

Faculty Council Meeting
Meeting Minutes
Monday, October 17, 2022
4:00-5:30PM

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:01-4:08PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:01PM. Dr. Croft reminded the members that the State of the School address is scheduled for Wednesday, October 19, at noon in person at Wolstein Auditorium or via Livestream.</p> <p>Nominations for the Faculty Awards (Mentoring, Diversity and Inclusion, and the Star Award) are being accepted through November 15. Members were asked to share this information with their departments.</p> <p>A volunteer is still needed for the Faculty Senate Committee on Shared Governance. If no nominations are brought forth, Danny Manor has offered that he would be willing to serve.</p>	<p>A motion was proposed by a FC representative and seconded by a FC representative that Danny Manor would represent Faculty Council on the Faculty Senate Committee on Shared Governance.</p> <p>There were no objections. The motion passes by unanimous consent.</p>
4:08-4:09PM	Approval of September Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the September Faculty Council minutes.	The minutes are accepted as posted.
4:09-4:11PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the October 3 Faculty Council Steering Committee meeting.	
4:11-4:31PM	Med Ed Scholars Pathway and Inter-professional Scholars Collaboration in Teaching and Learning (iSCTL)	Amy Wilson-Delfosse	Dr. Wilson-Delfosse gave an overview of this new program for faculty members at CWRU School of Medicine who wish to develop skills as medical educators and scholars as one of their career goals; have innovative curriculum projects they would like to develop and implement in partnership with an M1 or PA1; and are looking for help building their scholarship for promotion. Applications are due by November 30, 2022, for those who wish to participate.	

4:31-4:52PM	Bylaws Committee Proposed Amendment to Article 3.5 – Officers of the Faculty Council	Piet de Boer	Dr. de Boer explained that the reason for changing this section of the bylaws stemmed from a request from Faculty Council to draft an amendment to the SOM bylaws detailing the procedures for dealing with a premature vacancy (chair, chair-elect and immediate past chair).	<p>A motion was made by a FC member and seconded by a FC member to end the discussion and proceed to a vote. There were no objections and the motion passes by unanimous consent.</p> <p>A motion was proposed by a FC representative and seconded by a FC representative to approve the edits made to 3.5 Officers of the Faculty Council.</p> <p>Vote: 41 were in favor, 0 was against, and 1 abstained. The motion is approved.</p>
4:52-5:21PM	Faculty Development Update and Discussion	Susan Freimark	<p>Susan Freimark, Director of Faculty Development, shared some initiatives and provided an overview of the programs available to faculty. These programs increase the value of the faculty member and make them more successful in research, service or teaching positions. Susan will pursue the possibility that tuition waivers that faculty reserve for university courses could be used toward tuition of these programs.</p> <p>The Faculty Council strongly supports the faculty of Medicine using an endowment for these programs that would enable faculty to take them for a nominal charge.</p> <p>The discussion was ended by unanimous consent.</p>	<p>A motion was made by a FC member and seconded by a FC member that Faculty Council advocate to the Office of the Dean/Faculty of Medicine to establish an endowment fund to offset costs for SOM faculty interested in taking faculty development courses.</p> <p>Vote: 36 were in favor, 0 was against, and 3 abstained. The motion is approved</p>
5:21-5:25PM	Faculty Senate Report	Alan Levine	Dr. Levine was unavailable to present. In his absence, Dr. Croft gave a summary of his report to the group. It was mentioned in the Faculty Senate Report that the pre-Covid plans for a childcare center on campus have been put on hold; the cost has gone up from \$2-3 Million to \$12 Million. A poll to determine childcare needs will be going out shortly. All are encouraged to respond as the data from the poll will be used to determine how best to spend available funds.	

5:25-5:30PM	New Business		When polled, there were no new business topics.	
5:30PM	Adjourn		There being no further agenda items to be addressed, the chair adjourned the meeting at 5:30PM.	

Present

Robert Abouassaly
Alicia Aguilar
Moises Auron
Blaine (Todd) Bafus
Neil Bruce
Matthias Buck
Dan Cai
Aleece Caron
Bryan Carroll
Mohamad Chaaban
Patrick Collier
Darin Croft
Andrew Crofton
Margot Damaser
Piet de Boer
Katherine DiSano
Jessica Fesler
Stephen Fink
Stan Gerson
Rachael Gowen

Matthew Grabowski
Peter Harte
Alia Hdeib
Amy Hise
Jessie Jean-Claude
Andrew Jones
Hung -Ying Kao
Gaby Khoury
Vijaya Kosaraju
Erin Lamb
Lia Logio
Tani Malhotra
Danny Manor
Christopher McFarland
William Merrick
David Mihal
Rocio Moran
Dean Nakamoto
Attila Nemeth
Cyrus Rabbani

Arne Rietsch
Anastasia Rowland-Seymour
Tamer Said
Linda Dalal Shiber
Bryan Singelyn
Courtney Smalley
Phoebe Stewart
Usha Stiefel
Nami Tajima
Sarah Tehranisa
Daniel Tisch
Johannes von Lintig
Mark Walker
Robert Wetzel
Leon R. White
Wei Xiong
Sherry Yu
Raed Zuhour

Absent

Elvera L. Baron
Corinne Bazella
Maura Berkelhamer
Meelie DebRoy
David DiLorenzo
Jonathan Emery

Sadashiva Karnik
Sangeeta Krishna
Mallika Lavakumar
Kelly Lebak
Alan Levine
Shawn Li

Sam Mesiano
Nathan Mesko
Elie Anthony Saade
Jacek Skowronski
James (Jim) Strainic
Ben Strowbridge

Absent (Continued)

Corinna Falck-Ytter
Robert Geertman
Ramy Ghayda
Peter K. Kaiser
Eric W. Kaler

David Ludlow
Dan Ma
Mariel Manlapaz
Raman Marwaha
Gillian Michaelson

Joseph Tagliaferro
Patricia Taylor
Ari Wachsman
James Wilson
Samina Yunus

Others Present

Nicole Deming
Susan Freimark
Joyce Helton

Cynthia Kim
Cynthia Kubu

Tina Lining
Amy Wilson-Delfosse

Today's agenda

1. Chair's Announcements (Darin Croft)
2. Approval of September Faculty Council minutes (Darin Croft)
3. Steering Committee report (Matthias Buck)
4. Medical Education Scholars Pathway and iSCTL (Amy Wilson-Delfosse)
5. Faculty Senate report (Alan Levine)
6. Proposed amendment to Bylaws Article 3.5 (Piet de Boer, Bylaws Committee)
7. Faculty Development Update (Susan Freimark)
8. New Business

Committee member still needed

- We need a Faculty Council member to serve on a new Faculty Senate ad hoc committee: the **Committee on Shared Governance** (see PDF in Box for full description)
- All voting members of Faculty Council are eligible to serve; it is a 12-month commitment
- We will solicit nominations from the floor today

Please step forward if you are interested!

