

Hybrid Faculty Council Meeting
Meeting Minutes
September 18, 2023

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:09PM	Welcome and Chair Announcements	Matthias Buck	<p>The Chair called the meeting to order at 4:02PM and introduced himself as Chair and Professor, welcoming everyone to the first meeting of Faculty Council for 2023-2024. He noted that as a hybrid meeting there were 58 people on line and approximately 10 people in the room. (later the online total reached 82)</p> <p>All pertinent documents for the meeting can be found in the Faculty Council folder in BOX. The Chat function should only be used for attendance, or to post hyperlink and other information. Attendance is being kept for the Faculty Council Meetings.</p> <p>Members of the Faculty Council Steering Committee were introduced to Faculty Council. Any proposals or motions should be submitted a week before the Faculty Council Steering Committee meets and sent to Matthias Buck or Nicole Deming. The next meeting is October 2.</p>	
4:09-4:10PM	Approval of June Faculty Council Minutes	Matthias Buck	When polled there were no edits to the June 12 Faculty Council Meeting minutes. No one objected to accepting the minutes as posted in BOX.	The June 12 Faculty Council Meeting Minutes were approved by general consensus.
4:10-4:19PM	Summary of FY23 FC Business	Darin Croft	<p>Darin Croft, past Chair of Faculty Council, presented the Faculty Council Annual Report of Activities for 22-23. He stated that one of the most important things Faculty Council does is to review amendments to the bylaws and approve these changes. Faculty Council approved amendments to Article 3.5: Officers of the Faculty Council, and various relatively minor text changes in Articles 1-3.</p> <p>Changes to the committee charges for the Budget, Finance and Compensation Committee and the Medical Student Admissions Committee were approved. The new Aerospace Physiology Certificate was approved as was the closure of the UH Plastic Surgery Department</p>	

	Summary of FY23 FC Business (continued)		<p>.Faculty Council also approved the following motions: Statement on Dobbs v. Jackson Women’s Health Center SCOTUS Ruling, Support for SOM Faculty Development, and Recognition for Extraordinary Service. Topics were chosen for the Third Meeting of Faculty with Dean Gerson.</p> <p>The standing committees presented their annual reports. Miscellaneous pertinent presentations and updates were received.</p>	.
4:19-4:22PM	Faculty Council Steering Committee Report	Alan Levine	Dr. Levine provided an overview of topics and discussion from the September 11 Faculty Council Steering Committee Meeting.	
4:22-4:41PM	Discussion of all Zoom vs Hybrid Faculty Council Meetings	Anastasia Rowland-Seymour	<p>Dr. Rowland-Seymour noted that while currently Faculty Council meeting attendance is fair, the hybrid meetings held for the first meeting in September and last June proved to be more engaging with better attendance. If we meet hybrid, the location should rotate between CWRU/SOM and affiliates to average out the burden of travel and give different delegations a chance to be “in the room”.</p> <p>When discussion was opened to the floor it was noted that the hybrid is logistically more challenging although nice to meet colleagues from the affiliates. It was suggested that the first and last meeting could remain hybrid. It takes time to travel to other locations. It was felt that the fact that 68 people were on line and 10 physically present in BRB105 indicated what faculty were most comfortable with Zoom. In the interest of productivity, Zoom allows more people to participate</p>	<p>A motion was made and seconded to choose one from the following:</p> <p>A) All hybrid with every third meeting hosted at an affiliate (on average)</p> <p>B) Alternating Hybrid only every ~2nd time, i.e. Sept, Nov, Feb, Apr, June and rotate? (CWRU, Metro, UH/VA, CCF)</p> <p>C) Zoom only</p> <p>Vote: 19 in favor of A 11 in favor of B 24 in favor of C</p> <p>Since A and C did not have a majority, another vote will be taken to choose either A or C.</p>

	Discussion of all Zoom vs Hybrid Faculty Council Meetings (continued)			<p>A motion was made by a FC member and seconded by a FC member to vote for either A or C.</p> <p>Vote: 20 in favor of A 31 in favor of C</p> <p>Option C passes. All Faculty Council Meetings will be held via Zoom.</p>
4:41-4:59	Presentation on Research and Renovation Projects	Bill Schiemann	<p>Dr. Schiemann provided updates on the renovations for the Robbins Building (project, square feet, budget and cost) giving the timeline for Gross Anatomy, Robbins 4, and Prior Center Freezer Relocation. Additional space requirements are still being discussed.</p> <p>He summarized the Research Portfolio from 2019 to 2023, showing the breakdown between CWRU/UH/MetroHealth and CCLCM. Combined totals for NIH were \$1.7B over these years. Dr. Schiemann explained the Bridge Funding Program's recent activity (2022-present) and Historical Activity (2008-present). The SOM Recruitment plan is to increase net basic science faculty by 10% in five years (target – 23 recruitments/ year) with 15% of new basic science faculty coming from URiM groups (Target: 4-5 URiM Recruitments/year (Amounts to 100+ recruitments to grow by 10%). Thirty-one retention packages were ongoing and/or completed. Five declined the retention package and left the university; two accepted and eventually left for new academic institutions.</p> <p>Dean Gerson expressed an interest in learning if the faculty who left and went to another institution provided a reason for leaving (i.e. are there patterns for longevity and retention?). Faculty Affairs does an exit interview but the data is confidential</p>	<p>Cindy Kubu stated that while she does have the data she needs to get sufficient samples of good qualitative coding. She will address this in the coming year.</p>

