SCHOOL OF MEDICINE
CASE WESTERN RESERVE UNIVERSITY

Faculty Council Meeting
Meeting Minutes
January 22, 2024

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:03-4:07PM	Welcome and Chair Announcements	Matthias Buck	The Chair called the meeting to order at 4:03PM. The Dean's significant conversations will resume on February 14 and April 10 and will be held as hybrid meetings (BRB105 and via Zoom). The SOM elections for senators for faculty senate and the engagement survey will be coming out before the February Faculty Council Meeting. Agenda items for consideration at the Faculty Council Steering Committee's February 5 Meeting need to be submitted by January 26. The chair presented a brief overview of today's agenda items.	
4:08-4:09PM	Approval of December Faculty Council Minutes	Matthias Buck	When polled, an edit was suggested to the December 18 Faculty Council Meeting minutes.	A motion was made by a Faculty Council member and seconded by a Faculty Council member to approve the December meeting minutes as amended. Vote: 30 were in favor, 0 were against, and 1 abstained. The motion is approved
4:09-4:14PM	Report from Faculty Council Steering Committee Meeting	Alan Levine	Dr. Levine presented an overview of topics discussed at the January Faculty Council Steering Committee Meeting. Three guests presented reports to the FCSC and then to Faculty Council today: Bill Merrick (the Committee on Budget, Finance and Compensation), Derek Taylor (Infrastructure), and Suzanne Brady-Kalnay (Committee on Biomedical Research). One issue identified early on, and that will need to be addressed, is that not all departments have published metrics to gauge faculty contributions to the school when	

			used to evaluate faculty compensation. There is no current information as to what the process will be, just that we are aware of the inconsistency between the bylaws from the Faculty Senate and the bylaws from Faculty Council. The FCSC also reviewed applications of faculty being considered for emeritus status. Appointments, promotions and award of tenure packets are reviewed by the FCSC for equality and fairness across the decision-making process. They look at files in aggregate to ensure that the same criteria and standards are met. Dr. Buck had made an introductory comment regarding the issue of tenure at UH which was directed from the Faculty Council to the Faculty Senate about a year ago. The Faculty Senate has acted and are still drafting their final set of guidelines. Once they are available it will be shared with Faculty Council.	
4:14-4:19PM	Report from University Faculty Senate/Senate Executive Committee	Elvera Baron	Dr. Baron provided summary of discussion at the December Faculty Senate meeting.	
4:19-4:24PM	Dean's Announcements	Stan Gerson	The Dean noted that it has been a week since MLK Day and hoped that everyone had been able to hear Ed Barksdale's conversation or the Dean's short video. He reminded the members of Dr. King's famous quote: "We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there "is" such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action." We are awaiting the commentary from the Faculty Senate on UH regarding tenure appointment. We are 45 days from renewing our compliance with the LCME guidelines; the Dean applauded the efforts of everyone involved. Faculty Council will be updated on how this proceeded. Finance is working with the basic science departments' financial review for the upcoming year. Serious attention is being given to the revision of the appointment tenure	.

			process. When questioned about our new normal and new routine the Dean explained that while we are still getting over Covid, he stressed the importance of how we educate and conduct our research, and how we interact and have engagement with our peers and our students, friends and colleagues. How much time we spend together on campus, in-person and at a distance, and how effectively we are innovating to provide the best scholarship that we can.	
4:24-4:36PM	Committee on Compensation, Budget and Finance	William Merrick	The committee has made a recommendation to revise the CWRU SOM bylaws under section 5.7 Tenure Salary Guarantee. The proposed new wording is "Award of tenure for the faculty of the School of Medicine is accompanied by a guarantee of salary that is equal to at least the last base salary commitment from the previous year". It would be left to the Bylaws Committee to improve the wording if necessary. It is possible that there will be some additional statements that will relate to individuals who are basically working in the clinical departments; we are waiting to hear from the Faculty Senate. Statements about tenure and salary may end up being specific for each school, consequently showing up in the bylaws of each of these schools and colleges. On average salaries increased about 3% annually. Values obtained indicate we average about 15% below comparative school salaries. An additional 3-4 % must be added to close the gap between median salaries over the next five years. In essence the university would have a 6-7 % salary raise pool over the next five yrs. A resolution to this effect was approved by the full Senate. Compensation is salary plus fringe benefits. Two years ago, fringe was reduced by half in the category of retirement contribution. This wording was put up to restrict the administration from dipping into the fringe benefit pool for money for various purposes. The change recommended in section b was the policy of the university not to reduce the	

