## Faculty Council Meeting
### Meeting Minutes
**Monday, February 28, 2022**  
4:00-5:30PM – ZOOM Meeting

<table>
<thead>
<tr>
<th>Timing</th>
<th>Agenda Item</th>
<th>Presenter</th>
<th>Summary of discussion</th>
<th>Action items/Motions/ Votes</th>
</tr>
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<tbody>
<tr>
<td>4:02-4:05PM</td>
<td>Welcome and Chair Announcements</td>
<td>Darin Croft</td>
<td>Dr. Croft called the meeting to order at 4:02PM. The institutional representative vacancy on the Faculty Council Steering Committee left by Dr. Nicole Ward’s resignation from CWRU has been filled by Peter Harte, the person who received the next highest vote. The Chair welcomed five (six total) new Faculty Council representatives from the VA to Faculty Council. He encouraged all representatives to remind their full time faculty constituencies to cast their votes for the faculty senators’ election, which is open thru March 11.</td>
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<tr>
<td>4:05-4:06PM</td>
<td>Old Business:</td>
<td></td>
<td>Elie Saade has requested that the Faculty Council Newsletter discussion, which he is initiating, be postponed to a future meeting.</td>
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<tr>
<td>4:06-4:08PM</td>
<td>Approve Minutes from the January 24 Meeting</td>
<td></td>
<td>When solicited, there were no edits or corrections to the draft meeting minutes.</td>
<td>A motion was proposed by a FC member and seconded by a FC member to accept the minutes as presented. Vote: all were in favor, 0 were against, and 0 abstained. The motion is approved.</td>
</tr>
<tr>
<td>4:08-4:10PM</td>
<td>Faculty Council Steering Committee Report of Activities</td>
<td>Matthias Buck</td>
<td>Dr. Buck presented a summary report of activities for the February 7 Faculty Council Steering Committee meeting.</td>
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<tr>
<td>Time</td>
<td>Topic</td>
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<tr>
<td>4:10-4:37PM</td>
<td>Bylaws Proposed Amendments</td>
<td>Piet de Boer</td>
<td>Dr. de Boer presented an overview of the proposed amendments to the SOM bylaws Article 2 Section 6 – Standing Committees of the Faculty of Medicine. The goal of the proposed changes is to make the existing text more accurate, informative and up-to-date. A link was provided to the Faculty Senate Academic Approval Matrix in reference to the new Program Review Committee <a href="https://docs.google.com/spreadsheets/d/1FLh5FvXxVsgsTUvHYuQslyl9zNu0GF0Nre98miKROus/edit#gid">https://docs.google.com/spreadsheets/d/1FLh5FvXxVsgsTUvHYuQslyl9zNu0GF0Nre98miKROus/edit#gid</a></td>
<td>A motion was proposed by a FC member and seconded by a FC member to end the discussion. Vote: 43 for, 0 against, and 0 abstained. The motion is approved.</td>
</tr>
<tr>
<td>4:37-4:44PM</td>
<td>Update from the Faculty Senate Ex Com Representative</td>
<td>Robert Bonomo</td>
<td>Dr. Bonomo presented an overview of the topics discussed at the February Faculty Senate Meeting.</td>
<td>A motion was proposed by a FC member and seconded by a FC member to approve all the changes made in this document. Vote: 41 for, 0 against, and 0 abstained. The motion is approved.</td>
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</tbody>
</table>
| 4:44-4:59PM | Agenda for the 3rd Meeting of the Faculty of Medicine | Dr. Bonomo | Discussion took place regarding the suggestions submitted by faculty for the 3rd Meeting of the Faculty of Medicine with Dean Gerson on April 15.  
The topics chosen were: 1) As the university comes out of danger of COVID-19 financial contingency (and a year that was very good “for the books”), how can SOM leadership and faculty work with university leadership to increase investment in SOM personnel and infrastructure (such as building renovations, e.g. exterior of Wood) and maintain competitive salaries in the context of higher inflation rates? 2) Staffing: What is being done to ensure that Hubs and the Office of Grants and Contracts are providing necessary support services to departments and faculty when they are short-staffed? 3) Public Health: How have mental and social health landscapes changed in the City of Cleveland over the past decade and what plans are being developed by the SOM to address those changes and needs? | A motion was proposed by a FC member and seconded by a FC member to approve the agenda for the 3rd Meeting of the Faculty of Medicine. Vote: 37 for, 0 against, and 2 abstained. The motion passes. |
| 4:59-5:23PM | Discussion of model for Faculty Council Meetings post pandemic | Members discussed how best to conduct Faculty Council Meetings going forward – remote, in-person mode, or hybrid mode. Wolstein Auditorium is set up to accommodate hybrid meetings. It was noted that accessibility by remote participation is especially important for clinicians. It was suggested that supporting diversity of participation as well as supporting family friendly policies for SOM would also voice support for maintaining a hybrid format. The bylaws state that there must be a remote option. It was suggested to try one hybrid meeting before the end of the year and use that experience to decide next year’s policy going forward. | A motion was proposed by a FC member and seconded by a FC member to have one hybrid meeting this year. Vote: 31 for, 7 against, and 0 abstained. The motion is approved. |
| 5:23-5:24PM | New Business | When solicited, there were no new business items to be addressed. | A motion was proposed by a FC member and seconded by a FC member to adjourn the meeting. Vote: All were in favor, 0 were against, and 0 abstained. The motion is approved. |
| 5:24PM | Adjourn | The meeting was adjourned at 5:24PM. | |