4:59-5:14PM	Presentation on BSTP/Graduate Recruitment	Marvin Nieman	<p>Dr. Nieman presented the Graduate Education Office Annual Update report. Of the 1,263 graduate students in the 18 different master's programs and the 17 PhD programs, fall enrollment was 835 for the master's programs, and 428 for the PhD programs. He then broke the programs down into categories. For the 2023 BSTP Recruitment, the committee reviewed 420 applications after triage with 188 virtual interviews, and offers of admissions made 103 (domestic (21 matriculating), 21 international (8 matriculating). Both in-person campus visits and virtual were used.</p> <p>The Dean supported 47 PhD students. The stipend for PhD students will increase by \$2,000 for the next academic year to keep us competitive with peer institutions.</p> <p>The CWRU – SACNAS Chapter (Society for Advancement of Chicanos/Hispanics & Native Americans in Science) was initiated by Jason Buitrago. It is open to all STEM fields, undergraduate and graduate students, postdoctoral fellows. Over 100 have signed up. Dr. Nieman provided an overview of events, and identified the scholars and mentors for the Dean's Scholars Pathway to Faculty, and mentor training.</p>	
5:14-5:28PM	Proposal to form a Faculty Council Ad Hoc Committee on SOM Faculty Engagement and Co-Governance	Matthias Buck	<p>Dr. Buck provided an overview for his proposal to form a Faculty Council ad hoc Committee on SOM Faculty Engagement and Co-Governance. He stated that one of the reasons this committee is needed is that within the last 15 years the SOM came in <u>last</u> in two surveys of faculty morale, when compared to the other seven schools at CWRU and other universities. A recent (2022) Gallop engagement poll had CWRU falling behind other universities in terms of faculty morale and engagement. The Faculty Senate Well-being committee has been formed, and the Faculty Senate Co-Governance committee will go out to schools to report, refine recommendations. Recommendations of these committees will not, however, address the unique needs of SOM faculty or consider how faculty interactions with our affiliates can be improved.</p> <p>The committee will consist of up to three basic science faculty, up to three clinical science faculty, from CCF, Metro, UH or VA, plus three Faculty in close contact with administration: FC Chair or Chair-elect. Nicole Deming, Assistant Dean for Faculty Affairs, Craig Hodges, Member of University Engagement Committee.</p>	

			Dr. Buck outlined the goals of the committee and stated that its duration would be two years. Those interested in membership can self-nominate (Faculty Council members and faculty-at-large) by sending a statement of interest to Matthias Buck and Nicole Deming by October 1.	<p>A motion was made by a FC member and seconded by a FC member to end discussion. No one objected.</p> <p>A motion was made by a FC member and seconded by a FC member to establish an ad hoc committee on Faculty-Administration Interactions, Co-governance and Engagement with the composition, charge and deliverables, as presented in the charge.</p> <p>Vote: 45 were in favor, 3 were against, and 0 abstained. The motion is approved.</p> <p>The motion passes.</p>
5:28-5:29PM	New Business		When Faculty Council was polled, there was no new business to be discussed.	
5:30PM	Adjourn		There being no other agenda items to address, the Chair adjourned the meeting at 5:30PM.	

Present

Robert Abouassaly
Joshua Arbesman
Moises Auron
Blaine (Todd) Bafus
Elvera L. Baron
Abigail Basson
Maura Berkelhamer
Neil Bruce
Matthias Buck
Adrienne Callahan
Aleece Caron
Mohamad Chaaban
Marta Couce
Darin Croft
Andrew Crofton
Margot Damaser
Mackenzie Deighen
David DiLorenzo
Jessica Fesler
Stephen Fink

Lisa Gelles
Bahar Bassiri Gharb
Ramy Ghayda
Matthew Grabowski
Alia Hdeib
Jessie Jean-Claude
Hung -Ying Kao
Gaby Khoury
Vijaya Kosaraju
Christina Krudy
Erin Lamb
Alan Levine
Lia Logio
Dan Ma
Tani Malhotra
Daniela Mehech
William Merrick
Gillian Michaelson
David Mihal

Rebecca Obeng
Anastasia Rowland-Seymour
Alicia Santin
Hemalatha Senthilkumar
Paul Shaniuk
Bryan Singelyn
Courtney Smalley
Phoebe Stewart
Usha Stiefel
James (Jim) Strainic
Ben Strowbridge
Joseph Tagliaferro
Nami Tajima
Patricia Taylor
Johannes von Lintig
Mark Walker
Robert Wetzel
Scott Williams
Wei Xiong

Absent

Moises Auron
Elvera Baron
Corinne Bazella
Dan Cai
Patrick Collier
Piet de Boer
Meelie DebRoy
Jonathan Emery
Corinne Falck-Ytter
Stan Gerson
Amy Hise

Sadashiva Karnik
Sangeeta Krishna
Mallika Lavakumar
Kelly Lebak
Jennifer Li
Shawn Li
David Ludlow
Janice Lyons
Dan Ma
Mariel Manlapaz
James Martin

Nathan Mesko
Rocio Moran
Dean Nakamoto
Attila Nemeth
Neal Peachey
Cyrus Rabbani
Deven Reddy
Tamer Said
Jacek Skowronski
Johannes von Lintig
Ari Wachsmann

Absent (continued)

