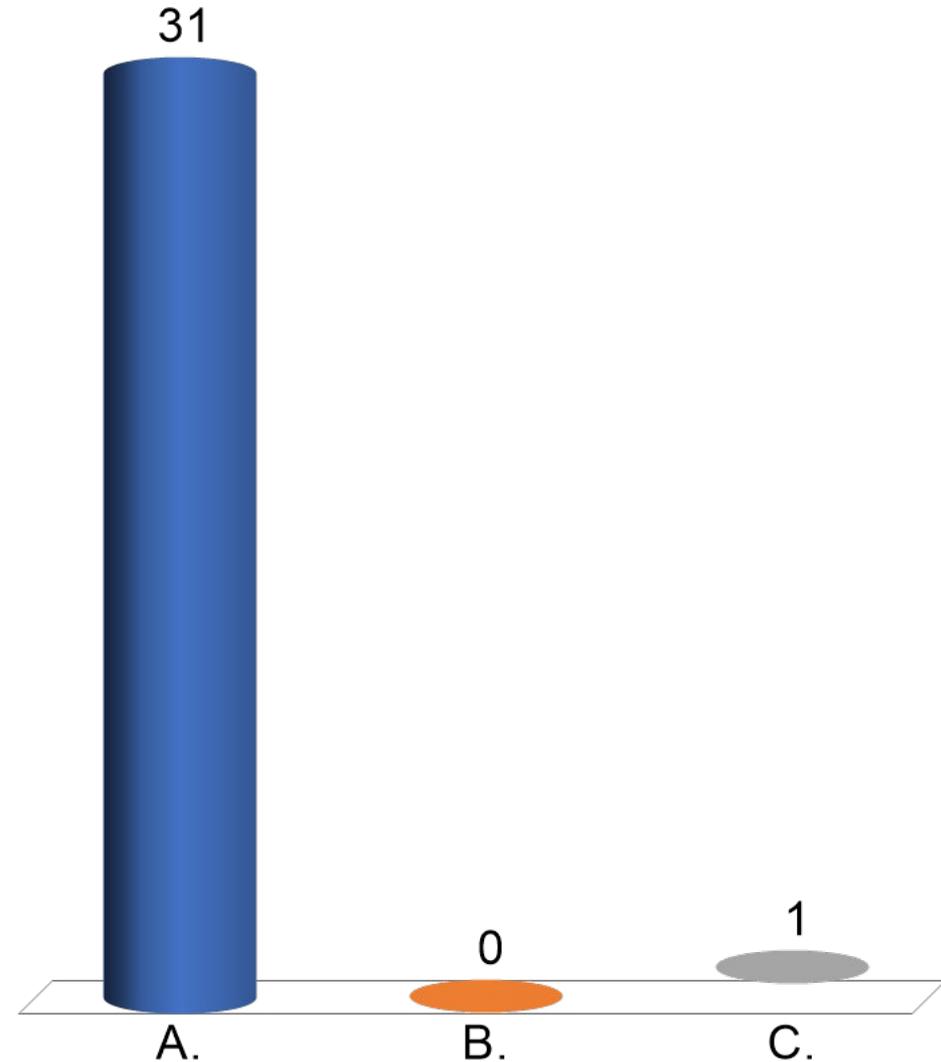


# Do you approve the minutes?

A. Yes

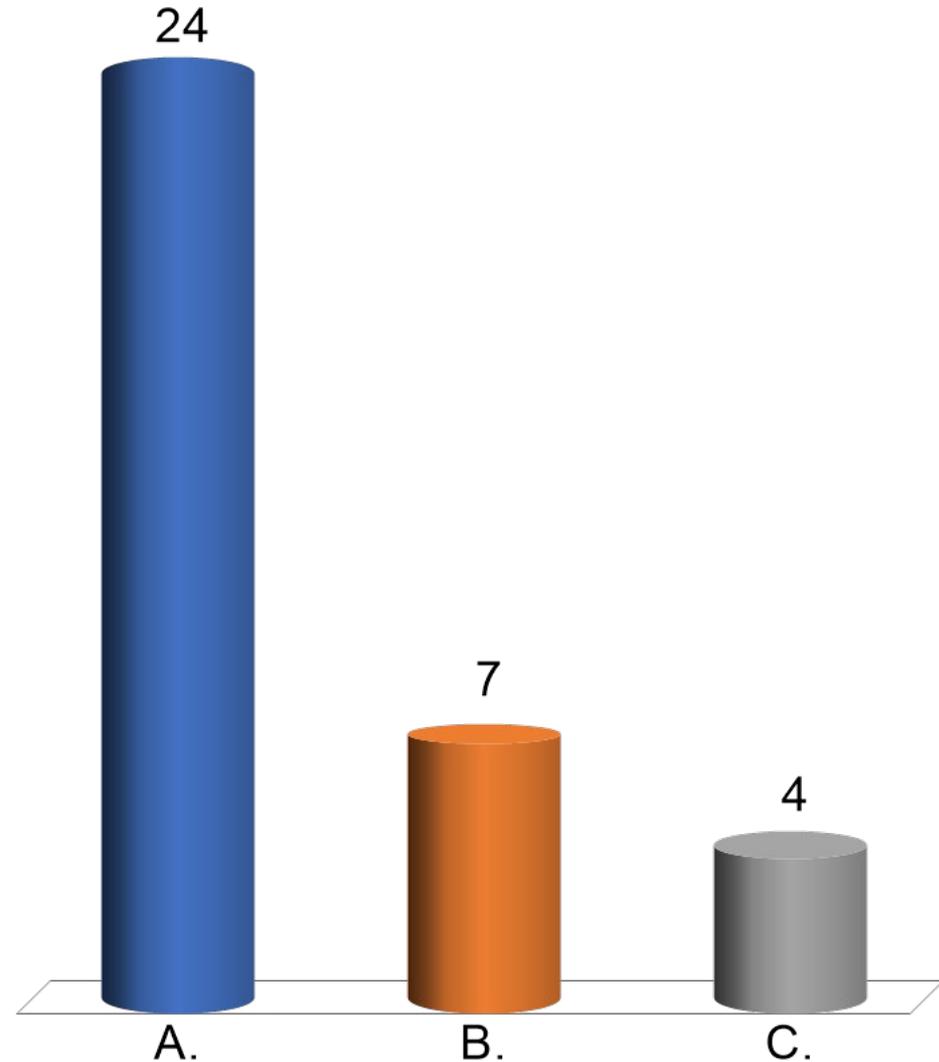
B. No

C. abstain



# Do you approve the revised language to the motion?

- A. Yes
- B. No
- C. abstain

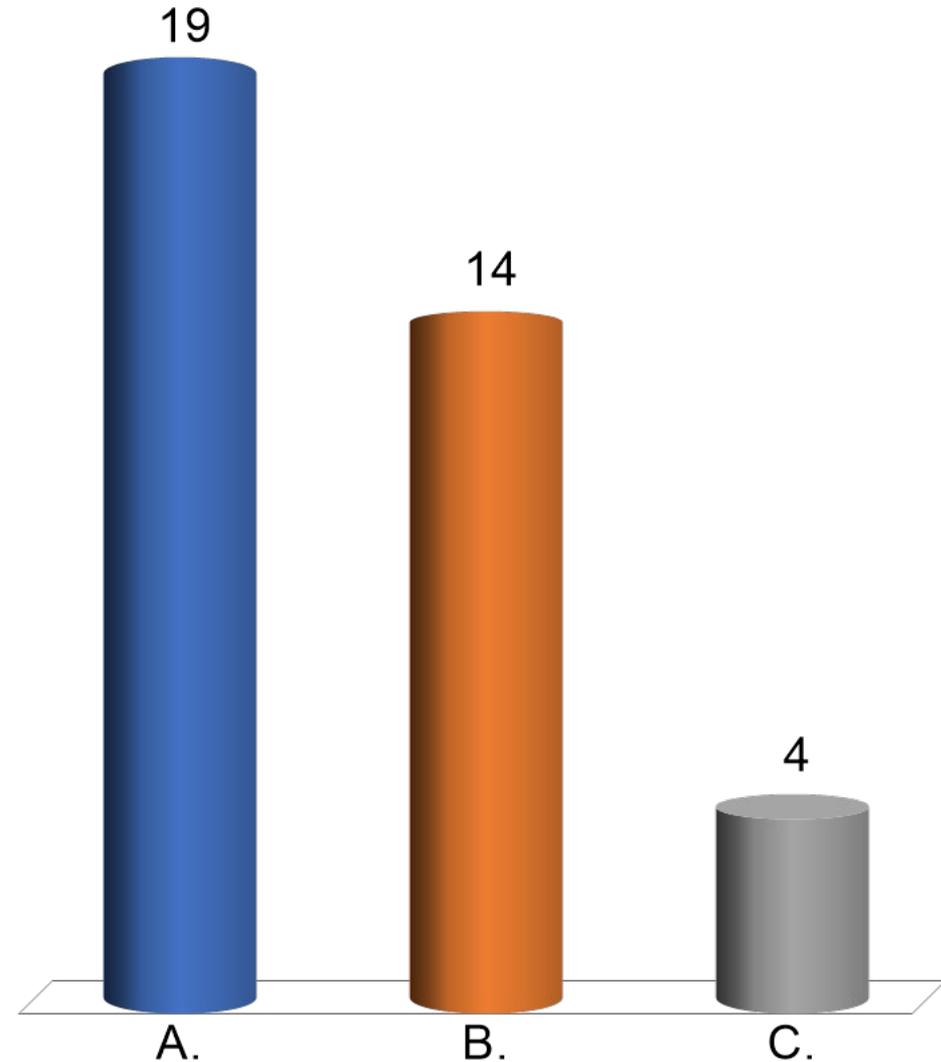


# Do you approve the amendment to the motion to include services?

A. Yes

B. No

C. abstain

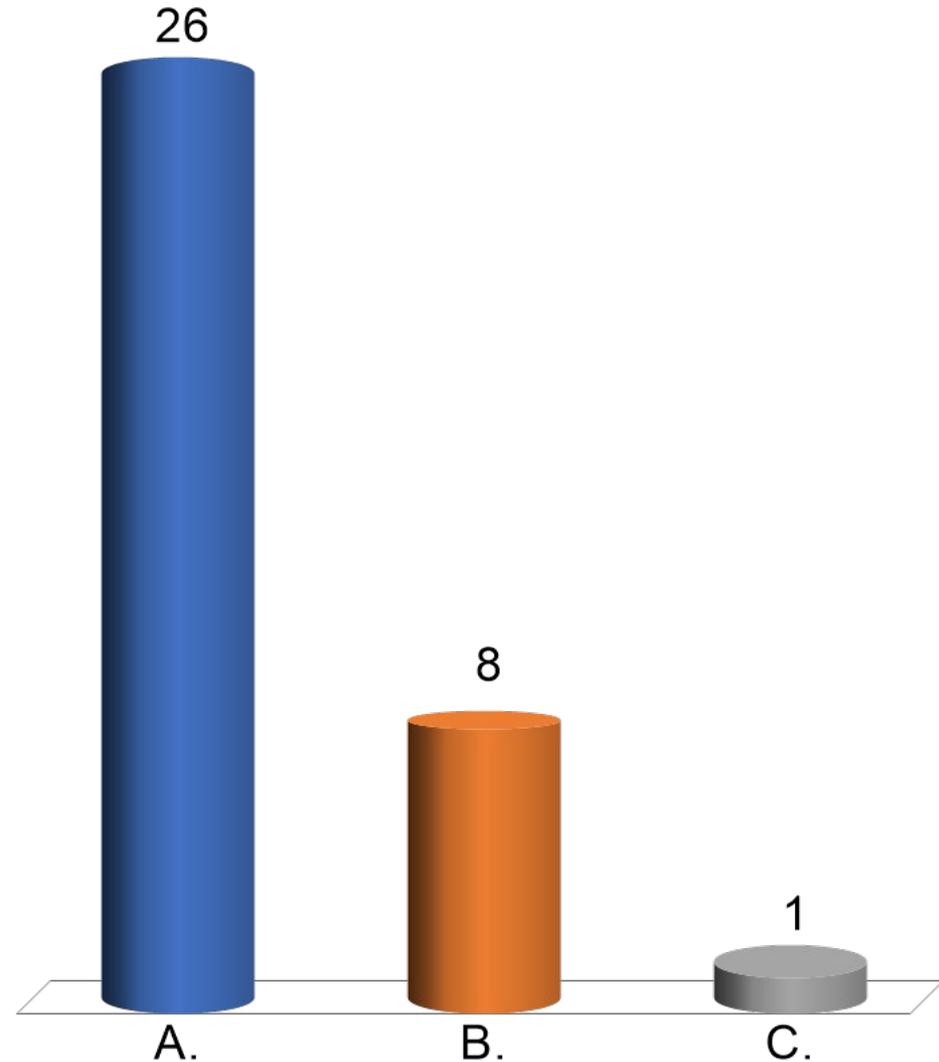


# Do you approve the amended motion to add VA members to FC?

A. Yes

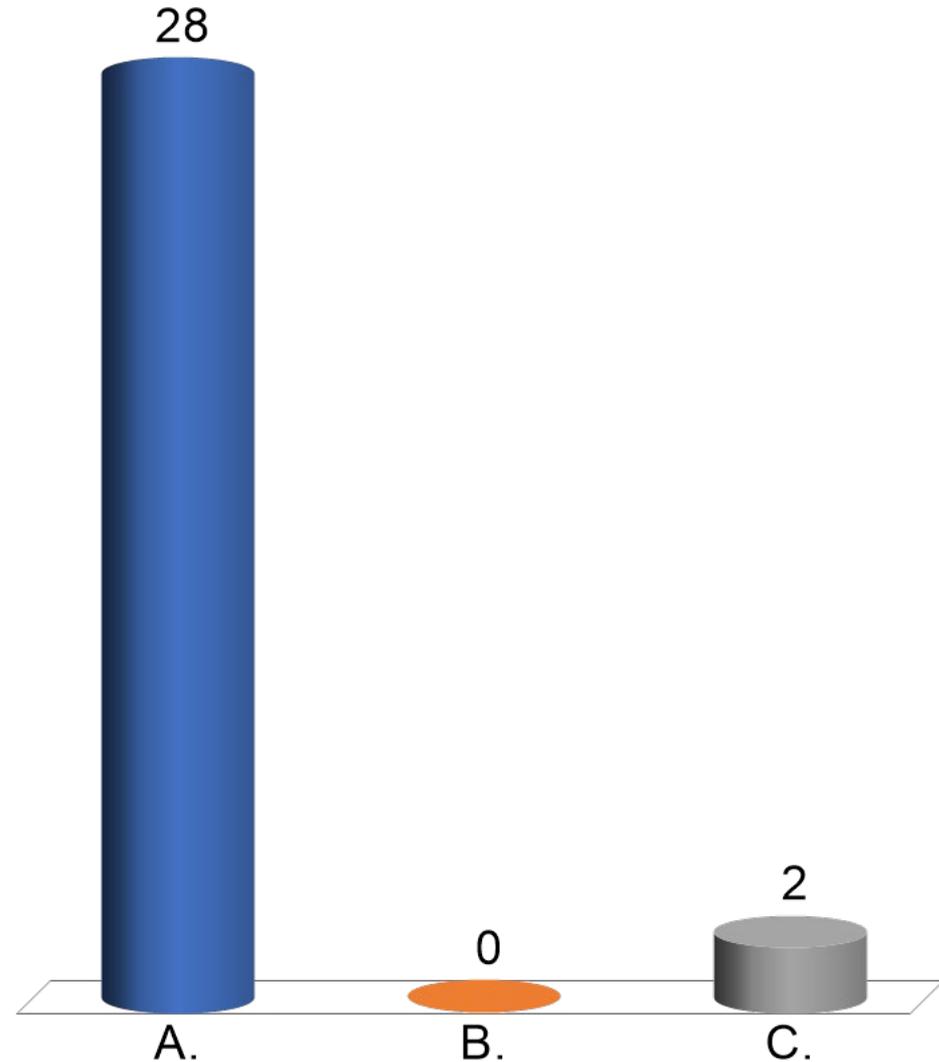
B. No

C. abstain



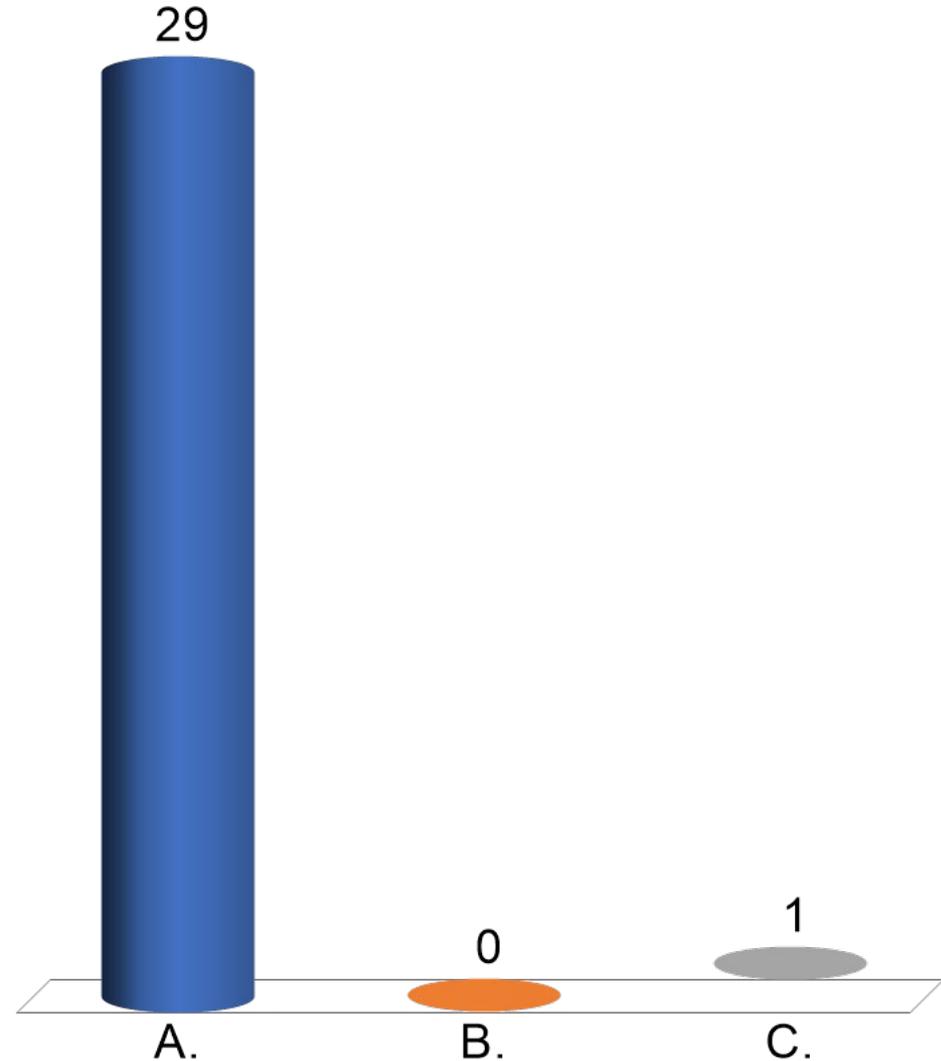
# Do you accept the CAPT report?

- A. Yes
- B. No
- C. abstain



# Do you elect the two FC representatives on NEC?

- A. Yes
- B. No
- C. abstain



# Recommendations of the Bylaws Committee

## Proposed Amendment regarding VAMC Faculty Council Representation

### Elected members

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Piet de Boer, Ph.D. (Dept. of Molecular Biology & Microbiology)

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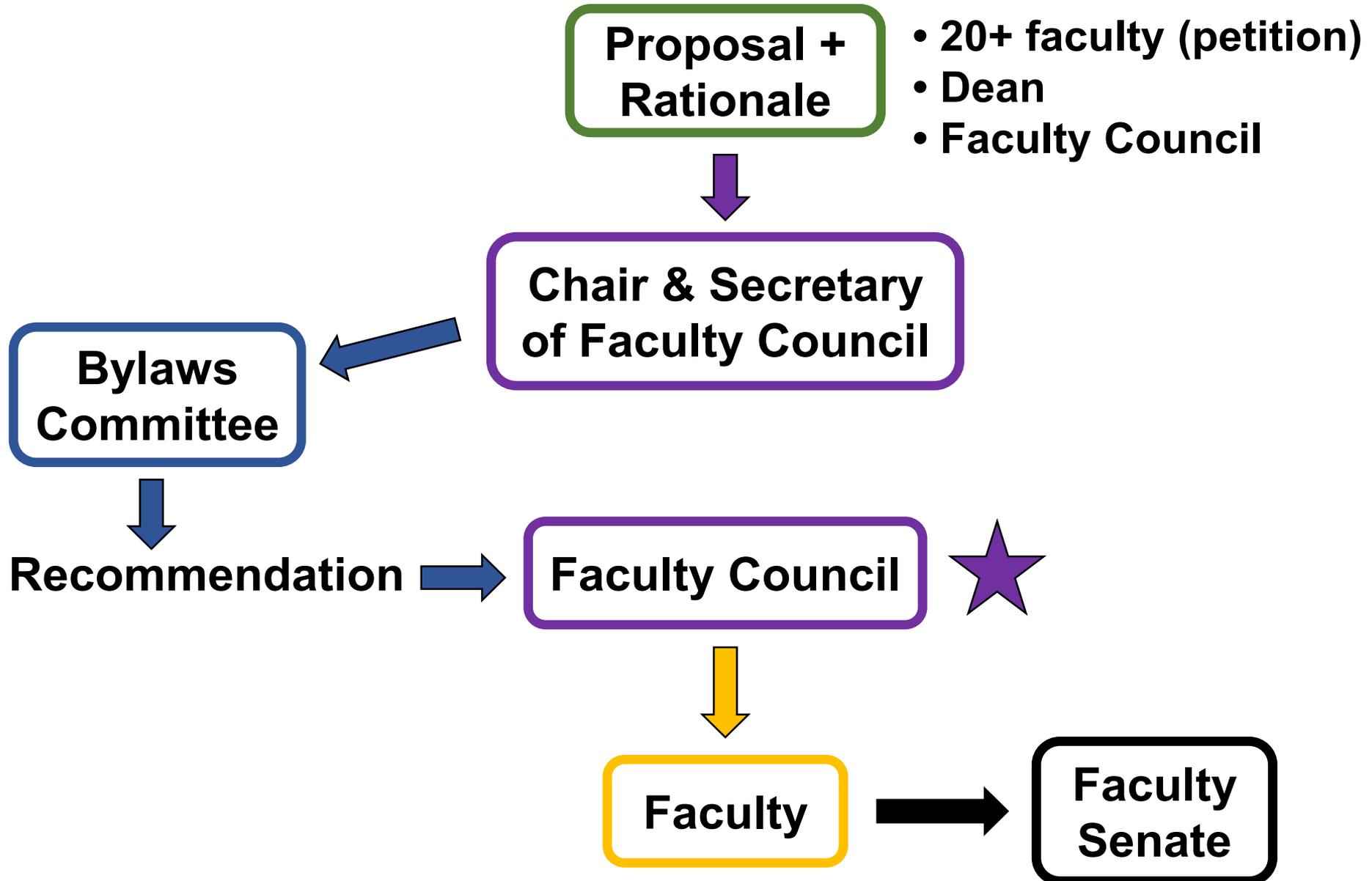
Maureen McEnery, Ph.D. (Dept. of Neurology, University Hospitals)

Jonathan Miller, M.D. (Dept. of Neurological Surgery, University Hospitals)

### Ex officio member

Nicole Deming, J.D. (Assistant Dean, Faculty Affairs & Human Resources)

# SOM Bylaws Amendments: A Primer



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*Rationale:* “To provide representation for VA on Faculty Council”  
(additional justification included in original proposal)

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# Bylaws Committee Justification

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> Potential to cause confusion

2. VAMC representatives should be elected from among full-time faculty.

> Commensurate with procedures for department representatives:

3.3: Election of the Members of the Faculty Council

Faculty members have the power and obligation to elect Faculty Council representatives (see Article 2.3). Elections shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the Chair of the Faculty Council.

3.3a. Departmental representatives: When the term of a departmental representative is coming to an end, the dean shall inform all full-time faculty members of that department. The department shall elect its new representative no later than April 30 of each year, with newly elected members beginning their terms of office on the following July 1. To be eligible to serve as a departmental representative to the Faculty Council, a faculty member must be appointed full-time and hold a primary appointment in that department. The election shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the chair of the Faculty Council.

