### Faculty Council Meeting

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

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<td>4:00-4:10PM</td>
<td>Welcome and Chair Announcements</td>
<td>Gary Clark</td>
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<td>4:10-4:12PM</td>
<td>Approval of Faculty Council Meeting Minutes from the September 23, 2019 Meeting</td>
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<td>4:12-4:15PM</td>
<td>Faculty Council Steering Committee Activities Report</td>
<td>Jennifer McBride</td>
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<td>4:15-4:30PM</td>
<td>Bylaws Amendment, Addition of VA Representatives</td>
<td>Robert Bonomo &amp; Darin Croft</td>
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<td>NEC Report</td>
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<td>CAPT Report</td>
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<td>Election of Faculty Council Representatives on NEC</td>
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<td>Faculty Senate Executive Committee Report</td>
<td>Ahmad Khalil</td>
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<td>New Business</td>
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### 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 Labhasetwar
- 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
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<tr>
<th>Members Absent</th>
<th>Robert Hughes</th>
<th>Clifford Packer</th>
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<tr>
<td>Tracey Bonfield</td>
<td>Ankur Kalra</td>
<td>Anand Ramamurthi</td>
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<td>Shu Chen</td>
<td>Ahmad Khalil</td>
<td>Ben Roitberg</td>
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<td>Travis Cleland</td>
<td>Varun Kshettry</td>
<td>Barbara Snyder</td>
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<td>Pamela Davis</td>
<td>Laura Kreiner</td>
<td>Patricia Snyder</td>
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<td>Jennifer Dorth</td>
<td>Maria Cecilia Lansang</td>
<td>Heather Thomas</td>
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<td>William Dupps</td>
<td>Charles Malemud</td>
<td>Satish Viswanath</td>
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<td>Alex Huang</td>
<td>Anna Miller</td>
<td>Nicole Ward</td>
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<tr>
<td>Hannah Hill</td>
<td>Ameya Nayate</td>
<td>Richard Zigmond</td>
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<td>Darrell Hulisz</td>
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| Others Present                | Darin Croft   | Gilles Pinault  |
| Alicia Aguilar                | Nicole Deming | Usha Stiefel    |
| Jesse Jean-Claude             |               |                 |
| 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
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)
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 Election Update
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)
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)
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 representatives 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.
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

- A. 19
- B. 14
- C. 4
Do you approve the amended motion to add VA members to FC?

A. Yes  
B. No  
C. abstain

A. 26  
B. 8  
C. 1
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
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)
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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

Proposal + Rationale

- 20+ faculty (petition)
- Dean
- Faculty Council

Chair & Secretary of Faculty Council

Bylaws Committee

Recommendation

Faculty Council

Faculty

Faculty Senate
3.2: Membership of the Faculty Council

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(additional justification included in original proposal)
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Bylaws Committee Recommendation (5-1):
Faculty Council should adopt a modified version of the proposal:
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.

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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)

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> 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
2. Creating special VAMC representatives provides an additional avenue for FC service not available to full-time faculty at other affiliates.

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

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<td>4:30-4:55PM</td>
<td>Review of June Presentation and Vote on Creation of Ad Hoc Committee on Faculty Awards</td>
<td>Sudha Iyengar</td>
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<td>4:55-5:10PM</td>
<td>Report from SOM Faculty Senator on Faculty Senate Executive Committee</td>
<td>Ahmad Khalil</td>
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<td>5:10-5:15PM</td>
<td>New Business</td>
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<td>5:15PM</td>
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**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 Labhasetwar  
Suet Kam Lam  
Maria Cecilia Lansang  
Charles Malemud  
Jennifer McBride  
Maureen McEnery  
Vincent Monnier  
George Ochenjele  
Anand Ramamurthi  
Ben Roitberg  
Satya Sahoo  
Ashleigh Schaffer  
Daniel Sweeney  
Patricia Sweeney  
Krystal Tomei  
Carlos Trombetta  
Satish Viswanath  
Susan Wang  
Nicole Ward  
Jo Ann Wise  
Jamie Wood


**Members Absent**

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

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<th>Name</th>
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<tr>
<td>Alicia Aguilar</td>
<td>Nicole Deming</td>
<td>Joyce Helton</td>
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**Welcome and Chair Announcements**

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

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

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

Annual reports will be forthcoming in October from the NEC and the CAPT; the CBR report will be presented in December. Two votes are ending for the Faculty of Medicine. The first supplements the elections for the standing committees as the elections held last spring did not fill all of the open positions. There will be a call for additional nominees and faculty should have already received an e-mail regarding this topic. Maureen McEnery, Chair of the NEC, will meet in the near future to review those candidates and send out a ballot for faculty elections. While
the ballot is ready to go, some technical problems have surfaced in getting a valid ballot to all facilities. The second vote concerned a number of proposed bylaws amendments.