School of Medicine Awards

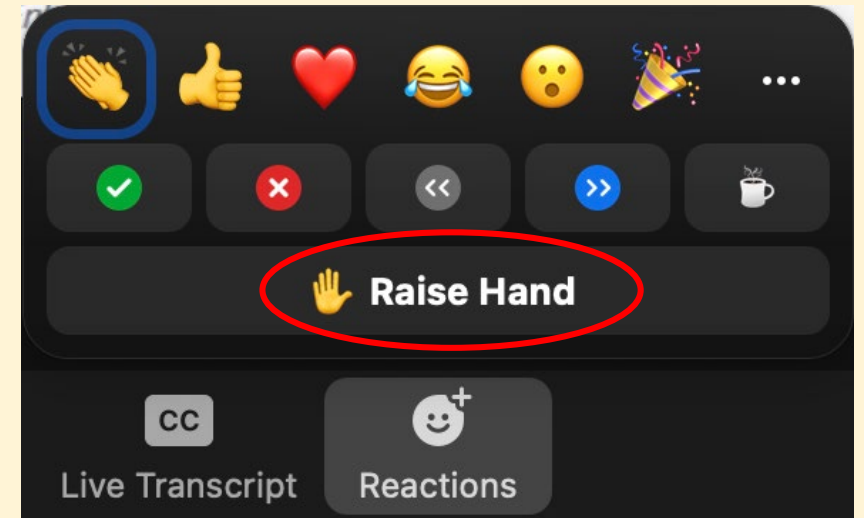
- Nominations due November 15th for three awards:
 - Faculty Mentor Award
 - for mentoring other faculty
 - Faculty Diversity and Inclusion Award
 - Faculty STAR Award
 - Supportive, Team-oriented, Authentic, Responsive
- Check PDF in Box for details on how to nominate
- Questions? Contact Cynthia Kubu (kubuc@ccf.org)

State of the School of Medicine

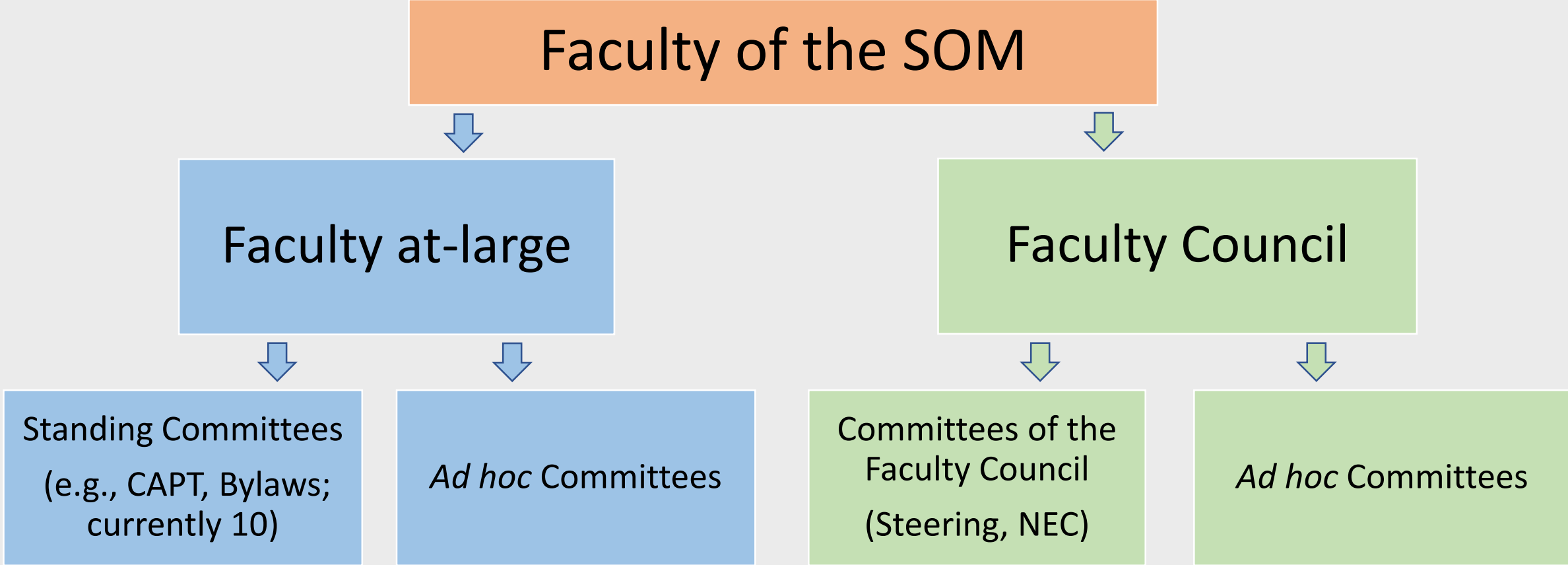
- This Wednesday (Oct. 19) at 12 pm
- Live in Wolstein Auditorium AND via Livestream
 - <https://case.edu/livestream/s1>
- Check your email and register if you plan to attend or tune in
- Dean Gerson will “provide an update on the state of the school of medicine, his vision for the future, and how we can work collectively together to achieve our shared goals.”

Have something to say?

- Raise your hand
 - Reactions menu in Zoom
- Wait to be acknowledged
- Be clear and to the point
- Lower your hand when done
- PLEASE: do not ask questions or have conversations in the Chat
 - use it only for attendance, posting links, etc.



Faculty Governance in the SOM



Agenda items for November FC meeting

- Must be submitted by Oct. 28th (next Friday)
 - Send to Darin Croft (dac34@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on Monday, November 7th (3:30-5:00 pm)
 - Set this day/time aside for possible presentation (Zoom)
- Feel free to plan ahead and send requests for December!

