

**Faculty Council Meeting**  
**Meeting Minutes**  
Monday, March 20, 2023

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:01-4:17PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:01PM. Dr. Croft congratulated the four new Faculty Senate senators: Sarah Augustine, Ana Marie Hibbs, Federico Perez, and Jamie Wood. Faculty Council representatives, whose terms are ending, were reminded to notify their chairs so a new representative can be elected.</p> <p>Elections will be held in May to fill 25 vacancies on SOM committees.</p> <p>Eleven potential topics for the Third Meeting of the Faculty of Medicine with Dean Gerson were presented to Faculty Council for a poll. After several polls, the three topics with the greatest number of votes were: Faculty Salaries, Promotion and Tenure, and Medical Education. The Dean will address these topics in the first half of the May 3 meeting with the second half being open for questions.</p>	
4:17-4:19PM	Approval of the February Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the February Faculty Council minutes.	The minutes, as presented, are accepted by unanimous consent.
4:19-4:22PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the March 6 Faculty Council Steering Committee meeting.	
4:22-4:30PM	Report from Committee on Women and Minority Faculty	Amy Hise	Dr. Hise, the Chair of the Committee on Women and Minority Faculty, provided an overview of committee members and committee meeting dates. The committee's activities and topics of discussion include women representation in the Provost's Office, Reproductive Health and the Impact of Dobb's Decision, Childcare/Eldercare, COVID impacts on faculty, research with vulnerable groups, meetings with chairs, salary equity, DSAP Priorities, SOM Strategic Plan, Professional Conduct Committee, CWRU Climate Survey, AAMC Salary Reports -- DEI Report, and OUTlist.	

4:30-4:47PM	Update on Faculty Senate Ad Hoc Committee on Shared Governance	Danny Manor	<p>This committee was formed in November 2022 with the goal of evaluating SG definition and practices in CWRU, identifying strengths and weaknesses, and recommending changes if needed. The committee is currently designing a survey which will be disseminated to faculty members. It will address whether all existing expectations in both the Faculty Handbook and constituent faculty's bylaws are being met, their experience and operations of shared governance in their respective faculty, and areas that would benefit from strengthening.</p> <p>Dr. Manor noted that President Kaler is very interested in receiving input from faculty. The statement was made that faculty input for decision making is limited because faculty "have no responsibility or accountability".</p>	Dr. Manor will return to Faculty Council when the survey is ready and review it with the members.
4:47-5:07PM	Report from Committee on Budget, Finance, and Compensation	John Wang	<p>Dr. Wang provided an overview of the operation, charge, and members of the Committee on Budget, Finance, and Compensation. Goals for the 2022-23 year include comparing faculty compensation with peer institutions, the philanthropy effort at the SOM, the space renovation plan, SOM overall budget and finance, and to provide clarity for different CWRU SOM faculty appointment / comp structures at SOM clinical affiliates as pertaining to tenure / compensation.</p> <p>Dr. Jonathan Haines' reported to both CBFC and FC on the Basic Science Chairs' Study of Faculty Compensation for fiscal year 2022, indicated that mean and medical salaries of males and females are about the same, but in basic science departments are around 15% below those of the Top25 medical schools for all levels. Eighty-six percent of faculty receive some incentive salary.</p> <p>The Dean projects a 10% expansion of faculty over five years (on top of turnover). Fundraising is expected to be \$60M this year; was \$48M last year. The Dean is re-looking at the complexity of our faculty turnover to better understand how and who we are recruiting.</p> <p>Faculty Salaries is one of the three questions to be addressed by the Dean at the May 3 Meeting of Faculty.</p>	

5:07-5:24PM	Dean's Ad Hoc Committee on Appointments, Promotion, and Award of Tenure	Darin Croft	<p>With the goal of soliciting feedback from all faculty and Faculty Council members, the following three questions were posted: 1) What does it mean to be an academic and have a university appointment? 2) What do you see as overarching themes/trends in promotion and tenure that might impact the CWRU process in years to come? 3) What is your understanding regarding new requirements from the Provost's Office for the COVID impact statement and Diversity statement?</p> <p>When opened for discussion, the comment was made that it was felt that COVID had a disproportionate effect on certain faculty groups (women faculty, clinical faculty, and underrepresented minorities and other marginalized groups in the faculty body) and that the COVID Impact Statement was important and needed to be looked at for uniformity, fairness, and how to use it appropriately.</p> <p>A comment was made that the voluntary DEI statement did not come with guidance how it should be completed/what aspects should be considered and it was noted that CAPT, as per bylaws, is not able to discuss issues like race, gender, sexual orientation, etc.</p> <p>Discussion centered around if teaching was expected with a faculty appointment, and how could time be leveraged from the hospital to allow clinical faculty to participate in teaching or activities such as Faculty Council. Dr. Croft asked that additional comments be forwarded to him and Nicole Deming.</p>	
5:24-5:25PM	New Business		When polled, no new business items were suggested.	
5:25PM	Adjourn		The Chair adjourned the meeting at 5:25PM.	

**Present**

Robert Abouassaly  
Moises Auron  
Blaine (Todd) Bafus  
Elvera L. Baron  
Bahar Bassiri Gharb  
Maura Berkelhamer  
Matthias Buck  
Bryan Carroll  
Mohamad Chaaban  
Darin Croft  
Margot Damaser  
Piet de Boer  
Jonathan Emery  
Jessica Fesler  
Stephen Fink  
Stan Gerson  
Matthew Grabowski

Alia Hdeib  
Amy Hise  
Jessie Jean-Claude  
Andrew Jones  
Hung -Ying Kao  
Vijaya Kosaraju  
Erin Lamb  
Shawn Li  
David Ludlow  
Dan Ma  
Tani Malhotra  
Danny Manor  
Daniela Mehech  
William Merrick  
David Mihal  
Attila Nemeth