**Members Present**

- Robert Bonomo
- Neil Bruce
- Matthias Buck
- Dan Cai
- Bryan Carroll
- Mohammad Chaaban
- Dan Croft
- Margot Damaser
- David DiLorenzo
- Jonathan Emery
- Corinna Falek-Ytter
- Stephen Fink
- Robert Geertman
- Thomas Gerken
- Matthew Grabowski
- Peter Harte
- Jessie Jean-Claude
- Alyssa Hubal
- Vijaya Kosaraju
- Vinod Labhsetwar
- Erin Lamb
- Bill Leatherberry
- Lia Logio
- Peter MacFarlane
- Danny Manor
- Jennifer McBride
- William Merrick
- Sam Mesiano
- Nathan Mesko
- David Mihal
- Rocio Moran
- Dean Nakamoto
- Anastasia Rowland-Seymour
- Elie Anthony Saade
- Ashleigh Schaffer
- Hemalatha Senthilkumar
- Jacek Skowronski
- Courtney Smalley
- Usha Stiefel
- Ben Strowbridge
- Joseph Tagliaferro
- Daniel Tisch
- Allison Vidimos
- Satish Viswanath
- Johannes von Lintig
- Mark Walker
- Susan Wang
- James Wilson
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<th>Attila Nemeth</th>
<th>Jamie Wood</th>
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<td>Amy Hise</td>
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<td>Jeffrey Hopcian</td>
<td>Arne Rietsch</td>
<td>Wei Xiong</td>
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<td>Alex Huang</td>
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<th>Alia Hdeib</th>
<th>Kelly Lebak</th>
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<td>Jae Sung-Cho</td>
<td>Thomas J. Knackstedt</td>
<td>Sarah Tehranisa</td>
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<tr>
<td>Katherine DiSano</td>
<td>Sangeeta Krishna</td>
<td>Samina Yunus</td>
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<td>Stan Gerson</td>
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<th><strong>Others Present</strong></th>
<th>Joyce Helton</th>
<th>Nancy Mosca</th>
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<tr>
<td>Piet de Boer</td>
<td>Joyce Helton</td>
<td>Nancy Mosca</td>
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<tr>
<td>Nicole Deming</td>
<td>Cynthia Kubu</td>
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Today’s agenda

1. Chair’s Announcements (Darin Croft)
2. Approve Minutes from January Meeting
3. Steering Committee Report (Matthias Buck)
4. Proposed Bylaws Amendment – Standing Committee Descriptions (Piet de Boer)
5. Agenda for 3rd meeting of the Faculty of Medicine
6. Discussion of model for Faculty Council meetings post pandemic
7. Update from the Faculty Senate Executive Committee (Robert Bonomo)
8. New Business
Agenda items for next FC meeting

- Must be submitted by **March 1st** (tomorrow - Tuesday!)
  - Send to Darin Croft (dac34@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on **Monday, March 7th** (3:30-5:00 pm)
  - Set this day/time aside for possible presentation
- Feel free to plan ahead and send requests for April!
Have something to say?