NOMINATE YOUR FAVORITE FACULTY
MEMBER
FOR ANY OF THREE AWARDS

FACULTY MENTOR AWARD
FACULTY DIVERSITY AND INCLUSION AWARD
FACULTY STAR AWARD

(**S**upportive, **T**eam-oriented, **A**uthentic, **R**espectful)

DUE NO LATER THAN November 15, 2022

Submit *electronically* to Joyce Helton (jmh291@case.edu)

Submissions to be reviewed by a Faculty Award Selection Committee
Winners usually announced at the Reception to Honor Newly Appointed,
Promoted, Tenured, and Emeriti Faculty

Questions? Cynthia Kubu (kubuc@ccf.org)

Submission requirements on following page

FACULTY MENTOR AWARD

- Letter of nomination signed by the nominator that includes:
 - Signatures of two additional faculty members with knowledge of nominee's SOM **faculty** mentoring accomplishments (total 3 signatures)
 - Description of mentor's approach to mentoring SOM **faculty**, numbers of SOM faculty members mentored, outstanding features as a mentor

FACULTY DIVERSITY AND INCLUSION AWARD

- Letter of nomination signed by the nominator that includes:
 - Signatures of two additional persons, one of whom must be a faculty member, with knowledge of nominee's diversity- and inclusion-related efforts at CWRU (total 3 signatures)
 - Description of mentor's approach to diversity and inclusion, with examples of how that approach has been put into action at CWRU

FACULTY STAR AWARD

- Letter of nomination signed by the nominator that includes:
 - Signatures of two additional persons, one of whom must be a faculty member, with knowledge of nominee's interactions that reflect support of others, a team-oriented approach, authenticity as a person, and respect towards others (total 3 signatures)
 - Nomination letter must include concrete examples of how nominee displays these qualities at SOM

******please make sure you indicate which of the (3) awards for which you are nominating******

Description of Position:

This ad hoc Committee of the Faculty Senate has been named by the chair of the Faculty Senate, Peter A. Shulman, on behalf of the Faculty Senate Executive Committee. The group shall confine itself to the fulfillment of the charge indicated below, unless otherwise authorized in writing by the Executive Committee. The initial term of this ad hoc Committee is twelve months, subject to extension at the discretion of the Executive Committee. The committee will report to the current Faculty Senate Chair at least on a quarterly basis, or, should circumstances require, on an as-needed basis.

The ad hoc Committee is charged with the following:

1. Identifying any and all existing expectations of faculty roles in shared governance at both the university and constituent faculty level as described in the Faculty Handbook and Senate bylaws
2. Examining each constituent faculty's bylaws to identify any and all existing expectations of faculty roles in shared governance as well as conformity to expectations in the Faculty Handbook;
3. Designing and administering a survey to each constituent faculty's representative body to determine
 - a. whether all existing expectations in both the Faculty Handbook and that constituent faculty's bylaws are being met,
 - b. their experience and operations of shared governance in their respective faculty, and
 - c. areas that would benefit from strengthening;
4. Consulting with Faculty Senate leadership (current and recently-past chairs) on general Senate operations, seeking any opportunities to make the Senate operate more efficiently in terms of time, labor, and organization while still fulfilling its responsibilities;
5. Consulting with chairs of standing committees and recent past chairs on committee operations, seeking any opportunities to make each committee operate more efficiently in terms of time, labor, and organization;
6. Digesting the responses and making recommendations to the Senate Executive Committee for
 - a. a definition of shared governance at CWRU for possible incorporation into the Faculty Handbook;
 - b. any changes to the Faculty Handbook or constituent faculty bylaws that might collectively strengthen shared governance across the university;
 - c. any changes to general Senate operations to bring greater efficiency while maintaining or strengthening the faculty's role in shared governance.

Membership: The ad hoc committee will consist of:

- a) One senator from each constituent faculty;
- b) One faculty member selected by each constituent faculty's representative body from among the members of that body;
- c) The chair of the Senate Bylaws committee or their designee from that committee;
- d) up to three representatives appointed from among administrative positions by the provost.

**Faculty Council Meeting
Draft Meeting Minutes**
Monday, September 19, 2022
4:00-5:30PM – Hybrid Meeting

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:10PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:02PM. All Faculty Council Meetings will be held remotely via Zoom, except for the first and last meetings of the year. Dr. Croft informed the Council that there is an opening for a Faculty Council member to serve on a new CWRU (Faculty Senate) ad hoc committee – the Committee on Shared Governance. Anyone who is interested should submit a statement of interest by Friday.</p> <p>Dr. Croft presented the Faculty Council Annual Report for 2021-2022, highlighting the accomplishments of Faculty Council and thanking everyone for their service. Pending topics for the upcoming year are the Awards and Honors Committee, Committee on Community, tenure appointments at UH, the Bylaws Committee recommendation regarding Faculty Council Chair succession, and the revised charge for the NEC.</p>	
4:10-4:12PM	Approval of June, July Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the June, July Faculty Council minutes.	The minutes are approved as submitted.
4:12-4:15PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the June 13 Faculty Council Steering Committee meeting.	
4:15-4:41PM	Medical Student Admissions Committee Report	Christian Essman	Mr. Essman, the Senior Director of Admissions and Financial Aid for the MD Program, presented an overview of application statistics and demographics. Mr. Essman explained that CWRU has an email campaign that goes to students who self-describe as disadvantaged and/or URiM, that encourages them to apply. The Office of Admissions and the Office of DEI also attend national minority student conferences/meetings, and medical school fairs. CWRU will be hosting a regional minority student conference in two weeks.	