Anastasia Rowland-Seymour  
Elie Anthony Saade  
Tamer Said  
Bryan Singelyn  
Phoebe Stewart  
Usha Stiefel  
James (Jim) Strainic  
Joseph Tagliaferro  
Nami Tajima  
Patricia Taylor  
Daniel Tisch  
Johannes von Lintig  
Mark Walker  
Robert Wetzel  
Wei Xiong  
Sherry Yu

**Absent**

Alicia Aguilar  
Corinne Bazella  
Neil Bruce  
Dan Cai  
Aleece Caron  
Patrick Collier  
Andrew Crofton  
David DiLorenzo  
Linda Dalal Shiber  
Meelie DebRoy  
Katherine DiSano  
Corinna Falck-Ytter  
Robert Geertman  
Ramy Ghayda  
Rachael Gowen

Peter Harte  
Peter K. Kaiser  
Eric W. Kaler  
Sadashiva Karnik  
Sangeeta Krishna  
Mallika Lavakumar  
Kelly Lebak  
Lia Logio  
Mariel Manlapaz  
Raman Marwaha  
Christopher McFarland  
Sam Mesiano  
Nathan Mesko  
Gillian Michaelson  
Rocio Moran

Dean Nakamoto  
Cyrus Rabbani  
Arne Rietsch  
Jacek Skowronski  
Courtney Smalley  
Ben Strowbridge  
Sarah Tehranisa  
Johannes von Lintig  
Ari Wachsman  
Leon R. White  
Samina Yunus  
Raed Zuhour

**Others Present**

Nicole Deming  
Joyce Helton

Cynthia Kim

John Wang

# Today's agenda

1. Chair's Announcements (Darin Croft)
  - Select topics for Third Meeting of the Faculty (May 3<sup>rd</sup> at 12 pm)
2. Approval of February Faculty Council minutes (Darin Croft)
3. Steering Committee report (Matthias Buck)
4. Faculty Senate report (In BOX, from Alan Levine)
5. Report from Committee on Budget, Finance, and Compensation (John Wang)
6. Report from Committee on Women and Minority Faculty (Amy Hise)
7. Faculty Senate Ad Hoc Shared Governance Committee (Danny Manor)
8. Feedback for Dean's Ad Hoc Committee on APT (Darin Croft)
9. New Business

# SOM Committee Elections in May

- We will elect faculty members to fill **25 vacancies** on SOM committees this spring:
  - Appointments, Promotion, Tenure (7); Biomedical Research (1); Budget, Finance, Compensation (2); Bylaws (2); Lecture (2); MS Admissions (2); Medical Education (2); Medical Students (1); Nominations & Elections (3); Women & Minority Faculty (3)
  - Some of these have specific criteria, but many are open to anyone

**Contact Scott Howard ([n.scott.howard@uhhospitals.org](mailto:n.scott.howard@uhhospitals.org)) or Nicole Deming ([nmd11@case.edu](mailto:nmd11@case.edu)) with questions or nominations**

# Third Meeting of the Faculty of Medicine (with Dean Gerson)

- **Wednesday, May 3<sup>rd</sup>, 12:00-1:15 pm**
  - Wolstein Auditorium (in person)
  - Also live on Zoom
- **TODAY**: We will vote on three topics for Dean Gerson to discuss
  - These will occupy about half of the 75 minutes
  - Remaining time will be open for additional Q&A

# Join the Academy of Scholar Educators

## CRITERIA:

- Member of SOM faculty (full or part) for at least 3 years
- Sustained and substantial contributions to SOM education (all types)
- Commitment to continued, meaningful contributions to SOM educational efforts

**Applications due March 31<sup>st</sup>**

Questions? Contact Lia Logio  
([ll789@case.edu](mailto:ll789@case.edu))



### Academy of Scholar Educators 2023 Application

The mission of the Case Western Reserve University (CWRU) Academy of Scholar Educators is to create a community of educators that promotes and recognizes educational excellence at the CWRU School of Medicine. Academy membership recognizes sustained and significant contributions to excellence and innovation in medical education. Building a community of such educators will promote personal and professional development, provide increased opportunities for mentoring and advance educator recognition.



# SOM calendar

- Did you know the SOM has an events calendar?

<https://case.edu/medicine/events/>

- Check it out to see what's going on in the School of Medicine
- To request that an event be added, use the "See How We Can Help" link on the same page

School of Medicine Alumni | Faculty + Staff | Students Search...

About Education Research Departments + Centers Events Giving

HOME EVENTS

### Events

- Dean's Significant Conversation Series
- Juneteenth
- Office of DEIE Lecture Series
- The Charles L. Hoppel, MD Endowment in Mitochondrial Biology
- Match Day
- State of the School
- Doc Opera

### Events

### Share your news

Get a grant or award? Are you being published or planning an event? We want to hear from you!

[See How We Can Help](#)

### Event Planning

No two events are the same! Need some help with yours? The university has you covered.

[Explore University Resources](#)

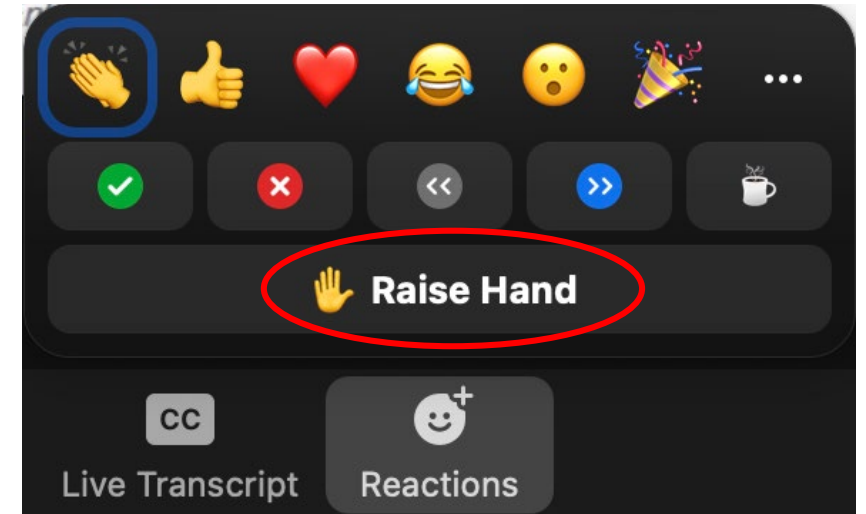
### SOM EVENTS

Nov	21	Molecular Medicine PhD Program Webinar
Nov	21	Post-baccalaureate Readiness Instruction for bioMedical Education (PRIME): Ask me anything
Nov	25	The Global Health & Infectious Disease (GHID) Research Conference

