

Faculty Council Meeting
Meeting Minutes
Monday, March 21, 2022
4:00-5:30PM – ZOOM Meeting

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:04-4:08PM	Welcome and Chair Announcements	Darin Croft	Dr. Croft called the meeting to order at 4:04PM. Any agenda items for the Faculty Council Meeting on April 18 must be submitted by March 22 to Dr. Croft or Nicole Deming. He reminded those members whose Faculty Council term ends this year to notify their departments so replacements can be solicited; the department must elect a replacement by April 30. Any statements of interest for the vacancies on the NEC must be submitted by April 8. The third meeting of the SOM Faculty will be held on April 15 – 9:00-10:30AM.	
4:08-4:09PM	Approval of February Faculty Council Minutes		There were no suggested edits/corrections to the February 28 Faculty Council Meeting Minutes.	A motion was proposed by a FC member, and seconded by a FC member to approve the meeting minutes as presented. Vote: All were in favor, 0 were against, and 0 abstained. The motion is approved.
4:09-4:11PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the March 7 Faculty Council Steering Committee meeting. It was noted that Dr. Elie Saade, who had volunteered to put together a Faculty Council newsletter, has to postpone his participation indefinitely. As new business, Dr. Buck initiated discussion on a new kind of tenured faculty appointment between the School of Medicine and UH which could require clarification. Finance has taken up the matter and will update the FCSC and then Faculty Council.	Anyone interested in volunteering to work on the Faculty Council newsletter should contact Dr. Buck.

4:11-4:39PM	Presentation on Research at the Cleveland Clinic	Serpil Erzurum	Dr. Erzurum, the Chief Research and Academic Office for the Lerner Research Institute provided an overview of research being conducted at the Cleveland Clinic.	
4:39-4:56PM	Report on the Committee for Biomedical Research	Tony Wynshaw-Boris	Dr. Wynshaw-Boris, Chair of the Committee for Biomedical Research and the Research Portfolio, provided an overview of the committee's activities and areas of focus.	
4:56-5:01PM	Report 2020-2021 Committee on Appointments, Promotions and Tenure	Bill Schiemann	Dr. Schiemann presented the Promotion and Tenure statistical report for the 2020-2021 academic year.	
	Update from the Faculty Senate Ex Com Representative	Robert Bonomo	Dr. Bonomo will present an overview of the topics discussed at the February and March Faculty Senate Meetings next month; he was unable to update today.	
5:01PM	New Business		When the committee was polled, no new business topics were suggested.	
5:01PM	Adjourn		There being no further business to be discussed, a motion was made to adjourn the meeting.	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. The meeting adjourned at 5:01PM.

Members Present

Blaine (Todd) Bafus
Robert Bonomo
Neil Bruce
Matthias Buck
Dan Cai
Aleece Caron
Mohammad Chaaban
Darin Croft
Margot Damaser
Wendy Goodman
Amy Hise
Jeffrey Hopcian
Alex Huang
Alyssa Hubal

Jessie Jean-Claude
Andrew Jones
Peter K. Kaiser
Erin Lamb
Kelly Lebak
Lia Logio
Peter MacFarlane
Danny Manor
William Merrick
Sam Mesiano
David Mihal
Dean Nakamoto
George Ochenjele

Arne Rietsch
Anastasia Rowland-Seymour
Ashleigh Schaffer
Hemalatha Senthilkumar
Linda Dalal Shiber
Usha Stiefel
Ben Strowbridge
Joseph Tagliaferro
Johannes von Lintig
Mark Walker
Susan Wang
James Wilson
Jamie Wood

Members Absent

Moises Auron
Corinne Bazella
Melissa Bonner
Bryan Carroll
Jae Sung-Cho
David DiLorenzo
Katherine DiSano
Jonathan Emery
Corinna falck-Ytter
Stephen Fink
Robert Geertman
Thomas Gerken
Stan Gerson

Matthew Grabowski
Peter Harte
Alia Hdeib
Eric W. Kalar
Ankur Kalra
Thomas J. Knackstedt
Vijaya Kosaraju
Sangeeta Krishna
Vinod Labhasetwar
Bill Leatherberry
Mariel Manlapaz
Jennifer McBride
Nathan Mesko