4:41-4:55PM	Committee on Appointments, Promotions and Tenure Report	Colin Drummond	Dr. Drummond, Vice-Chair of the Committee on Appointments, Promotions and Tenure (2021-2022), presented the committee's report for 2021-2022. Dr. Drummond highlighted problems the committee frequently confronts when evaluating promotion packets and provided suggestions for submitting more effective promotion packets.	
4:55-5:06PM	Faculty Senate Report	Alan Levine	Dr. Levine, who was unable to attend the Faculty Senate Meeting on September 9, provided an overview from conversations he had with Steve Eppell and Kelly Marcus. Usha Stiefel commented that the women faculty's meeting with the Provost was widely attended and the Provost was very responsive. She wanted to make the members aware that there are two open positions: Associate Provost for Graduate Education and Associate Provost for Academic Affairs. They would like to see a more diverse group, including faculty, in the Provost's Office. Discussion of the UH Tenure policy was not on the agenda due to the absence of President Kaler and Dr. Levine. Dr. Levine was asked to post two letters from the Committee on Women and Minority Faculty. He will contact the chair of that committee to see if he is free to do so, and if so will ask Nicole Deming to post them. All documents from Faculty Senate Meetings are open to all faculty members. The link is: https://case.edu/facultysenate/meetings	
5:06-5:19PM	SOM PhD and MS Admissions Update	Marvin Nieman	Dr. Nieman provided an overview of the Master's, Certificates, and PhD Programs offered by CWRU. The strategic plan and goals focus on student experience (diversity, career and professional development, and measuring program outcomes).	
5:19-5:20PM	New Business		When solicited, no new business was presented.	
5:20PM	Adjourn		The chair adjourned the meeting at 5:20PM.	

Members Present

Robert Abouassaly
Alicia Aguilar
Blaine (Todd) Bafus
Neil Bruce
Matthias Buck
Patrick Collier
Darin Croft
Margot Damaser
Jonathan Emery
Jessica Fesler
Stephen Fink
Rachael Gowen
Peter Harte
Amy Hise
Jessie Jean-Claude
Andrew Jones
Peter K. Kaiser

Hung -Ying Kao
Sadashiva Karnik
Gaby Khoury
Erin Lamb
Alan Levine
Dan Ma
Tani Malhotra
Danny Manor
Christopher McFarland
William Merrick
Sam Mesiano
Nathan Mesko
David Mihal
Attila Nemeth
Arne Rietsch
Anastasia Rowland-Seymour

Elie Anthony Saade
Bryan Singelyn
Courtney Smalley
Phoebe Stewart
Usha Stiefel
James (Jim) Strainic
Joseph Tagliaferro
Sarah Tehranisa
Daniel Tisch
Johannes von Lintig
Mark Walker
Robert Wetzell
James Wilson
Sherry Yu
Samina Yunus
Raed Zuhour

Members Absent

Moises Auron
Elvera L. Baron
Corinne Bazella
Maura Berkelhamer
Dan Cai
Aleece Caron
Bryan Carroll
Mohamad Chaaban
Andrew Crofton
Piet de Boer
Meelie DebRoy
David DiLorenzo
Katherine DiSano
Corinna Falck-Ytter

Robert Geertman
Stan Gerson
Ramy Ghayda
Matthew Grabowski
Alia Hdeib
Eric W. Kaler
Vijaya Kosaraju
Sangeeta Krishna
Mallika Lavakumar
Kelly Lebak
Shawn Li
Lia Logio
David Ludlow
Mariel Manlapaz

Raman Marwaha
Gillian Michaelson
Rocio Moran
Dean Nakamoto
Cyrus Rabbani
Tamer Said
Linda Dalal Shiber
Jacek Skowronski
Ben Strowbridge
Patricia Taylor
Nami Tajima
Ari Wachsman
Leon R. White
Wei Xiong

Others Present

Nicole Deming
Colin Drummond
Christian Essman

Joyce Helton
Cynthia Kim
Marvin Nieman

Ashwini Pandit
Prasanna Sooriakumaran

Medical Education Scholars Pathway - Featuring iSCTL

Faculty Director

Amy L. Wilson-Delfosse, PhD (Pathway and iSCTL)

Faculty Co-Directors

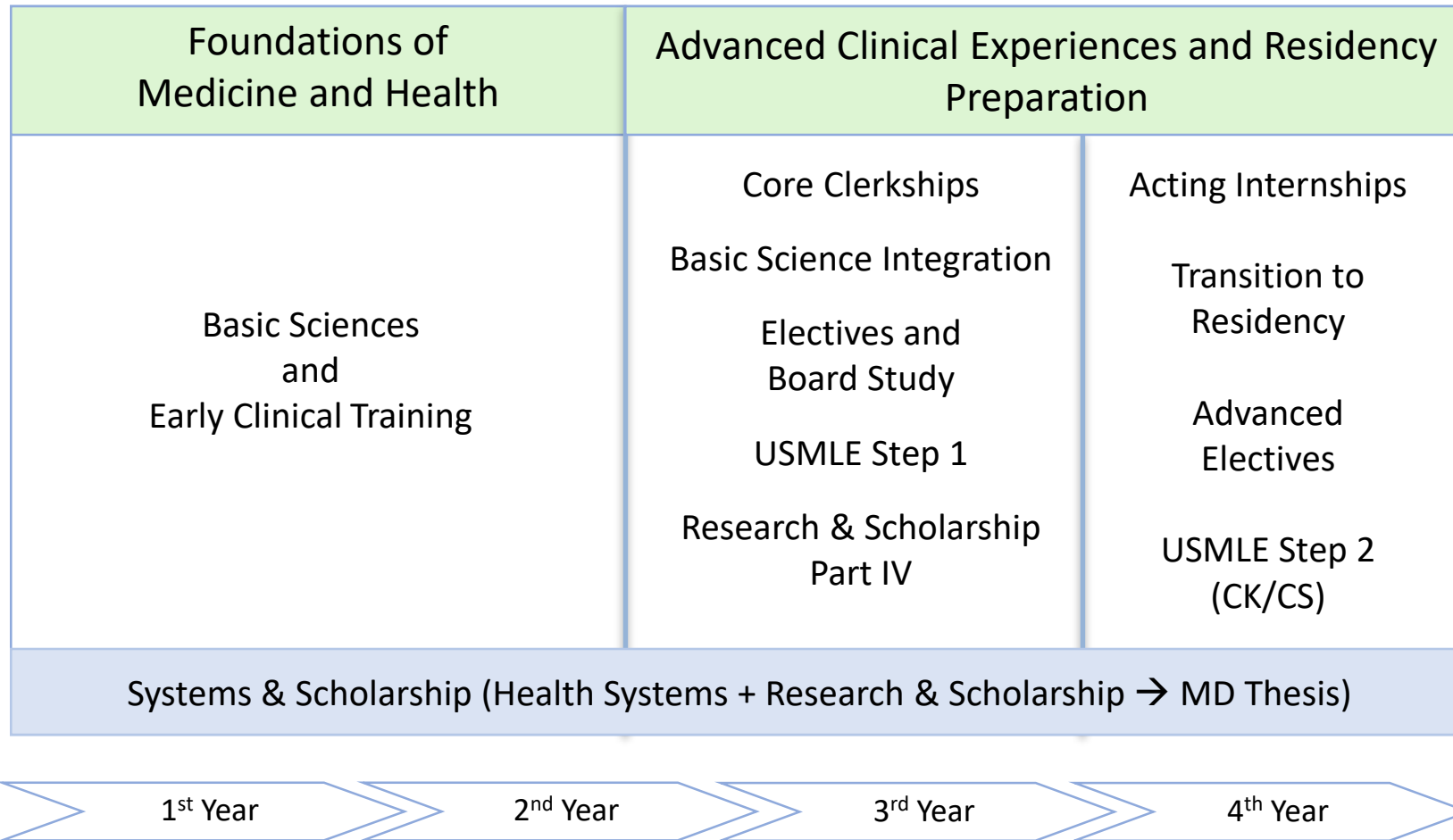
Colleen Croniger, PhD (Pathway & iSCTL)

