

**Faculty Council Meeting
Meeting Minutes**
Monday, December 21, 2020
4:00-5:30PM – ZOOM Meeting

4:00-4:20PM	Welcome and Chair Announcements	Jennifer McBride
4:20-4:25PM	Faculty Council Steering Committee Report	Nicole Ward
4:25-4:35PM	Approval of the November 16 Faculty Council Meeting Minutes	Jennifer McBride
4:35-5:05PM	Finance Reports	Mendel Singer, Agata Exner, Matthew Lester
5:05-5:10PM	Professionalism Committee Election/Appointment Results	
5:10-5:20PM	Motion on Faculty Council Steering Committee	
5:20-5:25PM	Faculty Senate Update	Alan Levine
5:25-5:30PM	New Business	
5:30PM	Adjourn	

Members Present

Robert Bonomo	Anna Maria Hibbs	Elie Anthony Saade
Matthias Buck	Amy Hise	Ashleigh Schaffer
Bryan Carrol	Alex Huang	Hemalatha Senthilkumar
Cathleen Carlin	Beata Jastrzebska	Linda Dalal Shiber
Gary Clark	David Katz	Patricia Taylor
Darin Croft	Suet Kam Lam	Sarah Tehranisa
Brian D'Anza	Maria Cecilia Lansang	Daniel Tisch
Piet de Boer	Danny Manor	Carlos Trombetta
Todd Emch	Jennifer McBride	Heather Vallier
Judith French	Maureen McEnergy	Satish Viswanath
Thomas Gerken	Sam Mesiano	Susan Wang
Monica Gerrek	George Ochenjele	Nicole Ward
Stan Gerson	Matthew Pleshinger	James Wilson
Peter Harte	Arne Rietsch	Jo Ann Wise

Members Absent

Corinne Bazella	Jeffrey Hopcian	Peter MacFarlane
Melissa Bonner	Darrell Hulisz	Ameya Nayate
Jae-Sung Cho	Ankur Kalra	Clifford Packer
Scott Cowen	Laura Kreiner	Nimitt Patel
Philipp Dines	Varun Kshetry	Abhishek Ray
Katherine DiSano	Vinod Labhassetwar	Daniel Sweeney
William Dupps	Alan Levine	Allison Vidimos
Robert Geertman	Lia Logio	Jamie Wood

Others Present

Brian Cmolik	Susan Freimark	Matthew Lester
Mark Chance	Jonathan Haines	Laurie Miller
Nicole Deming	Joyce Helton	Mendel Singer
Agata Exner	Cyndi Kubu	Usha Stiefel
Stephen Fink		

Chair Announcements

Dr. McBride, Chair of Faculty Council, called the meeting to order at 4:00PM.

Reminder, suggestions for agenda items can be sent to Nicole Deming or Jennifer McBride. The NEC will be identifying members to fill out the standing committee in January. Interested parties should access the Faculty Affairs website and submit their statement of interest.

Twenty-three of 24 submitted amendments to the bylaws have been unanimously approved. Amendment 3.2a (VA representation to Faculty Council) was sent back:

Amendment 3.2a

"In the absence of academic departments at the Louis Stokes Cleveland VA Medical Center, full-time faculty members based there shall democratically elect six representatives (Medicine, Primary Care, Surgery/Anesthesiology, Research, Neuropsychiatry, and Diagnostic Services), as voting members of Faculty Council."

Dr. Bonomo has submitted responses to the concerns and spoken with the SOM Bylaws Committee. Following revision, the amendment will come back to Faculty Council for review and vote, then to the Faculty of Medicine, and then to the Faculty Senate Bylaws to determine whether the responses provided addressed their questions and concerns.

Faculty Council Steering Committee Report (Nicole Ward)

Dr. Ward reported that the committee has now reviewed 1/3 of the CAPT reports for equity. At their December meeting FCSC met with Mathew Lester, Agata Exner, and Mendel Singer who presented their finance updates. The committee also approved winter graduates, and discussed whether the ad hoc graduate programs committee should become a standing committee. The Professionalism Committee Election/Appointment results were announced and the Faculty Council agenda for today's meeting was approved.

Approval of the November 16 Faculty Council Meeting Minutes

The Chair solicited corrections to the minutes as distributed. A motion was made and seconded to approve the November Faculty Council meeting minutes as presented. There being no further discussion, a vote was taken. 29 were in favor, 5 were opposed, and 3 abstained. The motion passes.

Finance Report (Mendel Singer - SOM representative to Faculty Senate Finance Committee; Agata Exner - Chair of SOM Committee on Budget, Finance and Compensation; Matthew Lester - Vice Dean for Finance and Administration, SOM). Topics covered included: SOM within the University Budget, SOM Budget Model, FY2020/FY2021, Recent Successes, and FY2021 forecast.

University revenue budget –The SOM represents 43% of the overall university budget. When broken down into its three components research is 82% overall, undergrad is 4%, and grad tuition is 37%.

SOM is 42% of overall expenses. Faculty Salary - \$160M (39%), Other Salary - \$107M (56%), Student Salary & Aid - \$237M (16%), Non-Salary \$325M (77%). The SOM revenue was \$516M in 2020. Research and training make up 2/3, 18% is graduate and professional, undergrad is 1%. Endowments and gifts total 5%.