			This recommendation was tabled when it was considered that in order to do this the university would have to declare financial exigency, having a poor outcome on the university, affecting bond rates, etc. A refined motion will be presented to the Senate at a future meeting, which states the compensation for the faculty member shall be reduced only with an approval of 2/3 of university faculty. This would prevent the university from using fringe benefits funds to balance the budget. Not an annual report but interim report. There are discussions occurring in the Faculty Senate that will influence the SOM (primarily faculty tenure track positions in the clinical departments). Initially last year several schools were planning a salary freeze but the president intervened and insisted they had to get at least a 2% increase. The medical school is in the black for this year so hopefully we can look forward to a 5-6% raise pool. Towards the end of the year, we will know more about the tenure/financial implications matter and have input from the Faculty Senate.	
4:36-4:51PM	Resolution on Faculty Input into Chair's Appraisal	Matthias Buck	Dr. Buck offered suggestions as to how faculty might provide input to assess performance of an academic chair (personal conversations with chair, emails to the dean, tenure departmental review, anonymous or individual comments through the grievance portal Chairs would like to know how they can tweak their leadership style, and/or acquire additional training or coaching. As an example, Dr. Buck noted that Article 9 of the School of Engineering bylaws states that "The Dean of Engineering, in consultation with the faculty, shall review the performance of the department chairs no later than one year prior to the end of the appointment and no later than the third year of the appointment". Dr. Buck held conversations with the basic science chairs, institutional representatives from Faculty Council, and the Council of Medical Chairs regarding input into the Chair's appraisal. Positive outcomes of this process were deemed to be increased transparency, increased faculty engagement,	

	Resolution on Faculty Input into Chair's Appraisal (continued)		it stimulates equitable treatment of faculty and chairs, and suggests factors beyond the usual metrics for review of a department as a whole. Some months ago, the Faculty Council Steering Committee tweaked this motion after faculty input asked the Bylaws Committee to draft language to have "anonymous input by the primary faculty at least every five years into the appraisal of their department chair, the results of which will be communicated to the SOM Dean and/or Senior Associate Deans (at affiliates). This would apply to all SOM academic chairs." This would be tied to the five-year review of the chair. It was not known if the chairs have five-year contracts, however, five years is the time period in which chairs petition the Dean for additional resources. It was suggested that this be entered into the bylaws, rather than an operations document, ensuring transparency and allowing the entire SOM faculty to vote on it, giving it more weight than if it had come from the Faculty Council Steering Committee or Faculty Council. Hope Barkoukis tailored her departmental review to indicate how well she is doing as a chair. This is circulated annually in an anonymous manner, providing her with an update. Chairs seem to prefer such mechanisms better than the 360 review which focuses on leadership qualities. A motion was made and seconded to end the discussion. No one objected and we will proceed to a vote.	A motion was made by a FC representative and seconded by a FC representative that Faculty Council asks the Bylaws Committee to draft language to have "anonymous input by the primary faculty at least every five years into the appraisal of their department chair, the results of which will be communicated to the SOM Dean and/or Senior Associate Deans (at affiliates). This would apply to all SOM academic chairs." Vote: 41 were in favor, 1 were against, and 8 abstained. The motion is approved
4:51-5:05PM	Brief Survey re. Faculty Meetings and Chair's Meeting Matter	Matthias Buck	Dr. Buck has proposed an academic chair meeting as a faculty group. Regular meetings between basic science chairs have existed for a long time. There is a Council of Clinical Chairs at UH; but it was not known if there is an equivalent at Metro or the VA. Would faculty want meetings between counterparts (between institutions), if the chairs would be interested. This question could be posed directly to the academic chairs. If positive, we could ask faculty if it would be useful and beneficial for the chairs to	

	Brief Survey re. Faculty Meetings and Chair's Meeting Matter (continued)		present their findings to faculty. The overarching goal is to create a path forward. The comment was made that many of these meetings are currently going forward and there is concern about having a survey without a well-formulated goal for questions that we want answered. After the pandemic it seemed that a number of groups were not meeting anymore and it seemed to present a concern institution-wide. The formats used by basic science council chairs and clinical chairs at UH did not interact with the academic aspects of faculty in the way of these other two groups. A member suggested that the survey could be split into two parts with faculty representatives first polling their chairs whether they wanted to discuss the matter, and reporting back to Faculty Council. There was no second to have that text as an alternate motion. If faculty members administered the survey, how would they report back to Faculty Council or how could it be tabulated? It was suggested to end discussion, and with no objections proceeded to a vote. A motion was made and seconded to end discussion. There were no objections so discussion was ended. The motion was put to a vote.	A motion was made by a FC member and seconded by a FC member to conduct a survey amongst all FC clinical department representatives concerning communications between academic chairs to find out whether there is a desire to A) meet as a group of academic chairs within an institution (e.g. council of clinical science chairs) B) meet with their discipline-specific counterparts at other institutions in order to discuss academic and educational issues Vote: 18 were in favor, 28 were against, and 0 abstained. The motion is not approved
5:05-5:19PM	Infrastructure	Derek Taylor	Dr. Taylor provided an overview of the charge and committee members on this committee. The Committee includes Center Director Managers/Users who meet monthly to discuss core-related issues. This committee is charged with soliciting and reviewing RFIs (panel review, steering committee, and add ad hoc committees). They meet in January to discuss the results and plan going forward for budgetary purposes. The current charge of this committee is to implement KPIs (Key Performance Indicators) that include metrics and measurements. They help evaluate annual core perfor-	