# Bylaws Committee Justification

3. This provision should expire if academic departments are established at the VAMC.
  - > Academic departments automatically have FC representation (See Articles 3.2a, 3.3a, above)

## Additional Considerations

(Discussed by the committee but not included in proposal)

1. “Service areas” are not currently defined organizational units at VAMC; therefore, their number (six) seems to be arbitrary.
  - > e.g., Is “Research” service area comparable to an academic department? If not, are too many proposed?
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# Additional Considerations

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  - > Currently three ways a full-time faculty member from an affiliated institution can serve on Faculty Council (see Article 3.2a, above):
    1. departmental representative
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    4. VAMC “service area” representative

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**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, September 23, 2019  
4:00-5:30PM – BRB 105

4:00-4:10PM	Welcome and Chair Announcements	Gary Clark
4:10-4:12PM	Approval of Faculty Council Meeting Minutes from the June 17, 2019 Meeting	Gary Clark
4:12- 4:15PM	Faculty Council Steering Committee Activities Report	Jennifer McBride
4:15-4:30PM	Faculty Senate Ad Hoc Committee on the HEC	Maureen McEnergy
4:30-4:55PM	Review of June Presentation and Vote on Creation of Ad Hoc Committee on Faculty Awards	Sudha Iyengar
4:55-5:10PM	Report from SOM Faculty Senator on Faculty Senate Executive Committee	Ahmad Khalil
5:10-5:15PM	New Business	
5:15PM	Adjourn	

**Members Present**

Robert Bonomo  
Sudha Chakrapani  
Shu Chen  
Gary Clark  
Travis Cleland  
Piet de Boer  
Pamela Davis  
Philipp Dines  
William Dupps  
Todd Emch  
Judith French  
Monica Gerrek  
Anna Maria Hibbs

Alex Huang  
Beata Jasztrzebska  
David Katz  
Allyson Kozak  
Vinod Labhassetwar  
Suet Kam Lam  
Maria Cecilia Lansang  
Charles Malemud  
Jennifer McBride  
Maureen McEnergy  
Vincent Monnier  
George Ochenjele  
Anand Ramamurthi

Ben Roitberg  
Satya Sahoo  
Ashleigh Schaffer  
Daniel Sweeney  
Patricia Taylor  
Krystal Tomei  
Carlos Trombetta  
Satish Viswanath  
Susan Wang  
Nicole Ward  
Jo Ann Wise  
Jamie Wood

**Members Absent**

Corinne Bazella	Hannah Hill	Clifford Packer
Tracey Bonfield	Darrell Hulisz	Nimitt Patel
Matthias Buck	Irina Jaeger	Barbara Snyder
Cathleen Carlin	Ankur Kalra	Patricia Thomas
Jae-Sung Cho	Laura Kreiner	Heather Vallier
Brian D'Anza	Ameya Nayate	Allison Vidimos
Jennifer Dorth	Vicki Noble	Richard Zigmond

**Others Present**

Alicia Aguilar	Nicole Deming	Joyce Helton
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1

2 **Welcome and Chair Announcements**

3 Gary Clark, the Chair of Faculty Council, welcomed the Faculty Council representatives to the  
4 first meeting of the new academic year. He then introduced Jennifer McBride, the Chair-elect of  
5 Faculty Council, and expressed his appreciation to Sudha Chakrapani, the past Chair of Faculty  
6 Council, for all her efforts last year on behalf of Faculty Council. Dr. Clark then gave a brief  
7 overview of the agenda items that would be addressed at the meeting.

8

9 He reminded everyone that Faculty Council is considered the Executive Committee of the  
10 Faculty of Medicine. While it is a rather large group for an executive committee, that is how it is  
11 structured. The Faculty Council Steering Committee sets the agenda for the Faculty Council  
12 meetings; it does not make decisions on behalf of faculty. Faculty Council makes the decisions  
13 that impact the Faculty of Medicine. In order to ensure that comments are constructive, Faculty  
14 Council follows the guidelines set down in Roberts Rules of Order. When issues are  
15 controversial, only the member with the microphone is allowed to speak. Once someone has  
16 spoken, others are then given the chance to speak before it can revert back to the original  
17 speaker, thus allowing everyone the opportunity to participate. Dr. Clark has invited Mark  
18 Chance to act as parliamentarian in settling disputes about the order of business, motions and  
19 sub-motions, with the intent of having a robust discussion with decorum and control.

20

21 At the end of last year, an amendment had been proposed to the bylaws to add additional Faculty  
22 Council representatives from the VA. Darin Croft, who chairs the Bylaws Committee, stated  
23 that they are still in the process of working on this. Since he was out of town for today's  
24 meeting, this topic will be placed on the agenda for the October Faculty Council meeting.  
25 Currently, Dr. Robert Bonomo is the sole faculty representative for the VA. Dr. Clark also  
26 congratulated Dr. Bonomo for the distinguished university professorship that he was recently  
27 awarded.

28

29 Annual reports will be forthcoming in October from the NEC and the CAPT; the CBR report will  
30 be presented in December. Two votes are ending for the Faculty of Medicine. The first  
31 supplements the elections for the standing committees as the elections held last spring did not fill  
32 all of the open positions. There will be a call for additional nominees and faculty should have  
33 already received an e-mail regarding this topic. Maureen McEnery, Chair of the NEC, will meet  
34 in the near future to review those candidates and send out a ballot for faculty elections. While

1 the ballot is ready to go, some technical problems have surfaced in getting a valid ballot to all  
2 facilities. The second vote concerned a number of proposed bylaws amendments.

3  
4 The bylaws are reviewed on a five-year cycle. After an extensive discussion and revision of  
5 those amendments, they are almost ready to go out. Once the endorsement/approval of the  
6 Bylaws Committee is received, it then goes to the Faculty of Medicine for approval, followed by  
7 the Dean, Faculty Senate Steering Committee, and lastly the Faculty Senate before it can become  
8 operational. This change should occur during this academic year.

9  
10 There are three open slots on the NEC for Faculty Council representatives which will run  
11 concurrent with their term on Faculty Council -- two for basic science and one for clinical.  
12 Faculty may nominate each other or self-nominate if they are willing to serve on the NEC. In  
13 October, it will be put on the floor to vote and hopefully these spots will be filled. At this point,  
14 the committee membership is very diverse consisting of faculty members from MHMC, UH,  
15 CCF, and Case.

### 16 17 **Approval of Faculty Council Meeting Minutes from the June 17, 2019 Meeting**

18 Dr. Clark stated that there were no submissions of edits or corrections to the June 17, 2019  
19 Faculty Council meeting minutes. A motion was made and seconded to approve the minutes as  
20 presented. When asked if there was any other discussion, the question was posed as to why we  
21 were no longer using the electronic voting devices. The owner of these devices has moved to the  
22 HEC and at this time we no longer have access to them. While we will continue to pursue the  
23 electronic voting situation, today's votes will be manual.

24  
25 There being no further discussion a vote was taken. All were in favor, no one opposed, and no  
26 one abstained. The motion passes.

### 27 28 **Faculty Council Steering Committee Activities Report (Jennifer McBride)**

29 The June 3 Faculty Council Steering Committee meeting minutes were reviewed and approved.  
30 Dr. Clark provided an overview of the responsibilities of the Steering Committee, and the  
31 committee discussed the Dean's Search Committee meeting that was held with Faculty Council  
32 representatives on July 1. Other topics of discussion were an update of the status of the bylaws  
33 amendment adding Faculty Council representatives located at the VA; NEC, CAPT, and CBR  
34 annual reports that will be presented to Faculty Council, supplemental voting for SOM  
35 Committees, and discussion of possible Faculty Council meeting locations to increase  
36 participation of faculty members.

37  
38 The update on the Faculty Senate ad hoc Committee on the HEC was on the agenda last June and  
39 will be placed on the September Faculty Council agenda. Since we did not have a quorum for a  
40 vote in June, the proposal to create an Awards Committee will be presented (for the benefit of  
41 new Faculty Council representatives who did not hear the original presentation) at the September  
42 Faculty Council meeting for a vote. The ad hoc Committee on Professional Conduct was  
43 discussed, and the agenda for Faculty Council will be approved via e-mail.

### 44 45 **Faculty Senate Ad Hoc Committee on the HEC (Maureen McEnery)**

46 This committee was formed by the Executive Committee of the Faculty Senate with the intent of  
47 convening with three senators from each of the schools that are housed at the HEC. Members  
48 consist of Mark Hans (Chair – SODM), Allison Webel (SON), Chris Winkelman (SON), Evelyn  
49 Duffy (SON), Laura Voith (MSASS), Maureen McEnery (SOM), Renato Roperto (SODM),

1 Theresa Jasinevicius (SODM), Thomas Kelley (SOM), Darin Croft (SOM), Andrew Reimer,  
2 (Faculty Senate Personnel Committee), and Mendel Singer (Faculty Senate Budget Committee).  
3

4 The purpose of this committee is to gather information from among the different faculties and  
5 make recommendations on behalf of faculty. To date, they have held six meetings – one  
6 organizational, and the second to discuss faculty response to the announcement of the creation of  
7 the committee, and three with other groups involved in the HEC transition (IPE committee  
8 chairs, Ellen Lubbers and Kathy Cole-Kelly, and HEC building manager, Kevin Malinowski,  
9 from CBRE).

10  
11 No overlap was discovered, as this committee will focus specifically on the issues of faculty.  
12 The committee (at the Provost's request) met with the various deans of the schools at the HEC at  
13 the end of July. They felt that the overall message was that it was in our hands as faculty to  
14 contribute to the success of the HEC whether we be educators or clinicians. It will take all of us  
15 to make it a success.

16  
17 Sitting with representatives from Nursing and Dentistry, concerns were shared on many points.  
18 The SOM faculty is the largest at the university. Signage is a huge issue because it is linked with  
19 clarifying the academic relationship of CWRU and some of the affiliate hospitals and the feeling  
20 that the value of our academic affiliation with CWRU is being diminished. While in a certain  
21 sense it was customary for us to have our research, teaching and clinical service separated  
22 spatially; this is a big change for Dentistry and Nursing. Their entire educational effort is at the  
23 HEC. In addition, a persistent confusion and concern over the ownership of the land and  
24 buildings still exists.

25  
26 Of great importance to this committee is the concept that everyone be very sensitive to the  
27 concerns in the other constituencies. How will the people in Nursing and Dentistry, and a  
28 number of faculty members coming from SOM, be welcomed and how will they be transitioned.  
29 Our faculty are one time contributors, lecture and then not show up again. It was suggested that  
30 the establishment of a temporary "landing area support kiosk" for faculty traveling from the  
31 CWRU campus to the HEC campus, could serve to welcome and orient them, making them feel  
32 that they were a part of the HEC faculty, with a unified effort across all of the schools and  
33 inclusive across categories of faculty.

34  
35 A suggested action item was to use the [hec.case.edu](http://hec.case.edu) web page as the main information portal for  
36 anything related to the HEC as a way to disseminate information. This would be a place to get  
37 feedback to the people who are at the HEC looking at more technical aspects of the building.  
38 Immediate attention should be given to the fact that there is no coverage for faculty waiting for  
39 buses and this issue will intensify, as the weather gets colder. There is no place to wait and there  
40 is a considerable distance between the front of the building and where you get off the buses.

41  
42 The issue of coverage at all bus sites has already been raised. The Dean explained that this  
43 request had been made before the HEC opened, while it was under construction, and since it has  
44 been opened. She also informed the Council that there is a wonderful app available that tells you  
45 where the bus is waiting so you can stay within the vestibule on inclement days until the bus is  
46 turning the corner. Multiple requests have been made to have the bus stop on E. 93<sup>rd</sup> Street.

47  
48 There are issues that are hampering faculty's ability to deliver their lectures e.g. pointers have  
49 not been provided and interactive lectures are replacing turning point but it is not working.

1 There is no chalkboard in the lecture hall, and review sessions have not gone smoothly. An I-  
2 Pad was provided but the surface is too tiny to use as a replacement for a chalkboard.

3  
4 The Dean stated that some efforts have already been made to welcome faculty from block 2 (two  
5 sessions that had two breakfasts organized to welcome faculty). They were well attended and  
6 seemed to be popular. Amy Wilson-Delfosse welcomed the attendees thanking them for their  
7 efforts. Unfortunately, this could not be done with Nursing and Dental due to calendar  
8 difficulties, and we will try to schedule these sessions at the beginning of the block. More are  
9 planned in the future.