Rocio Moran
Attila Nemeth
Nimitt Patel
Elie Anthony Saade
Jacek Skowronski
Courtney Smalley
Sarah Tehranisa
Daniel Tisch
Allison Vidimos
Satish Viswanath
Wei Xiong
Samina Yunus

Others Present

Nicole Deming
Serpil Erzurum
Jonathan Haines

Joyce Helton
N. Scott Howard
Chris Moravec

William Schiemann
Anthony Wynshaw-Boris

Today's agenda

1. Chair's Announcements (Darin Croft)
2. Approve Minutes from February Meeting
3. Steering Committee Report (Matthias Buck)
4. Report Committee on Biomedical Research (Tony Wynshaw-Boris)
5. Presentation on Research at the Cleveland Clinic (Serpil Erzurum)
6. Report from the Committee on Appointments, Promotion and Tenure for 2020-21 (Bill Schiemann)
7. Faculty Senate Executive Committee (Robert Bonomo)
8. New Business



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Upcoming Elections

- Faculty of Medicine
 - Standing Committees (many), at-large Faculty Council members
 - Any full-time faculty member (though some committees have additional eligibility requirements)
- Faculty Council
 - Steering Committee, Nominations and Elections Committee
 - Only Faculty Council members can run
- Please encourage your colleagues (incl. junior ones) to run!
 - Contact Scott Howard (n.scott.howard@uhhospitals.org) or Nicole Deming (nmd11@case.edu) for additional information



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Departmental Representatives

- Does your term expire at the end of this year?
- If so, your department must elect a replacement by April 30th
 - You can check when your term expires by looking at the Faculty Council roster on the Faculty Affairs website (<https://case.edu/medicine/faculty-staff/faculty-affairs-hr>)
 - You can also email Nicole Deming (nmd11@case.edu) or to Darin Croft (dac34@case.edu)



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Third Meeting of SOM Faculty

- April 15th, 9-10:30 am, Wolstein Auditorium (and Zoom)
- During the first half of the meeting, Dean Gerson will address the topics we voted on last month:
 - Investment in the SOM
 - Staffing shortages
 - Mental and social health in Cleveland
- The second half of the meeting is reserved for open Q&A
- Everyone should plan to attend!



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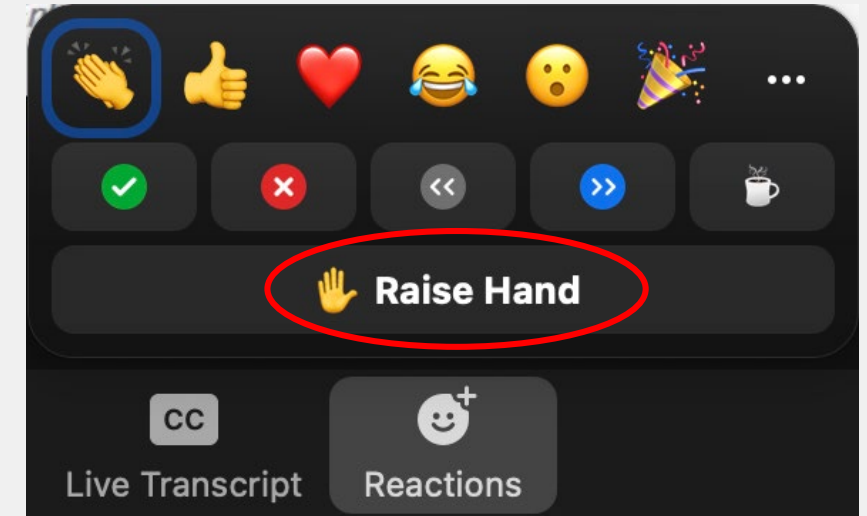
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of Veterans Affairs

Agenda items for next FC meeting

- Must be submitted by March 22nd (tomorrow - Tuesday!)
 - Send to Darin Croft (dac34@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on Monday, April 4th (3:30-5:00 pm)
 - Set this day/time aside for possible presentation
- Feel free to plan ahead and send requests for May!

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.