[View Full Calendar](#)

# 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 in Chat



# Agenda items for April FC meeting

- Must be submitted by March 24th (*this Friday*)
  - Send to Darin Croft (dac34@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on Monday, April 3<sup>rd</sup> (3:30-5:00 pm)
  - Set this day/time aside for possible presentation (Zoom)
- Feel free to plan ahead and send requests for May!

**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, February 13, 2023

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:01-4:04PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:01PM. Representatives should mention this to their department, and anyone interested in participating on the Awards and Honors Committee should reach out to Dr. Croft. The ad hoc Committee on Appointments, Promotions and Tenure is soliciting input from Faculty Council e.g. specific questions they would like answered. Representatives should bring this up at their department meetings. Danny Manor is our representative on the Shared Governance Committee (a university committee) which is looking at the shared governance taking place in the different schools and what some schools are doing well.</p> <p>Dr. Croft reminded the council that the Third Meeting of Faculty with Dean Gerson is scheduled for May 3 – 12:00-1:15PM. He asked the council to consider topics they would like to be addressed. For the first half of the meeting the Dean will discuss questions selected by Faculty Council; the second half will be an open forum.</p>	
4:04-4:05PM	Approval of the February Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the January Faculty Council minutes.	The minutes are accepted as presented by unanimous consent.
4:05-4:08PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	<p>Dr. Buck presented a summary report of activities for the February 6 Faculty Council Steering Committee meeting.</p> <p>Dean Gerson was present at this meeting and updated the Steering Committee on the status of the interim chair for the Department of Neuroscience and the department's request to open a search for the chair. The Dean also stated that they are looking at the bylaws and putting forth some suggestions pertaining to criteria used to evaluate for promotion and tenure. Darin Croft has suggested some changes to the position of Vice Chair of Faculty (the same person as the Chair of Faculty Council). The Dean would like the Vice Chair of Faculty to be more engaged with standing committees and meet with the basic science chairs as well as with the Dean's council on a quarterly basis.</p>	

			<p>It was noted that documents stored on the Faculty Affairs website are systematically removed by IT after several years.</p> <p>Anastasia Rowland-Seymour brought to the committee's attention that the qualifications for distinguished university professor-ships exclude NTT faculty members. This will be discussed with the central university to see if the requirements could be widened.</p>	Nicole Deming will determine if the mechanism used by the Faculty Senate to store documents would work for Faculty Council.
4:08-4:24PM	Faculty Senate Report	Alan Levine	<p>Faculty Council had asked the Faculty Senate to look at the issue of tenure-track appointments at UH. The Personnel Committee and the Bylaws Committee examined this question and came back with the conclusion, which they shared with Faculty Senate, that the policy at University Hospitals was inconsistent with the definition of tenure in the CWRU Handbook. Dr. Levin passed on this information to Faculty Council as they requested.</p> <p>The President and Provost accepted the opinion of the Faculty Senate, Personnel Committee, and advice from the Bylaws Committee. They agreed that the idea of tenure is sacrosanct to all faculty and that the situation we are in now may be the result of the fact that faculty were not engaged in 2016. Both the President and the Provost want to engage the Senate and correct the oversight. The Faculty Senate stands with the SOM as do the President and the Provost.</p> <p>It was felt that the Senate could use their bully pulpit to move this situation forward. Their two concerns were the approximately 12 people who have already signed the side contract, and upcoming contracts for UH new recruits. The Senate is not just sending this back to Faculty Council but wishes to be actively involved</p>	
4:24-4:27PM	New Aerospace Physiology Certificates	Tom Nosek	<p>The Department of Physiology and Biophysics proposes two new 18 credit hour certificates in Aerospace Physiology, one in-person and one online.</p> <p>Dr. Nosek explained that the Air Force sets the standard for all government agencies associated with aerospace physiology. He and other representatives met with the head of Aerospace Physiology at the Pentagon in response to their request to see if CWRU could provide an 18 credit hour certificate (and later a master's program) for aerospace physiology. A PhD program already exists. This would be two formats, in-person and on-line.</p>	

			<p>The learning outcome of the Certificate in Aerospace Physiology program is to prepare students for careers in fields such as high-performance aviation and aerospace aviation or to enhance the backgrounds of those who are already working in these fields so that they can be more effective in fulfilling their responsibilities. At the end of this program, students should be ready to take and pass the Aerospace Medical Association (AsMA) Board Certification Examination in Aerospace Physiology and become a Board Certified Aerospace Physiologist.</p>	<p>A motion was made by a FC representative and seconded by a FC representative to end discussion.</p> <p>It was passed by unanimous consent.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve the Aerospace Physiology: Concentration.</p> <p>Vote: 42 were in favor, 2 were against, and 1 abstained. The motion is approved.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve the Aerospace Physiology: Online Delivery.</p> <p>Vote: 41 were in favor, 1 was against, and 0 abstained. The motion is approved.</p>
4:27-4:51PM	Closure of UH Plastic Surgery Academic Department	Joseph Sabik	<p>Dr. Sabik informed the members that due to lack of leadership and few faculty, they would like to close the UH Plastic Surgery Academic Department. The UH Department of Plastic Surgery is no longer a separate department, it is a division within the Department of Surgery. There is no DCAPT for Plastic Surgery, it is done though the DCAPT in General Surgery, and there are no faculty currently in the Plastic Surgery Department; all are in the Department of Surgery. It would not be that difficult to reopen this department, if decided to do so at a future time, since Plastic Surgery is a department that exists at two of our other sites (MHMC and CCF).</p>	<p>A motion was made by a FC representative and seconded by a FC representative to end discussion. When polled, there were no objections to ending discussion.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve the closure of the academic Department of Plastic Surgery at UH.</p>