10  
11 The signage looks good but it has all of the four schools. The large outside sign is not yet in  
12 place. The Dean has not seen the final version. Our recommendations were put in fairly  
13 strongly and they were absolutely supported by Cleveland Clinic.

14  
15 A question was asked as to who owns the Samson Pavilion and the Dental Clinic. Cleveland  
16 Clinic donated the land. It was explained that there is a new holding company that holds the land  
17 50/50 university and Cleveland Clinic -- jointly owned. It was not known if this also applies to  
18 the Dental Clinic. Any other questions can be sent to Maureen McEnery, Kevin Malinowski, or  
19 Mark Hans.

20  
21 The comment was made that at the HEC there is no testimony to the fact that this great school  
22 and university has contributed significantly in the historical past. The School of Nursing has  
23 fantastic pictures that show the nursing profession. It is extraordinarily important, that before  
24 Cleveland Clinic puts only artwork on the wall, that we have a plan to showcase all these  
25 testimonies of the past, which should include a gallery of former deans, Nobel Prize laureates,  
26 and other distinguished people. It was encouraged that this be brought up to the Clinic.

27  
28 The discussion continued with suggestions to decorate the wall and space of the HEC with  
29 testimonies of graphic relevance to the histories of all three schools; documentation of significant  
30 accomplishments, and recognition of our historical past. The Faculty of the SOM encourages the  
31 HEC to undertake discussions with whoever is in charge of decorating the building to consider  
32 working with the appropriate people to put these testimonies of the past of the SOM, School of  
33 Nursing and the Dental School.

34  
35 A motion was made and seconded to recommend to the ad hoc Faculty Senate Committee on the  
36 HEC to consider decorating the HEC with documentation of significant historical landmarks,  
37 individuals and accomplishments. There being no further discussion, a vote was taken. All were  
38 in favor, no one opposed, and no one abstained. The motion passes.

39  
40 **Review of June Presentation and Vote on Creation of Ad Hoc Committee on Faculty**  
41 **Awards (Sudha Iyengar)**

42 Dr. Iyengar explained to the members that this presentation was a carryover from the proposal  
43 made in June when Faculty Council lacked a quorum for a vote.

44  
45 Dr. Iyengar, and her Chair, Jonathan Haines, feel that there is not a sufficient number of young  
46 people from Case being nominated for awards. A small poll was taken to provide an  
47 assessment. In general, awards are very specific to the societies to which they each belong.  
48 These processes are fairly similar and they can determine what is available at the SOM. Upon

1 learning that we do not have an awards committee, it was suggested that an ad hoc committee be  
2 created to enable us to have a more uniform process.

3  
4 The purpose of the proposal is to identify new and existing opportunities for faculty at every  
5 rank, and increase the number of faculty members at CWRU-SOM who receive awards and  
6 honors. This committee would create a nomination process and assist faculty in determining if  
7 and when they should apply for various honors/awards, and recommend procedures for crafting  
8 materials, including producing templates for some very important awards/honors.

9  
10 Basically, people are novices when preparing the package. With a more uniform process in  
11 place, and an ad hoc committee to assist faculty members, more people could be put through.  
12 The committee would create a searchable listing, and solicit nominations in conjunction with  
13 departments and center chairs. The committee would review materials submitted and suggest  
14 edits based on the description of the opportunity or general knowledge of the field. They would  
15 also create a databank of these materials for faculty to utilize as samples. An annual honor role  
16 would be created that could be submitted to the Dean, Provost or the President.

17  
18 The committee would consist of 4-6 members at different career stages from across the SOM  
19 (Associate Professor or higher), with no more than one member from any department or center in  
20 order to ensure the broadest representation. As these procedures are created and initially set in  
21 place, the first year would be most intensive. Some resources would be needed to create a  
22 database. Having a point of contact and a database with lists and information will help the  
23 process. The committee will still be working in conjunction with chair and center directors.

24  
25 In order to be nominated for an award in most societies, membership in that society is required.  
26 There are other societies where the awards do not go through the committee. Instead, a scientific  
27 planning committee assigns the awards, and has their own nominating and election process.  
28 There is a tool that already exists within the school, which makes it possible to do matches. The  
29 committee would use the knowledge of individual faculty members who are members of certain  
30 societies, and various chairs and center directors who can help identify candidates and the places  
31 where they could be matched with an award.

32  
33 This committee would be more of an advisory committee to assist people who are interested in  
34 applying. The committee is interested in identifying those who deserve an award who are not  
35 already known. Other institutions already have committees like this (Harvard, Penn State,  
36 Stanford, etc.). It was suggested that the committee could ask to see if these other institutions  
37 already have databases, and if they could be made available to us.

38  
39 A motion was made and seconded to create an ad hoc awards committee (4-6 members which  
40 would include some Faculty Council members and some SOM faculty who are not Faculty  
41 Council members). The floor was then opened for discussion. Is there a timeline (sunset  
42 clause), and should this be a standing committee? Dr. Iyengar stated that she envisions that  
43 this will eventually become a standing committee. She would want the ad hoc committee to  
44 sunset, and then at the end of that period it could be brought to Faculty Council for a vote to  
45 make it a standing committee.

46  
47 A motion was made and seconded to approve the proposal for an ad hoc Awards Committee with  
48 a three-year term with membership to include both Faculty Council representatives as well as  
49 non-Faculty Council Faculty of Medicine representatives. There being no further discussion, a

1 vote was taken. All were in favor, no one was opposed, and there were 5 abstentions. The  
2 motion passes.

3  
4 **Report from SOM Faculty Senator on Faculty Senate Executive Committee (Ahmad**  
5 **Khalil)**

6 Dr. Khalil gave an update on the recent Faculty Senate Executive Committee meeting. He stated  
7 that the Associate Provost for Interprofessional Education was hired on July 24 and has already  
8 started. Members of the SOM Dean Search Committee plan to go to universities (e.g. Columbia)  
9 this week and next week, in order to secure more information on the search process.

10  
11 President Snyder was very clear in her support of a new policy, which will help to maintain  
12 freedom of expression on campus. There has been considerable discussion on how to balance  
13 our strong values and beliefs while allowing someone to come on campus to give a speech  
14 contradictory to our values. It was decided that while we would allow someone to come and  
15 express his or her view, we would not endorse it and would issue a statement affirming that.

16  
17 It was decided to allot the Provost a budget to start new initiatives that would be discussed at  
18 upcoming Faculty Senate meetings as well. The amount provided was not clear and would also  
19 be discussed at future meetings. Funds would be allocated to strategic planning or initiatives that  
20 the Provost feels would be valuable on campus. Points like where the money will come from  
21 and how it would be handled in the future would be updated to the Dean.

22  
23 Some changes in the Faculty Handbook (moving some policies from Chapter 3 to Chapter 2)  
24 were also discussed at the Faculty Senate meeting and will be pursued at the October meeting. It  
25 was decided that the Faculty Climate Survey should be done once every four years as it takes  
26 time to accumulate and sort data. If done too frequently there is a tendency to miss important  
27 things.

28  
29 There is a report from Duke University concerning tenure track and non-tenure track changes.  
30 This could be used as a basis to do our own analysis. We will be able to request this report and  
31 see if it would be something that we might be interested in doing at a future time.

32  
33 It was not known where the new Provost will have his primary appointment, but Dr. Khalil said  
34 he would ask this question at the next meeting.

35  
36 New programs that might be in demand in the future are currently a very active portion of our  
37 curriculum. For example, there is a foundational course that includes 600-700 students (nursing,  
38 dental, nutrition, speech pathology) who are learning what other disciplines do and focus on  
39 patient-based problems. There is a Saturday morning student-run health clinic where nursing,  
40 dental and medical students work together to take care of patients who do not have the means to  
41 pay for their care. If Faculty Council has little knowledge of these programs and would like  
42 more information, Ellen Luebbers or Tyler Reimschisel could provide a ten-minute talk. Most  
43 people in medicine today believe that a great deal of medicine will be practiced in teams.

44  
45 There seems to be no team approach among doctors. It is entirely in the hands of one single  
46 doctor who looks at your case and treats you. What should be the priority is to achieve teams of  
47 doctors looking at the patient before it expands into multi-dimensions. The Dean stated that this  
48 comment could certainly be sent back to the crew, and she suggested that if this is something

1 requiring more information 10-15 minutes from one of the experts would be helpful. The  
2 Faculty Council Steering Committee will explore this further.

3

4 **New Business**

5 The bylaws amendments that were approved last year by Faculty Council are ready to go out to  
6 the faculty for a vote. There have been firewall issues at MHMC and the VA and the IT people  
7 at the various sites are working together to overcome these issues. The goal is to make sure that  
8 every faculty member has the opportunity to vote. When the ballot goes out we have, and will  
9 continue, to notify the IT personnel at the affiliates. If you experience an issue, please contact  
10 Nicole Deming and she will send you a paper ballot. Voting will be open for a three-week  
11 period.

12

13 The representatives were asked to look at the format of the general bulletin and supply their  
14 feedback. The SOM faculty are portrayed differently from other schools. They are first listed by  
15 organization, department, alphabetically, and then part time faculty. While the SOM faculty are  
16 listed alphabetically, primary appointment affiliate is not listed. All faculty at CWRU are listed  
17 by department and then all of the different affiliates are listed. One option would be to go back  
18 to the old format.

19

20 Dr. Clark noted that the first Faculty Council meeting of the year had a light agenda due to the  
21 availability of the standing committee reports.

22

23 As there was no further business to be addressed, a motion was made and seconded to adjourn  
24 the meeting. A vote was taken. All were in favor, no one was opposed, and no one abstained.  
25 The motion passes.

26

27 The meeting was adjourned at 5:14PM.

28

29 Respectfully submitted,

30

31 Joyce Helton

32

33

34

# Proposed Bylaws Amendment by Faculty Council

1. Motion approved by Faculty Council to amend SOM Bylaws to add representatives from the VA:  
April 15, 2019
2. Designated faculty contact for petition submission:  
Robert A. Bonomo, MD Chief, Medical Service, Louis Stokes Cleveland Department of Veteran Affairs Medical Center
3. Contact information for Designated faculty contact:  
Cell: 216-401-4672; VA Cell 216-701-0420; [Robert.Bonomo@va.gov](mailto:Robert.Bonomo@va.gov) [rab14@case.edu](mailto:rab14@case.edu); and [robertbonomo@hotmail.com](mailto:robertbonomo@hotmail.com)
4. Petition Title/Subject:  
Addition of voting representatives on Faculty Council appointed at the VA
5. Rationale for requested amendment:  
To provide representation for VA based faculty on Faculty Council.

While it is an academic affiliate hospital of the School of Medicine and participates in the clinical, educational, research and service missions of the School, the LSCVAMC as a federal institution is not structured with academic Departments *per se*, and thus has not had designated representatives on the Faculty Council, except for one Institutional Representative. To redress this inequity, a motion was made, seconded and approved at Faculty Council meeting in April 2019 to include designated VA faculty representation along with other hospital affiliate representation on the Faculty Council. An initial number of (6) VA faculty representatives, in addition to the (1) Institutional Representative, is proposed to serve on the Faculty Council.

The organizational structure of the VAMC currently consists of Services, which are further compartmentalized into Sections, generally grouped by specialty expertise. However, not all of these Service groupings are equivalent to Departments, and not all Sections are equivalent to Divisions; additionally, these may vary greatly in size, function, composition, and proportion of Staff with faculty appointment. Moreover, an extensive confirmation process of the total number of faculty appointments at the VA is currently underway. For this reason, while every effort will be made to transition toward a format ensuring that the (6) faculty representatives to the Council from the VA represent generally the service areas of Research, Surgical Services, Diagnostic Services, Mental Health / Neurology Services, and Medicine Services, internal hospital provision will allow for a general election format if insufficient candidates be found to run for office from any of these general Service areas. Additionally, in order to ensure representation of all VA faculty stakeholders by the Faculty Council and also increase VA engagement with the Council and its mission, the LSCVAMC plans to conduct monthly internal town hall meetings specifically for all VA faculty to come and represent their academic concerns to VA Faculty Council members. This will foster engagement at all levels, increase the pool of faculty who are willing to serve on the Faculty Council, and ensure that appropriate issues be brought to Council by their VA representatives.