			mance, adherence to the business plan, and benefits to the broad research community. The committee will assist in determining core budgets on an annual or semi-annual basis. Michael Piccinillo meets monthly with the core Directors/ Managers to discuss the KPIs and any issues surrounding them. They work with the proposer to secure funding and have had success in recent years. They look for the most efficient way of using our resources. If you are planning to submit an application, they are willing to work with you by reviewing it and also confirming that the technology is not already available and to make sure that it is something worthy of the investment of the school. For the June 3 deadline, it must be reviewed before April 1. Bill Schiemann will assist with the fine-tuning, letters and school support. The RFI data for 2023 indicates that 12 proposals were submitted/reviewed. The requests ranged from $40K - $1.2M. There were three reviewers per proposal. Based on review, four grants were recommended for funding. Investments ranged from $50K - $525K per RFI. Dr. Ray Muzik secured a $500+K DOE grant for the removal of the old cesium irradiators. He will purchase an Empyrean FLASH-ray Irradiator for the Radiation Resources Shared Resource ($75K). Support from CWRU has been approved.	
5:19-5:28PM	Annual Report of the Committee on Biomedical Research	Susanne Brady-Kalnay	Dr. Brady-Kalnay is the Chair of the Committee for Biomedical Research. She identified the current committee members and explained the committee charge. The committee 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 strategic vision for research, basic clinical, translational, and population research, and new technologies and emerging research approaches. They bring issues forward to send to the Dean's office. They have reviewed all of the Type B centers at least once. In order to physically go through a process of IRB support at particular institutions, they have focused their efforts	

			basing them on solutions that actually work, then expanding that and trying to eventually get to the big solution. 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. They reviewed several centers (existing and some brand new) and at the Dean's request. reached out to several new department chairs to determine their vision for their department. Two major areas of focus for the past five years have been to address city-wide barriers to cooperation among the SOM and the affiliated clinical institutions in all areas of research (IRB, Data Sharing, Biospecimen Sharing, etc., discuss solutions, identify areas of success). Review of Type B Centers and how they can engage researchers city-wide.	
5:28-5:29PM	New Business		When polled, there were no topics of new business to address. Suggestions can be emailed to Nicole Deming.	
5:30PM			There being no further agenda items to be addressed, the chair adjourned the meeting at 5:30PM.	

Present

Joshua Arbesman	Marta Couce	Gaby Khoury	Christopher McFarland	Jacek Skowronski
Elvera L. Baron	David DiLorenzo	Vijaya Kosaraju	Daniela Mehech	Phoebe Stewart
Melissa Bonner	Jonathan Emery	Erin Lamb	William Merrick	Usha Stiefel
Neil Bruce	Jessica Fesler	Alan Levine	David Mihal	Ben Strowbridge
Matthias Buck	Stephen Fink	Jennifer Li	Dean Nakamoto	Patricia Taylor
Adrienne Callahan	Lisa Gelles	Shawn Li	Rebecca Obeng	Gregory Videtic
Francis Caputo	Stan Gerson	Lia Logio	Cyrus Rabbani	Johannes von Lintig
Mohamad Chaaban	Jason Ho	David Ludlow	Anastasia Rowland-Seymour	Mark Walker
Patrick Collier	Jessie Jean-Claude	Janice Lyons	Hemalatha Senthilkumar	Wei Xiong
Darin Croft	Hung -Ying Kao	James Martin	Matthew Sikora	Raed Zuhour
Andrew Crofton	Sadashiva Karnik	Raman Marwaha	Bryan Singelyn	

Absent

Robert Abouassaly	Piet de Boer	Amy Hise	Gillian Michaelson	Jim Strainic
Moises Auron	Meelie DebRoy	Peter K. Kaiser	Rocio Moran	Joseph Tagliaferro
Blaine (Todd) Bafus	Mackenzie Deighen	Eric W. Kaler	Attila Nemeth	Nami Tajima
Maura Berkelhamer	Corinne Falck-Ytter	Sangeeta Krishna	Neal Peachey	Ari Wachsman
Corinne Bazella	Bahar Bassiri Gharb	Christina Krudy	Deven Reddy	Robert Wetzel
Eileen Borawski	Rachael Gowen	Dan Ma	Tamer Said	Leon R. White
Dan Cai	Ramy Ghayda	Tani Malhotra	Paul Shaniuk	Scott Williams
Aleece Caron	Matthew Grabowski	Mariel Manlapaz	Courtey Smalley	Samina Yunus
Margot Damaser	Alia Hdeib			

Others Present

Nicole Deming	Susann Kalnay-Brady	Cynthia Kubu	Lila Robinson	Derek Taylor
Joyce Helton				