• Raise your hand (Reactions menu) (and lower when done).
• Wait to be acknowledged.
• Be clear and to the point.
• Please do not have side conversations or ask questions in the Chat; we want everyone to participate equally in the discussion.
Third Meeting of SOM Faculty

• April 15th, 9-10:30 am, Wolstein
• What topics would you like Dean Gerson to address?
• We will vote on ~3 topics today.
  • If you did not submit a topic for consideration, you can suggest one during the discussion.
• The second half of the meeting with Dean Gerson will be reserved for open Q&A
Faculty Governance in the SOM

Faculty of the SOM

Faculty at-large
- Standing Committees (e.g., CAPT, Bylaws; currently 10)
- Ad hoc Committees

Faculty Council
- Committees of the Faculty Council (Steering, NEC)
- Ad hoc Committees
# Faculty Council Steering Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
<th>Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darin Croft</td>
<td>Professor</td>
<td>Anatomy</td>
<td>Chair</td>
</tr>
<tr>
<td>Matthias Buck</td>
<td>Professor</td>
<td>Physiology and Biophysics</td>
<td>Chair-elect</td>
</tr>
<tr>
<td>Peter Harte</td>
<td>Professor</td>
<td>Genetics and Genomic Sciences</td>
<td></td>
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<tr>
<td>Amy Hise</td>
<td>Associate Professor</td>
<td>Pathology-UHC/SOM</td>
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<tr>
<td>Alex Huang</td>
<td>Professor</td>
<td>Pediatrics-UHC</td>
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<tr>
<td>Jennifer McBride</td>
<td>Associate Professor</td>
<td>Surgery-CCLCM</td>
<td>Past chair</td>
</tr>
<tr>
<td>Elie Saade</td>
<td>Professor</td>
<td>Medicine-UHC</td>
<td></td>
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<tr>
<td>Hemalatha Senthikumar</td>
<td>Professor</td>
<td>Family Medicine-MHMC</td>
<td></td>
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</tbody>
</table>
Please vote for SOM Faculty Senators

- Please remind your constituents to vote by March 11!
- Check your email for the ballot link
- Three-year term starting 2022-23 AY
- Candidates:

  Elvira Baron
  Abigail Basson
  Prabhleen Chahal
  Soumya Chatterjee
  Anantha Harijith
  Dennis Lal
  Maureen McEnery
  Cyrus Rabbini
  James Swain
  Luis Tollinche
  Jamie Wood
  Youwei Zhang
The Far Side (Gary Larson)
### Faculty Council Meeting
**Draft Meeting Minutes**  
Monday, January 24, 2022  
4:00-5:30PM – ZOOM Meeting