	Closure of UH Plastic Surgery Academic Department (continued)			Vote: 41 were in favor, 1 was against, and 5 abstained. The motion is approved.
4:51-PM	New Business		<p>When polled for new business, Dean Gerson's recent memo regarding medical school ranking and the issue that many institutions have been opting out of US News &amp; World Report was brought forward for discussion. It was noted that our data for this year's rating have already been submitted. When we are requested to participate in the fall, we may or may not pass along the information/opt out.</p> <p>The Dean stated that we are very comfortable with the quality of our students and output. He had anecdotal evidence that students do not appear to value the ranking, but was reminded that parents might.</p>	
5:01PM	Adjourn		There being no additional items to be addressed, the Chair adjourned the meeting at 5:01PM.	

#### Present

Robert Aboussaly  
Alicia Aguilar  
Blaine (Todd) Bafus  
Elvera L. Baron  
Maura Berkelhamer  
Neil Bruce  
Matthias Buck  
Aleece Caron  
Mohamad Chaaban  
Darin Croft  
Margot Damaser  
Jessica Fesler)  
Stephen Fink  
Stan Gerson  
Rachael Gowen  
Matthew Grabowski  
Peter Harte

Alia Hdeib  
Jessie Jean-Claude  
Peter K. Kaiser  
Hung -Ying Kao  
Sadashiva Karnik  
Erin Lamb  
Kelly Lebak  
Alan Levine  
Lia Logio  
Dan Ma  
Tani Malhotra  
Mariel Manlapaz  
Danny Manor  
Christopher McFarland  
William Merrick  
Sam Mesiano  
David Mihal

Dean Nakamoto  
Arne Rietsch  
Anastasia Rowland-Seymour  
Elie Anthony Saade  
Tamer Said  
Linda Dalal Shiber  
Bryan Singelyn  
Phoebe Stewart  
Usha Stiefel  
James (Jim) Strainic  
Nami Tajima  
Daniel Tisch  
Johannes von Lintig  
Mark Walker  
Robert Wetzel  
Wei Xiong  
Raed Zuhour

**Not Present**

Moises Auron  
Corinne Bazella  
Dan Cai  
Bryan Carroll  
Piet de Boer  
Patrick Collier  
Andrew Crofton  
Meelie DebRoy  
David DiLorenzo  
Katherine DiSano  
Jonathan Emery  
Corinna Falck-Ytter  
Robert Geertman  
Bahar Bassiri Gharb

Ramy Ghayda  
Amy Hise  
Andrew Jones  
Eric W. Kaler  
Gaby Khoury  
Vijaya Kosaraju  
Sangeeta Krishna  
Mallika Lavakumar  
Shawn Li  
David Ludlow  
Raman Marwaha  
Daniela Mehech  
Nathan Mesko  
Gillian Michaelson

Rocio Moran  
Attila Nemeth  
Cyrus Rabbani  
Jacek Skowronski  
Courtney Smalley  
Ben Strowbridge  
Joseph Tagliaferro  
Patricia Taylor  
Sarah Tehranisa  
Leon R. White  
Sherry Yu  
Samina Yunus  
Johannes von Lintig  
Ari Wachsman

**Others Present**

Abigail Basson  
Nicole Deming  
Joyce Helton

Cynthia Kim  
Cynthia Kubu

Tom Nosek  
Joseph Sabik



# Report from the March 9<sup>th</sup> Faculty Senate ExCom to Faculty Council

March 20, 2023

Alan D. Levine

Please excuse my absence, I am traveling

# Highlights - particularly relevant to the SOM

- Senior VP for Research Michael Oakes reported similar information to the Board of Trustees
  - CWRU has been fairly stagnant in research growth, while our competition is growing, which basically translates to us dropping overall
  - We are 80% SOM funded, and he is looking for a 50/50 balance
  - Overall, he painted an honest but fairly uncomplimentary picture of CWRU research at the moment
  - He proposes to grow research funding at CWRU by \$200,000
    - Question for the future: How to you reach 50/50 and grow by \$200,000 without keeping the SOM stagnant? i.e., SOM is at ~\$300,000 - University at \$400,000

# More Highlights

- UH Hospital Based Faculty Committee
  - Permanent membership, i.e., those drafting the final report, are Ben Vinson (Provost), Peter Poulus (General Council), Stan Gerson, Maureen McEnery, Peter Harte, Rob Fisher, and Steve Eppell
  - Many others with expertise on these topics will be invited on an *ad hoc* basis
- *ad hoc* COVID-19 Response committee is shutting down
- Aerospace Physiology Graduate Certificate initiative was approved

# What follows is the SOM Update given to the FS ExCom March 9, 2023

Alan D. Levine

I was not asked any questions

# School of Medicine: State of the School - 2023

Faculty Senate Executive Committee

March 9, 2023

Alan D. Levine

With consultation from

Dean Gerson

Darin Croft – Chair, Faculty Council

# DEI

- Internal search for new Vice Dean – DEI
  - Former Vice Dean – Blanton Tolbert – now at HHMI – feather in our cap
- DEI Education retreat was held in February 2023
- Disparities in Cancer Research conference (national attendance) just completed
- Center for AIDS Research (CFAR): NIH Funding for UG and Masters student researchers from the University of Puerto Rico to CWRU / Pitt
- Updated Strategic Plan [<https://case.edu/medicine/about/strategic-plan>] includes DEI activity
- Accepted 3 URiM graduate students into the Dean's Scholar program – toward a goal of SOM Faculty Positions within 5-6 years

# Recruiting SOM Leadership

- Vice Dean for Finance
- Chairs
  - Pharmacology
  - Neuroscience
  - Genetics



**Columbia University's Gary Schwartz**

- New Director of Case Comprehensive Cancer Center appointed

<https://thedaily.case.edu/columbia-universitys-gary-schwartz-named-case-comprehensive-cancer-centers-new-director>