SOM budget model -- all of these schools receive revenue. Unlike other schools the SOM also has a departmental based budget. Operating/endowment support is provided to each department. This gives the department some responsibility for generating revenue.

FY2020/FY2021 Results

There was a \$20M loss in the Clinical Dean's Tax. COVID-19 caused a ramp down in research and an increase in remote teaching. April and May saw a 50% reduction in non-salary spent for research. There was no loss from student tuition and a hiring freeze was instituted. Research expenditures are down ~\$10M. COVID-19 costs are up and discretionary/capital expenses are down. Bottom line deficit of \$1.5M (actual) vs. the deficit of \$2.0 M (budget).

In FY2021, there has been a \$13M reduction in costs. Capital improvements have been eliminated and faculty hiring has been reduced. Most travel and events for the first half of this year have been eliminated. Some staffing levels have been reduced with no plans to refill some positions. Retirement incentive programs for some have been affected. We did plan for a reduction in revenue (\$10M research - \$2M tuition).

Research is holding steady and lab productivity is at 80-90%. Tuition is up \$5M. The master's side has increased in headcount, and we have more PhD students than anticipated. The overall headcount for the SOM has experienced a 14% increase.

We are seeing successes with grant portfolio COVID-19 funding and additional large grants. Proposal activity in June was high. We continue to have success with licensing, and TTO income is approximately \$150K per year.

Challenges for the FY2021 forecast: 1) faculty hiring freeze and exception process, 2) research awards and spending 3) spring student enrollment shows decent figures 4) Continued organizational engagement (COVID-19 fatigue) 5) Faculty and staff retention /diversity

Mendel Singer explained the plans for plan A. Even with the \$28M contingency fund, due to COVID-19 and other shortfalls, Central feels that substantial risks exist and wouldn't feel comfortable addressing this until late April into May. At that time, the President, Provost, and CFO will look at what is left of the contingency funds and operating budget and potential risks. The contingency budget was \$18M; to date \$5M was used. They have until June 30 to make payments that would be retroactive. If nothing were done, then they would resume in full July 1. The Budget Committee felt it would be more beneficial to keep pushing for transparency and talking points. The President of the university ultimately decides what happens with Plan A.

Agata Exner (chair of the Committee on Budget, Finance, and Compensation) presented slides on committee members, committee charge and goals. This committee remains in close contact with the Dean and Vice Dean of Finance and facilitates communication with the SOM and between SOM and Central, UBC, FSFC.

Part of their current initiative is COVID-19 contingency planning and implementation. Earlier this year a letter was issued to the CFO and Provost requesting more clarity for plan A reinstatement. They are seeking to engage in a collaborative dialogue with the CFO and Provost.

A town hall is planned to update faculty and they are working on a survey to determine interest and the type of financial information faculty would like to have communicated. They would like to create a SOM Finance 101 for interested faculty. Additional topics are faculty compensation and gender equity analysis.

Professionalism Committee Election/Appointment Results

The elections for the Professionalism Committee are mostly complete and appointments have been made. There are seven appointed and seven elected members.

Committee members are: Sarah Augustine (Medicine (VA) – appointed); Jessie Jean-Claude (Surgery (VA) – elected); Qingzhong Kong (Pathology (SOM) – appointed); Kishore Guda (GMS (SOM) – elected); Cynthia Kubu (Neurology (CCLCM)– appointed); Moises Auron (Medicine (CCLCM) – elected); Thomas Collins (Emergency Medicine (MHMC) – appointed). The UH election will be open for two weeks and is going out tomorrow.

The committee will review professional codes of conduct models from other institutions to inform the creation of one for the SOM. They will report back to Faculty Council.

Motion on Faculty Council Steering Committee

The following motion was made and seconded at the October Faculty Council meeting:

“Faculty Council supports the October 1 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.”

A motion was made and seconded that Faculty Council table this motion indefinitely.

Following some discussion, a vote was taken on whether to table indefinitely. 14 were in favor, 15 were opposed, and 3 abstained. The motion does not pass.

Discussion returned to the original motion. After no further discussion, a vote was taken to approve the text. 24 were in favor, 5 were opposed, and 4 abstained. The motion passes.

Dr. McBride stated that Dr. Levine, the Faculty Senate representative, while unable to join us today, sent an update on the Faculty Senate activities, posted on BOX in the Faculty Council folder. There are no action items at this time.

When queried no new business was proposed. A motion was made and seconded to adjourn the meeting.

The meeting was adjourned at 5:32PM.