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

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:05PM	Welcome and Chair Announcements	Darin Croft	<p>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.</p> <p>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.</p>	
4:05-4:06PM	Old Business: Faculty Council Newsletter		Elie Saade has requested that the Faculty Council Newsletter discussion, which he is initiating, be postponed to a future meeting.	
4:06-4:08PM	Approve Minutes from the January 24 Meeting		When solicited, there were no edits or corrections to the draft meeting minutes.	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.
4:08-4:10PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the February 7 Faculty Council Steering Committee meeting.	

4:10-4:37PM	Bylaws Proposed Amendments	Piet de Boer	<p>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</p> <p>https://docs.google.com/spreadsheets/d/1FLh5FvXxVSgsTUvHYuQslyl9zNu0GF0Nre98miKROus/edit#gid</p>	<p>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.</p> <p>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.</p>
4:37-4:44PM	Update from the Faculty Senate Ex Com Representative	Robert Bonomo	Dr. Bonomo presented an overview of the topics discussed at the February Faculty Senate Meeting.	
4:44-4:59PM	Agenda for the 3 rd Meeting of the Faculty of Medicine		<p>Discussion took place regarding the suggestions submitted by faculty for the 3rd Meeting of the Faculty of Medicine with Dean Gerson on April 15.</p> <p>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?</p>	A motion was proposed by a FC member and seconded by a FC member to approve the agenda for the 3 rd 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.	
5:24PM	Adjourn		The meeting was adjourned at 5:24PM.	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.

Members Present

Robert Bonomo
Neil Bruce
Matthias Buck
Dan Cai
Bryan Carroll
Mohammad Chaaban
Darin Croft
Margot Damaser
David DiLorenzo
Jonathan Emery
Corinna Falck-Ytter
Stephen Fink
Robert Geertman
Thomas Gerken
Matthew Grabowski
Peter Harte

Jessie Jean-Claude
Alyssa Hubal
Vijaya Kosaraju
Vinod Labhasetwar
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

Members Present (cont.)

Amy Hise
Jeffrey Hopcian
Alex Huang

Attila Nemeth
Arne Rietsch

Jamie Wood
Wei Xiong

Members Absent

Moises Auron
Blaine (Todd) Bafus
Corinne Bazella
Melissa Bonner
Aleece Caron
Jae Sung-Cho
Katherine DiSano
Stan Gerson

Alia Hdeib
Andrew Jones
Peter K. Kaiser
Eric W. Kalar
Ankur Kalra
Thomas J. Knackstedt
Sangeeta Krishna

Kelly Lebak
Mariel Manlapaz
George Ochenjele
Nimitt Patel
Linda Dalal Shiber
Sarah Tehranisa
Samina Yunus

Others Present

Piet de Boer
Nicole Deming

Joyce Helton
Cynthia Kubu

Nancy Mosca

Committee on Biomedical Research (CBR)

The Committee for Biomedical Research (CBR) is a standing committee of the Faculty of Medicine that provides a forum for faculty input into discussions aimed at identifying current and future research areas that cross departmental and center boundaries and are strong candidates for investment by the SOM. Topics will include:

- 1.Strategic vision for research
- 2.Basic, clinical, translational, and population research
- 3.New technologies and emerging research approaches

Issues related to research may be brought before the CBR by the Dean, the Vice Dean for Research, Department Chairs (individually or through the Council of Basic Science Chairs), Center Directors, faculty groups, or individual faculty.

Committee on Biomedical Research (CBR)

Committee Activities: The CBR will advise the Dean, Vice-Dean for Research, Faculty Council and Committee of Basic Science Chairs regarding operation of, and the strategic vision for research at the School of Medicine. It will be responsible for input and analysis of three aspects of research activities affecting faculty: (1) Strategic vision for research; (2) Basic, clinical, translational and population research; and (3) New technologies and emerging research approaches. In addition, the CBR will:

- 1) Engage major stakeholders in the research across affiliated sites of the faculty;
- 2) Facilitate inter-institutional relationships and provide logistical support for trans- institutional research efforts including clinical investigation;
- 3) Disseminate information from the CBR to the SOM research community directly and through the Faculty Council; and
- 4) Appoint *ad hoc* working groups that include members of the