SCHOOL OF MEDICINE
CASE WESTERN RESERVE UNIVERSITY

Faculty Council Meeting
Draft Meeting Minutes
December 18, 2023

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:05PM	Welcome and Chair Announcements	Matthias Buck	The Chair called the meeting to order at 4:02PM The Chair reminded faculty to submit agenda items for upcoming meetings to him for consideration at the next Steering Committee meeting on January 8, 2024.	
4:05-4:06PM	Approval of November Faculty Council Minutes	Matthias Buck	Faculty Council was asked to review the November 20, 2023 Faculty Council Meeting minutes. No edits were received in advance of the meeting. There were no objections to accepting the minutes as posted in BOX.	The November 20 Faculty Council Meeting Minutes were approved by general consensus.
4:06-4:14PM	Report from Faculty Council Steering Committee Meeting	Alan Levine	Steering Committee met December 4, 2023. Reminders regarding FIS annual reporting was discussed and the current agenda was approved. There was also a discussion of CAPT equity reviews, and emeritus appointments.	
4:14-4:17PM	Report from University Faculty Senate/Senate Executive Committee	Elvera Baron	A summary of topics discussed at the Faculty Senate meeting was presented including suggested Faculty Handbook changes regarding language defining salary guarantee for tenured faculty. Other items discussed include names changes to programs and the number of credits that can be counted for two degrees. No presentation was available as the Senate met immediate before Faculty Council.	
4:17-4:24PM	Dean's Announcements	Stan Gerson	The Dean commented on the ongoing discussions of tenure and salary guarantee. To date only UH based faculty have been discussed, not MHMC & VA-based faculty. There are no tables or figures regarding CWRU guaranteed tenure salary. Doc Opera was great and President Kaler attended. Dean's office waiting for Ad Hoc committee on P & T for recommendations and review.	.

4:24-4:27PM	Adrianne Fletcher, Vice Dean for Diversity, Excellence and Inclusion	Introduced by FCSC Member Anastasia Rowland-Seymour	Vice Dean for Diversity, Excellence and Inclusion for SOM Adrianne Fletcher was introduced.	
4:27-4:58PM	Vote on Two Bylaws Amendments	Piet de Boer	Discussion: Bylaws to confirm ex-officio special faculty and student reps on Faculty Council, article 3.2	A motion was made by a Faculty Council member and seconded by a Faculty Council member to approve article 3.2 Vote: 37 were in favor, 2 were against, and 5 abstained. The motion is approved. A motion was made by a Faculty Council member and seconded by a Faculty Council member to approve article 3.6, Vote: 36 were in favor, 0 were against, and 3 abstained. The motion is approved
4:58-5:08PM	Resolution that Clinical Science Chairs Should Meet with the Dean	Johannes von Lintig	Discussion around Clinical Science Chairs affiliate leadership to resume Chair of Chairs as well as topic group chair meetings, on a regular basis and that the CWRU Dean of Medicine be included in some of their meetings. Questions arose as to the purpose and utility of the city wide chairs meetings. These meetings were supposedly disbanded at the request of chairs. A discussion regarding the purpose and intent of these suggestions was tabled until more information could be gathered from chairs and FC representatives.	A motion was made by a Faculty Council member and seconded by a Faculty Council member to postpone the vote on this until January or no later than February. Vote: 34 in favor; 2 opposed; 0 abstained. The Motion is approved.

5:08-5:17PM	External Activities Item (Faculty Handbook Bylaws vs. FIS)	Nicole Deming	All fulltime faculty must disclose all outside activities. FIS.case.edu is where you may disclose these activities and instructions are included in FIS.	
5:17-5:25PM	Open Access Initiative of University Library	Jessica Decaro Karen Caputo	Defer until January Meeting	
5:25-5:28PM	Faculty Input into 5-Year Chair Reviews	Matthias Buck	Defer until January Meeting	
5:28-5:29PM	Paul Bristol, Vice Dean for Finance	Introduced by FCSC Member and Finance Committee Chair, Bill Merrick	Paul Bristol, Vice Dean of Finance was introduced by Bill Merrick.	
5:29-5:29PM	Annual Report of the Committee on Budget, Finance and Compensation	Bill Merrick	Defer until January Meeting	

5:29-5:30PM	New Business		No New Business	
5:30PM	Adjourn		There being no further agenda items to be addressed, the chair adjourned the meeting at 5:30PM.	