Respectfully submitted,

Joyce Helton

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

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

Members Present

Corinne Bazella	Stanton L. Gerson	Matthew Pleshinger
Melissa Bonner	Peter Harte	Arne Rietsch
Robert Bonomo	Anna Maria Hibbs	Elie Anthony Saade
Matthias Buck	Amy Hise	Ashleigh Schaffer
Cathy Carlin	Jeffrey Hopcian	Hemalatha Sentilkumar
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Thomas Gerken	Maureen McEnery	Jo Ann Wise
Monica Gerrek	Sam Mesiano	Jamie Wood

9 **Members Absent**

Jae-Sung Cho
Scott Cowen
Robert Geertman
Darrell Hulisz
Ankur Kalra

Laura Kreiner
Vinod Labhassetwar
Alan Levine
Ameya Nayate
George Ochenjele

Clifford Packer
Nimitt Patel
Abhishek Ray
Daniel Sweeney
Patricia Taylor

Others Present

Maheesheema Ali
Shane Angus
Mark Chance
Pam Davis

Nicole Deming
Susan Freimark
Joyce Helton
Bud Isaacson

Cyndi Kubu
Peter Poulos
Richard Zigmond

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3 **Chair Announcements**

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

8

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

14

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

18

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

22

23 **Chair's Announcements**

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

31

32 **Faculty Council Steering Committee Report**

33 Dr. Ward reported that the Faculty Council Steering Committee reviewed 6 proposed emeritus
34 appointments for equity and listened to an update from Dr. Kubu on the Ad hoc Committee on
35 Professional Conduct. They discussed the potential for ad hoc committees at each of the
36 affiliates, and reviewed responsibilities for CAPT equity reviews. When reviewing the
37 November Faculty Council meeting agenda, an interest in removing an agenda item was

1 expressed. After some discussion, a motion was made to approve the agenda and seconded. A
2 vote was taken. Four were in favor and 4 were against. Approval of the agenda did not pass.

3
4 **Approval of the October 19 Faculty Council Meeting Minutes**

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

8
9 A motion was made and seconded to add several documents to the meeting minutes. The motion
10 was amended and seconded to reject the suggested edits. After discussion, a vote was taken. 19
11 were in favor of rejecting the documents, 18 were opposed, and 7 abstained. The motion passes.

12
13 A motion was made and seconded to remove a sentence on page 6. After discussion a vote was
14 taken. 35 were in favor, 0 were opposed and 4 abstained. The motion passes.

15
16 Members were reminded that modifications to the minutes need to be sent to Joyce Helton by
17 9:00AM the day of the Faculty Council Meeting.

18
19 A motion was made and seconded to include language on the FCSC motion and two documents
20 sent to the Faculty Affairs & HR Office. After some discussion, a vote was taken. 28 were in
21 favor, 5 were opposed, and 12 abstained. The motion passes.

22
23 **Discussion and Vote on the Nomination and Elections Committee Resolutions (from**
24 **October's Meeting)**

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

27
28 After lengthy discussion, a motion was made to postpone indefinitely the NEC resolutions.
29 There being no further discussion, a vote was taken. 22 were in favor, 25 were opposed, and 1
30 abstained. The motion does not pass.

31
32 A vote was then called on the original motion to adopt the NEC resolutions. 17 were in favor, 21
33 were opposed, and 8 abstained. The motion does not pass.

34
35 **Professionalism Committee**

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

39
40 The target dates for the committee were amended due to the COVID. The committee will be
41 comprised of ten members – two from each site. One will be appointed by leadership and one
42 elected by members. We should see the elections for the individual campuses soon.

43
44 **Update on Diversity Initiatives by Dean Gerson (from September's Meeting)**

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

47
48 Within the school are in the process of searching for a Director of Diversity and Inclusion at staff
49 level to separate that out from the Director of Faculty Development. At the level of medical

1 student training, Lia Logio and Bud Isaacson combined to provide resources for the Assistant
2 Dean of Inclusion.

3
4 Dr. Gerson asked Faculty Council to consider a proposal which asks faculty to articulate their
5 contributions to the topics of diversity and inclusion in their annual review. Dr. Gerson is
6 considering including the following on the FASF and is seeking support from Faculty Council.
7

8 **Addition to the FASF for 2020**

9 Dr. Gerson suggested that the following text as an addition to the FASF for 2020: Describe your
10 involvement in activities that promote diversity and inclusive excellence including but not
11 limited to: self-education, mentoring and teaching activities, recruitment and/or research.
12

13 After some discussion, a motion was made and seconded to include the above statement on the
14 FASF for 2020. A vote was taken. 40 were in favor, 2 were opposed, and 0 abstained. The
15 motion passes.
16

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

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

- 19 • Faculty Council supports the October 1st interpretation of the Bylaws Committee that it
20 is a violation of SOM Bylaws for the Faculty Council Steering Committee to conduct
21 business with only three members.
- 22 • Faculty Council disagrees with the interpretation of the Faculty Council Chair that the
23 Faculty Council Steering Committee can set the agenda for a FC meeting without quorum
24 and without taking a vote.
- 25 • Faculty Council recommends that, in the future, the Faculty Council chair solicit input
26 from relevant committee(s) before making decisions that are not clearly within the scope
27 of the duties of the office of FC chair. Furthermore, in cases where the judgment of the
28 Faculty Council chair differs from that of the relevant committee(s), it recommends that
29 the issue be brought before the members of Faculty Council for discussion and a vote.
30

31 After some discussion, a motion was made and seconded to postpone discussion until the
32 December Faculty Council meeting. A vote was taken. 33 were in favor, 2 were opposed, and 1
33 abstained. The motion passes.
34