Peter K. Kaiser

Eric W. Kaler

Raman Marwaha

Christopher McFarland

Leon R. White

Samina Yunus

Raed Zuhour

Others Present

Melissa Bonner

Nicole Deming

Jonathan Haines

Peter Harte

Joyce Helton

Siran Koroukian

Cynthia Kubu

Hua Lou

Danny Manor

Marvin Nieman

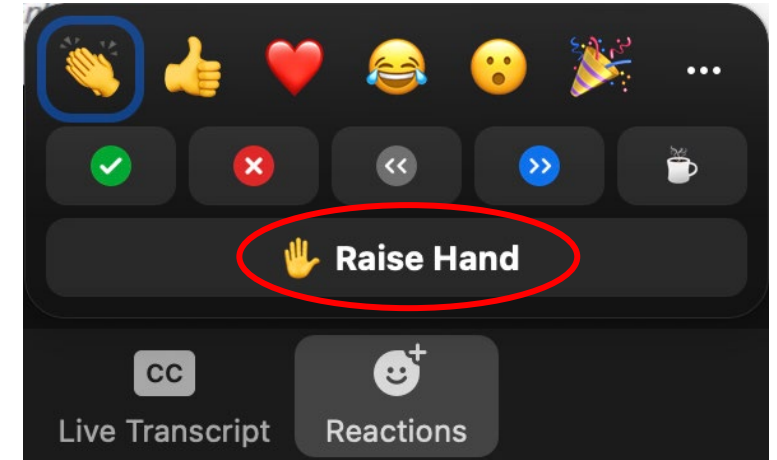
Bill Scheimann

Today's agenda

1. Chair's Announcements (Matthias Buck)
2. Approval of June Faculty Council minutes (Matthias Buck)
3. Summary of FY23 FC Business (Darin Croft)
4. Steering Committee Report (Alan Levine)
5. All Zoom vs. Hybrid Faculty Council Meetings? (Anastasia Rowland-Seymour)
6. Presentation on Research and on Renovation Projects (Bill Schiemann)
7. Presentation on BSTP/Graduate Recruitment (Marvin Nieman)
8. Dean's Announcements (Stan Gerson)
9. Proposal to form a Faculty Council *ad hoc* Committee on SOM Faculty-Administration interactions, co-Governance and Engagement (Matthias Buck)
10. New Business

Using Zoom at Faculty Council meetings

- Raise your hand (Reactions menu)
- Wait to be acknowledged
- Lower your hand when done
- Chat function
 - Enter your name for purposes of attendance
 - Do not use for side conversations or to ask questions
 - Can be used to post hyperlinks and other information
- Votes will be conducted using the polling function
 - If you call in, you should register a voice vote



Robert's Rules Review:

How to make and act on a motion

1. Motion is stated (“I move that....”)

➤ Motion must be seconded for debate to proceed!

2. Motion is debated

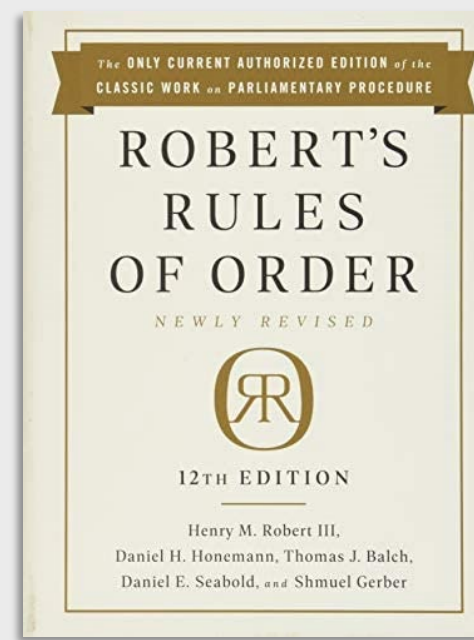
** Please speak only once if others have not spoken**

3. Debate proceeds until someone moves to end it

➤ This must also be seconded!

4. Motion to end debate must be approved (by vote or consent)

5. After debate ends, a vote is taken on the motion



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...

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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



NEWS




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](#)

Agenda items for Oct FC meeting

- Must be submitted by Sep.22nd (*this Friday*)
 - Send to Matthias Buck (mxb150@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on Monday, Oct 2nd (3:30-5:00 pm)
 - Set this day/time aside for possible presentation (Zoom)
- Feel free to plan ahead and send requests for November!

Faculty Council Meeting
Draft Meeting Minutes
June 12, 2023 (Hybrid Meeting)

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:03-4:07PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:03PM. Dr. Croft reminded the members that we are electing Chair-Elect, Faculty Council Steering Committee Members, and Faculty Council members to serve on the Nomination and Elections Committee. An email with the ballot link has already gone out. Voting will be open until noon on Friday, June 16. To date, fifty-five Faculty Council members have not yet voted. The elections for the standing committees have been completed and the NEC is in the process of validating the results.</p> <p>Juneteenth (Monday, June 19 – CWRU is closed) will be celebrated with a cookout on June 20 at noon at the Kelvin Smith Library Oval. Pride month will be celebrated with a variety of activities including a panel discussion with representatives from each campus on LGBTQ+ Healthcare Across the Five Campuses, June 21, noon to 1:00PM virtual zoom.</p> <p>FRAME for junior faculty (up to assistant professor) applications are due June 23. The fee is \$450 and can be paid by the individual or their department.</p> <p>This is the last Faculty Council Meeting of the academic year. A new member orientation (open to all members) is scheduled for September 11, at noon. Faculty Council Meetings will resume on September 18th. at which time Bill Schiemann will provide an update on research (originally on today's agenda but rescheduled due to other obligations).</p>	