# Research

- Master Plan for Space Renovation and Expansion
  - Funding internal to the SOM
- Developing financial plan to expand research faculty



# On the Horizon

- Engaging SOM faculty in Pre-Med and Pre-PhD advising
- Role of the SOM in the US News ranking system
- LCME Re-Accreditation application 2024-2025

# Committee on Budget Finance and Compensation (CBFC)

Faculty Council

3/20/2023

Presented by Zhenghe John Wang PhD, Chair CBFC

# CBFC Operation & Charge

- Advisory committee dealing with all aspects of faculty compensation, budget and finances of the SOM
- Voice for SOM faculty on all financial matters
- Meet monthly for 1-1.5 hours on third Wed at 2:30 pm.
- Please contact me at [zxw22@case.edu](mailto:zxw22@case.edu) if you would like to attend.

## Charge:

- Review proposed budgets for consistency with SOM strategic plan priorities
- Analyze and report on SOM sponsored research activity
- Provide the Faculty Council (FC) with financial overviews
- Consult with SOM admin re: compensation and annual allocation of funds
- Review guidelines and policies for faculty compensation for each Department
- Competitive analyses of faculty compensation in peer universities nationwide

# 2022-23 Members



- **Agata Exner (year 1, re-elected)**-2021-22 Chair, Professor & Vice Chair, Radiology; Professor, BME (FSFC rep)
- **Sudha Iyengar (year 2)**, Professor and Vice Chair, Population and Quantitative Health Sciences
- **Sana Loue (year 3)**, Professor, Bioethics
- **Lin Mei /Jonathan Haines**, Chair, Bioethics (CBSC, non-voting)
- **William Merrick (year 1)**, Professor, Department of Biochemistry
- **Xin Qi**, Professor, Department of Physiology & Biophysics
- **Cyrus Rabbani**, Department of Otolaryngology HNS – UH
- **Bob Salata**, Physician-in-Chief, Chair, Medicine, UHCMC (CMSC, non-voting)/**Nicole Maronian**, Chair, Department of Otolaryngology Head and Neck Surgery
- **Zhenghe (John) Wang (year 2)**, Professor & Vice Chair, Genetics and Genome Sciences
- **Vacant**, Vice Dean for Finance and Administration (non-voting), **Elizabeth Fehsenfeld**, Chief-of-staff, Dean's office (will provide a financial report in April)

# 2022-23 Goals

- Faculty compensation comparing with peer institutions
- Philanthropy effort at SOM
- Space renovation plan
- SOM overall budget and finance
- Provide clarity for different CWRU SOM faculty appointment / comp structures at SOM clinical affiliates as pertaining to tenure / compensation

# Basic science chairs' study of faculty compensation

- Presented to CBFC by Dr. Jonathan Haines (Fiscal year 202)
- Gender equity:
  - mean and median salaries of males and females are about the same
  - 5.5% of females and 9.6% of males have salaries >\$220K
- Incentive salary
  - ~86% of faculty have some incentive salary (average of ~10%)
  - 8% of faculty have an incentive salary >25%.
- Compared to the top 25 medical schools, SOM is
  - 15% below AAMC for professors
  - 7% below AAMC for associate professors
  - 14% below AAMC for assistant professors

# Philanthropy

- Presented by Lindsey Whitling, Vice Dean for Development and Alumni Relations, and Michael Dolsak, Vice President for Health Sciences Development

- **Attainment**

FY 2023 (July-December): \$32,581,316

FY 2022: \$44,273,009 (2.32% increase from '21);

FY 2022 (July-December): \$27,110,177

FY 2021: \$43,268,483

# Conversions with Dean Gerson

- Project 10% expansion of faculty over five years (on top of turnover)
  - Over 40 recruitment/year
- Hiring at the SOM finance office
  - Staff positions filled; down to two senior positions (actively recruiting)
- University project a need of 3% margin
  - Hard to get from grants (contesting)
- Fundraising
  - Expect to be ~ \$60 M this year, \$48 M last year
  - Engineering building takes donors away (\$70 M during capital campaign)
  - Hired 2 development staff, 4 more to hire



# Space renovation plan

- Will be present by Bill Schiemann and Jill Stanley on 3/8
- Will have a summary report for the 3/20 presentation

## *Questions?*

*Please reach out to [zxw22@case.edu](mailto:zxw22@case.edu) with questions or comments*

*FC reps – please provide info to your departments & collect any questions / concerns for the CBFC*

# SOM Committee on Women and Minority Faculty Council Update

**March, 2023**

**Amy G. Hise, MD MPH (Chair)**

# SOM Committee on Women and Minority Faculty

## 2022-2023

### **Amy Hise, MD, MPH, Chair (2025)**

Department of Pathology – SOM  
Department of Medicine - VA

### **Nadim El Chakhtoura, MD (2025)**

Department of Medicine - VA

### **Vanessa Maier, MD, MPH (2023)**

Department of Family Medicine - Metrohealth

### **Devashis Mukherjee, MD, MS (2025)**

Department of Pediatrics and Neonatology – UH  
Rainbow

### **Kelly Lebak, MD (2023)**

Department of Anesthesia – Metrohealth

### **Nora Nock, PhD (2023)**

Population and Quantitative Health Sciences - SOM

### **Lynn Singer, PhD (2024)**

Population & Quantitative Health Sciences,  
Pediatrics, Psychiatry and Psychology – SOM

### **Xueqin Ding, MD PhD, (2024)**

Anesthesiology & Perioperative Medicine - UH

### **Kimone Smith Lightford, MD, (2024)**

Department of Medicine - UH

Reema Gulati, MD (ex officio)

Pediatric Gastroenterology -- Metrohealth  
President, WFSOM

Cynthia Kubu, PhD (ex officio)

Department of Neurology – CCLCM  
Vice Dean for Faculty

Blanton S. Tolbert, PhD (ex officio)