35 A motion to adjourn the meeting was made and seconded. The Chair adjourned the meeting at
36 5:30PM.
37

38 Respectfully submitted,
39 Joyce Helton

Finance Update

SOM Faculty Council

December 21, 2020

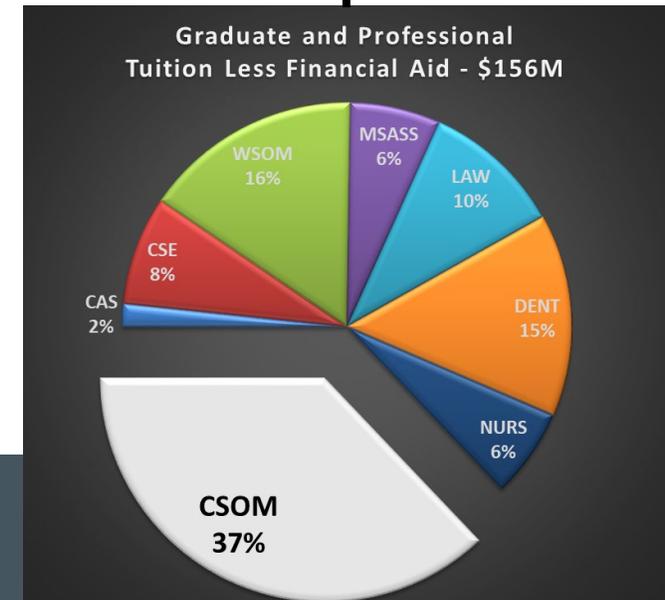
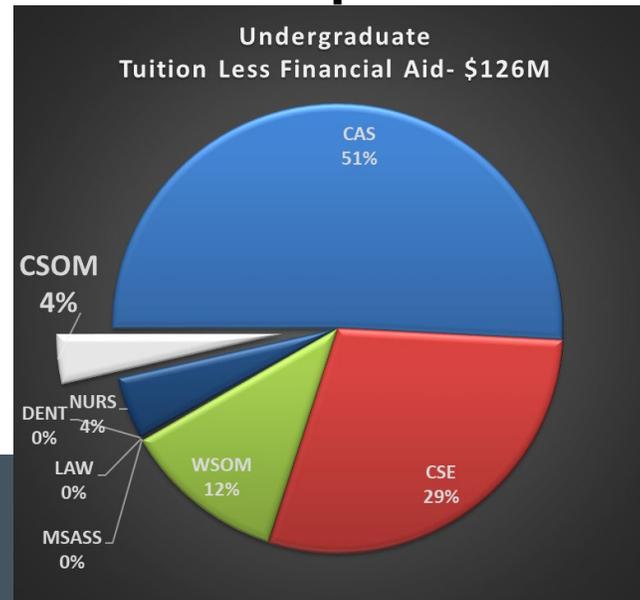
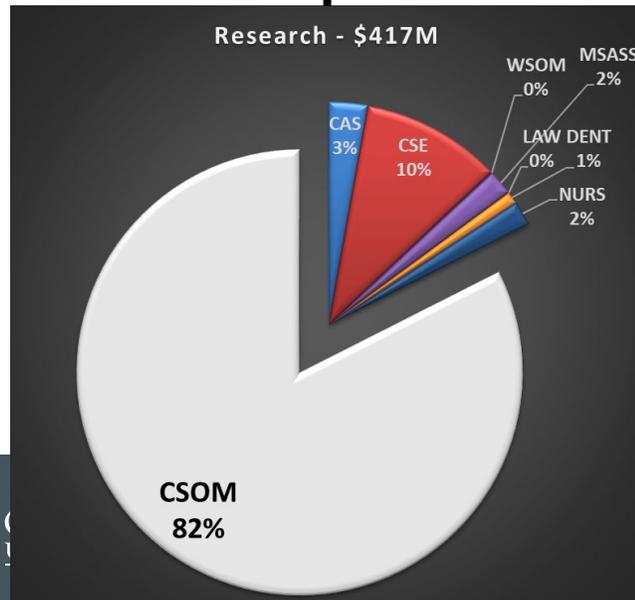
Agenda