Matthew Moorman, MD, MBA (Pathway & iSCTL)

Kelli Qua, PhD (iSCTL)



Western Reserve² Curriculum



Year 1	<p>July</p> <p>Becoming a Doctor</p> <p>Block 1 (5 Weeks)</p> <p>Population Health, Epidemiology, Biostatistics, Bioethics, Health Disparities</p> <p>Field Experiences Assessment Week</p>	Anatomy Bootcamp	<p>The Human Blueprint</p> <p>Block 2 (11 Weeks)</p> <p>Endocrinology, Reproduction, Development, Genetics, Molecular Biology, Cancer Biology</p> <p>Assessment Week</p>	<p>Food to Fuel</p> <p>Block 3 (10 Weeks)</p> <p>Gastrointestinal, Nutrition, Biochemistry</p> <p>Assessment Week</p>	<p>Homeostasis</p> <p>Block 4 (14 Weeks)</p> <p>Cardiovascular, Pulmonary, Renal, Cell Physiology, and Pharmacology</p> <p>Clinical Immersion Week Assessment Week</p>	May
	<p>Bioethics, Diversity in the Curriculum, Pharmacology, Professionalism Structure (Anatomy, Radiology, and Histopathology) Foundations of Clinical Medicine (Doctoring Seminars, Communications, Physical Diagnosis, Procedures, Patient Based Experiences)</p>					
Year 2	<p>Research & Scholarship (Parts I, II, III)</p> <p>(12 Weeks)</p>	<p>August</p> <p>Host Defense & Response</p> <p>Block 5 (14 Weeks)</p> <p>Immunology, Microbiology, Hematology, Oncology, Infectious Diseases, Rheumatology, Musculoskeletal, Dermatology</p> <p>Assessment Week</p>	<p>Cognition, Sensation & Movement</p> <p>Block 6 (13 Weeks)</p> <p>Neurology, Mind</p> <p>Assessment Week</p>	<p>March</p> <p>Step 1 Board Study</p> <p>(6 weeks)</p>		
		<p>Bioethics, Diversity in the Curriculum, Pharmacology, Professionalism Structure (Anatomy, Radiology, and Histopathology) Foundations of Clinical Medicine</p>				

Med Ed Scholars – In a Nutshell

- Supporting students in their development as teachers and educational **scholars**
- Preparing students for careers in academic medicine and educational **scholarship**

Year 1

- Weekly (well ... not quite!) meetings – Mondays 1pm
 - Key readings in education
 - M2 research presentations (5 M2 students)
- Interprofessional Scholars Collaboration in Teaching and Learning
 - 1:1 Students and Faculty
 - Curriculum development and educational research
 - Teaching and leadership skills
 - Can meet Research & Scholarship requirement

Year 2

- Teaching in the community

Year 3

- Medical Education Grand Rounds and Special Events

Year 4

- M3/4 elective in medical education



Med Ed Scholars Advisory Committee

Patricia Thomas, MD

Catherine Lucey, MD

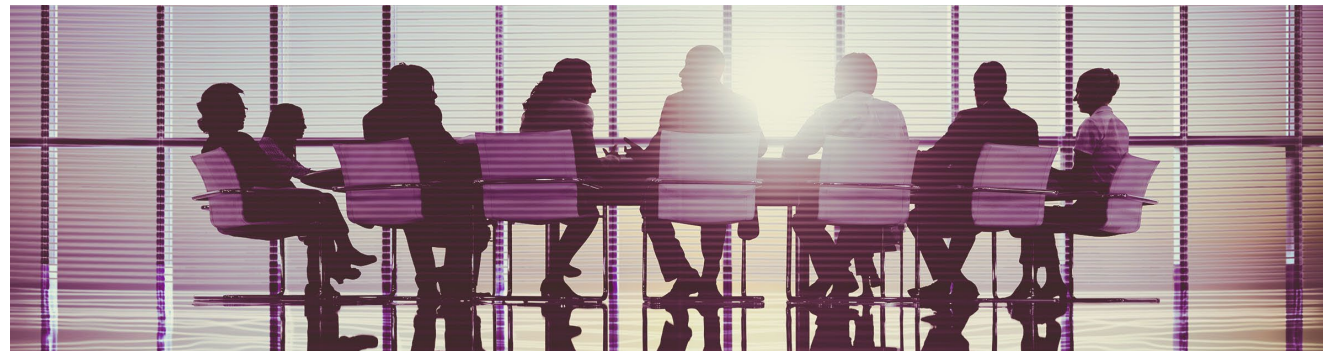
Matthew Garrett, PhD

Lia Logio, MD

Alice Fornari, EdD, RD

Leslie Fall, MD

Chris Mooney, PhD, MD



Interprofessional Scholars Collaboration in Teaching and Learning - iSCTL

iSCTL is a program for faculty members at Case Western Reserve University School of Medicine who:

- Wish to develop skills as medical educators and scholars as one of their career goals
- Have innovative curriculum projects they would like to develop and implement in partnership with an M1 or PA1
- Are looking for help building their scholarship for promotion