Department of Chemistry – SOM  
Vice Dean of Diversity and Inclusion

# Committee on Women and Minority Faculty

- Meetings:
  - 09/14/22, 10/12/22, 11/09/22, 12/14/22, 01/11/23, 02/08/23, 03/08/23, 04/12/23, 05/10/23, 06/14/23 (all at 5 - 6pm: Zoom)
- Activities/Topics of Discussion:
  - Women representation in Provost's Office
  - Reproductive Health, Impact of Dobb's Decision
  - Childcare/Eldercare
  - COVID impacts on faculty
  - Research with vulnerable groups
  - Meetings with chairs: Hope Barkoukis, Sherrie Williams
  - Salary equity
  - DSAP Priorities
  - SOM Strategic Plan
  - Professional Conduct Committee
  - CWRU Climate survey
  - AAMC Salary reports; DEI Report
  - OUTlist

## **Ad Hoc Committee of the Faculty Senate on Shared Governance (December 2022)**

### **Charge:**

- 1. Identify faculty expectations re faculty role in SG at School and University levels***
- 2. Examine individual School Bylaws, compare to FS bylaws / Faculty Handbook**
- 3. Survey faculty for expectations, practices and wishes re SG**
- 4,5. Consult with FS leadership/officers re ways improve SG at their level**
- 6. Make recommendations to FS.**