Members of Committee

Committee for Biomedical Research – Member List as of 2021.08.12

Name	Title/Role	Elected/Appointed	Term End
Anthony Wynshaw-Boris	Chair of CBR and Chair of Research Portfolio	Appointed by Dean	2023
VACANT	Vice-Chair of Research Portfolio	Elected	2024
Walter Boron	Chair of Enabling Technologies	Appointed by Dean	2024
Cliff Harding	Chair of Research Infrastructure	Appointed by Dean	2022
Jonathan Haines	Chair of Biomedical Workforce	Appointed by Dean	2022
Susann Brady-Kalnay	Member	Appointed by Dean	2024
Theresa Pizarro	Member	Appointed by Dean	2024
Diana M. Perez	Vice-Chair of Enabling Technologies	Elected	2024
You-Wei Zhang	Vice-Chair of Biomedical Workforce	Elected	2024
Wendy Goodman	Representative from SOM	Elected	2025
Cynthia Bearer	Representative from UH	Elected	2025
Justin Lathia	Representative from CCLCM	Elected	2025
Bingcheng Wang	Representative from MHMC	Elected	2023
Robert Bonomo	Representative from VAMC	Elected	2025

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CBR- Committee Charge

Three Major Areas of Focus for the past 12-18 months:

1. Address barriers to cooperation among all SOM institutions in all areas of research

IRB, Data Sharing, Sample Sharing, etc.

Discuss solutions, identify areas of success

2. Review of Type B Centers

3. IRB Issues

Summary of Faculty Senate Meetings March 21, 2022

Robert A. Bonomo, MD

- **President and Provost** remarks
 - Provost: Concerns about Ukraine; full support of CWRU community;
 - Status of Covid control/Omicron/Boosters/Vaccine all going well; after Spring Break 99.7 %booster compliance
 - Child Care Facility moving forward
 - 9% increase in Undergraduate enrollment; elevate academic excellence; will keep Student Faculty ratio at 11/1
 - Senior VP Research and Tech management
 - Faculty Hiring North Star-highest caliber –diversity; Think Big/ Strategic Plan; too many departments with just 1 URM
 - Positive developments with Ohio Link
- **Bylaws**
 - Email is adequate for notifying faculty of non-renewal
 - Dean can consider the recommendation of the CAPT for secondary appointments

Other Highpoints

- Loosing scholarships; academic nonperformance and tuition enhancements
- Ad hoc committee on Covid impact going forward;
- Approved status of the Department of Biomedical Engineering in 2 separate schools
- Nominating committee -2 from SOM (A. Hibbs and M. McEnery)
- Concern about the diminishing number of non tenure track faculty
- Faculty Senate Committee on grad students all 15 initiatives approved

Summary of Committee on Appointments, Promotions, and Tenure Activities					
			2020-2021	2019-2020	2018-2019
PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM					
	For Promotion to Professor (Tenured)				
	nominated		10 (2F, 8M)	12 (5F, 7M)	6 (2F, 4M)
	initial positive CAPT rec		10 (2F, 6M)	10 (3F, 7M)	5 (2F, 3M)
	appeals		1 (0F, 1M)	2 (2F, 0M)	0
	successful appeals		1 (0F, 1M)	2 (2F, 0M)	0
	final positive CAPT rec		9 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)
	Dean's rec		9 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)
	Provost & final rec		9 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)
	% successful		9 of 10 = 90%	12 of 12 = 100%	5 of 6 = 83%
	For Promotion to Professor Non-Tenure Track				
	nominated		35 (13 F, 22 M)	30 (7 F, 23 M)	33 (12 F, 21 M)
	initial positive CAPT rec		31 (13 F, 18 M)	26 (6 F, 20 M)	27 (11 F, 16 M)
	appeals		4 (0F, 4M)	3 (1F, 2M)	3 (0F, 3M)
	successful appeals		4 (0F, 4M)	3 (1F, 2M)	3 (0F, 3M)
	final positive CAPT rec		35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)
	Dean's rec		35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)
	Provost & final rec		35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)
	% successful		35 of 35 = 100%	29 of 30 = 97%	30 of 33 = 91%
	For Award of Tenure				
	nominated		9 (3F, 6M)	7 (1F, 6M)	6 (0F, 6M)
	initial positive CAPT rec		8 (3F, 5M)	7 (1F, 6M)	5 (0F, 5M)
	appeals		1 (0F, 1M)	0	1 (0F, 1M)
	successful appeals		1 (0F, 1M)	0	1 (0F, 1M)
	final positive CAPT rec		9 (3F, 6M)	7 (1F, 6M)	6 (0F, 6M)
	Dean's rec		9 (3F, 6M)	6 (1F, 5M)	6 (0F, 6M)
	Provost & final rec		9 (3F, 6M)	6 (1F, 5M)	6 (0F, 6M)
	% successful		9 of 9 = 100%	6 of 7 = 86%	6 of 6 = 100%
	For Promotion to Associate Prof in Tenure Track				
	nominated		7 (2F, 5M)	4 (2F, 2M)	9 (0F, 9M)
	initial positive CAPT rec		6 (2F, 4M)	4 (2F, 2M)	6 (0F, 6M)
	appeals		1 (0F, 1M)	0	1 (0F, 1M)
	successful appeals		1 (0F, 1M)	0	1 (0F, 1M)
	final positive CAPT rec		7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)