4:07-4:12PM	Dean's Announcements	Dean Gerson	<p>The Dean stated that there has been a very active dialogue regarding the promotion and tenure processes for the SOM. The ad hoc CAPT has completed most of the institutional reviews. We are going to have to make serious assessments for the current processes for promotions and tenure. The committee is also actively listening to leaders of each of our institutions for their perspective on approaches to appointments and promotions for investigators and educators.</p> <p>Support criteria needs to be developed for clinical educators, clinical investigators, and clinicians, etc., who deserve the opportunity to be promoted. Criteria would be distributed more conscientiously for award of tenure, e.g. separating promotion to associate professor and award of tenure, and would make it easier for clinician colleagues to be promoted. It may take 4-6 months to streamline the approach in a definitive manner and support the Dean as he navigates the process.</p> <p>The Dean has begun meeting with the chairs of the departments to introduce a 5-year departmental review (still in the discovery phase). An announcement about the chairs of Pharmacology and Genetics should go out within the next 1-3 weeks.</p> <p>The Provost search is in the process of formulating a committee and plans to launch a national search before the start of the 2023-34 academic year, completing the process by December 31. The SOM Dean will be involved in the search process. President Kaler has named College of Arts and Sciences Dean Joy K. Ward as interim Provost.</p>	
4:12-4:13PM	Approval of the May Faculty Council Minutes	Darin Croft	When polled for edits of the May 12 Faculty Council Meeting minutes, no suggestions were made. As no one was opposed, the minutes are accepted as posted.	The minutes are accepted as posted by unanimous consent.
4:13-4:18PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the June 5 Faculty Council Steering Committee meeting.	
4:18-4:53PM	Proposed Amendments to Articles 1-3 of SOM Bylaws (Bylaws Committee)	Peter Harte	The proposed Amendments to Articles 1-3 of SOM Bylaws (Bylaws Committee) are the first batch of amendments to come out of the 5-year review. Dr. Harte explained that the five articles, which are being amended, are quite uncontroversial and Faculty Council should be able	

	Proposed Amendments to Articles 1-3 of SOM Bylaws (Bylaws Committee) (continued)	Peter Harte	<p>to review the changes quickly. He went over the articles and the changes that were proposed. The document showing the old and new text, and the rationale behind the changes, is attached.</p> <p>It was suggested that the amendments be voted upon as a block excluding Section 2.6 which was then opened to the floor for discussion. The amendment to Section 2.6 was to delete “including the university program, the college program and the medical scientist training program (MSTP)”. Dr. Harte explained that in the charge it very clearly states the purpose of this listing so there is no need for this text.</p> <p>The Chair clarified that we are voting on approval of the amendments posted with the exception of 2.6a.</p>	<p>A motion was made by a FC representative and seconded by a FC representative, to delete this section. The floor was then opened for discussion</p> <p>A motion was made by a FC representative and seconded by a FC representative to end discussion on all other amendments. There were no objections to ending the discussion and move to a vote.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve the changes to articles 1, 2.1, 2.2, 2.6d, 3.5, and 3.6.</p> <p>Vote: 35 were in favor, 0 were against, and 3 abstained. The motion is approved.</p> <p>When polled, there were no objections to ending the discussion on article 2.6a and move to a vote.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve the deletion of the following text from 2.6a: “including the university program, the</p>
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			<p>When polled, there was no further discussion, and proceeded to a vote.</p>	<p>college program and the medical scientists training program (MSTP)”.</p> <p>Vote: 23 were in favor, 12 were against, and 4 abstained. The motion is approved.</p> <p>A motion was made by a FC representative and seconded by a FC representative to approve Amendment 2.6a with the text deleted.</p> <p>Vote: 33 were in favor, 2 were against, and 2 abstained. The motion is approved.</p>
4:53-4:55PM	Discussion of 5-Year Chair and Internal Departmental Reviews		<p>The Chair offered members an opportunity to discuss feedback on the 5 -year chair and internal departmental reviews proposal which the Dean will be instituting. The document with details is in the Faculty Council folder in BOX.</p> <p>It was noted that the proposal seems to have been favorably received. In the past it has been very productive, and always a good idea to solicit peer evaluations.</p>	
4:55-5:06PM	New Business		<p>Matthias Buck pointed out that the breakdown of Faculty Senate representation from the medical school has been discussed several times in the NEC meetings and puts forth the following motion, which does not require a second, and is open for discussion:</p> <p>“Motion to the Faculty Council of CWRU-SOM: endorsed by NEC on 6/12/23 6:1:1</p> <p>Whereas, the composition of Faculty Senators is an important aspect of their service, and whereas, the Faculty Senate should be representative of the diverse faculty members of the School of Medicine, including both basic science and clinical faculty members, and whereas, the current bylaws do not specify that the Nominating and Elections</p>	

			<p>(NEC) specify that at least two "basic science" department and at least two "clinical" department faculty member serve on the faculty senate, Be it resolved that the FC of CWRU-SOM requests that the Bylaws Committee generate a section of the bylaws specify that the NEC will make efforts to ensure that at least two "basic science" department and at least two "clinical" department faculty member serve on the faculty senate.</p> <p>This motion is intended to ensure that the Faculty Senate includes a diverse representation of the faculty members of the School of Medicine.”</p> <p>When the floor was opened for discussion, it was suggested that this should be a bylaws amendment, which would be favorable to the university while still being respectful of the electorate, and would promote diversity while still allowing latitude for the SOM to elect faculty senators. It was felt that it needed the bylaws committee to frame it and frame it correctly.</p> <p>Discussion was ended and it was suggested that a vote be made on this amendment that the Bylaws Committee clarify the language striving for something more definitive.</p>	<p>A motion was made by a FC representative and seconded by a FC representative to approve sending Matthias Buck’s amendment to the Bylaws Committee.</p> <p>Vote: 27 were in favor, 1 was against, and 4 abstained. The motion is approved.</p>
5:06-5:20PM	SOM Professional Conduct Committee	Cynthia Kubu	<p>Dr. Kubu provided an update on the ongoing work of the Professional Conduct Committee. In February of 2020, Faculty Council voted to create an ad hoc Committee on Professionalism tasked with identifying best practices with respect to professional codes of conduct for faculty, drafting a professional code of conduct for faculty in the SOM, and providing a recommendation on a Professional Conduct Committee if the ad hoc committee deemed it necessary. The ad hoc committee unanimously agreed.</p> <p>The role of the Professional Conduct Committee is to promote the highest ideals of professionalism in the SOM and serve as a</p>	