### **Composition:**

**Two representatives from each School + three representative administrators**

### **Meetings:**

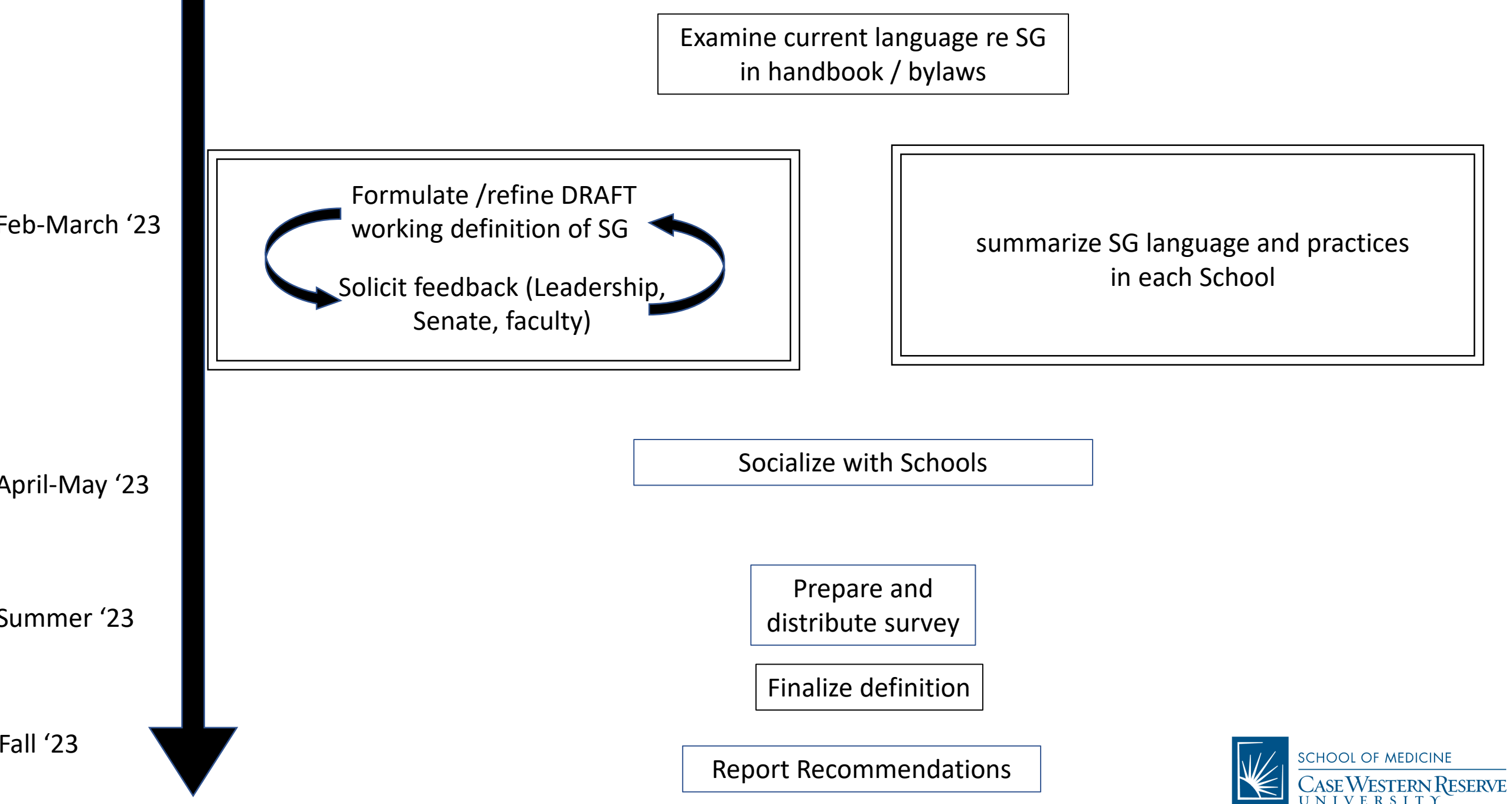
**Approx. every two weeks**

### **Sunset:**

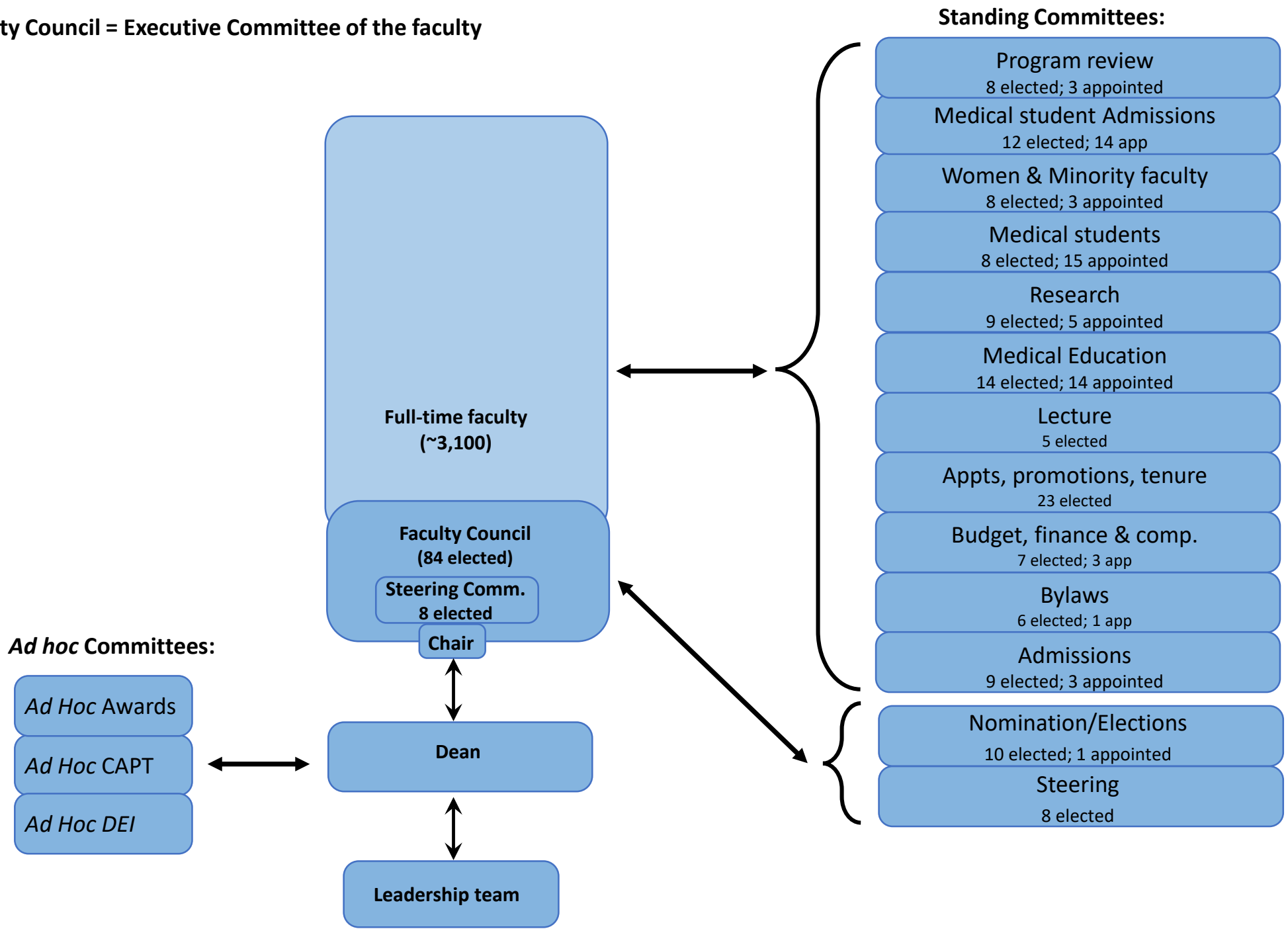
**December '23**

### **Co-Chairs:**

**D. Manor; J. Goldberg**



Faculty Council = Executive Committee of the faculty





## **Communication and information flow:**

- FC meets monthly
- Dean attends FC meetings (monthly)
- Dean meets with FC chair (monthly)
- Dean meets with Faculty of Medicine (Qtly., one of which FC set half the agenda, other half is open forum)
- Dean visits each dept. (annually)
- All Committees: report to FC (annually)
- Budget committee:
  - newsletter to faculty (Qtly., currently on hold)
  - reports to Chairs council (annually)

	Yes	No
“Shared governance” term is used.		X
Shared governance is defined.		X
Faculty responsibilities are outlined.	X	
Voting and non-voting faculty defined.	X	
Structure & functioning of SON standing committees outlined. -membership & voting privileges -election & appointment -terms of office -chairperson -reporting frequency	X	
University Faculty Senate representation & election defined.	X*	



Committee	# Elected	# Appointed
Medical student admissions	12	14
Budget, finance & comp.	7	3
Bylaws	6	1
CAPT	23	-
Lectures	5	-
Medical education	14*	14
Nominations	10	1
Research	9	5
<b>Steering</b>	8	-
Med students	8	15
Women & minorities	8	3
Program review	8	3
Med student admissions	9	3

***ad hoc* Committee of the Faculty Senate on Shared Governance**  
**February 9, 2022**

An *ad hoc* Committee of the Faculty Senate is 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.

The members of this committee will elect a chair or two co-chairs from among themselves.

# *Faculty Senate Ad hoc* Committee on Shared Governance

SOM FCSC

3-6-23

**Committee formed:** November 2022 per CWRU Faculty Senate charge in response to concerns from faculty, senators, and BoT.

**Goal:** Evaluate SG definition and practices in CWRU, identify strengths and weaknesses, recommend changes if needed.

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;
1. **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;
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  - c. any changes to general Senate operations to bring greater efficiency while maintaining or strengthening the faculty's role in shared governance.