Present

Robert Abouassaly
Joshua Arbesman
Moises Auron
Blaine (Todd) Bafus
Elvera L. Baron
Eileen Borawski
Neil Bruce
Matthias Buck
Adrienne Callahan
Aleece Caron
Mohamad Chaaban
Patrick Collier
Darin Croft
Marta Couce
Margot Damaser
Piet de Boer
Mackenzie Deighen
David DiLorenzo
Jonathan Emery
Lisa Gelles
Stan Gerson
Ramy Ghayda
Matthew Grabowski
Alia Hdeib
Jessie Jean-Claude
Hung -Ying Kao
Sadashiva Karnik
Vijaya Kosaraju
Sangeeta Krishna
Erin Lamb
Alan Levine
Shawn Li
Lia Logio
Janice Lyons
Tani Malhotra
James Martin
Raman Marwaha
Christopher McFarland
Daniela Mehech
Gillian Michaelson
David Mihal
Dean Nakamoto
Attila Nemeth
Rebecca Obeng
Cyrus Rabbani
Anastasia Rowland-Seymour
Alicia Santin
Hemalatha Senthilkumar
Matthew Sikora
Bryan Singelyn
Jacek Skowronski
Phoebe Stewart
Usha Stiefel
Joseph Tagliaferro
Nami Tajima
Patricia Taylor
Johannes von Lintig
Scott Williams
Wei Xiong
Samina Yunus
Raed Zuhour

Absent

Maura Berkelhamer
Corinne Bazella
Dan Cai
Andrew Crofton
Meelie DebRoy
Corinne Falck-Ytter
Jessica Fesler
Stephen Fink
Bahar Bassiri Gharb
Rachael Gowen
Amy Hise
Peter K. Kaiser
Eric W. Kaler
Gaby Khoury
Christina Krudy
Jennifer Li
David Ludlow
Dan Ma
Mariel Manlapaz
William Merrick
Nathan Mesko
Rocio Moran
Neal Peachey
Deven Reddy
Tamer Said
Paul Shaniuk
Courtey Smalley
Jim Strainic
Ben Strowbridge
Ari Wachsman
Mark Walker
Robert Wetzel
Leon R. White

Others Present

Aaron Baker
Melissa Bonner
Paul Bristol
Karen Caputo
Jessica DeCaro
Nicole Deming
Agata Exner
Adrianne Fletcher
Cynthia Kubu
Lila Robinson
Gregory Videtic

Revision to the CWRU SOM Bylaws

Section 5.7 – Tenure Salary Guarantee

Proposed new wording - “The award of tenure for the faculty of the School of Medicine is accompanied by a guarantee of salary that is equal to at least the last base salary commitment from the previous year.”

Items to also be considered? Who is the payer (department, school, hospital)? Is there a clear definition of “base salary” in the clinical departments?

Rate of salary increases - Recommendation

Whereas the Faculty Senate Committee on Faculty Compensation recognizes and appreciates the additional, if not historic, effort by the administration to raise faculty salaries in the past two years (2022-23 and 2023-24),

The Faculty Senate Committee on Faculty Compensation **recommends that the administration target 2.5 to 3.5% salary increases annually to maintain value relative to the other AAU schools and additionally have 3 to 4% be added on top of this in order to close the gap between median salaries for AAU schools and CWRU in the next five years.**

Recommendation to preserve compensation

It is recommended that the Faculty Senate Committee on Bylaws consider the following changes to the Faculty Handbook:

Modification of the Faculty Handbook (page 36). Move to change **section b** to read "It is the policy of the University not to reduce the **compensation** of a faculty member …"

Move to change **section c** to read "… so severe as to necessitate reductions in faculty **compensation** …". Note that this change does not alter the ability of the administration to reduce compensation, but it can only be done under conditions of "financial exigency" as defined in the Faculty Handbook.

Terms of Appointment (page 35 of the Faculty Handbook)

- 2. Salary
-
- b. “It is the policy of the University not to reduce the salary of a faculty member as a means of discipline. Similarly, the compensation of the faculty member shall be reduced only with the approval of a two thirds majority of the University faculty. Subject to the terms of appointment in the case of special faculty, the annual salary of a faculty member or portion thereof for which Case Western Reserve University is obligated may be reduced without his or her consent only if financial exigent circumstances in the constituent faculty to which the faculty member is appointed necessitate reductions in the salaries of a majority of the members of the same constituent faculty.”

How does Faculty provide feedback into how well their (academic) Chair is doing?

<u>Current Mechanisms</u>

- In personal and direct conversations with Chair
- At Faculty meetings
- Individual / group emails to the Dean

- Voice individual opinions at the external 10 yrs Deptl. Review to outside reviewers

- Anonymous/individual comments to the new professionalism/grievance portal

None of the above seem to be a good, necessarily equitable mechanism

Also, Chairs would like to know in a candid manner what they could improve/tweak in their Leadership style, perhaps obtain additional training (aka Lifelong Learning)

Lastly….a question of “co-governance” - FCSC and primary faculty has input into appointment of interim chairs and also of permanent chairs

There is a general desire on the side of faculty to have input into the 5 year appraisal of their chairs (Dean "reappoints" chairs every ~5 yrs)

In fact in some other schools there is faculty input, e.g.:

CSE Bylaws Article IX Departments, section A: Department Chairs

“The Dean of Engineering in consultation with the faculty shall review the performance of the department chairs no later than one year prior to the end of the appointment and no later than the third year of the appointment.”