Key Points

- Faculty apply to iSCTL by November 30, 2022 with a project idea and CV (e.g., curriculum development/revision)
- Faculty are paired with an M1 or PA1 at first meeting
- Evening workshops (Mondays, 5:30-8:00pm) 2-3/month
- Faculty and students work collaboratively to develop, implement, evaluate and disseminate project
 - Students put in more effort in June/July/Aug (not less than 10h/week)
 - Option for students to do this project as their 16-week mentored Research & Scholarship

iSCTL Workshops

Curriculum Development – Assessment – Evaluation - Collaboration – IRB – Teaching – Leadership - Dissemination



iSCTL Projects 2021-2022

2021 Project Titles

- Integration of Pathology Education into the General Surgery Clerkship
- Precision Education: Targeting a “Learning Phenotype” with a Tailored Pedagogical Approach
- Development of an Internal Medicine Clerkship TBL Curriculum
- Improving peer evaluation through reflection and experimental strategies.
- Increasing diversity and representation in Dermatology in the Medical School Curriculum
- Incorporation of Non-Medical Literature into Medical Curriculum for Enhancement of Resilience
- Improving LGBTQ+ Clinical Education and Experience during the Preclinical Years
- An Interactive Curriculum on How to Approach Trainee Mistreatment in Clinical Medicine
- A Technologically Advanced Approach to Teaching Heart Sound Identification.
- Diversity in Pre-Clerkship Clinical Skills Cases

2022 Project Titles

- Assessment of Non-Cognitive Attributes of Clinical Students Foster Professional Development and Advance Preparedness for Residency
- Enhancing an Interprofessional Social Determinants of Health Curriculum.
- The Development and Testing of a Simulation to Teach Learning Healthcare Systems Concepts
- Improving the Assessment of Clinical Reasoning of UME and GME Learners Clinical Reasoning in an academic Hospital Medicine Department.
- Caring for Dying Patients and Yourself: A Wellness Curriculum for Medical Students and Healthcare Providers
- Pharmacology as a Longitudinal Theme Across the Foundations of Medicine and Health
- Introducing Complementary and Alternative Medicine (CAM) into the Medical School Curriculum
- Collaborative approach to building an inclusive learning environment: students and faculty partner to manage microaggressions
- Climate Change and Health Effects: an Integrated Approach

iSCTL Projects 2019-2020

2019 Project Titles

- Enhancing Methods for Preceptor to Medical Student Feedback during Clerkships
- A Mixed Reality Program for Self-Review of Anatomy
- Enhancing the Science of Resuscitation and Art of Leadership in Medical Students
- Self Service Data Mining: with great power comes great responsibility (and lots of potential for discovery)
- Making Learning Interactive in the new Health Education Campus (HEC)
- Development of a Multi-Modal Training Program for Trauma and Acute Care Surgery Providers
- AEGIS: Readyng physicians to combat the opioid crisis in Ohio via a multidisciplinary, multimedia, online learning module”
- Aging in Place – An Interprofessional Learning Experience

2020 Project Titles

- Simulation in Interprofessional Education
- Developing Research and Scholarship Curriculum to Support Evidence Based Medicine
- Narrative Medicine
- Pediatric-specific Assessment for Quality Improvement
- Critical Thinking
- Diagnostic Error
- Intellectual and Developmental Disabilities
- Medical Facilitation
- Case-based Pediatric Cardiology for Resident Education
- Biochemistry Meets Active Learning

iSCTL Projects 2017-2018

2017 Project Titles

- Cardiovascular Physical Diagnosis: Shortcomings and Possible Solution
- Peds PD: Developmental Milestones
- Integrating Radiology Into the Preclinical Gross Anatomy Curriculum
- Enhancing Nutrition Content of Block 3
- A New Learning App to Navigate the Intensive Care Unit; A step towards effective Interprofessional communication and patient centered coordinated care.
- Comparing HoloLens "Dissection" and Cadaveric Dissection as A Teaching Modality
- An Approach to Develop and Teach Communication Skills to Address Vaccination hesitancy.
- Problem Based Learning (PBL) in Dental Medicine comparing CWRU with Future University of Egypt (FUE)
- Understanding the influence of the Humanities Discipline in the Medical formation

2018 Project Titles

- Medical Student Level Screencasts on Cellular Pathology of the Central Nervous System
- Injury prevention education in the medical school curriculum
- Does simulation-based laparoscopic skills training improve medical student engagement, confidence, and performance in the operating room during the third-year surgery clerkship?
- Puzzle-Based Ultrasound Education for Medical Students
- Development and Evaluation of an Interprofessional Education Initiative between Pediatric Behavioral Health and Pediatric Gastroenterology
- Transforming Into a Flipped Classroom
- Bridging The Gap Between Clinical Nephrology and Medical Education Using Information Technology
- Project Title: Developing a "Tanner's Box" for Use in Pediatric Pubertal Examination Training
- Factors that influence faculty adaptation process of teaching with flipped classroom

How to Apply



Application Instructions:

<https://case.edu/medicine/caml/programs-awards/scholars-collaboration-teaching-and-learning>

- CV
- Google form

Applications Due November 30, 2022

Email questions to: Amy Wilson-Delfosse (axw41@case.edu)

Faculty Senate ExCom Report, from October 7, 2022

Filed by Alan D. Levine, October 17, 2022

Activity of particular relevance to the faculty of the School of Medicine:

1. School of Nursing has changed the name of two graduate programs to
 - a. Post Graduate Certificate
 - b. MSN Leadership Track
2. The proposed BTN-MS: a Biotechnology Masters of Science program from the School of Medicine was approved.
3. The FS ExCom has charged the Personnel Committee, in consultation with the Bylaws Committee, to review if any tenure track appointments at University Hospitals Cleveland Medical Center are not in compliance with the university bylaws regarding tenure.
4. The university has taken out a Century Bond to initiate construction on the main quad, including demolition of the Yost Building.