			<p>peer advisory committee for faculty, chairs and administration when professionalism lapses occur (professional lapses, not personal), and helping faculty the best they can so future lapses do not occur. It is not a disciplinary committee but serves as a resource to support professionalism. It is chaired with the responsibility of reviewing cases and providing support in situations. The Professional Conduct Committee will compliment, not supplant, the SOM Bylaws and CWRU Faculty Handbook. It is not intended to replace the standards for professional responsibility in the Faculty Handbook.</p> <p>This committee has three co-chairs. Representatives in psychiatry and psychology were included because often these lapses occurs due to psychological factors. Launching will be in mid-June. Access the Committee via ProfCond@Case.edu or the SOM Portal. While anonymous complaints can be made, they cannot be acted upon. Dr. Kubu stressed that the portal is a confidential manner of access.</p> <p>Members were chosen for this committee by requesting that leadership (from the five different campuses) identify individuals. In the future, it could very well be the case of elected vs. appointed. The committee is not disciplinary or punitive; it operates on the assumption that we all make mistakes. The committee works in concert with the Office of Equity.</p>	
5:20-5:25PM	Other New Business		<p>When solicited, there were no other topics of new business to be addressed. Dr. Croft invited everyone to join the reception after the meeting and thanked everyone for allowing him to serve as chair for the last 1-1/2 years. He wished Matthias Buck well as the new Faculty Council Chair, and thanked everyone for their service.</p>	
5:25PM	Adjourn		<p>There being no further items to be addressed, the Chair adjourned the meeting at 5:25PM.</p>	

Present

Robert Abouassaly
Moises Auron
Blaine (Todd) Bafus
Neil Bruce
Matthias Buck
Aleece Caron
Mohamad Chaaban
Darin Croft
Andrew Crofton
Jonathan Emery
Jessica Fesler
Stephen Fink
Stan Gerson

Ramy Ghayda
Peter Harte
Jessie Jean-Claude
Andrew Jones
Vijaya Kosaraju
Erin Lamb
Kelly Lebak
David Ludlow
Danny Manor
Christopher McFarland
Sam Mesiano
Gillian Michaelson
David Mihal

Dean Nakamoto
Attila Nemeth
Arne Rietsch
Tamer Said
Anastasia Rowland-Seymour
Bryan Singelyn
Usha Stiefel
Ben Strowbridge
Patricia Taylor
Johannes von Lintig
Robert Wetzel
Sherry Yu
Raed Zuhour

Absent

Alicia Aguilar
Elvera L. Baron
Corinne Bazella
Bahar Bassiri Gharb
Maura Berkelhamer
Dan Cai
Bryan Carroll
Patrick Collier
Margot Damaser
Piet de Boer
Meelie DebRoy
David DiLorenzo
Katherine DiSano
Corinna Falck-Ytter
Robert Geertman
Rachael Gowen
Matthew Grabowski
Alia Hdeib

Amy Hise
Peter K. Kaiser
Eric W. Kaler
Hung -Ying Kao
Sadashiva Karnik
Gaby Khoury
Sangeeta Krishna
Mallika Lavakumar
Alan Levine
Shawn Li
Lia Logio
Dan Ma
Tani Malhotra
Mariel Manlapaz
Raman Marwaha
Daniela Mehech
William Merrick

Nathan Mesko
Rocio Moran
Cyrus Rabbani
Elie Anthony Saade
Linda Dalal Shiber
Jacek Skowronski
Courtney Smalley
James (Jim) Strainic
Phoebe Stewart
Joseph Tagliaferro
Nami Tajima
Sarah Tehranisa
Daniel Tisch
Johannes von Lintig
Ari Wachsman
Mark Walker
Wei Xiong

Others Present

Sarah Augustine
Abigail Bassosn
Nicole Deming

Joyce Helton
Cynthia Kim
Cynthia Kubu

Janice Lyons
Scott Williams

Faculty Council Annual Report of Activities 2022-23

September 19, 2022

Darin A. Croft, PhD

Chair of Faculty Council, 2022-23

Bylaws Amendments approved

- **Article 3.5: Officers of the Faculty Council**
 - defines procedures for dealing with premature vacancy of FC Chair
 - also clarifies succession plan and duties
- **Articles 1-3**
 - Various relatively minor text changes
 - Generated from the Bylaws Committee's 5-year review of the SOM Bylaws with input from faculty (via survey) and the dean
 - Articles 1, 2.1, 2.2, 2.6a, 2.6d, 3.5, 3.6

Changes to committee charges approved

- Budget, Finance, and Compensation
- Medical Student Admissions

New educational programs approved

- Aerospace Physiology Certificate

Department status changes approved

- Closure of UH Plastic Surgery

Other motions approved

- Statement on Dobbs v. Jackson Women's Health Center SCOTUS ruling
 - (Letter sent to CWRU President and SOM Dean; also posted on CWRU's reproductive health website)
- Support for SOM Faculty Development
 - "The SOM Faculty Council Faculty Council advocates 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"
- Recognition for extraordinary service
 - "The SOM Faculty Council supports recognizing the extraordinary service workload of the Faculty Council Chair and certain Standing Committee chairs via financial supplements and requests that the Faculty Senate: (1) consider the feasibility of a creating university-wide mechanism for providing and/or facilitating such incentives; and (2) review Section III of the Faculty Handbook with respect to current practices of providing administrative supplements and whether this section should be amended to match current practice."