Weatherhead – some Departments do 360^{o} reviews
Dept of Nutrition has own internal chair/department appraisal process

Statement by a prominent Faculty of the School of Engineering

CASE WESTERN RESERVE UNIVERSITY

Matthias Buck <mxb150@case.edu>

Chair reviews in CSE?

Umut Gurkan <uxg23@case.edu> Reply-To: umut@case.edu
To: Matthias Buck <mxb150@case.edu>

Wed, Sep 6, 2023 at 1:16 PM

Dear Matthias,
We did a department chair review for Dr. XXXXXX according to the bylaws back in the 2019-2020 academic year. We received an anonymous survey link and completed a questionnaire sent by the Dean's office.
After we completed the survey, the dean met with the department faculty and provided a summary of the survey results and what he communicated to the chair. Then, the Chair met with the department faculty and summarized his planned actions in response to the survey. Dr. XXXXXX's survey results were highly positive, and he was appointed for a second term and was quite responsive to the survey results and suggestions provided by the faculty.

Umut

Umut A. Gurkan, Ph.D.
Wilbert J. Austin Professor of Engineering
Case Western Reserve University

Case Biomanufacturing and Microfabrication Laboratory
Case Comprehensive Cancer Center | +1 (216) 368-6447 https://case.edu/engineering/labs/bml/ | umut@case.edu Cleveland, Ohio, USA

Google Scholar - PubMed

Faculty input into 5 yr Chair Review

Pros	**Cons**
<increased> Transparency <increased sense of> Faculty Engagement & co-governance	is work, Chairs & Dean are already busy enough may be embarrassing to Chair (depending on amount of information shared) Faculty may be impolite/non- constructive in expressing themselves: Mechanism to be decided (e.g. could have intermediary step before survey results go to Dean)
Stimulates equitable treatment of Faculty and Chairs (larger group rather than a few complainers!)	
Suggests factors beyond the usual metrics for review of a Department as a whole	

Proposal: Ask Dean to add internal/anonymous primary faculty input into chairs's review e.g. using 360 degree review or other survey method This would apply to Basic Science as well as to Clinical Dept. Chairs

Proposed Motion (approved by FCSC)

FC asks the Bylaws committee to draft language to "include faculty input in the 5 year appraisal / reappointment process of all SOM academic department chairs"

Tweaked motion after faculty input, Institutional reps to FC and Council of Basic Science Chairs

FC asks the Bylaws committee to draft language to have “anonymous input by the primary faculty at least every 5 years into the appraisal of their department chair, the results of which will be communicated to the SOM Dean and/or Senior Associate Deans (at affiliates). This would apply to all SOM academic department chairs"

Proposed Motion

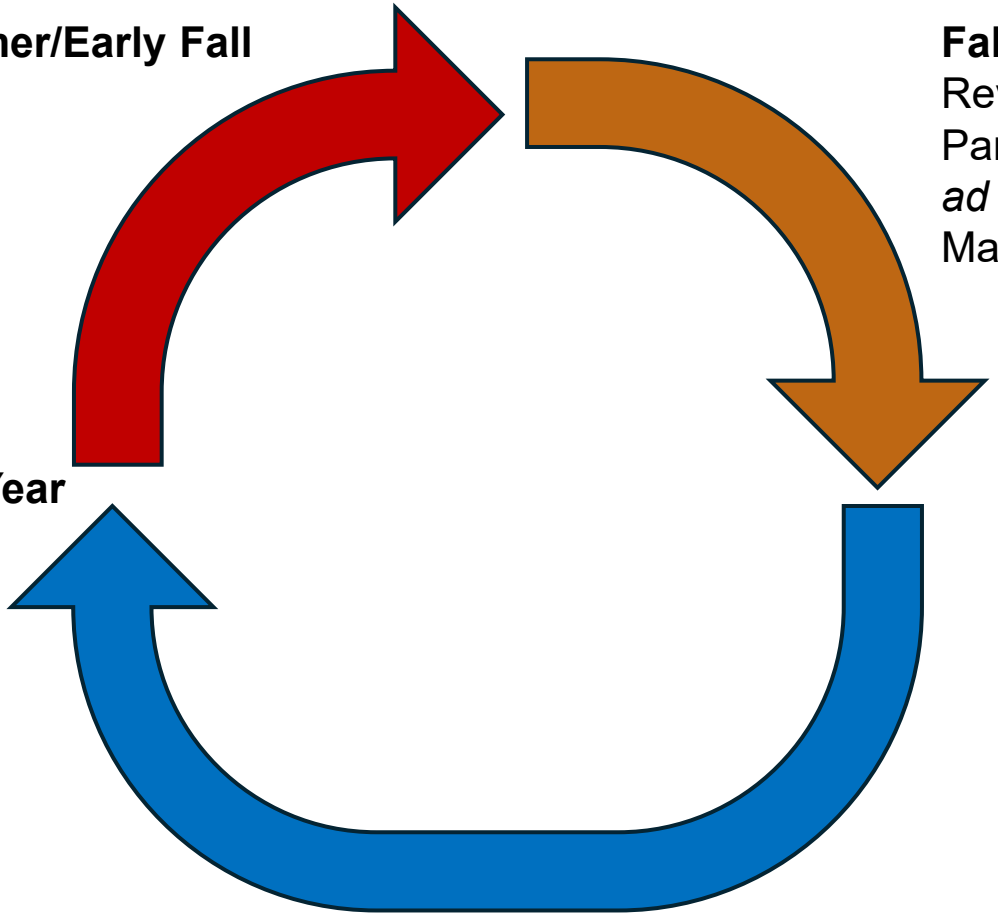
FC asks the Bylaws committee to draft language to have “anonymous input by the primary faculty at least every 5 years into the appraisal of their department chair, the results of which will be communicated to the SOM Dean and/or Senior Associate Deans (at affiliates). This would apply to all SOM academic department chairs"