Current version in SOM bylaws (text in blue is retained in proposed version):

3.5: Officers of the Faculty Council

Each year the Faculty Council shall elect a chair-elect from among current members of the Faculty Council. The Nomination and Elections Committee shall strive to nominate at least two candidates for the position of chair-elect. The chair-elect shall serve as vice-chair of the Faculty Council during the first year following election and succeed to the chair the following year. The chair of the Faculty Council (or the vice-chair of the Faculty Council in the absence of the chair) shall preside over the Faculty Council and shall be vice-chair of the Faculty of Medicine. Following completion of this term of office, the immediate past chair of the Faculty Council shall serve one additional year as a member of the Faculty Council and as a member of its Steering Committee. For procedures to be followed in the election of the officers and committees of the Faculty Council, see article 3:6b. The dean shall be requested to provide administrative support to these officers.

Note that:

Chair of Faculty Council is also:

- 1) Vice-chair of the Faculty of Medicine (Article 2.2; Officers of the Faculty).
- 2) Steering committee chair.
- 3) Nomination and Elections Committee member.

Chair-elect of Faculty Council is also:

- 1) Vice chair of Faculty Council.
- 2) Steering committee member.
- 3) Nomination and Elections Committee member.

Immediate past chair of Faculty Council is also:

- 1) Steering committee member.

Rationales for change:

- a) A request by Faculty Council (1/24/22) to draft an amendment to the School of Medicine Bylaws that details procedures for dealing with a premature vacancy in the position of Faculty Council chair.
- b) A description of procedures in the event the chair-elect, the chair, or the immediate past-chair do not fulfill their term. This is currently not addressed in the Bylaws.
- c) A more comprehensive and clearer description of the tasks, election and succession of Officers of the Faculty Council.

Proposed version: Approved BC 9/8/22 6for_0against_0abstain

3.5: Duties, Election and Succession of the [Officers of the Faculty Council](#)

Officers of the Faculty Council shall normally serve three contiguous one-year terms as chair-elect, chair, and past-chair, starting each position on the first of July of subsequent years.

a. Chair-elect. [Each year](#) in the month of May [the Faculty Council shall elect a new chair-elect from among its current members](#) (see Article 3.6b). [The Nomination and Elections Committee shall strive to nominate at least two candidates for this position. The chair-elect shall serve as vice chair of Faculty Council during the first year following election and succeed to the chair position the following year.](#) As vice chair, this officer shall serve as an ex officio member of the Faculty Council Steering and Nomination and Elections committees, and assume duties of the chair whenever the latter is unable to do so.

If the Faculty Council chair-elect/vice chair is unable to complete his or her term, or becomes chair earlier than anticipated due to vacancy in the chair position, there shall be a special election for a new chair-elect within 30 days of the vacancy. This newly elected chair-elect shall complete the term of the previous office-holder. However, the timing of subsequent succession to the chair and past-chair positions shall depend on the primary cause for the special election in which the new chair-elect was elected. If the special election was necessitated by a vacancy in the chair-elect position, this succession shall proceed as usual. If the primary cause of the special election was a vacancy in the chair position, succession of the new chair-elect to chair and past-chair positions shall proceed as outlined in the next paragraph (3.5b).

b. Chair. [The chair shall preside over Faculty Council meetings](#), serve as chair of the Steering Committee, serve as an ex officio member of the Nomination and Elections Committee, and succeed to the past-chair position the following year.

If the Faculty Council chair is unable to complete his or her term, [the vice chair of the Faculty Council](#) shall assume this position. If this vacancy occurs on or after the first of February, there

will be no chair-elect election the following May, as both the new chair and newly elected vice-chair (see 3.5a, above) shall continue to serve in their positions the following year as well. If this vacancy in the chair position occurs before the first of February, the new chair may choose to continue to serve as chair the following year and shall notify the Secretary of the Faculty of Medicine of their decision within a week of assuming the position. If the new chair chooses to continue to serve as chair the following year, the new vice-chair shall also remain vice chair the following year, and no new chair-elect will be elected in May. However, if the new chair chooses not to continue to serve as chair the following year, a new chair-elect shall be elected in May as usual, and the vice-chair will ascend to chair the following first of July.

c. Immediate past chair. [Following completion of the term as chair, the immediate past chair of the Faculty Council shall serve one additional year as an ex officio member of both the Faculty Council and its Steering Committee.](#) The immediate past chair shall also assume duties of the chair on the rare occasion that both the chair and vice chair are unable to do so. If the Faculty Council immediate past-chair is unable to complete his or her term, the Steering Committee may ask the chair of Faculty Council to appoint an ad hoc voting member to serve on their committee for the remainder of the year.

[The dean shall be requested to provide administrative support to these officers. For additional procedures to be followed in the election of the officers and the committees of the Faculty Council, see Article 3.6b.](#)

Rationales (again):

- a) A request by Faculty Council (1/24/22) to draft an amendment to the School of Medicine Bylaws that details procedures for dealing with a premature vacancy in the position of Faculty Council chair.
- b) A description of procedures in the event the chair-elect, the chair, or the immediate past-chair do not fulfill their term. This is currently not addressed in the Bylaws.
- c) A more comprehensive and clearer description of the tasks, election and succession of Officers of the Faculty Council.

Current version in SOM bylaws:

3.5: Officers of the Faculty Council

Each year the Faculty Council shall elect a chair-elect from among current members of the Faculty Council. The Nomination and Elections Committee shall strive to nominate at least two candidates for the position of chair-elect. The chair-elect shall serve as vice-chair of the Faculty Council during the first year following election and succeed to the chair the following year. The chair of the Faculty Council (or the vice-chair of the Faculty Council in the absence of the chair) shall preside over the Faculty Council and shall be vice-chair of the Faculty of Medicine. Following completion of this term of office, the immediate past chair of the Faculty Council shall serve one additional year as a member of the Faculty Council and as a member of its Steering Committee. For procedures to be followed in the election of the officers and committees of the Faculty Council, see article 3:6b. The dean shall be requested to provide administrative support to these officers.

3.5: Duties, Election and Succession of the Officers of the Faculty Council

Officers of the Faculty Council shall normally serve three contiguous one-year terms as chair-elect, chair, and past-chair, starting each position on the first of July of subsequent years.

a. Chair-elect. Each year in the month of May the Faculty Council shall elect a new chair-elect from among its current members (see Article 3.6b). The Nomination and Elections Committee shall strive to nominate at least two candidates for this position. The chair-elect shall serve as vice chair of Faculty Council during the first year following election and succeed to the chair position the following year. As vice chair, this officer shall serve as an ex officio member of the Faculty Council Steering and Nomination and Elections committees, and assume duties of the chair whenever the latter is unable to do so.