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| 4:01-4:04PM    | Welcome and Chair Announcements --Request agenda items for the 3rd meeting of the Faculty | Darin Croft | Dr. Nicole Ward’s resignation from CWRU left two vacancies: an at-large Faculty Council representative from a basic science department and a position on the Faculty Council Steering Committee. In both cases, the Nomination and Elections Committee will contact the person who received the next highest number of votes for these positions in the last election to see if they are willing to fill the vacancy.  
The third meeting of the Faculty with Dean Gerson will be held on April 15 from 9:00-10:30AM. The first half of the allotted time will be devoted to three agenda items approved by the Faculty Council. | Dr. Croft will update Faculty Council on the outcomes of filling these vacancies.  
Faculty with questions/topics for this meeting should send them to Darin Croft and Nicole Deming. |
<p>| 4:04-4:07PM    | Approve Minutes from the December 20 Meeting     |             | There were no edits or additions to the December 20 draft Faculty Council Meeting minutes.                                                                                                                                                                                                                                                                  | A motion was proposed by a FC member and seconded by a FC member to accept the minutes as presented. Vote: 33 for, 0 against, and 0 abstained. The motion is approved.   |
| 4:07-4:08PM    | Faculty Council Steering Committee Report of Activities | Matthias Buck | Dr. Buck presented a summary report of activities for the January 10 Faculty Council Steering Committee.                                                                                                                                                                                                                                               |                                                                                           |</p>
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Presenter</th>
<th>Description</th>
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<tbody>
<tr>
<td>4:08-4:22PM</td>
<td>Old Business</td>
<td>Darin Croft</td>
<td>Dr. Croft presented the recommendation of the Bylaws Committee (he was chair at the time of its consideration) regarding the faculty proposed petition (submitted on June 17, 2021) to amend the bylaws to clarify the complementary roles of the Nomination and Elections Committee to adhere to specific eligibility requirements and produce a diverse slate of nominees by finding additional candidates as necessary. The recommendation included a proposal to amend Article 3.6b of the SOM Bylaws (which deals with the Nomination and Elections Committee) and: (1) That all committees critically examine their eligibility requirements for service to balance term limits (which allow more faculty to serve) with the benefits of having experienced committee members (which limits the number of faculty who can serve); and (2) that the NEC create a charge separate from the Bylaws that describes their process for recruiting a diverse ballot and educating the faculty on the importance of participating in faculty governance. The proposal of the Bylaws Committee was seconded by a FC member. Vote: 35 for, 0 against, and 1 abstention. The motion is approved. The specific text is included with the minutes. The amendment to Article 3.6b of the SOM Bylaws approved by Faculty Council will be voted on by the Faculty of Medicine.</td>
</tr>
<tr>
<td>4:22-4:32PM</td>
<td>Old Business (Continued)</td>
<td>Robert Bonomo</td>
<td>Dr. Bonomo presented an overview of the topics discussed at the January 19, 2022 Faculty Senate Meeting. Dr. Bonomo suggested that someone from Pharmacology may want to elaborate on how important this new master’s degree in translational pharmaceutical sciences will be. Anyone interested in the Faculty Senate vacancy should submit, for NEC review, a one-page statement of interest (for self or colleague) by Friday, January 28.</td>
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<tr>
<td>Time</td>
<td>Topic</td>
<td>Presenter</td>
<td>Discussion</td>
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<td>4:32-4:53PM</td>
<td>Diversity, Equity and Inclusive Excellence</td>
<td>Blanton Tolbert</td>
<td>Dr. Tolbert explained that the DEIE has an ad hoc committee tasked with working to establish cross-institutional DEIE leadership counsel to build community within CWRU. He elaborated on the commitment of the Office of DEIE, its aspirational goals, and how faculty and staff can become involved in the process. Dr. Dexter Voisin will be the keynote speaker at the Dr. Martin Luther King, Jr. and Black History Month lecture on Thursday, February 10, at 4:30PM. Dr. Tolbert’s slides will be circulated on BOX.</td>
</tr>
<tr>
<td>4:53-5:21PM</td>
<td>Faculty Council Chair Vacancies Proposal</td>
<td>William Merrick</td>
<td>Faculty Council engaged in discussion about how to deal with the demise or resignation of the Chair of Faculty Council in terms of succession and length of term of a replacement, as this issue is not explicitly addressed in the current SOM Bylaws. Dr. Merrick presented a specific proposal for how to deal with the situation that arose this year due to the resignation of Dr. Nicole Ward as Chair and recommended that the Bylaws Committee engage with the issue and draft a bylaws amendment to provide a clear process for the future. After considerable discussion, a motion was proposed by a FC member and seconded by a FC member to end debate. Vote: 35 for, 1 against, and 2 abstentions. The motion is approved. The motion by Dr. Merrick was seconded by a FC member. Vote: 33 for, 3 against, and 1 abstention. The motion is approved. The specific text is included with the minutes.</td>
</tr>
<tr>
<td>5:21-5:27PM</td>
<td>Updates on Budget and Finance</td>
<td>Agata Exner with Matthew Lester</td>
<td>Dr. Exner provided an update on the CBFC activities and goals for this semester. She summarized the responses from the SOM faculty satisfaction survey and noted that the action items would be discussed with the committee to determine how these issues would be addressed. The CBFC will send a letter to Dean Gerson sharing the survey findings with him and discuss at Faculty Council.</td>
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<tr>
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<tr>
<td>5:27-5:28PM</td>
<td>Faculty Council Newsletter Proposal</td>
<td>Elie Saade</td>
<td>Postponed to the next Faculty Council Meeting due to lack of time.</td>
</tr>
<tr>
<td>5:28-5:29PM</td>
<td>Bylaws Amendment – Standing Committee Descriptions</td>
<td>Piet de Boer</td>
<td>Postponed to next Faculty Council Meeting due to lack of time.</td>
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<tr>
<td>5:29-5:30PM</td>
<td>New Business</td>
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<tr>
<td>5:30PM</td>
<td>Adjourn</td>
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**Members Present**