# Proposed Bylaws Amendment by Faculty Council

## Original SOM Bylaws text:

### 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS). When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

## Proposed Amendment (use tracked changes):

### 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS) **and six representatives from the Louis Stokes Cleveland VA Medical Center**. When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives, **including VA representatives**, shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

# Recommendations of the Bylaws Committee

## Proposed Amendment regarding VAMC Faculty Council Representation

### Elected members

Darin Croft, Ph.D. (Dept. of Anatomy), Chair

Piet de Boer, Ph.D. (Dept. of Molecular Biology & Microbiology)

George Dubyak, Ph.D. (Dept. of Physiology & Biophysics)

Irving Hirsch, M.D. (Dept. of Anesthesiology, University Hospitals)

Maureen McEnery, Ph.D. (Dept. of Neurology, University Hospitals)

Jonathan Miller, M.D. (Dept. of Neurological Surgery, University Hospitals)

### Ex officio member

Nicole Deming, J.D. (Assistant Dean, Faculty Affairs & Human Resources)

# Original Proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS) and six representatives from the Louis Stokes Cleveland VA Medical Center. When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives, including VA representatives, shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

*Rationale:* “To provide representation for VA on Faculty Council”  
(additional justification included in original proposal)

# Bylaws Committee Recommendation (5-1):

Faculty Council should adopt a modified version of the proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include the Division of General Medical Sciences (DGMS, which has departmental status; see Article 3.7). When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives shall be referred to as department representatives. In the absence of departments, full-time faculty members based at the Louis Stokes Cleveland VA Medical Center shall democratically elect six representatives as voting members of Faculty Council. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

# Bylaws Committee Justification

1. VAMC representatives should not be referred to as department representatives.

> Potential to cause confusion

2. VAMC representatives should be elected from among full-time faculty.

> Commensurate with procedures for department representatives:

3.3: Election of the Members of the Faculty Council

Faculty members have the power and obligation to elect Faculty Council representatives (see Article 2.3). Elections shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the Chair of the Faculty Council.

3.3a. Departmental representatives: When the term of a departmental representative is coming to an end, the dean shall inform all full-time faculty members of that department. The department shall elect its new representative no later than April 30 of each year, with newly elected members beginning their terms of office on the following July 1. To be eligible to serve as a departmental representative to the Faculty Council, a faculty member must be appointed full-time and hold a primary appointment in that department. The election shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the chair of the Faculty Council.

# Bylaws Committee Justification

3. This provision should expire if academic departments are established at the VAMC.
  - > Academic departments automatically have FC representation (See Articles 3.2a, 3.3a, above)

## Additional Considerations

(Discussed by the committee but not included in proposal)

1. “Service areas” are not currently defined organizational units at VAMC; therefore, their number (six) seems to be arbitrary.
  - > e.g., Is “Research” service area comparable to an academic department? If not, are too many proposed?
  - > Currently 14 services at VAMC. Are too few proposed?
  - > Creating academic departments at VAMC would remove subjectivity and allow for future growth

# Additional Considerations

2. Creating special VAMC representatives provides an additional avenue for FC service not available to full-time faculty at other affiliates.
  - > Currently three ways a full-time faculty member from an affiliated institution can serve on Faculty Council (see Article 3.2a, above):
    1. departmental representative
    2. institutional representative
    3. at-large representative of the Faculty of Medicine
  - > VAMC faculty have appointments in UH academic departments
  - > A VAMC faculty member would have four routes to FC service:
    1. departmental representative (UH academic department)
    2. institutional representative (VAMC)
    3. at-large representative of the Faculty of Medicine
    4. VAMC “service area” representative

# Recommendations of the Bylaws Committee

## Proposed Amendment regarding VAMC Faculty Council Representation

### Elected members

Darin Croft, Ph.D. (Dept. of Anatomy), Chair

Piet de Boer, Ph.D. (Dept. of Molecular Biology & Microbiology)

George Dubyak, Ph.D. (Dept. of Physiology & Biophysics)

Irving Hirsch, M.D. (Dept. of Anesthesiology, University Hospitals)

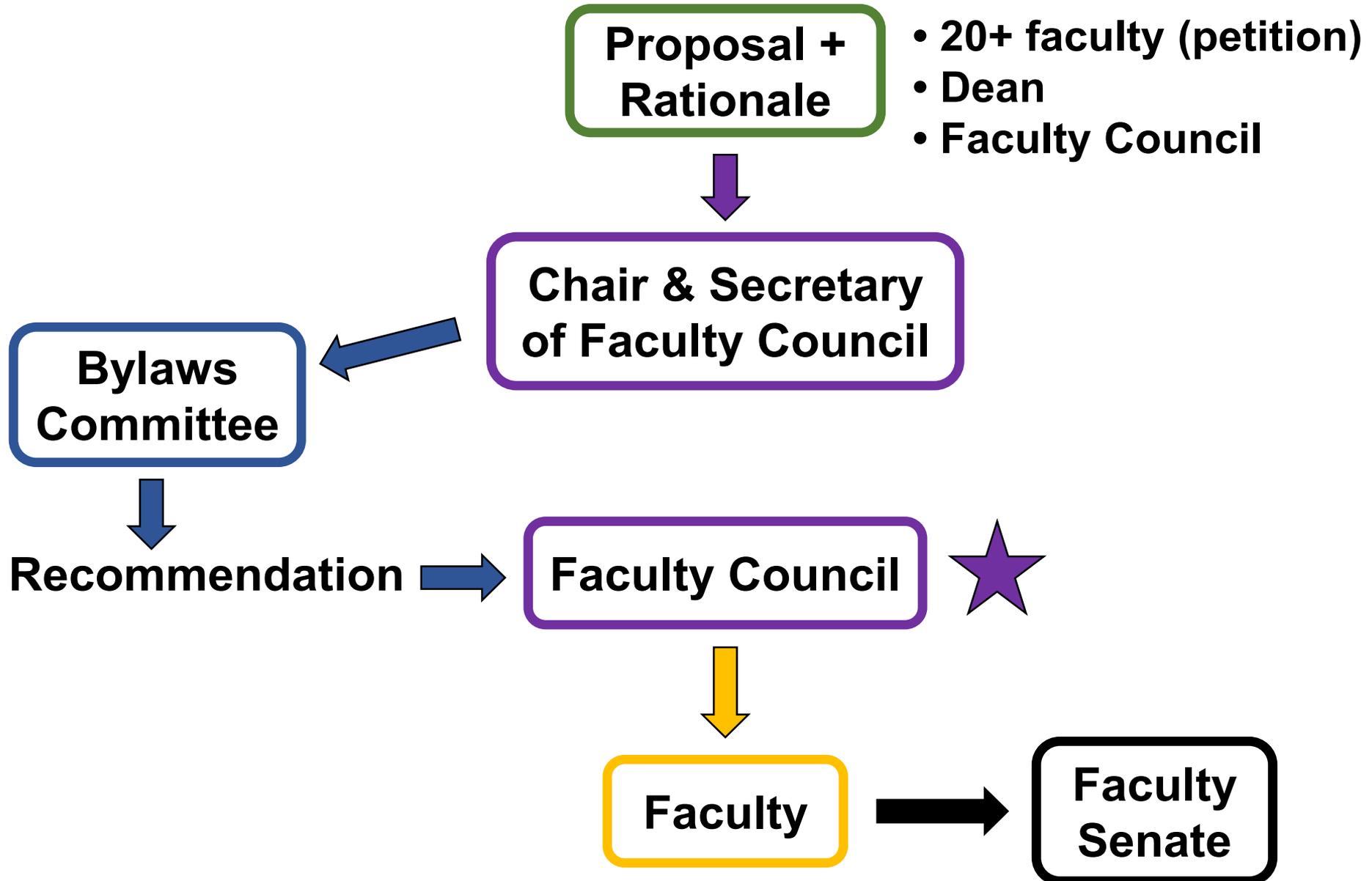
Maureen McEnery, Ph.D. (Dept. of Neurology, University Hospitals)

Jonathan Miller, M.D. (Dept. of Neurological Surgery, University Hospitals)

### Ex officio member

Nicole Deming, J.D. (Assistant Dean, Faculty Affairs & Human Resources)

# SOM Bylaws Amendments: A Primer



# Original Proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS) and six representatives from the Louis Stokes Cleveland VA Medical Center. When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives, including VA representatives, shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

*Rationale:* “To provide representation for VA on Faculty Council”  
(additional justification included in original proposal)

# Bylaws Committee Recommendation (5-1):

Faculty Council should adopt a modified version of the proposal:

## 3.2: Membership of the Faculty Council

a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include the Division of General Medical Sciences (DGMS, which has departmental status; see Article 3.7). When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives shall be referred to as department representatives. In the absence of departments, full-time faculty members based at the Louis Stokes Cleveland VA Medical Center shall democratically elect six representatives as voting members of Faculty Council. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.

# Bylaws Committee Justification

1. VAMC representatives should not be referred to as department representatives.

> Potential to cause confusion

2. VAMC representatives should be elected from among full-time faculty.

> Commensurate with procedures for department representatives:

3.3: Election of the Members of the Faculty Council

Faculty members have the power and obligation to elect Faculty Council representatives (see Article 2.3). Elections shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the Chair of the Faculty Council.

3.3a. Departmental representatives: When the term of a departmental representative is coming to an end, the dean shall inform all full-time faculty members of that department. The department shall elect its new representative no later than April 30 of each year, with newly elected members beginning their terms of office on the following July 1. To be eligible to serve as a departmental representative to the Faculty Council, a faculty member must be appointed full-time and hold a primary appointment in that department. The election shall be held by democratic process. Complaints concerning the occurrence of undemocratic selections of representatives shall be brought to the attention of the chair of the Faculty Council.

# Bylaws Committee Justification

3. This provision should expire if academic departments are established at the VAMC.
  - > Academic departments automatically have FC representation (See Articles 3.2a, 3.3a, above)

## Additional Considerations

(Discussed by the committee but not included in proposal)

1. “Service areas” are not currently defined organizational units at VAMC; therefore, their number (six) seems to be arbitrary.
  - > e.g., Is “Research” service area comparable to an academic department? If not, are too many proposed?
  - > Currently 14 services at VAMC. Are too few proposed?
  - > Creating academic departments at VAMC would remove subjectivity and allow for future growth

# Additional Considerations

2. Creating special VAMC representatives provides an additional avenue for FC service not available to full-time faculty at other affiliates.
  - > Currently three ways a full-time faculty member from an affiliated institution can serve on Faculty Council (see Article 3.2a, above):
    1. departmental representative
    2. institutional representative
    3. at-large representative of the Faculty of Medicine
  - > VAMC faculty have appointments in UH academic departments
  - > A VAMC faculty member would have four routes to FC service:
    1. departmental representative (UH academic department)
    2. institutional representative (VAMC)
    3. at-large representative of the Faculty of Medicine
    4. VAMC “service area” representative

## **Minority Opinion on SOM Bylaws Committee and proposed alternative language:**

**Background:** The SOM Bylaws identifies those members of the community who are members of the Faculty (ARTICLE 2.1) and further organizes the faculty into departments representing academic disciplines (ARTICLE 4).

[ARTICLE 2 - THE FACULTY OF MEDICINE 2.1: Membership of the Faculty of Medicine

The Faculty of Medicine shall consist of (1) regular faculty, defined as all persons who hold full-time appointments in the School of Medicine and who have unmodified titles at the rank of professor, associate professor, assistant professor, senior instructor, instructor, and (2) special faculty, those who hold these ranks modified by the adjective clinical, adjunct, visiting, or emeritus/a.]

and

[ARTICLE 4 – DEPARTMENTS AND DIVISION OF GENERAL MEDICAL SCIENCES (DGMS)

4.1: Organization of the Faculty into Departments and Division of General Medical Sciences (DGMS)

- a. The Faculty of Medicine shall be organized into departments and DGMS representing academic disciplines as specified in the Constitution of the University Faculty, Article VII, Sec. B. Departments and Centers in DGMS shall plan and execute programs of research and scholarship and of professional activity and shall train medical students, graduate students, and, in some cases, undergraduate students in its discipline.
- b. Each member of the Faculty of Medicine shall have a primary appointment in an academic department or DGMS, which has departmental status (see Article 4.7)].

The SOM Bylaws permit three types of representation by full-time faculty: a) representatives elected by academic departments, b) representatives elected at-large by either basic and clinical faculty (5 each) and c) one representative from each of the 4 hospitals (University Hospitals, Cleveland Clinic, Metro, and the VA) who are appointed (ARTICLE 3.2).