1. SOM within the University budget
2. SOM Budget Model
3. FY2020 / FY2021
4. Recent Successes
5. FY2021 Forecast

SOM Within the University Budget

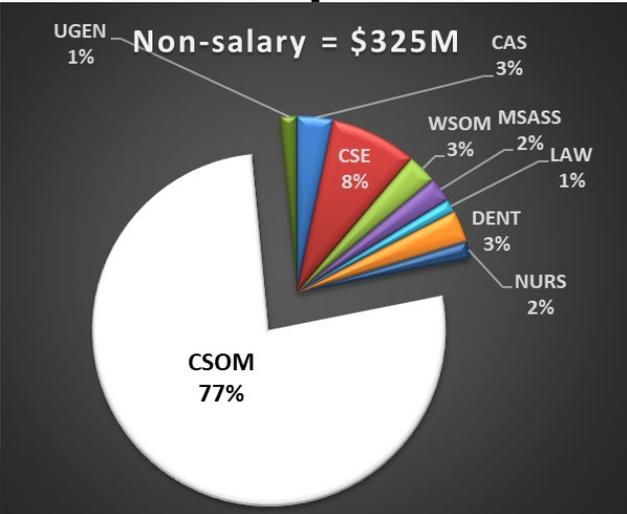
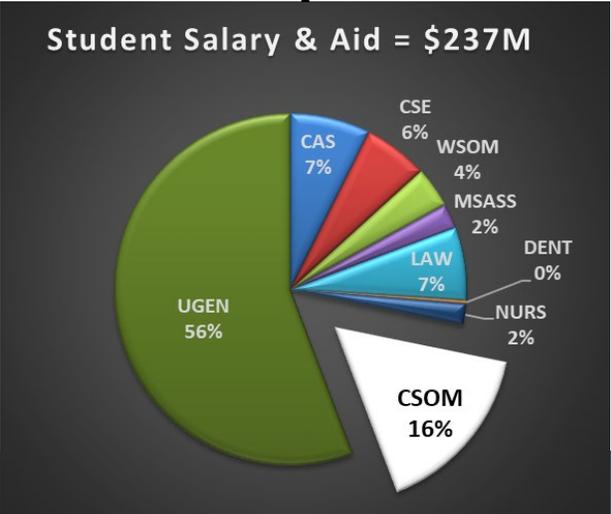
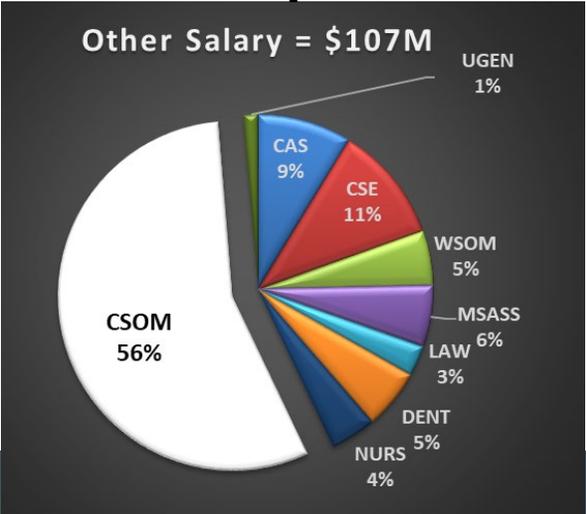
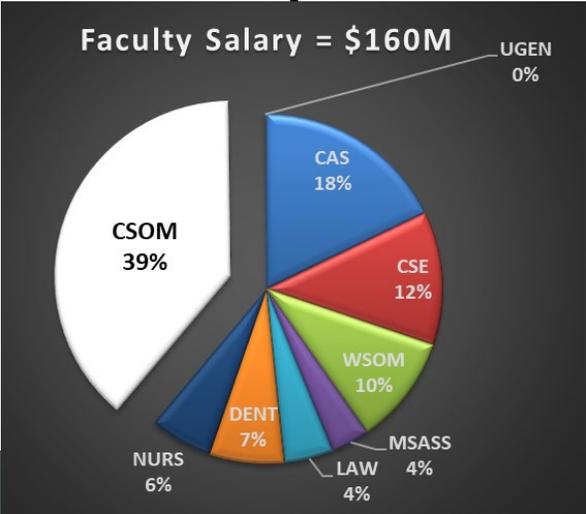
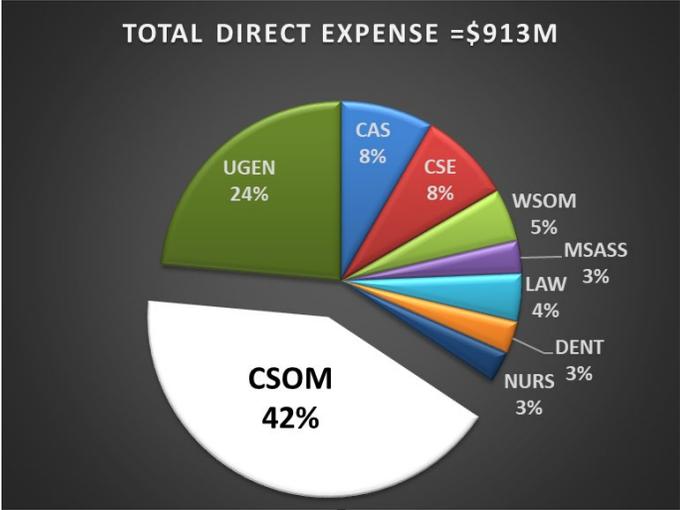
University Revenue