- Moises Auron
- Blaine (Todd) Bafus
- Robert Bonomo
- Neil Bruce
- Matthias Buck
- Dan Cai
- Bryan Carroll
- Mohammad Chaaban
- Jae Sung-Cho
- Darin Croft
- Margot Damaser
- Andrew Jones
- Peter K. Kaiser
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- Vinod Labhasetwar
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<td>William Merrick</td>
<td>Susan Wang</td>
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<td>Alyssa Hubal</td>
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<td>James Wilson</td>
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<td>Nicole Ward</td>
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<td>Agata Exner</td>
<td>Matthew Lester</td>
<td>Jo Ann Wise</td>
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<tr>
<td>Matt Grabowski</td>
<td>Maureen McEnery</td>
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2.6: Standing Committees of the Faculty of Medicine

a. The following Standing Committees shall be charged with specific responsibilities (as described more completely in each committee’s Charge as approved by the Faculty Council):

(1) The Admissions Committee shall participate in both annual decision-making regarding individual student applicants and in the establishment of admissions policy and procedure.

New:

(1) The Medical Student Admissions Committee shall participate in establishing admissions policies and procedures and in annual decision-making regarding individual medical student applicants to: a) the “University Program” at CWRU; b) the “College Program” at the Cleveland Clinic; and c) the Medical Scientist Training program (MSTP).

Justification: This committee is only involved with medical student admissions. It has no role in other SOM professional programs, such as the Physician Assistant program, or the MS of Anesthesiology Program in the SOM. It also does not deal with admissions of MS or PhD students in the School of Graduate Studies that are based in SOM departments. These modifications also update the description of the process and identify the three MD programs.

Note that the committee name change also requires the same change in section 2.6f.

(2) The Bylaws Committee shall consider proposed amendments to the Bylaws of the Faculty of Medicine and make recommendations concerning such proposed amendments to the School of Medicine Faculty Council. It shall also review proposals for new and amended charges of standing committees for the purpose of advising the Faculty Council regarding their compliance with the Bylaws prior to a vote by the Faculty Council. At least once every five years, the Bylaws Committee shall conduct a full review of these Bylaws.

(3) The Committee on Budget, Finance, and Compensation shall serve as the faculty’s principal forum for the consideration of matters relating to SOM budgeting and financing. This Committee will consult with and advise the SOM administration on the formation and review of SOM policies and procedures concerning faculty compensation.
New:

(3) The Committee on Budget, Finance, and Compensation shall serve as the Faculty's principal forum for SOM budgeting, finances, and faculty compensation. This Committee will consult with Faculty and advise the SOM administration on relevant SOM policies and procedures.

_Justification: More precise, and shorter language_

(4) The Committee on Appointments, Promotions, and Tenure shall review and make recommendations concerning all appointments or promotions to the ranks of associate professor or professor and the award of tenure, as outlined in Article 5.10.