	Dean's rec		7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)
	Provost & final rec		7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)
	% successful		7 of 7 = 100%	4 of 4 = 100%	7 of 9 = 78%
	For Promotion to Associate Prof in Non-Tenure Track				
	nominated		68 (32F, 36M)	50 (19F, 31M)	66 (28F, 38M)
	initial positive CAPT rec		64 (31F, 33M)	46 (18F, 28M)	59 (25F, 34M)
	appeals		3 (1F, 2M)	1 (0F, 1M)	4 (2F, 2M)
	successful appeals		3 (1F, 2M)	0 (0F, 0M)	4 (2F, 2M)
	final positive CAPT rec		67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)
	Dean's rec		67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)
	Provost & final rec		67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)
	% successful		67 of 68 = 96%	46 of 50 = 92%	63 of 66 = 95%
	Overall Promotion and Tenure		127 of 129 = 98%	97 of 103 = 94%	111 of 120 = 93%
	<i>*applications withdrawn before submission to the Dean not included</i>				

2017-2018	2016-2017	2015-2016	2014-2015
6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
0	0	0	0
0	0	0	0
6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
6 (3F, 3M)	8 (1F, 7M)	2 (1F, 1M)	8 (1F, 7M)
6 of 6 = 100%	8/9 = 88.9%	2 of 2 = 100%	8 of 8 = 100%
33 (9 F, 24 M)	32 (9 F, 23 M)	22 (3 F, 19 M)	22 (3 F, 19 M)
30 (8 F, 22 M)	29 (7 F, 22 M)	22 (3 F, 19 M)	21 (3F, 18M)
1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (0 F, 1M)
1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (0F, 1M)
31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
31 of 33 = 94%	30/32 = 93.8%	100%	100%
10 (0F, 10M)	20 (9F, 11M)	9 (3F, 6M)	9 (3F, 6M)
5 (0F, 5M)	16 (6F, 10M)	8 (2F, 6M)	7 (3F, 4M)
4 (0F, 4M)	3 (2F, 1M)	1	0
2 (0F, 2M)	2 (1F, 1M)	1	0
7 (0 F, 7 M)	18 (7 F, 11 M)	9 (3F, 6M)	7 (3F, 4M)
7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
7 of 10 = 70%	16/20 = 80%	100%	6 of 9 = 66.7%
13 (3F, 10M)	16 (6F, 10M)	11 (4F, 7M)	10 (4F, 6M)
12 (3F, 9M)	14 (5F, 9M)	11 (4F, 7M)	8 (4F, 4M)
1 (0F, 1M)	2 (1F, 1M)	0	0
1 (0F, 1M)	1(1F. 0M)	0	0
13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)

13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
13 of 13 = 100%	15/16 = 93.8%	100%	80%
52 (28F, 24M)	42 (21F, 21M)	58 (25F, 33M)	38 (13F, 25M)
48 (26F, 22M)	34 (18F, 16M)	53 (23F, 30M)	35 (11F, 24M)
2 (1F, 1M)	3 (2F, 1M)	3 (2F, 1M)	1 (1F, 0M)
1 (0F, 1M)	2 (2F, 0M)	3 (2F, 1M)	1 (1F, 0M)
49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
49 of 52 = 94%	36/42 = 85.7%	56/58 = 96.6%	36/38 = 94.7%
106 of 114 = 93%	96 of 110 = 87.3%	90	87