Equipment	Core	Approx. Investment	Notes
NovaSeq X	Integrated Genomics	$1.4M	With robotics for automation; reduced cost to users
Refeyn Mass Photometry	Mitochondria	$200K	Accurate measurement of mass in a sample from 35 – 5000 kDa
Nanostring CosMX	Light Microscopy	$300K	Single-Cell Spatial Imaging & -omics
10X Xenium	Light Microscopy	$300K	Single-Cell Spatial Imaging & -omics
Merscope	Cystic Fibrosis	$200K	Single-Cell Spatial Imaging & -omics
Zeiss Lightsheet	Light Microscopy	S10 grant	Lightsheet Multiview Imaging of Living and Cleared Specimens
Glacios 2 cryo-TEM	Electron Microscopy	S10 grant	200 keV TEM for cryo-EM (single-particle and tomograph)

Annual RFI Competition

Late Summer/Early Fall
Solicit RFI

Fall to end of year
Review RFI grants
Panel includes Core Steering Committee
ad hoc members for expertise
Make recommendations to upper management



July 1st Academic/Fiscal Year
Annual Budget Finalized

Jan/Feb.
Discuss RFI results with
Vice-Dean Research
Vice-Dean Finance

Core Steering Committee

Includes Center Directors/Managers and Users
Meets once a month to discuss core-related issues

Review RFIs

Current Charge: Implement KPI (Key Performance Indicators) that include metrics and measurements
PMID: 26848284 provides a starting model
Help evaluate annual core performance, adherence to business plan, benefits to the broad research community, etc.
Will help in determining core budgets on an annual or semi-annual basis
Michael Piccirillo meets monthly with core Directors/Managers to discuss the KPIs and any issues surrounding them

Current CSC Members:
Derek Taylor (Chair), Alex Miron, Craig Hodges, Mark Cameron, Marcin Golczak, Alan Levine, Helen Miranda, Joe Luna, Michael Jenkins, Yong Chen, Jill Stanley, Michael Piccirillo.

Also Invited to Participate:
John Pounardjian (CaseCCC), Ina Martin (Director of Research Cores at CWRU Central)

2023 RFI Data

Submissions:
12 proposals submitted/reviewed
Requests ranged from $50K - $1.2M
3 Reviewers/proposal

Based on Review:
4 grants were recommended for funding
Investments ranged from $50K - $525K per RFI
Dr. Ray Muzik secured a $500+K DOE grant for the removal of the old cesium irradiators. Will purchase an Empyrean FLASH X-ray Irradiator for the Radiation Resources Shared Resource ($75K). Support from CWRU has been approved.

Committee on Biomedical Research (CBR)

From the Faculty Handbook:

Committee Charge: 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. Recognizing that issues and needs related to the conduct of basic, clinical, translational, and population science are different, the CBR may appoint *ad hoc* working groups to provide guidance and recommendations on specific areas of interest. These working groups will be in existence for less than a year, report to the CBR, and interface with existing committees at the School of Medicine that have related competencies.

CBR- Committee Charge

We want to help foster research across the SOM (the University, and the Region)

Two Major Areas of Focus for the past few years:

1. Address city-wide barriers to cooperation among the SOM and the affiliated clinical institutions in all areas of research

    IRB, Data Sharing, Biospecimen Sharing, etc.