(5) The Committee on Medical Education serves to evaluate, review, and make recommendations concerning overall goals and policies of the School’s medical education program, which includes the University and College programs.

New:

(5) The Committee on Medical Education shall evaluate, review, and make recommendations concerning the overall goals and policies of the School’s medical education programs.

_Justification: Shorter more consistent language. The School’s medical education programs are now already identified above (MSA committee) and further defined in the committee’s written charge._

(6) The Committee on Students shall have the responsibility of reviewing the total performance of all students and the authority for decisions on student standing and student promotions. Each year it shall submit the list of candidates for the award of the degree of Doctor of Medicine to Faculty Council (see Article 3.1a).

New:

(6) The Committee on Medical Students shall have the responsibility for reviewing the total performance of all medical students and the authority to make decisions on medical student standing and student promotions. Each year it shall submit the list of candidates for the award of the degree of Doctor of Medicine to Faculty Council (see Article 3.1a).
**Justification:** As for the Admissions Committee above, this committee is only involved with medical students. It has no role in other SOM professional programs, such as the Physician Assistant program or MSA program, nor does it deal with graduate students based in SOM departments.

Note that the committee name change also requires the same change in sections 2.6f and 3.1a.

(7) The Lecture Committee shall serve as a selection committee for speakers where no other regular mechanism is in place.

New:

(7) The Lecture Committee shall serve to select invited speakers who are to deliver the Bloomfield and Hanna lectures for the entire School of Medicine as well as other endowed lectureships that are intended to serve the School of Medicine community.

**Justification:** Clarifies the description of the committee to match its current functions.

(8) The Committee on Biomedical Research shall carry out the faculty’s role in formulating policies related to the conduct of research in the School of Medicine on matters including but not restricted to the research portfolio, enabling technologies, research infrastructure, and biomedical workforce.

(9) The Committee on Women and Minority Faculty shall be established as a Standing Committee as specified in its charge.

New:

(9) The Committee on Women and Minority Faculty shall identify factors that have impeded progress towards improving the status of women and minority faculty and recommend ameliorative policies and actions to the School of Medicine (SOM) Faculty Council and Administration.

**Justification:** The committee is now established and the new text is based on the committee’s written charge.
New:

(10) The School of Medicine Program Review Committee (PRC) shall review new graduate and undergraduate programs involving departments within the School of Medicine, major changes to existing programs (defined as a change to 50% or more of the curriculum), new joint degree and dual-degree programs and may also review other (non-MD) programs at the Dean's request.

Justification: This is a new committee approved by Faculty Council that needs to be added to the Bylaws. The text was suggested by the committee itself and is based on the committee’s charge.

ARTICLE 2 - THE FACULTY OF MEDICINE

2.6: Standing Committees of the Faculty of Medicine

f. The meetings of all standing committees shall be open to all members of the faculty except for those of the Admissions Committee, the Committee on Students, and the Committee on Appointments, Promotions and Tenure. Chairs of other committees may declare a meeting or part of a meeting closed to faculty attendance only if confidential personnel matters are to be discussed.

New:

f. The meetings of all standing committees shall be open to all members of the faculty except for those of the Medical Student Admissions Committee, the Committee on Medical Students, and the Committee on Appointments, Promotions and Tenure. Chairs of other committees may declare a meeting or part of a meeting closed to faculty attendance only if confidential personnel matters are to be discussed.

Justification: Committees now named the Medical Student Admissions Committee and the Committee on Medical Students.