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

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

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

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

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

**Faculty Council Steering Committee Activities Report (Jennifer McBride)**

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

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

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

This committee was formed by the Executive Committee of the Faculty Senate with the intent of convening with three senators from each of the schools that are housed at the HEC. Members consist of Mark Hans (Chair – SODM), Allison Webel (SON), Chris Winkelman (SON), Evelyn Duffy (SON), Laura Voith (MSASS), Maureen McEnery (SOM), Renato Roperto (SODM),
Theresa Jasinevicius (SODM), Thomas Kelley (SOM), Darin Croft (SOM), Andrew Reimer, (Faculty Senate Personnel Committee), and Mendel Singer (Faculty Senate Budget Committee).

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

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

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

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

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

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

There are issues that are hampering faculty’s ability to deliver their lectures e.g. pointers have not been provided and interactive lectures are replacing turning point but it is not working.
There is no chalkboard in the lecture hall, and review sessions have not gone smoothly. An I-
Pad was provided but the surface is too tiny to use as a replacement for a chalkboard.

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

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

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

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

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

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

Review of June Presentation and Vote on Creation of Ad Hoc Committee on Faculty
Awards (Sudha Iyengar)
Dr. Iyengar explained to the members that this presentation was a carryover from the proposal
made in June when Faculty Council lacked a quorum for a vote.

Dr. Iyengar, and her Chair, Jonathan Haines, feel that there is not a sufficient number of young
people from Case being nominated for awards. A small poll was taken to provide an
assessment. In general, awards are very specific to the societies to which they each belong.
These processes are fairly similar and they can determine what is available at the SOM. Upon
learning that we do not have an awards committee, it was suggested that an ad hoc committee be created to enable us to have a more uniform process.

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

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

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

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

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

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

A motion was made and seconded to approve the proposal for an ad hoc Awards Committee with a three-year term with membership to include both Faculty Council representatives as well as non-Faculty Council Faculty of Medicine representatives. There being no further discussion, a
vote was taken. All were in favor, no one was opposed, and there were 5 abstentions. The
motion passes.

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

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

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

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

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

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

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

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

There seems to be no team approach among doctors. It is entirely in the hands of one single
doctor who looks at your case and treats you. What should be the priority is to achieve teams of
doctors looking at the patient before it expands into multi-dimensions. The Dean stated that this
comment could certainly be sent back to the crew, and she suggested that if this is something
requiring more information 10-15 minutes from one of the experts would be helpful. The Faculty Council Steering Committee will explore this further.

**New Business**

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

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

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

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

The meeting was adjourned at 5:14PM.

Respectfully submitted,

Joyce Helton
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 rab14@case.edu; and 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.
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)
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)
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 representatives 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.
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
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
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

Proposal + Rationale
- 20+ faculty (petition)
- Dean
- Faculty Council

Chair & Secretary of Faculty Council

Bylaws Committee

Recommendation

Faculty Council

Faculty

Faculty Senate
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.
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 representatives 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.
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
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."
## Summary of Committee on Appointments, Promotions, and Tenure Activities

### PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM

#### For Promotion to Professor (Tenured)

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<tr>
<td>% successful</td>
<td>5 of 6 = 83%</td>
<td>6 of 6 = 100%</td>
<td>8/9 = 88.9%</td>
<td>2 of 2 = 100%</td>
<td>8 of 8 = 100%</td>
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#### For Promotion to Professor Non-Tenure Track

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<td>31 of 33 = 94%</td>
<td>30/32 = 93.8%</td>
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<td>% successful</td>
<td>30 of 33 = 91%</td>
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<td>30/32 = 93.8%</td>
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<td>% successful</td>
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<td>7 of 10 = 70%</td>
<td>16/20 = 80%</td>
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<td>6 of 9 = 66.7%</td>
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#### For Promotion to Associate Prof in Tenure Track

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<td>% successful</td>
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<td>% successful</td>
<td>63 of 66 = 95%</td>
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<td>36/42 = 85.7%</td>
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| Overall Promotion and Tenure | 111 of 120 = 93% | 106 of 114 = 93% | 96 of 110 = 87.3% | 90 | 87 |

INITIAL APPOINTMENTS

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Grand Total of Candidates Considered | 142 | 124 | 127 | 121 |
## Academic Year
### Admissions 2019-Basic Science Departments for 1 Candidate

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<td>William P. Schilling, PhD</td>
<td>Department of Physiology &amp; Biophysics (SOM)</td>
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<td>Peter Harte</td>
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## Academic Year

### Bylaws Committee 2019 for 2 Candidate(s)

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<td>Department of Physiology &amp; Biophysics (SOM)</td>
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<tr>
<td>Darin Andrew Croft, PhD</td>
<td>Department of Anatomy (SOM)</td>
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<td>sayyed kassem Laure</td>
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### Vote Distribution

- **George Dubyak, PhD**: 209 Votes
- **Darin Andrew Croft, PhD**: 184 Votes
- **sayyed kassem Laure**: 1 Vote
### Academic Year

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

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<td>Tom Abelson</td>
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**Vote Distribution**