Other motions approved (continued)

- Topics for Third Meeting of Faculty (with Dean Gerson)
 - Promotion and Tenure: What can be done to facilitate clinical faculty being promoted in the “clinical excellence” or “education” categories in terms of defining criteria and developing resources? What is being done to try to address the lack of female tenure track professors?
 - Faculty Salaries: How can this process be made more transparent at all levels (e.g., between university and school, school and chairs, chairs and faculty)
 - Medical Education: What do you see as the biggest current challenges facing medical education, and what do you think we should do to address those challenges?

Reports of Standing Committees received

Standing Committee	Month(s)	Presenter(s)
Appointments, Promotions, & Tenure	September	Colin Drummond
Biomedical Research	(none)	n/a
Budget, Finance, and Compensation	March	John Wang
Bylaws	October	Piet de Boer, Peter Harte
Lecture	December	David Buchner
Medical Education	January	Corrine Bazella
Medical Students	November	Sarah Augustine
Medical Student Admissions	September	Christian Essman
Nomination and Elections (FC Committee)	December	Scott Howard
Program Review	April	Nick Ziats
Steering (FC Committee)	(monthly)	Matthias Buck
Women and Minority Faculty	March	Amy Hise

Other presentations and updates received

- Faculty Senate reports (Alan Levine)
- Dean's updates (Stan Gerson)
- SOM PhD and MS admissions (Marvin Nieman)
- Med Ed Scholars Pathway and Interprofessional Scholars Collaboration in Teaching and Learning/iSCTL (Amy Wilson-Delfosse)
- SOM Faculty Development (Susan Friemark)
- Basic science faculty salary review (Jonathan Haines)
- SOM data from CWRU climate survey (Elizabeth Fehsenfeld)
- DEI strategic plan and new reporting portal (Tina Roan-Lining)
- Faculty Senate ad hoc Committee on Shared Governance (Danny Manor)
- Professional Conduct Committee (Cynthia Kubu)

Steering Committee (2022-23)

Name	Department	Office
Darin Croft	Anatomy	Chair
Matthias Buck	Physiology and Biophysics	Chair-elect
Peter Harte	Genetics & Genome Sciences	
Bill Merrick	Biochemistry	
Anastasia Rowland-Seymour	Internal Medicine - MHMC	
Usha Stiefel	Medicine - VACMC	
Johannes von Lintig	Pharmacology	

Faculty Engagement

- Current Faculty Attendance at FC meetings is fair
 - (often near to not having quorum- need 43 voting members)
- Would like to engage more Clinical Faculty at Affiliate Institutions
- Currently meetings are virtual except :
 - First (Sept) and Last (June) meeting of FC are hybrid (CWRU/SOM BRB105)
- Some FC members expressed a desire to get to know each other more
- In person meetings allow for understanding the “temperature of the room” on certain topics
- Hope: More in-person / hybrid meetings may increase engagement/attendance

Faculty Engagement

- If we meet in hybrid, location should rotate between CWRU/SOM and affiliates
 - to average out the burden of travel
 - give different delegations a chance to be “in the room”

Faculty Council Meeting Proposal

Please vote on option which you believe would serve Faculty Council business best

And is at the same time most compatible with your schedule

- A)** All hybrid with every third meeting hosted at an affiliate (on average)
- B)** Alternating Hybrid only every ~2nd time, i.e. Sep, Nov, Feb, Apr, June and rotate? (CWRU, Metro, UH/VA, CCF)
- C)** Zoom only

Faculty Council Steering Committee

Bill Schiemann, PhD

Vice Dean for Research & Innovation

Goodman-Blum Professor in Cancer Research

Professor, Department of Biochemistry

Director, Case CCC Pilot Program

EC Member, Case CCCC



You Asked For Updates On..

- 1) Robbin's and Other Renovations → timeline, costs, *etc.*
- 2) Research Portfolio → success at NIH and elsewhere
- 3) Bridge Funding → utilization and philosophy
- 4) Recruitment & Retention → success rate and costs

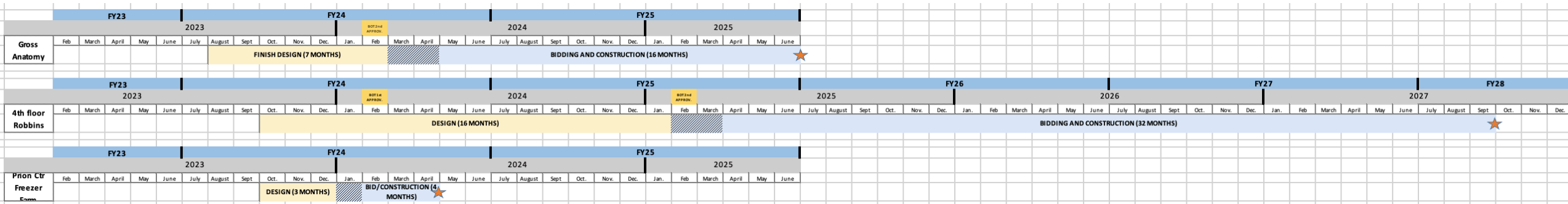
Planned SOM Renovations (144,100 sq ft)

Note: Timeline and budget subject to change without prior notification.