FY2020 Budget



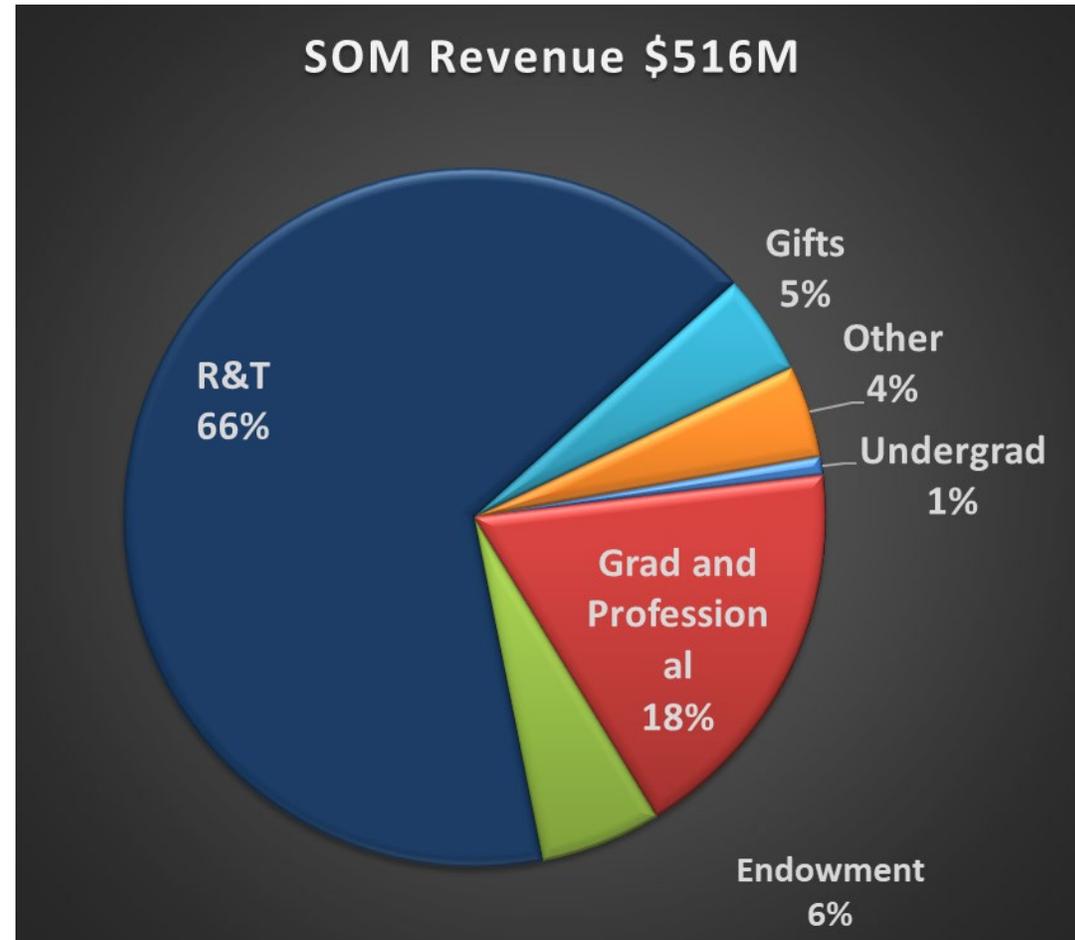
University Direct Expense

FY2020 Budget



School of Medicine Revenues

FY2020 Budget



SOM Budget

SOM Budget Model

- School receives all revenue exc direct costs on grants
 - F&A, endowments, strategic investment and capital investment
- School responsible for overhead and Univ IDC
- Department based budget model
 - % of tuition revenue allocated to departments
 - Operating / endowment support provided to each department
 - 15% of F&A recovery
- Departments responsible for generating revenue and managing costs
 - Multiple sources
 - Multiple years

Last Year

Pre-COVID:

- Strong financial performance
- Last year of the financial recovery from UH affiliation agreement
 - \$20M/yr loss in Clinical Dean's Tax



COVID:

- Ramp down research / Remote teaching
- Student enrollment uncertainty
- Research slowed down
- Hiring freeze