- **Philip S. Fastenau, PhD**: 191 Votes
- **Tom Abelson**: 1 Vote

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

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<td>Chris Dealwis, PhD</td>
<td>Department of Pharmacology (SOM)</td>
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<td>Rong Xu, PhD</td>
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**CAPT 2019-Tenured Professor in a Basic Science Department for 2 Candidate(s)**

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<td>Department of Physiology &amp; Biophysics (SOM)</td>
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<td>William P. Schiemann, PhD</td>
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<td>Edward W. Yu, PhD</td>
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Kassem: 1 Votes
Shu Guang Chen, PhD: 65 Votes
Rong Xu, PhD: 85 Votes
Chris Dealwis, PhD: 92 Votes
Aaron Goldenberg, PhD: 121 Votes

Vote Distribution
Vote Distribution

- Peter Harte, PhD: 1 Votes
- Edward W. Yu, PhD: 104 Votes
- William P. Schiemann, PhD: 116 Votes
- Corey B. Smith, PhD: 124 Votes
### Committee on Budget, Finance and Compensation 2019 for 1 Candidate

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Vote Distribution:
- Sudha Chakrapani, PhD: 74 Votes
- Mitchell L. Drumm, PhD: 123 Votes
- Maureen W. McEnery: 1 Vote
### Committees on Medical Education 2019-2

2 Seats must go to Faculty in a Basic Science Department for 4 Candidate(s)

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<td>Laure Sayyed Kassem, MD</td>
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<td>Marvin T. Nieman, PhD</td>
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<td>Zubair Ahmed, MD</td>
<td>Department of Medicine (CCLCM)</td>
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<td>Emad W. Daoud, MBBch PhD</td>
<td>Department of Anesthesiology (CCLCM)</td>
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**Vote Distribution**

- Stephanie R. Harris, PhD: 152 Votes
- Laure Sayyed Kassem, MD: 151 Votes
- Marvin T. Nieman, PhD: 138 Votes
- Abby Lyn Spencer, MD: 106 Votes
- Michael D. Faulx, MD: 78 Votes
- Zubair Ahmed, MD: 38 Votes
- Emad W. Daoud, MBBch PhD: 25 Votes
## Academic Year

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

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<td>Sanjay Gupta, PhD</td>
<td>Department of Urology (UH)</td>
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<td>Satya S. Sahoo, PhD</td>
<td>Department of Population &amp; Quantitative Health Sciences (SOM)</td>
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**Point Distribution**

- Lynn Cialdella Kam, PhD: 336 Points
- Satya S. Sahoo, PhD: 314 Points
- Sanjay Gupta, PhD: 333 Points
- Clifford Harding: 2 Points
- George Dubyak: 3 Points

No items to display
### Committee on Women and Minority Faculty 2019 for 9 Candidate(s)

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<td>Aparna Padiyar, MD</td>
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<td>Komal Sawlani, MD</td>
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**Vote Distribution**

- **Amy Hise, MPH MD**: 178 Votes
- **Aparna Padiyar, MD**: 153 Votes
- **Komal Sawlani, MD**: 146 Votes
- **Abby Lyn Spencer, MD**: 145 Votes
- **Mariya A. Geube, MD**: 131 Votes
- **Suzanne Rivera, PhD**: 3 Votes
- **Rachel Galioto**: 2 Votes
- **Kamini Krishnan**: 2 Votes
- **Lynn Singer**: 2 Votes
- **Vivien Yee, Ph D**: 1 Vote

No items to display
### Academic Year

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

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### Point Distribution

- **Thomas A. Gerken, PhD**: 220 Points
- **Nicole Ward, PhD**: 202 Points
- **Danny Manor, PhD**: 95 Points
- **Peter Harte, PhD**: 24 Points
- **Peter Harte**: 9 Points
- **Peter Harte, PhD Department of Genetics**: 8 Points
- **Alex Yee-Chen Huang, MD PhD**: 364 Points
- **Cynthia Kubu**: 1 Point

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

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Point Distribution

- Alex Yee-Chen Huang, MD PhD: 364 Points
- Cynthia Kubu: 1 Points
- Zhenghong Lee: 1 Points
- Debra Leizman, MD: 1 Points

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### Academic Year

#### Lecture 2019 for 1 Candidate

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**Vote Distribution**

- Polyxeni Philippidou, PhD: 82 Votes
- Alan M. Tartakoff, PhD: 113 Votes

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

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**Vote Distribution**
- Peter Harte: 1 Votes
- Usha Stiefel, MD: 189 Votes
- Marjorie Greenfield, MD: 199 Votes

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### Faculty Senate 2019 for 3 Candidate(s)

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**Vote Distribution**

- Peter J. Harte, PhD: 153 Votes
- Jeffrey R. Schelling, MD: 145 Votes
- Cynthia Marie Swan Kubu, PhD: 128 Votes
- William C. Merrick, PhD: 126 Votes
- Marvin T. Nieman, PhD: 116 Votes
- Rong Xu, PhD: 98 Votes