If the Faculty Council chair-elect/vice chair is unable to complete his or her term, or becomes chair earlier than anticipated due to vacancy in the chair position, there shall be a special election for a new chair-elect within 30 days of the vacancy. This newly elected chair-elect shall complete the term of the previous office-holder. However, the timing of subsequent succession to the chair and past-chair positions shall depend on the primary cause for the special election in which the new chair-elect was elected. If the special election was necessitated by a vacancy in the chair-elect position, this succession shall proceed as usual. If the primary cause of the special election was a vacancy in the chair position, succession of the new chair-elect to chair and past-chair positions shall proceed as outlined in the next paragraph (3.5b).

b. Chair. The chair shall preside over Faculty Council meetings, serve as chair of the Steering Committee, serve as an ex officio member of the Nomination and Elections Committee, and succeed to the past-chair position the following year.

If the Faculty Council chair is unable to complete his or her term, the vice chair of the Faculty Council shall assume this position. If this vacancy occurs on or after the first of February, there will be no chair-elect election the following May, as both the new chair and newly elected vice-chair (see 3.5a, above) shall continue to serve in their positions the following year as well. If this vacancy in the chair position occurs before the first of February, the new chair may choose to continue to serve as chair the following year and shall notify the Secretary of the Faculty of Medicine of their decision within a week of assuming the position. If the new chair chooses to continue to serve as chair the following year, the new vice-chair shall also remain vice chair the following year, and no new chair-elect will be elected in May. However, if the new chair chooses not to continue to serve as chair the following year, a new chair-elect shall be elected in May as usual, and the vice-chair will ascend to chair the following first of July.

c. Immediate past chair. Following completion of the term as chair, the immediate past chair of the Faculty Council shall serve one additional year as an ex officio member of both the Faculty Council and its Steering Committee. The immediate past chair shall also assume duties of the chair on the rare occasion that both the chair and vice chair are unable to do so. If the Faculty Council immediate past-chair is unable to complete his or her term, the Steering Committee may ask the chair of Faculty Council to appoint an ad hoc voting member to serve on their committee for the remainder of the year.

The dean shall be requested to provide administrative support to these officers. For additional procedures to be followed in the election of the officers and the committees of the Faculty Council, see Article 3.6b.

Rationale:

a) A more comprehensive and clearer description of the tasks, election and succession of Officers of the Faculty Council.

b) A description of procedures in the event the chair-elect, the chair, or the immediate past-chair do not fulfill their term. This is currently not addressed in the Bylaws.

Faculty Development

Susan Freimark, MA, LPC, BCC
Director, Faculty Development SOM
Office for Faculty, CWRU SOM

SOM Faculty Development Mission

- To support the professional and personal development of **all faculty across their career span** with specific **attention to individual differences**



SOM Faculty Development

- Team:
 - Cynthia Kubu, PhD, Vice Dean for Faculty
 - Susan Freimark, MA, Director, Faculty Development
 - Faculty Development Coordinator, TBD
- We serve: 3074 Full-Time Faculty and ~ 6000 Part-Time Faculty across five campuses



Faculty Tool Kit



Monthly Meetings Open to All

- Promotions
- Successful Writing
- Business side of Research
- Evaluating opportunities
- Feedback
- Lab management
- Financial literacy
- Implicit Bias
- Work/Life (e.g., In the Parking Lot...)

Total RSVPs: 700+



SCHOOL OF MEDICINE
CASE WESTERN RESERVE
UNIVERSITY



MetroHealth
Devoted to Hope, Health, and Humanity



Cleveland Clinic



**University
Hospitals**



U.S. Department
of Veterans Affairs

VA Northeast Ohio Healthcare System



FRAME

FACULTY REACHING FOR ACADEMIC MEDICAL EXCELLENCE



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Career Development Curricula for Early Career Faculty

- Know Yourself & Academic Medicine Culture
- Defining Success & Developing a Plan
- Connections
- Teaching and Presenting
- Career Advancement in Academic Medicine
- Teams and Inclusive Excellence
- Close Out and Future Directions

46/46 participants in 2021 and 31/64 in 2022



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY



MetroHealth

Devoted to Hope, Health, and Humanity



Cleveland Clinic



**University
Hospitals**



U.S. Department
of Veterans Affairs

VA Northeast Ohio Healthcare System

REFRAME*

Career Development Curricula for Mid- to Late-Career Faculty

Launched Jan 2022

- Career Vision
- Emotional Intelligence
- Change and Transition
- Risk Taking
- Leadership Lessons
- Moving into the Future

Participants 19/19 in 2021, 26/39 applications for 2022



*New program

BYOC*

Boost Your Own Career
A Staff Professional Development Program

Five 3-hour Sessions

- Reimagining your career
- CV Building & Feedback
- Managing People & Dealing with Conflict
- Self-advocacy, Mentoring & Networking
- Interviewing, Future Goals

Total participants: 29



*New program

FLEX*

Leadership Development for Women Faculty

Six Sessions

- Values, Vision/Mission, Strengths
- Leadership and Gender Role Expectations, Stereotype, Stereotype Threat
- Executive Presence (2 sessions)
- Negotiation
- Graduation and Panel Discussion

13/43 participants 2022



*Revised 2022-2023
academic year

ECI*

Exploring Critical Issues

Four Sessions, individually or as a series

- Women in Academic Medicine
- Negotiations and Difficult Conversations
- Improving the Odds of Success and Best Practices in Leading and Managing Change
- Minorities in Academic Medicine



*New program

Financials

Goal: Revenue neutral, including scholarship opportunities

Tuition based Programs

- FRAME, \$400 for 7 ½ day sessions
- REFRAME, \$600 for 6 ½ day sessions
- FLEX, \$2500 for 6 day sessions*
- ECI, \$150 per session, \$500 for all four

Expenses

- Individual coaching sessions
- CME/CE credits
- Assessments
- Speaker fees
- Reception costs



*Significant reduction from
prior years

Future Goals

- Scholarship Program (imminent)
- Competitive Faculty Development Scholars Program (with funds to support project)
- Increase offerings for diverse faculty
- Leadership internships
- Explore outside support
- Produce scholarship
- Expand Faculty Development Team



VA Northeast Ohio Healthcare System