    Discuss solutions, Identify areas of success

2. Review of Type B Centers- how they can engage researchers city-wide

Members of Committee

Committee for Biomedical Research – Member list as of 2022-02-24

Name	Title/Role	Elected/Appointed	Term End
Susann Brady-Kalnay	Chair of CBR and Chair of Research Portfolio	Appointed by Dean	2027
Robert Bonomo	Vice-Chair of Research Portfolio	Elected	2024
Walter Boron	Chair of Enabling Technologies	Appointed by Dean	2024
Derek Taylor	Chair of Research Infrastructure	Appointed by Dean	2026
Stathis Karathanasis	Chair of Biomedical Workforce	Appointed by Dean	2026
VACANT	Member	Appointed by Dean	2027
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
Kenneth Laurita	Representative from MHMC	Elected	2027
Svetlana Pundik	Representative from VAMC	Elected	2025

Director	Centers & Institutes
Triolo, Ron	Advanced Platform Technology Research Center
Cameron, Mark	Applied functional Genomics Core
Rajagopalan, Sanjay	Cardiovascular Research Institute
Basilion,James/Exner,Agata	Case Center for Imaging Research (CCIR)
Chance, Mark	Case Center for Synchrotron Biosciences
Diehl, Alan	Case Comprehensive Cancer Center
Karn, Jonathan	Center for AIDS Research
Bonomo, Robert	Center for Antimicrobial Resistance and Epidemiology
Xu, Rong/Harte, Bill	Center for Artificial Intelligence in Drug Discovery
Ronis, Sarah	Center for Child Health & Policy at UH Rainbow
Konstan, Michael	Center for Clinical Investigation
Stange, Kurt	Center for Community Health Integration-CHI
Madabhushi, Anant	Center for Computational Imaging and Personalized Diagnostics
Betul Hatipoglu, MD, Director	Center for Diabetes, Obesity and Metabolism
Burgener, Adam	Center for Global Health and Diseases
Bolen, Shari/Einstadter, Douglas	Center for Healthcare Research and Policy
Logio, Lia	Center for Medical Education
Mears,Jason/Hoppel Charles	Center for Mitochondrial Diseases
Chance, Mark	Case Center for Proteomics and Bioinformatics
	Center for Psychoanalytic Child Development
Jankowsky, Ekhard	Center for RNA Science and Therapeutics
Berger, Nathan	Center for Science, Health and Society
Sedor, John and Walter Boron	Center for the Study of Kidney Biology & Disease
	Center for Translational Neuroscience
Mei, Lin/Eleni Markakis	Cleveland Brain Health Initiative
Chakrapani, Sudha	Cleveland Center for Membrane & Structural Biology (CCMSB)
Kirsch, Robert	Cleveland Functional Electrical Stimulation (FES) Center
Haines, Jonathan	Cleveland Institute for Computational Biology
Sedor, John/Boron, Walter	Cleveland Research Training Network (CREATE) Scientists in KUH
Li, Jing	Computer and Data Sciences
Flask, Chris	Core Facility Steering Committee
Drumm, Mitchell/Konstan, Michael	Cystic Fibrosis Research Center
Cominelli, Fabio	Digestive Health Research Institute and Core
Leskov, Konstatin	Genetics and Genome Sciences
Stamler, Jonathan	Institute for Transformative Molecular Medicine
Luebbers, Ellen	Mt. Sinai Skills and Simulation Center
Gerson, Stanton	National Center for Regenerative Medicine
Appleby,Brian	National Prion Disease Pathology Surveillance Center
Durand, Dominique	Neural Engineering Center
Trapl, Erika	Prevention Research Center for Healthy Neighborhoods
Cooper, Kevin	Skin Cancer Research Institute
Freedman, Darcy	Swetland Center for Environmental Health
Hatipoglu, Betul	The Center for Diabetes, Obesity and Metabolism
	The Stem Cells Ethics Center
Boom, W. Henry	Tuberculosis Research Unit
Pikuleva, Irina	Visual Sciences Research Center
Viswanath, Satish/Scott, Jacob	Center for AI Enabling Discovery in Disease
Tesar, Paul	Institute for Glial Sciences

Type B Center Reviews		
Thursday September 28		
Time	Name	Center
3:30 - 4:00 pm	Satish Viswanath	Center for AI Enabling Discovery in Disease
Thursday October 26		
Time	Name	Center
3:00 - 3:30 pm	Paul Tesar	Institute for Glial Sciences
Thursday November 16		
Time	Name	Center
3:00 - 3:30 pm	Fabio Cominelli	Digestive Health Research Institute and Core
3:30 - 4:00 pm	Sarah Ronis	Center for Child Health & Policy at UH Rainbow
Thursday December 14		
Time	Name	Center
3:00 - 3:30 pm	Rong Xu	Center for Artificial Intelligence in Drug Discovery
3:30 - 4:00 pm		Closed session for voting members of CBR
Thursday January 25		
Time	Name	Center
3:00 - 3:30 pm	Erika Trapl	Prevention Research Center for Healthy Neighborhoods
3:30 - 4:00 pm	Jason Mears	Center for Mitochondrial Research and Therapeutics
Thursday February 22		
Time	Name	Center
3:00 - 3:30 pm	Grace McComsey	IRB
3:30 - 4:00 pm		
Thursday March 28		
Time	Name	Center
3:00 - 3:30 pm	John Wang	Genetics and Genome Sciences
3:30 - 4:00 pm		