Project	Gross Sq. Ft	Budget	Cost/GSF	
Neurosciences	21,000	\$9.2M	\$438	Robbins 7 th floor
Gross Anatomy	13,400	\$8.0M	\$597	Robbins ground floor
4th floor Robbins	31,500	\$21M	\$667	
CCMSB Freezer Farm (Prion Center)	1,700	0.32M	\$190	
2nd floor Robbins	21,000	\$8.5M	\$405	
Ground floor Classrooms Robbins	5,500	\$1.1M	\$200	Wood/Robbins ground floor
3rd floor Robbins	31,500	\$23M	\$730	
1st floor Robbins	18,500	\$7.1M	\$384	Study space/ Office hoteling/ Dry research

Planned SOM Renovations (144,100 sq ft)

Timeline for Gross Anatomy, Robbins 4, and Prior Center Freezer Relocation



Additional SOM Space Needs in Discussion

- Exit IOP and Relocate Labs
- Center for Community Health Integration (4000 sq ft @ \$0.32M)
- Chemical Biology Expansion (Wood RT6; 4000 sq ft @\$1.2)
- MS Anesthesiology Program (HEC space; consolidate health careers)
- Dry Research (maximize HEC space)
- ISEB and SOM footprint

Research Portfolio (2019-2023)

CWRU/UH/MetroHealth

Fiscal Year	Total NIH	Total Federal Subs	Total
FY19	\$173,441,758	\$28,921,513	\$202,363,271
FY20	\$179,990,388	\$30,413,301	\$210,403,688
FY21	\$169,514,959	\$34,489,298	\$204,004,257
FY22	\$178,793,185	\$36,951,545	\$215,744,731
FY23	\$170,603,665	\$45,564,435	\$216,168,101
Grand Total	\$872,343,956	\$176,340,092	\$1,048,684,047

CCLCM

Fiscal Year	Total NIH	Total Federal Subs	Total
FY19	\$103,986,351	\$15,811,208	\$119,797,559
FY20	\$112,726,919	\$17,204,067	\$129,930,986
FY21	\$114,419,845	\$21,576,235	\$135,996,080
FY22	\$124,916,423	\$21,701,921	\$146,618,344
FY23	\$131,431,233	n/a	\$131,431,233
Grand Total	\$587,480,771	\$76,293,430	\$663,774,201

Combined Totals

Fiscal Year	Total NIH
FY19	\$322,160,830
FY20	\$340,334,674
FY21	\$340,000,337
FY22	\$362,363,074
FY23	\$347,599,334 *
Grand Total	\$1,712,458,249

* Missing CCLCM Fed Subs

Bridge Funding Program

Recent Activity (2022-present)

- Received and reviewed 4 bridge funding applications
 - 3 applications in 2022
 - 1 application in 2023
- Funded all 4 applications (total support \$490,000)

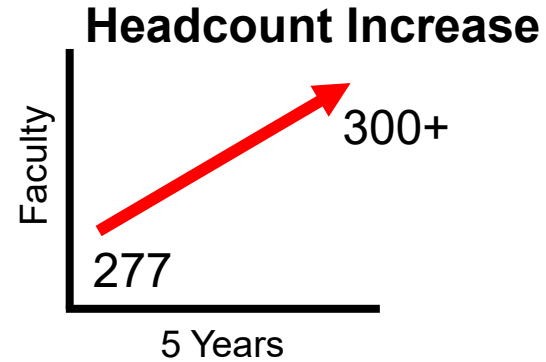
Historical Activity (2008-present)

- Received and reviewed 125 bridge funding applications
- Funded 102 applications (ranged from \$25k to \$244k)
- Total support \$10,159,880

Recruitment

SOM Recruitment Plans

- Increase **net basic science** faculty by 10% in 5 years
 - 3-6% yearly attrition rate (leave; retire; death)
 - *Target:* 23 recruitments/year
- 15% of new **basic science** faculty from URiM groups
 - *Target:* 4-5 URiM recruitments/year
- Amounts to 100+ recruitments to grow by 10%



Annual Turnover
~3-6% (~8-16 per year)
6% historical average

**Research :
Education**
3:1

URiM %
15%
(4-5 per year)

UH-Based Depts
~2 per year

**110-140 hires
over next 5 years**

Retention

Recent Activity (July 2020-present)

- Ongoing and/or completed 31 retention packages
 - 5 declined retention package and left university
 - 3 to industry & 2 to academic institutions
 - 2 accepted and eventually left for new academic institutions
- 23% of faculty retentions were handled by JSLC (Joint School Leadership Council)

Thank You!!



U.S. Department of Veterans Affairs
Veterans Health Administration
VA Northeast Ohio Healthcare System

Graduate Education Office Annual Update

September 18, 2023

Marvin Nieman, PhD

Vice Dean for Graduate Education



CASE WESTERN RESERVE
UNIVERSITY
School of Medicine

Graduate Education Office

Total Fall 2023 Enrollment

1263 Graduate Students

- 18 different master's programs

Fall 2023 enrollment of 835

- 17 PhD Programs

Fall 2023 enrollment of 428



Master's Programs

Master's Category	Fall 2023 Total Enrollment
Biotech Programs (Biochem, RGME, MSTPS)	42
Clinical Programs (MSA, PA, GC)	267
Informatics Programs (BHI, Biostats, SYBB)	41
MPH/NTR/Bioethics/Clinical Research	223
Post-bacc Programs (ANAT, MSMP, PATH)	262
Grand Total	835



PhD Programs

- **Fall 2023 enrollment 428**
88 new students
- Dean supported
47 students
\$3,490,972 in support

Program	Total	Dean's Funding
BSTP	38	37
Epi-Bio	5	5
BHI	4	3
CTS	7	2
Biochemistry	3	
Mol Biology	1	
Genetics	1	
Pathology	1	
Pharmacology	1	
Systems Biology	1	
Mol Medicine	12	
MSTP	14	
Total Slots	88	47



2023 BSTP Recruitment

Committee review of applicants

- ~420 applications reviewed after triage

Virtual interviews

- 188 applicants interviewed

Offers of admissions made

- 103 domestic (32 matriculating), 21 international (8 matriculating)



2023 BSTP Recruitment

In person campus visits (optional)

- 78 attended (33% yield on in person visits)

Virtual visits

- 12 attended (50% yield on virtual visits)
 - many international students in this 12

Demographics:

- 9/32 domestic applicants identify as underrepresented or disadvantaged (28%)
- 20 % international students



2024 BSTP Recruitment

Application and Interviews:

- Application deadline 1/1
- Interviews begin 11/3
- Process complete by 2/9

In person visits

- Jan 25-27
- Feb 15-17
- Feb 29-Mar 2
- Mar 21-23 (WL candidates)

Virtual visits

- Mar 8
- April 5 (WL candidates)



Stipend for PhD Students

The stipend for PhD students will increase by \$2000 for the next academic year.