[3.2: Membership of the Faculty Council a. Voting Members. Voting members of the Faculty Council shall include one representative of each academic department (all references hereafter to academic departments include DGMS). When more than one autonomous department exists within a single academic discipline, as per section 4.3 below, a representative of each such department shall be elected to the Faculty Council. These representatives shall be referred to as department representatives. Other voting members shall include two representatives from the special faculty whose titles are modified by the adjective adjunct or clinical, one representative from each affiliated institution and 10 representatives of the regular faculty elected at large. All these representatives shall be members of the faculty.]

Because the VA has established no academic departments of its own:

- 1) The faculty based at the VA, receive their academic status by virtue of their appointment into academic appointments in clinical departments at UH.
- 2) These individuals are evaluated by the DCAPT in the respective UH department.
- 3) Those based at the VA have the same rights and privileges as UH appointed faculty
- 4) The VA has one institutional representative.

The language that is under consideration is this:

**"In the absence of departments, full-time faculty members based at the Louis Stokes Cleveland VA Medical Center shall democratically elect six representatives as voting members of Faculty Council."**

**Minority Opinion:**

The dissenting opinion to this proposed language is a response to:

a) its lack of clarity regarding the conditions by which those full-time faculty based at the VA are granted academic appointments (i.e. through their appointments in academic clinical departments at UH).

b) its lack of clarify regarding the type of representative being created. For all of the aforementioned reasons, increased representation cannot be based in departments. It could, however, be institutionally based. This is consistent with existing language on this type of representative discussed in ARTICLE 3.2c

c. Upon notification by the dean, full-time faculty based at each affiliated institution shall choose, by a method of their own design, one of their members who has a primary base at that institution and who has not been elected a department representative to be a representative to the Faculty Council.

c) insufficient justification for the proposed number of additional representatives. The original proposed justification identified 6 service lines at the VA (i.e. Research, Surgical Services, Diagnostic Services, Mental Health / Neurology Services, Medicine Services and Community Medicine). Returning to the requirement that any faculty appointment must be made in an academic department, it may be considered highly relevant that several of the identified service VA lines do not corresponding to board of trustee approved academic clinical departments (i.e. Research, Diagnostic Services, and Community Health).

Furthermore, the request for 6 representatives for the VA puts the representative-to-faculty ratio of approximately 6 representatives to 120 full-time faculty (i.e. 1:20). This is inconsistent with the current situation where clinical departments have, on average, 1 representative to 50 faculty, and while in the departments of medicine, the ratio is 1:150.

Taken together, the minority opinion proposes this alternative language:

**"In the absence of academic departments of its own, full-time faculty members with board-of-trustee approved appointments in academic departments at University Hospitals and based at the Louis Stokes Cleveland VA Medical Center shall democratically elect institutional representatives (n = 2) as voting members of Faculty Council."**

<b>Summary of Committee on Appointments, Promotions, and Tenure Activities</b>							
			2018-2019	2017-2018	2016-2017	2015-2016	2014-2015
<b>PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM</b>							
<b>For Promotion to Professor (Tenured)</b>							
nominated			6 (2F, 4M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
initial positive CAPT rec			5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
appeals			0	0	0	0	0
successful appeals			0	0	0	0	0
final positive CAPT rec			5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
Dean's rec			5 (2F, 3M)	6 (3F, 3M)	8 (1F, 7M)	2 (1F, 1M)	8 (1F, 7M)
Provost & final rec			5 of 6 = 83%	6 of 6 = 100%	8/9 = 88.9%	2 of 2 = 100%	8 of 8 = 100%
% successful							
<b>For Promotion to Professor Non-Tenure Track</b>							
nominated			33 (12 F, 21 M)	33 (9 F, 24 M)	32 (9 F, 23 M)	22 (3 F, 19 M)	22 (3 F, 19 M)
initial positive CAPT rec			27 (11 F, 16 M)	30 (8 F, 22 M)	29 (7 F, 22 M)	22 (3 F, 19 M)	21 (3F, 18M)
appeals			3 (0F, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (0 F, 1M)
successful appeals			3 (0F, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (0F, 1M)
final positive CAPT rec			30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
Dean's rec			30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
Provost & final rec			30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
% successful			30 of 33 = 91%	31 of 33 = 94%	30/32 = 93.8%	100%	100%
<b>For Award of Tenure</b>							
nominated			6 (0F, 6M)	10 (0F, 10M)	20 (9F, 11M)	9 (3F, 6M)	9 (3F, 6M)
initial positive CAPT rec			5 (0F, 5M)	5 (0F, 5M)	16 (6F, 10M)	8 (2F, 6M)	7 (3F, 4M)
appeals			1 (0F, 1M)	4 (0F, 4M)	3 (2F, 1M)	1	0
successful appeals			1 (0F, 1M)	2 (0F, 2M)	2 (1F, 1M)	1	0
final positive CAPT rec			6 (0F, 6M)	7 (0 F, 7 M)	18 (7 F, 11 M)	9 (3F, 6M)	7 (3F, 4M)
Dean's rec			6 (0F, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
Provost & final rec			6 (0F, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
% successful			6 of 6 = 100%	7 of 10 = 70%	16/20 = 80%	100%	6 of 9 = 66.7%
<b>For Promotion to Associate Prof in Tenure Track</b>							
nominated			9 (0F, 9M)	13 (3F, 10M)	16 (6F, 10M)	11 (4F, 7M)	10 (4F, 6M)
initial positive CAPT rec			6 (0F, 6M)	12 (3F, 9M)	14 (5F, 9M)	11 (4F, 7M)	8 (4F, 4M)
appeals			1 (0F, 1M)	1 (0F, 1M)	2 (1F, 1M)	0	0
successful appeals			1 (0F, 1M)	1 (0F, 1M)	1(1F, 0M)	0	0
final positive CAPT rec			7 (0F, 7M)	13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
Dean's rec			7 (0F, 7M)	13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)



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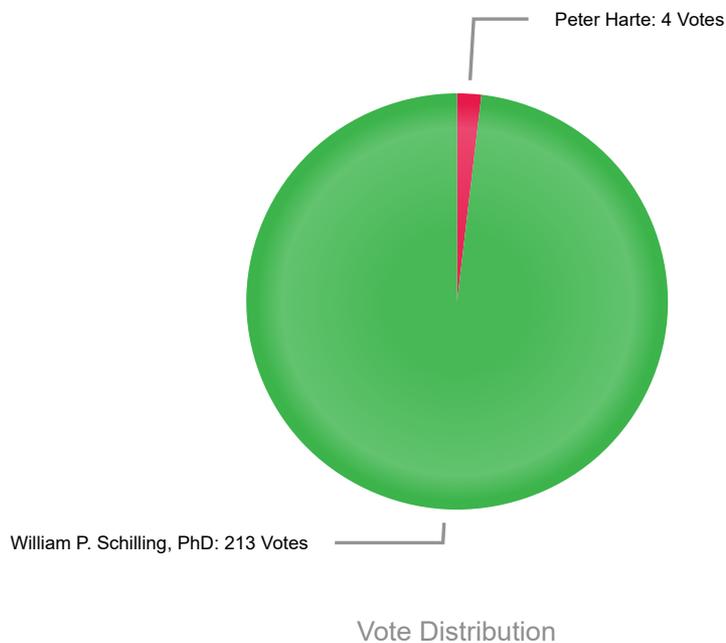
Academic Year

Admissions 2019-Basic Science Departments for 1 Candidate

Name	Detail	eVotes	Paper Votes	Total Votes
William P. Schilling, PhD	Department of Physiology & Biophysics (SOM)	213	0	213
Peter Harte	Self Selected by e-Vote	4	0	4

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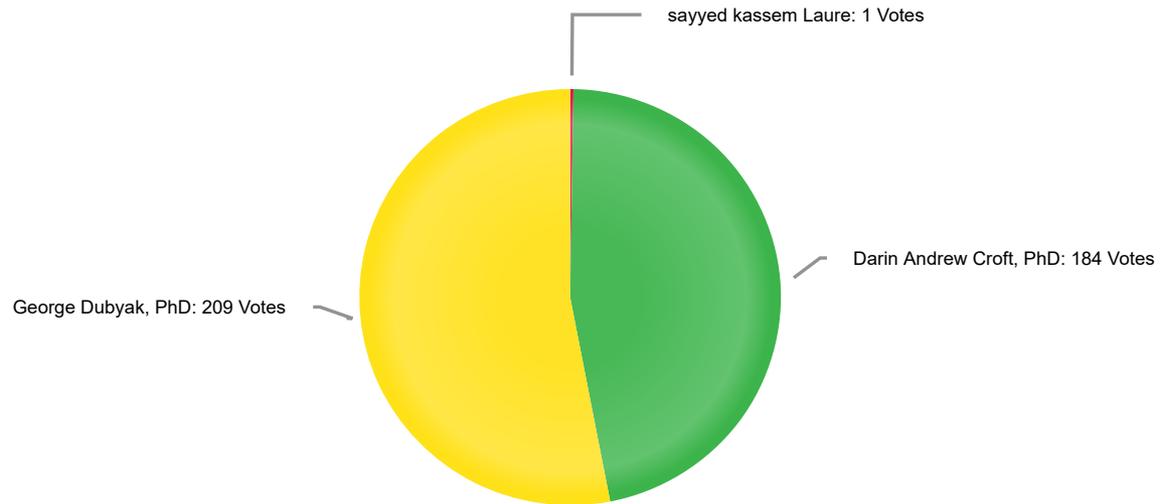
Academic Year

Bylaws Committee 2019 for 2 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes
George Dubyak, PhD	Department of Physiology & Biophysics (SOM)	209	0	209
Darin Andrew Croft, PhD	Department of Anatomy (SOM)	184	0	184
sayyed kassem Laure	Self Selected by e-Vote	1	0	1

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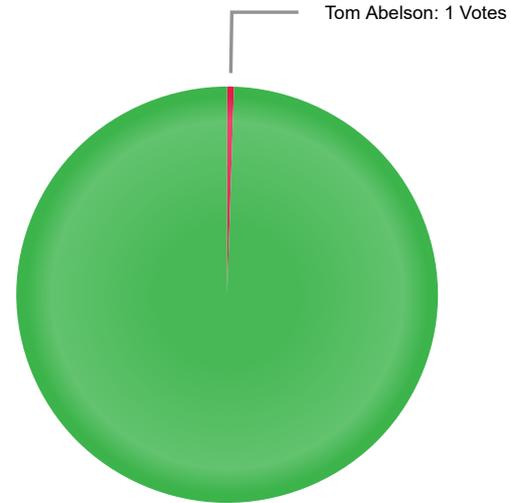
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**Academic Year**

CAPT 2019-NTT Professor in a Clinical Department for 2 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes ↓
Philip S. Fastenau, PhD	Department of Neurology (UH)	191	0	191
Tom Abelson	Self Selected by e-Vote	1	0	1

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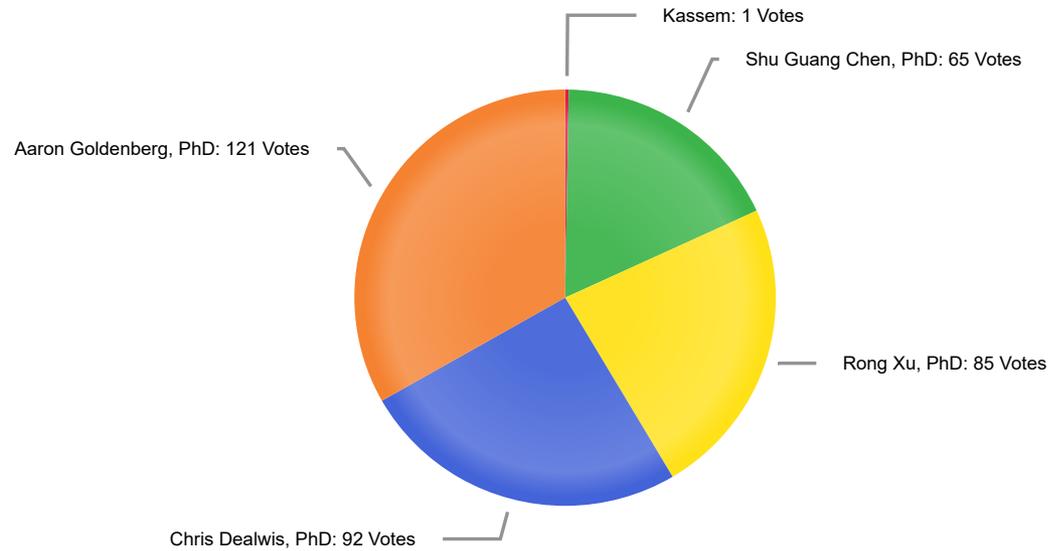
Vote Distribution

