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

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

- Melissa Bonner
- Robert Bonomo
- Matthias Buck
- Cathy Carlin
- Gary Clark
- Darin Croft
- Piet de Boer
- William Dupps
- Todd Emch
- Judith French
- Thomas Gerken
- Stanton L. Gerson
- Peter Harte
- Anna Maria Hibbs
- Amy Hise
- Jeffrey Hopcian
- Alex Huang
- David Katz
- Maria Cecilia Lansang
- Peter MacFarlane
- Danny Manor
- Jennifer McBride
- Maureen McEnery
- Matthew Pleshinger
- Elie Anthony Saade
- Hemalatha Sentilkumar
- Susan Wang
- Nicole Ward
- Jo Ann Wise
- Jamie Wood
Members Absent
Corinne Bazella  Varun Kshettry  Arne Rietsch
Bryan Carroll  Vinod Labhasetwar  Ashleigh Schaffer
Jae-Sung Cho  Suet Kam Lam  Linda Dalal Shiber
Scott Cowen  Alan Levine  Daniel Sweeney
Brian D'Anza  Lia Logio  Patricia Taylor
Philipp Dines  Sam Mesiano  Sarah Tehranisa
Katherine DiSano  Ameya Nayate  Daniel Tisch
Robert Geertman  George Ochenjele  Carlos Trombetta
Monica Gerrek  Clifford Packer  Heather Vallier
Darrell Hulisz  Nimit Pal  Allison Vidimos
Beata Jastrzebska  Anand Ramamurthi  Satish Viswanath
Ankur Kalra  Abhishek Ray  James Wilson
Laura Kreiner

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

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

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

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

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

Dr. McBride stated that she had received several concerning communications from Faculty Council representatives and guests after the October meeting regarding the lack of professional behavior engaged in during discussion. Most concerning, was the perception that some
statements were offensive or sexist in nature. She strongly encouraged everyone to reflect on what they want to say before they speak, exercise a level of restraint, choose an appropriate tone of voice, and use respectful language. She reminded everyone that they have the responsibility to call members to order without being recognized and state the digression.

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

**Approval of the October 19 Faculty Council Meeting Minutes**
A motion was made and seconded to add individuals to the attendance section of the meeting minutes. There being no further discussion a vote was taken. 39 were in favor, 0 were opposed, and 2 abstained. The motion passes.

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

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

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

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

**Discussion and Vote on the Nomination and Elections Committee Resolutions (from October’s Meeting)**
A motion to approve the NEC resolutions was made and seconded at the October meeting. The Faculty Council then voted to postpone discussion to the November meeting.

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

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

**Professionalism Committee**
Dr. Cynthia Kubu explained that Faculty Council accepted the proposal for a professionalism
committee last February. The charge is to study a variety of professional codes of conduct and to
develop our own professional code of conduct.

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

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

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

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

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

**Addition to the FASF for 2020**

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

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

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

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

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

After some discussion, a motion was made and seconded to postpone discussion until the
December Faculty Council meeting. A vote was taken. 33 were in favor, 2 were opposed, and 1
abstained. The motion passes.
A motion to adjourn the meeting was made and seconded. The Chair adjourned the meeting at 5:30PM.

Respectfully submitted,

Joyce Helton

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