2021-2022	\$31,000
2022-2023	\$33,500
2023-2024	\$35,000
2024-2025	\$37,000

This was done to keep us competitive with peer institutions.



Planned Growth of the PhD Programs

2024 - 54 total PhD Students

- 40 BSTP
- 10 PQHS
- 4 Bioethics

2025 - 54 total PhD Students*

- 43 BSTP
- 11 PQHS

2026 - 57 total PhD Students*

- 43 BSTP
- 11 PQHS
- 4 Bioethics

*subject to review each year



SACNAS and ABRCMS

SACNAS - San Juan, PR

- Marvin Nieman and Jason Buitrago visited UPR - Rio Piedras campus.
- 98 leads from SACNAS 57 more from UPR campus visit



ABRCMS - Anaheim, CA

- Marvin, Jason, Heather Broihier, Scott Williams, Hua Lou, PREP scholars, Michele Cruz (MSTP student), NaShea Kendrick (PhD student)
- 126 leads





**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine

Graduate Education Office

CWRU - SACNAS Chapter

Initiated by Jason Buitrago

Provisional Status from SACNAS May 2023

Open to all STEM fields

Undergraduate and Graduate Students

Postdoctoral Fellows

Over 100 have signed up



Dean's Scholars Pathway to Faculty

Scholar

Jonnelle Edwards-Glenn, PhD

Ben Shaw, PhD

Shannon Walker, PhD

Mentor

Sanjay Rajagopalan, MD

Jessica Williams, PhD

Darcy Freedman, PhD

The process will open for 2024 in October.



CASE WESTERN RESERVE
UNIVERSITY
School of Medicine

Graduate Education Office

Mentor Training

Entering Mentoring - A program designed for biomedical research.

Aligning Expectations (Nieman) (January)

- 59 attended

Articulating Your Mentoring Philosophy and Plan (Chakrapani) (June)

- 38 attended (14 attended both sessions)

Maintaining Effective Communications (Mears) (October)



Faculty-**A**dministration Interactions, **C**o-governance and **E**ngagement: “**FACE**”

Why is this needed?

Context: CWRU's Reputation and its Faculty are at the Heart of our Success as an Institution

Not a new problem: Within the last 15 years SOM came last in 2 surveys of faculty morale compared to the other 7 schools at CWRU and other universities. A Dean's “Climate survey task-force” was formed in 2012 (chaired by Alan Levine) and made recommendations to Dean Davis.

Recent (2022) Gallop engagement poll had CWRU fall behind other universities in terms of faculty morale and engagement. A university ‘engagement’ committee with administrators and only initially one faculty member was formed. The Faculty Senate recommended to modify the composition to include faculty – SOM rep is Craig Hodges.

Why now?

The Faculty Senate Well-being committee has been formed, and the Faculty Senate Co-Governance committee will go out to schools to report, refine recommendations

FACEcontinued

...still Why?

Recommendations of these committees will not address the unique needs of SOM faculty or consider how faculty interactions with our affiliates can be improved.

Somewhat of a conundrum: What influence, if any, does “organized” faculty have on leadership of affiliates?

Who? ...You: Please send your Statement of Interest to mxb150 & nmd11

up to 3 basic science faculty

up to 3 clinical science faculty, from CCF, Metro, UH or VA

+ 3 Faculty in close contact with administration:

FC Chair or Chair-elect

Nicole Deming, Assistant Dean for Faculty Affairs

Craig Hodges, Member of University Engagement Committee

FCSC endorsed Charge for FC ad hoc “**FACE**” Committee

- Explore options on how to better engage faculty in meaningful service and leadership. What are the strength of the faculty in different settings?
- Suggest mechanisms for better faculty-administration interactions and a sense of SOM co-governance, each side contributing their respective strengths.
- Identify specific issues in which faculty could have “at-the table” decision input at SOM and affiliates.
- How could these activities become more recognized by leadership, incl. hospital dept. chairs and higher-up leadership? Can we identify/request resources esp. at the Affiliates to aid faculty organization and input into issues?
- Work closely with SOM’s representative(s) on Senate Faculty Well Being committee (Alan Levine), Senate ad hoc co-governance committee (Danny Manor), Gallop Poll/Faculty engagement committee (Craig Hodges)
- Duration 2 years

Deliverables:

Already mentioned in charges above (suggest improvements for greater efficiency and effectiveness)

Meeting minutes, Interim written reports at the end of each semester, end or beginning semester report to FCSC and FC.

Final report with suggestions for implementation by June 2025

{Monthly meetings, additional meetings as necessary}

Deciding Membership:

(Self)-Nomination by FC members and Faculty at large by sending a Statement of Interest to Matthias Buck (mxb150) and Nicole Deming (nmd11) by Oct 1st. [usu. format, email will go out]

Then FCSC will discuss candidates at Oct 2nd meeting

If there > 3 candidates for basic science, clinical faculty who want to participate, we will hold a FC wide election.

Proposed motion

“Faculty Council tasks the Steering Committee to establish a FC *ad hoc* committee on

Faculty-Administration Interactions, Co-governance and Engagement

with the composition, charge and deliverables, as presented in preceding slides”