CAPT 2019-Tenured Associate Professor in a Basic Science Department for 2 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes ↓
Aaron Goldenberg, PhD	Department of Bioethics (SOM)	121	0	121
Chris Dealwis, PhD	Department of Pharmacology (SOM)	92	0	92
Rong Xu, PhD	Department of Population & Quantitative Health Sciences (SOM)	85	0	85
Shu Guang Chen, PhD	Department of Pathology (SOM)	65	0	65
Kassem	Self Selected by e-Vote	1	0	1

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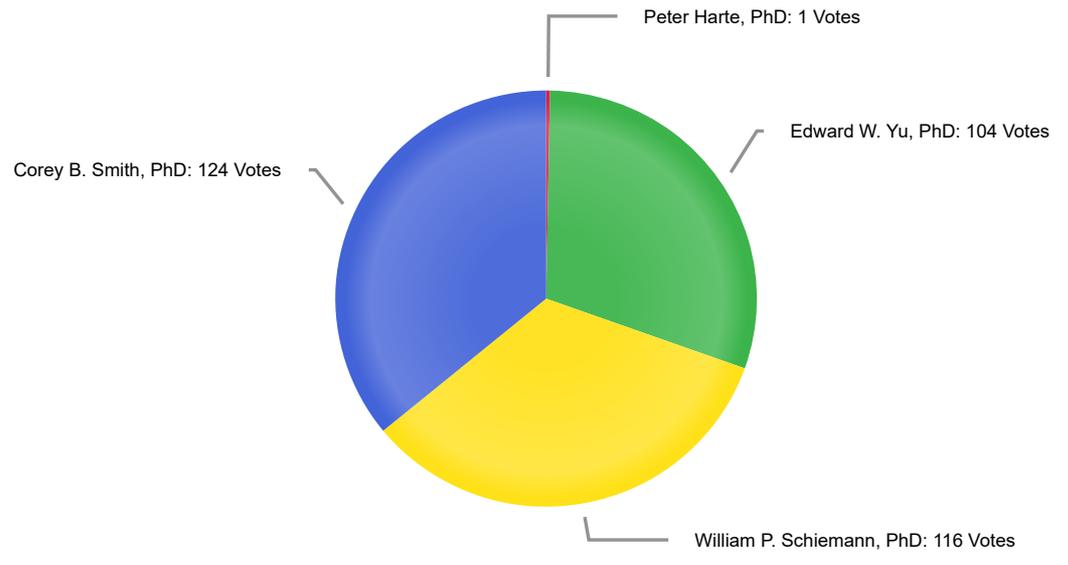
Vote Distribution

CAPT 2019-Tenured Professor in a Basic Science Department for 2 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes
Corey B. Smith, PhD	Department of Physiology & Biophysics (SOM)	124	0	124
William P. Schiemann, PhD	Department of Div of General Medical Sciences (SOM)	116	0	116
Edward W. Yu, PhD	Department of Pharmacology (SOM)	104	0	104
Peter Harte, PhD	Self Selected by e-Vote	1	0	1

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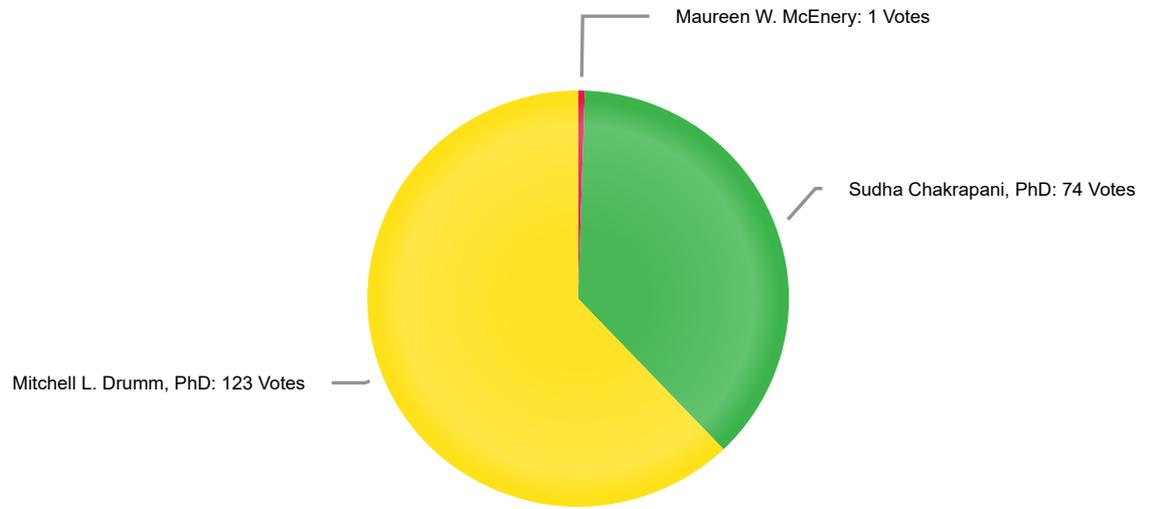
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Academic Year

Committee on Budget, Finance and Compensation 2019 for 1 Candidate

Name	Detail	eVotes	Paper Votes	Total Votes
Mitchell L. Drumm, PhD	Department of Genetics and Genome Sciences (SOM)	123	0	123
Sudha Chakrapani, PhD	Department of Physiology & Biophysics (SOM)	74	0	74
Maureen W. McEnery	Self Selected by e-Vote	1	0	1
William Merrick	Self Selected by e-Vote	0	0	0

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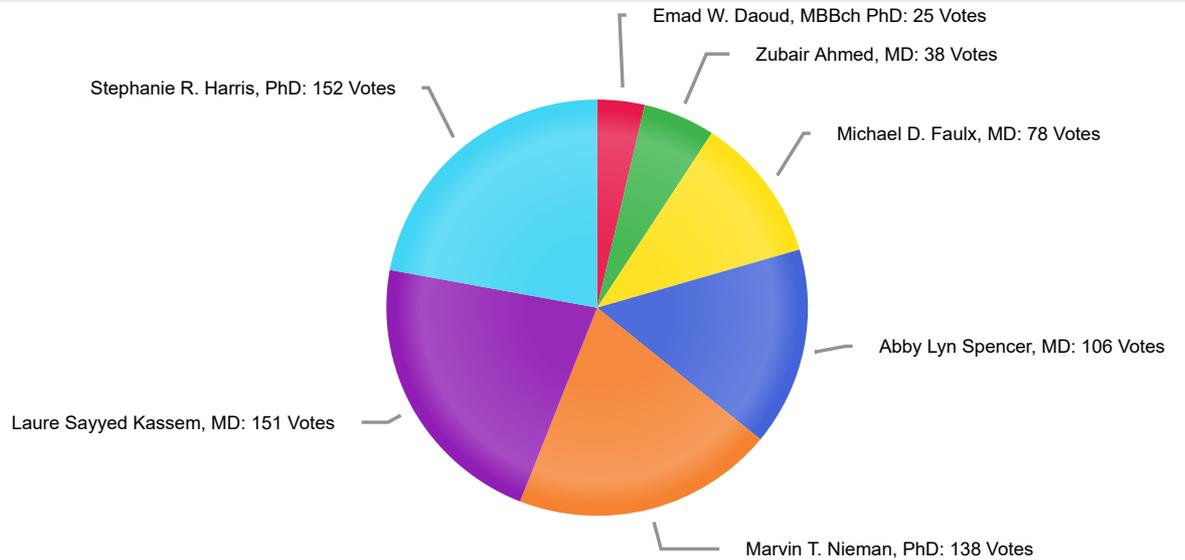
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**Academic Year**

Committee on Medical Education 2019-2 Seats must go to Faculty in a Basic Science Department for 4 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes ↓
Stephanie R. Harris, PhD	Department of Nutrition (SOM)	152	0	152
Laure Sayyed Kassem, MD	Department of Medicine (VA)	151	0	151
Marvin T. Nieman, PhD	Department of Pharmacology (SOM)	138	0	138
Abby Lyn Spencer, MD	Department of Medicine (CCLCM)	106	0	106
Michael D. Faulx, MD	Department of Medicine (CCLCM)	78	0	78
Zubair Ahmed, MD	Department of Medicine (CCLCM)	38	0	38
Emad W. Daoud, MBBch PhD	Department of Anesthesiology (CCLCM)	25	0	25

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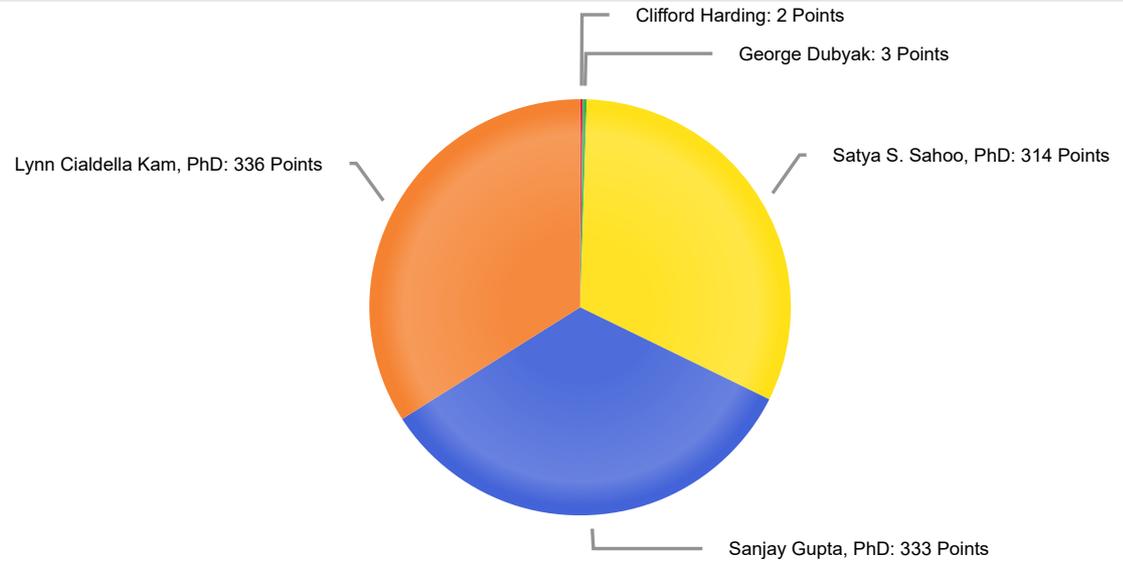
**Academic Year**

Committee on Students 2019-2 Seats must go to Faculty in a Basic Science Department for 3 Candidate(s)

Name	Detail	Points ↓ 1	Total Votes	Rank 1 ↓	Rank 2 ↓	Rank 3 ↓
▶ Lynn Cialdella Kam, PhD	Department of Nutrition (SOM)	336	151	216 pts	82 pts	38 pts
▶ Sanjay Gupta, PhD	Department of Urology (UH)	333	154	213 pts	74 pts	46 pts
▶ Satya S. Sahoo, PhD	Department of Population & Quantitative Health Sciences (SOM)	314	152	135 pts	144 pts	35 pts
▶ George Dubyak	Self Selected by e-Vote	3	1	3 pts	0 pts	0 pts
▶ Clifford Harding	Self Selected by e-Vote	2	1	0 pts	2 pts	0 pts