FY2020 / FY2021 Results

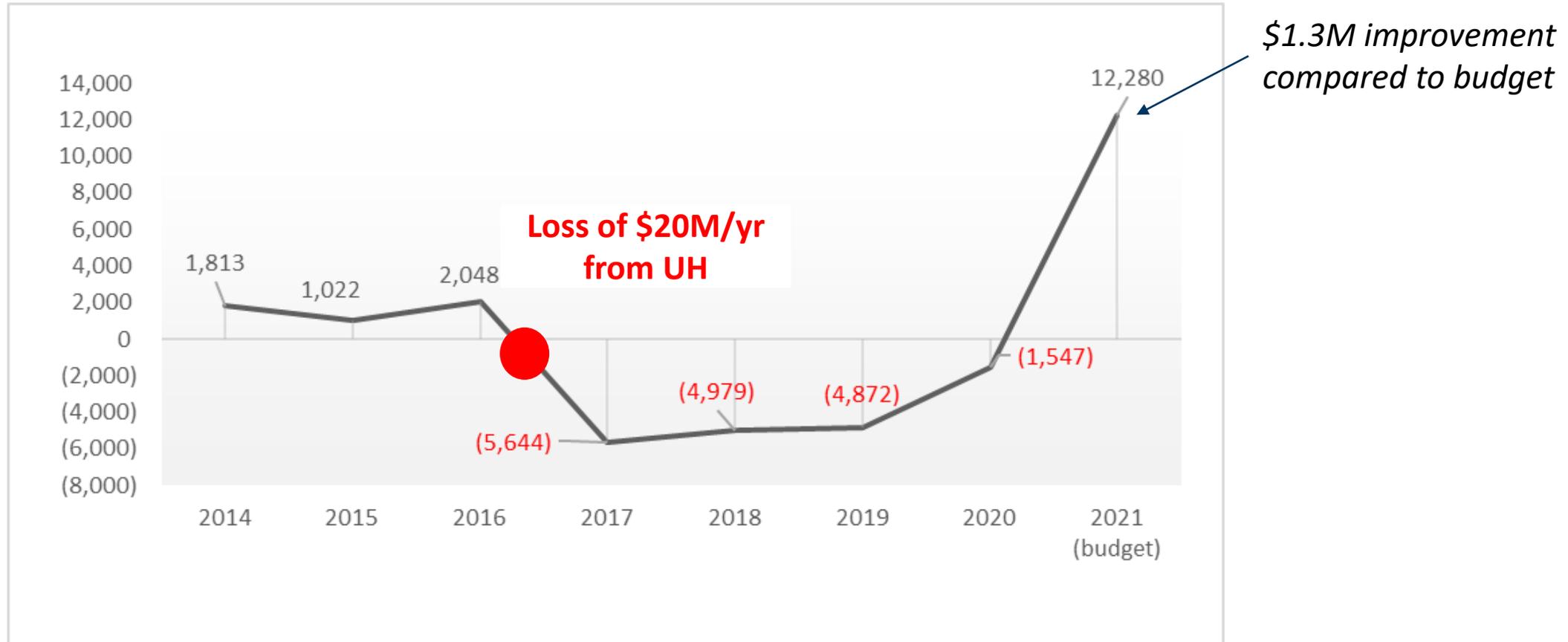
FY2020 Results

- Research down \$10M (consistent with Q3 forecast)
- Expenses up and down
 - COVID costs ↑ and Discretionary / capital expenses ↓
- Elimination of travel, capital and hiring freeze were biggest savings
- Bottom line deficit of \$1.5M (actual) vs. deficit of \$2.0M (budget)

FY2021

- \$13M reduction in costs
- Elimination of capital improvements
- Reduction in faculty hiring
- Elimination of travel / events
- Reduction in staffing levels
- Reduction in revenue
 - \$10M research
 - \$2M tuition
- Research holding steady but with concerns:
 - Increase in awards
 - Lab productivity at 80-90%
- Tuition up \$5M
 - 14% increase headcount
- Expenses consistent with budget

Net Margin



Recent Successes

COVID-19 Funding—\$7.3M

- NCI's SeroNet Awards U01- **\$2.6M**; SOM receive two of 13 U grants nationally (King and Zadir)
- **\$2.3** million NIH grant to study COVID-19 epidemiology in long term care facilities (Canaday)
- **\$1.9** million, five-year NIH PPG to explore mechanisms of cell death by proteins in COVID-19 (Dubyak)
- Pilot Grant Program
 - **\$500 K** in pilot funding in the early stages of the pandemic
 - 18 projects funded by 7 funding groups
 - >60 interventional COVID clinical trials

Major Grants—July '20 to present

NCI **\$5 million** U54 to investigate relationships between HIV and lung cancer in East Africa

NIH grant for **\$5.5 million** supports new tests to diagnose two common types of dementia

NCI **\$9.5 million**, five-year P01 grant to research differences in glioblastoma between males and females

NCI awards **\$3 million**, five-year award to fight hard-to-treat metastatic cancers by combining nanotechnology with immunotherapy

Major Grants—July 20 to present, contd.

DoD **\$3.8 million** grant to develop freeze-dried artificial platelets for combat readiness

NCI awards **\$3.7 million**, five-year grant to explore exosomes in HIV and progression of lung cancer

NHLBI **\$3.7 award** to assess emerging genome editing-based therapies for curing sickle cell disease

NIH **\$6 million** collaborative Cleveland Digestive Diseases Research Core Center

Delivering Discoveries by Commercialization



7 licenses/start-ups/year

\$235M follow on commercial investments

TTO income ~\$150k/y

SOM support expenses ~\$350k/y

inventor benefit ~ \$400-750k/y

FY2021 Challenges

FY2021 Forecast

- Faculty hiring freeze and exception process
- Research awards and spending
- Spring student enrollment
- Continued organizational engagement (COVID fatigue)
- Faculty and staff retention / diversity

Questions?

And

Thank you

Committee on Budget, Finance and Compensation

Faculty Council Steering Committee

December 7, 2020

2020-21 Members



- **Mark Aulisio**, Chair, Bioethics
- **Matthias Buck**, 2019-2020 Chair, Professor, Physiology and Biophysics
- **Mitch Drumm**, Interim VP of Research and Technology Management, Professor, Dept of Genetics (non-voting)
- **Agata Exner** -2020-21 Chair, Professor, Radiology & BME
- **Matthew Lester**, Vice Dean for Finance and Administration (non-voting)
- **Sana Loue**, Professor, Bioethics
- **Danny Manor**, (UBC Rep), Associate Professor, Nutrition,
- **Bill Merrick**, Professor, Biochemistry
- **Bob Salata**, Physician-in-Chief, Chair, Medicine, UHCMC
- **Mendel Singer** – (FSFC Rep), Associate Professor, Population & Quantitative Health Sciences

Our Charge and Goals

[This committee will become a standing committee of the faculty upon amendment of the Bylaws of the Faculty of Medicine expected to be approved in the fall of 2013.]