ARTICLE 3: THE FACULTY COUNCIL

3.1: Purpose and Functions of the Faculty Council
The Faculty of Medicine delegates all powers not reserved to the Faculty of Medicine itself (see Article 2) to a Faculty Council. The Faculty Council shall serve as the Executive Committee of the Faculty of Medicine, in accordance with Article X.1 of the Bylaws of the Faculty Senate. The Faculty Council shall meet regularly to exercise its powers and obligations, which shall include but not be limited to the following:

a. To act for the Faculty of Medicine regarding the planning and execution of educational programs and the formulation of policies concerning curricula, student admissions, and the conduct of research in consultation with the appropriate standing committee of the Faculty of Medicine. It shall review the requirements for the M.D. degree and the recommendations of the Committee on Students regarding student standings and student promotions;

New:

a. To act for the Faculty of Medicine regarding the planning and execution of educational programs and the formulation of policies concerning curricula, student admissions, and the conduct of research in consultation with the appropriate standing committee of the Faculty of Medicine. It shall review the requirements for the M.D. degree and the recommendations of the Committee on Medical Students regarding student standings and student promotions;

*Justification: Committee now named the Committee on Medical Students.*
Summary of Faculty Senate Meetings
Feb 9 and 21, 2022

Robert A. Bonomo, MD
• President and Provost remarks
  • Provost: *What is means to be part of the CWRU Community*
  • Status of Covid control/Omicron/Boosters/Vaccine all going well
  • March 4 Employee appreciation Day

• New Presential Society of STEM (Science, Technology, Engineering and Mathematics) Postdoctoral Fellows and Scholars/ help teach introductory courses. Nationwide Search for inaugural cohort of 4. Plan is to grow this to 8 fellows/year to enhance student experience. Dr A. Levine - U Penn program that is doing what we are attempting to do and getting funded

• Redoubling of commitment to the undergrad and grad student experience
  • Benefits for grad students improving; adding 2 additional weeks at 100% stipend ; 2-day break in the fall and 5 day in the spring semester. Improvement in stipend 5%. Committee on graduate students-time away from work for nursing moms

• HEC Committee-geographic based vs subject matter committee; addition of this group as part of faculty governance - not approved by FS
• Chair of the FS
  • Proposing to form a unique committee to explore the notions of faculty governance
  • Membership being considered; 1 senator, 1 representative,
• Grading policy changes at SOM. 1) Commendable with Clinical distinction (CCD) considers the students clinical evaluation not just the standard shelf exam; 2) M= meets expectations. Both passed
• Finance Comm Chair, Dr. Simon Peck. Concerns about spending the research funds we have.
  • Status of the endowment. 2.1 Billion. Risk adjusted benchmarks. Positive remarks about salary in the coming year. Capitol budget-not funding as many projects. Report is available
• Time away from work policies clarified. Floating holidays, personal time, bereavement, unpaid leave, typical work week
• Conciliation Counselor Report. Less issues faculty is seeking mediation
• **Conflict of Commitment (CoC) Policy**

  • Relationships with other institutions or unknown/undisclosed entities that pose potential high risk to CWRU and to the faculty member; concerns regarding financial issues; compliance

  • CoC issues on the table
    • Provost to take responsibility for this
    • Active reporting and approval process
    • Coordinate COC with COI
    • Focus on external appointments; CoC time must be clarified
    • Training provided annually
    • Procedural documents recorded

• Points raised that we are at risk from drowning from training; some policies cripple our ability to be intellectually creative

• **Bylaws Committee Report**; summary of the amendments that passed and the votes
• Tech Transfer Report (M. Haag and P. Poulos)
  • Create and disseminate knowledge about this office with the goal of being a full service operation and having client services as a priority
  • Create on OTT Network
  • Project Team approach/emphasize client services/leveraging internal and external resources/recognizing the value and impact of the innovation /development of a faculty advisory group on tech transfer/optimize turnaround time for agreements/university wide innovations committee/transparency/implement metrics/information sessions with patent lawyers
  • 60 days for licensing agreements
  • Evaluate software platforms that to create more real-time inventions platforms

• Report from Women’s faculty. Priorities identified were childcare, work flexibility, parental leave, impact of covid and caregiving needs, and gender equity.

• Accomplishments were: Childcare center, worker flexibility, new parental leave policy, second covid impact survey. In discussion, but hopeful, salary analysis and mentorship training gaps will narrow. Uniform campus reporting system; Postdoctoral fellow training as part of mentorship