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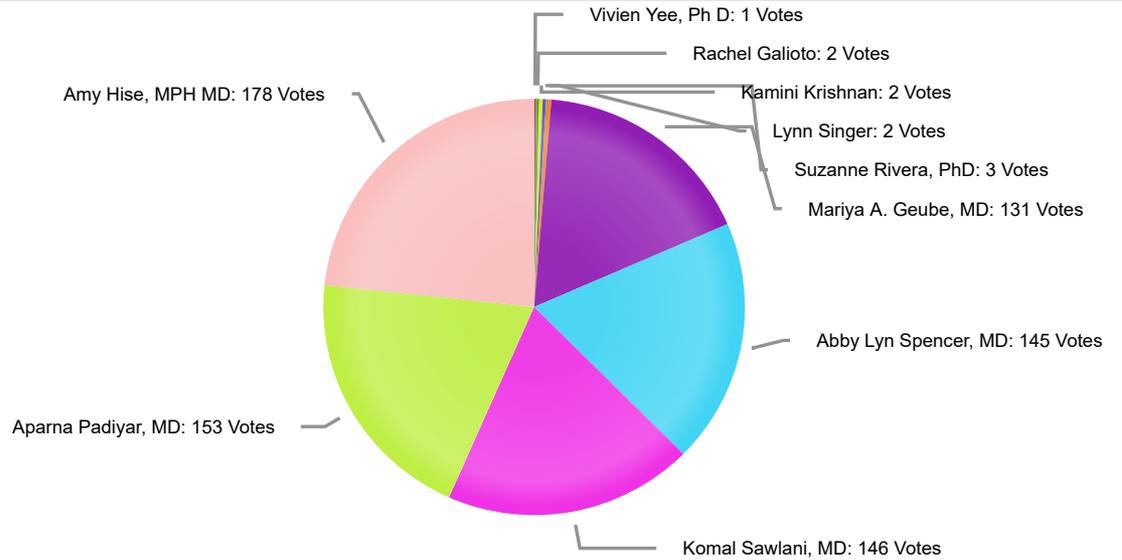
**Academic Year**

Committee on Women and Minority Faculty 2019 for 9 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes
Amy Hise, MPH MD	Department of Pathology (VA)	178	0	178
Aparna Padiyar, MD	Department of Medicine (UH)	153	0	153
Komal Sawlani, MD	Department of Neurology (UH)	146	0	146
Abby Lyn Spencer, MD	Department of Medicine (CCLCM)	145	0	145
Mariya A. Geube, MD	Department of Anesthesiology (CCLCM)	131	0	131
Suzanne Rivera, PhD	Self Selected by e-Vote	3	0	3
Rachel Galioto	Self Selected by e-Vote	2	0	2
Kamini Krishnan	Self Selected by e-Vote	2	0	2
Lynn Singer	Self Selected by e-Vote	2	0	2
Vivien Yee, Ph D	Self Selected by e-Vote	1	0	1

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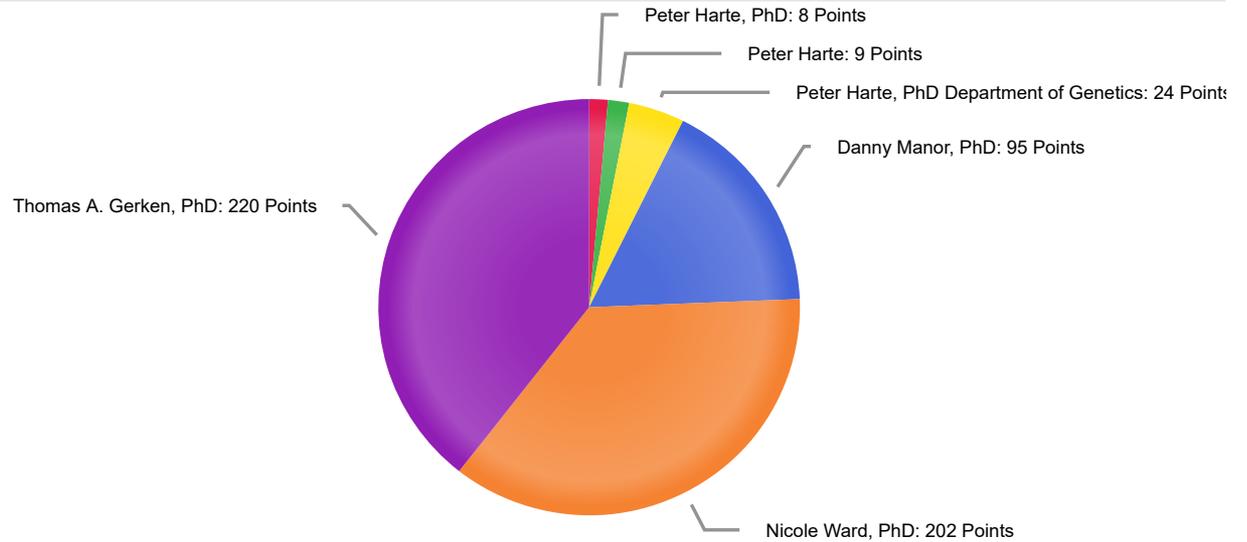
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**Academic Year**

Faculty Council At-Large Representatives 2019-Basic Science Departments for 2 Candidate(s)

Name	Detail	Points ↓ 1	Total Votes	Rank 1 ↓	Rank 2 ↓
▶ Thomas A. Gerken, PhD	Department of Biochemistry (SOM)	220	141	158 pts	62 pts
▶ Nicole Ward, PhD	Department of Nutrition (SOM)	202	131	142 pts	60 pts
▶ Danny Manor, PhD	Department of Nutrition (SOM)	95	61	68 pts	27 pts
▶ Peter Harte, PhD Department of Genetics	Self Selected by e-Vote	24	16	16 pts	8 pts
▶ Peter Harte	Self Selected by e-Vote	9	5	8 pts	1 pts
▶ Peter Harte, PhD	Self Selected by e-Vote	8	4	8 pts	0 pts

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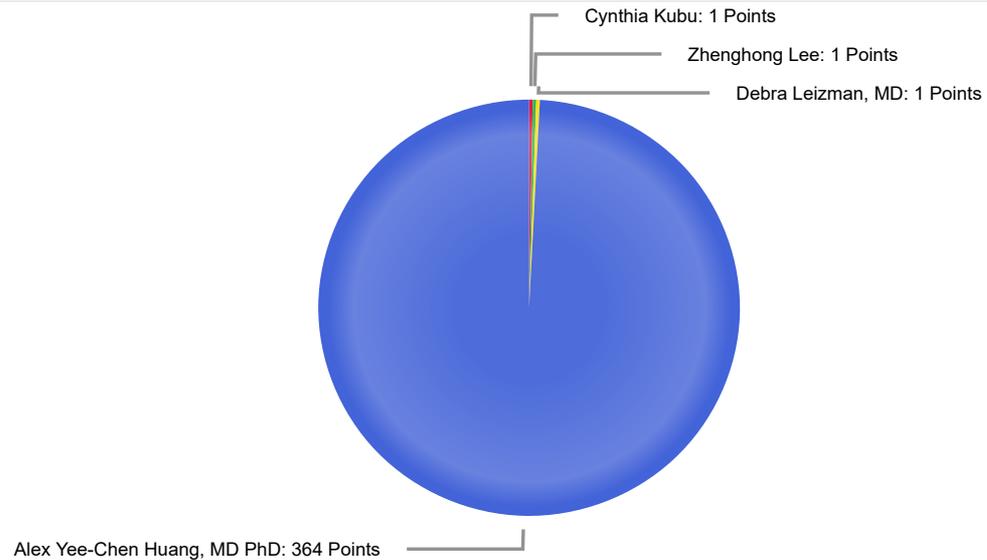
Point Distribution

Faculty Council At-Large Representatives 2019-Clinical Departments for 2 Candidate(s)

Name	Detail	Points ↓ 1	Total Votes	Rank 1 ↓	Rank 2 ↓
▶ Alex Yee-Chen Huang, MD PhD	Department of Pediatrics (UH)	364	182	364 pts	0 pts
▶ Cynthia Kubu	Self Selected by e-Vote	1	1	0 pts	1 pts

▶ Zhenghong Lee	Self Selected by e-Vote	1	1	0 pts	1 pts
▶ Debra Leizman, MD	Self Selected by e-Vote	1	1	0 pts	1 pts

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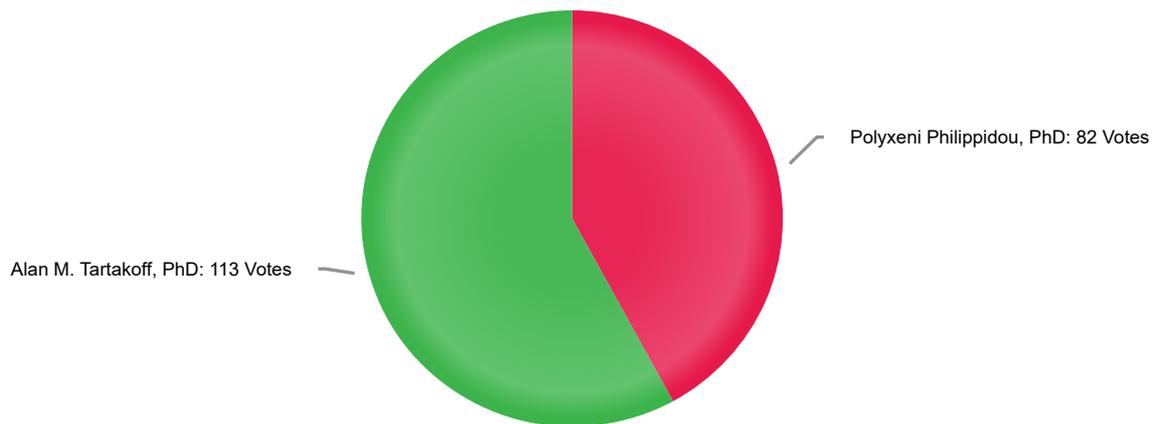
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**Academic Year**  
Lecture 2019 for 1 Candidate

Name	Detail	eVotes	Paper Votes	Total Votes
Alan M. Tartakoff, PhD	Department of Pathology (SOM)	113	0	113
Polyxeni Philippidou, PhD	Department of Neurosciences (SOM)	82	0	82

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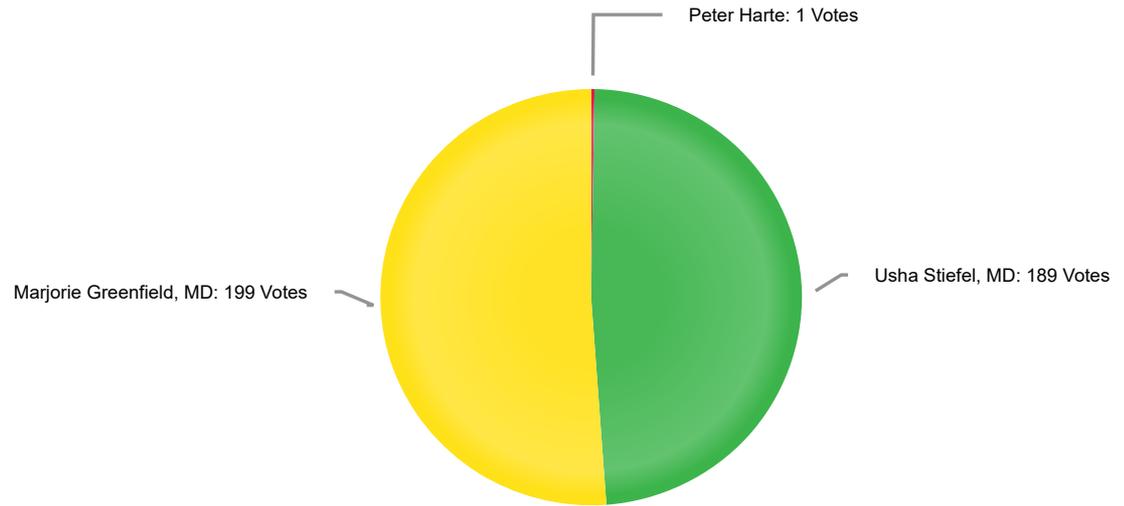
Academic Year

Nomination and Elections Committee 2019-Clinical Department for 2 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes
Marjorie Greenfield, MD	Department of Reproductive Biology (UH)	199	0	199
Usha Stiefel, MD	Department of Medicine (VA)	189	0	189
Peter Harte	Self Selected by e-Vote	1	0	1

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**Academic Year**

Faculty Senate 2019 for 3 Candidate(s)

Name	Detail	eVotes	Paper Votes	Total Votes ↓
Peter J. Harte, PhD	Department of Genetics and Genome Sciences (SOM)	153	0	153
Jeffrey R. Schelling, MD	Department of Medicine (MHMC)	145	0	145
Cynthia Marie Swan Kubu, PhD	Department of Medicine (CCLCM)	128	0	128
William C. Merrick, PhD	Department of Biochemistry (SOM)	126	0	126
Marvin T. Nieman, PhD	Department of Pharmacology (SOM)	116	0	116
Rong Xu, PhD	Department of Population & Quantitative Health Sciences (SOM)	98	0	98

No items to display