- I. With regards to Budget and Finance, the purpose of this Committee is to serve as the faculty's principal forum for the consideration of matters relating to the SOM's budgeting and financing. The Committee will:
 - a. Review proposed budgets for consistency with SOM strategic plan priorities.
 - b. Analyze and report on SOM sponsored research activity.
 - c. Provide the Faculty Council (FC) with financial overviews of the SOM based on data obtained from the Vice-Dean for Finance for the SOM.
 - d. Provide annual recommendations to the FC on the allocation of SOM resources.
 - e. Be assigned additional duties from time to time by the FC related to Budget and Finance.
- II. With regards to Compensation, the purpose of this Committee is to consult with and advise the SOM administration on the formation and review of SOM policies and procedures concerning faculty compensation. The responsibilities of the committee shall include:
 - a. Consultation with SOM administration regarding compensation and the annual allocation of funds available for faculty compensation.
 - b. An annual review of the guidelines and policies for faculty compensation for each Department considering issues of comparability in policies across Departments, and review of the implementation of those guidelines and policies at each Department.
 - c. Competitive analyses of faculty compensation in peer universities nationwide.
 - d. The effect of compensation on the ability of the SOM to attract and retain top faculty.
 - e. Other matters of policy and equity brought to its attention by the faculty or administration.

- Standing committee
- Serve as the voice of SOM faculty on financial matters
- Maintain close contact with Dean and Vice Dean of Finance
- Facilitate communication within the SOM and between SOM and Central, UBC, FSFC

Current Initiatives

- Covid contingency planning and implementation
 - Principles guiding decisions / allocations
 - Clear criteria for Plan A reinstatement
- Communication with Central
 - Working on more transparency
 - Seek to engage in a collaborative dialogue with CFO and Provost for financial plans
 - More contact / aligning with UBC, FSFC and other finance committees
- Affiliation agreement with UH
- Increased communication and outreach to/from SOM faculty
 - Quarterly finance update letters from Matthew and me
 - Working on survey to determine interest and need in finance comms
 - Town Hall
 - SOM Finance 101 for interested faculty
- Faculty compensation / gender equity analysis

Suggestions / Questions?



December 17, 2020

TO: Faculty Council

FROM: Alan D. Levine SOM rep to Faculty Senate Executive
Committee

RE: Minutes from December 17th^h meeting

Please first accept my apologies for not attending this meeting in person. I serve as Graduate Program Director for the Molecular Virology, Molecular Biology & Microbiology, and Cell Biology programs. Each month I meet with all my students for a wellness check, a sanity check [mine and theirs], a stress assessment [mine and theirs], and an academic update. This very important update overlaps with the Faculty Council meeting, so I provide you my report herein.

1. Let us first observe a moment of silence for the recent, highly unexpected, and very premature death of Dr. Elizabeth Meckes, Professor of Mathematics in the College of Arts and Sciences.
2. President Cowen reported that testing had begun, as announced, for students, staff, and faculty as the COVID incidence rate nationwide, in Ohio and in Cuyahoga county grows exponentially. In the most recent available data, the positivity rate on our campus was 1.9%, which is much higher than the 1.3% rate in November.
3. President Cowen has assembled a task group to evaluate the possibility and logistics of providing vaccine administration to students, staff, faculty, and their family members. CWRU has applied to permission to be a distribution center; no word is yet available on when, where, how?
4. The Provost has secured funding to increase resources to the ACES program by \$60,000 by the year 2025.
5. The Provost has secured funding to the amount of \$350,000 to cover library expenses for maintaining journal subscriptions but emphasizes this is a short-term solution only. A long-term solution is under review.
6. The search committee for the MSASS Dean has been established.
7. Last year the FS assembled an ad hoc committee to review many aspects of the HEC roll out, pursuing academic topics not covered by other FS or university committees and task forces. The FS Ex Comm approved continuing this ad hoc committee for one more year, using that time to integrate the ad hoc committee activities within the purview of FS standing committees.
8. The SOM By Laws amendments were reviewed, and 23 of the 24 amendments were accepted by the FS By Laws committee and approved by the FS. One amendment was returned to the SOM FC for clarification.

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9. IT Update: Box.com has increased its rates to a point that is fiscally unmanageable for the university in its current financial state. The FS committee and the Utech staff estimate that the one-time cost of transferring the data from box.com to a new vendor greatly exceeds the cost of the box.com annual increase. Since these are complex times, it is likely that we will continue with box.com one more year, to minimize any more disruption to campus activities in 2020-2021. However, the transition is still likely to occur in the future, as life settles down, possibly to either Google Drive or Microsoft.
10. The FS endorsed an academic policy released by the Provost last week that for all students, UG, grad, and professional, in the spring 2021, that graded assessments, exams, quizzes, reports, must be administered between 8 am and 10.30 pm within the time zone the student resides.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Alan D. Levine". The signature is fluid and cursive, with a long horizontal stroke at the end.

Alan D. Levine [electronically submitted]