**Structure:** two reps from each academic unit (senator + elected).

School				
CSE		Senator Representative 2020-2023	Capadona	Jeffrey
CSE		Faculty Body Representative	Akolkar	Rohan
LAW		Senator Representative 2022-2025	Beck	Anat
LAW		Faculty Body Representative	Pollis	Andrew
LAW		Faculty Body Representative	Strassfeld	Bob
SON		Senator Representative 2021-2024	Mazanec	Susan
SON		Faculty Body Representative	Voss	Joachim
WSOM		Senator Representative 2020-2023	Cola	Philip
WSOM		Faculty Body Representative	Case	Susan
SODM	Co-Chair	Senator Representative 2020-2023	Goldberg	Jerold
SODM		Faculty Body Representative	Hans	Mark
CAS		Senator Representative 2022-2025	Gran	Brian
CAS		Faculty Body Representative	Weiss	Gillian
SOM		Senator Representative	Bonomo	Robert
SOM	Co-Chair	Faculty Body Representative	Manor	Danny
MSASS		Senator Representative 2020-2023	Holmes	Megan
MSASS		Faculty Body Representative	Townsend	Aloen
ExOfficio		ExOfficio	Harte	Peter
Administration Appointee		Admin1	Feke	Donald
Administration Appointee		Admin2	Arendt	Michelle
Administration Appointee		Admin3	French	Shannon

Examine current language re SG  
in handbook / bylaws

Formulate /refine DRAFT  
working definition of SG

Solicit feedback (Leadership,  
Senate, faculty)

summarize SG language and practices  
in each School

Socialize with Schools

Prepare and  
distribute survey

Finalize definition

Report Recommendations

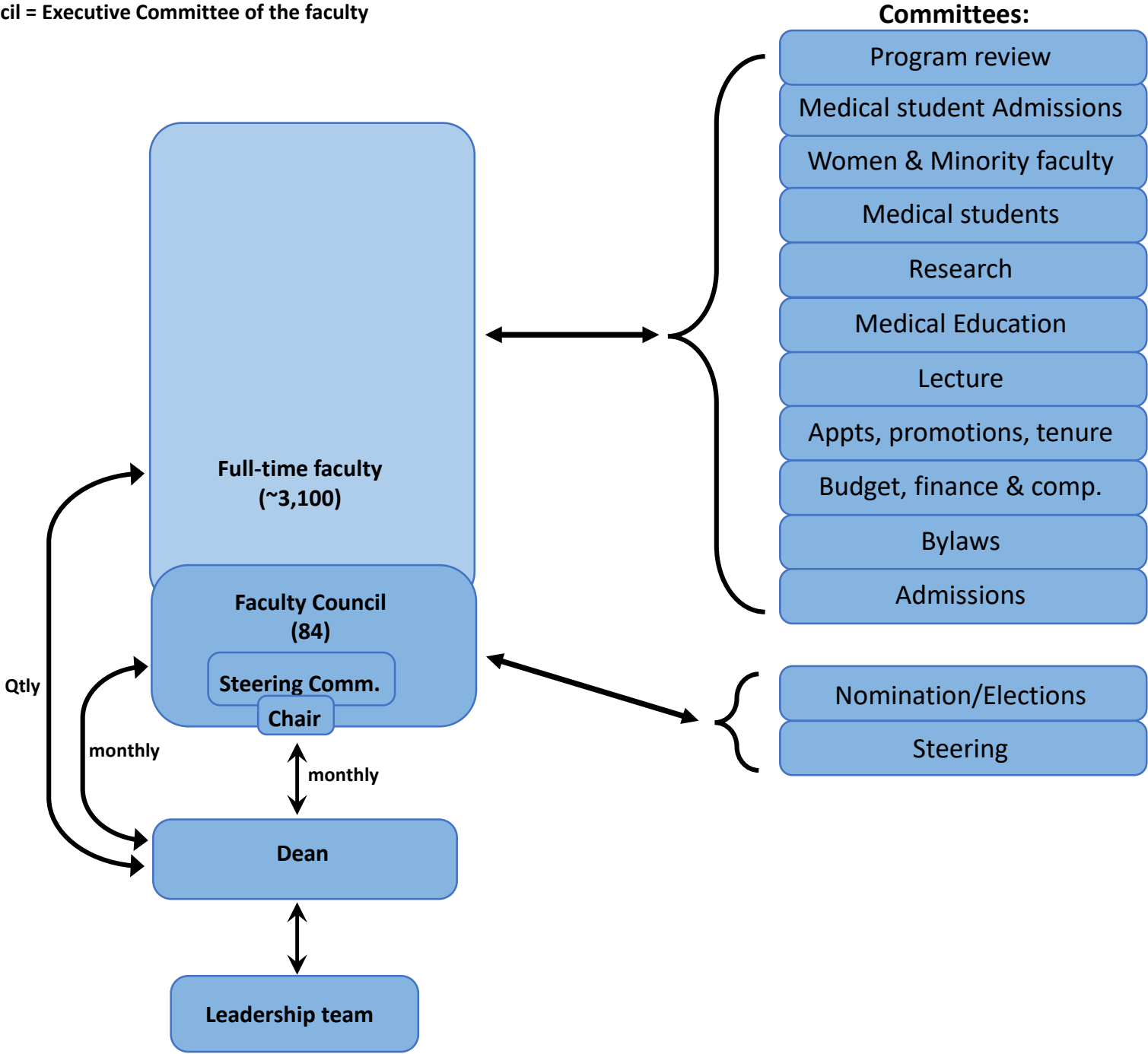
Feb-March '23

April-May '23

Summer '23

Fall '23

Faculty Council = Executive Committee of the faculty



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# Dean's Ad Hoc Committee on Appointments, Promotion, and Award of Tenure

Chairs: Rosa Hand and Cathleen Carlin

- Ensure that practices across five campuses remain compliant with the Faculty Handbook and SOM Bylaws and are sufficient to capture and promote faculty activities
- Provide recommendations on distinguishing and more explicitly defining the criteria for promotion versus the award of tenure with careful attention to the diversity of SOM faculty and their accomplishments in academic medicine
- Make recommendations on the sufficiency of the current standards, opportunities for improved processes, and offer guidance on considering information submitted in the two optional statements: 1) the COVID impact statement, and 2) the diversity statement.

# Dean's Ad Hoc Committee on Appointments, Promotion, and Award of Tenure

- What does it mean to be an academic and have a university appointment?
- What do you see as overarching themes/trends in promotion and tenure that might impact the CWRU process in years to come?
- What is your understanding regarding new requirements from the Provost's office for the COVID impact statement and Diversity statement?