

**Faculty Council Meeting
Draft Meeting Minutes
January 27, 2025**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:11PM	Chair's Remarks and Announcements	Alan Levine Chair of Faculty Council	<p>The chair called the meeting to order at 4:02PM. Dr. Levine noted that today's Faculty Council Meeting is hybrid, via Zoom and in-person at the Louis Stokes Cleveland VA Medical Center. The February Faculty Council Meeting will also be hybrid via Zoom and in-person at the Cleveland Clinic Lerner College of Medicine, with the March Faculty Council Meeting via Zoom and in-person at University Hospitals Cleveland Medical Center.</p> <p>Ten senators represent the SOM on the Faculty Senate with 3-4 rotating off (senators serve a 3-year term). Dr. Levine reminded the council that today is the last day to submit nominations and encouraged all to be involved to guarantee that everyone hears our voice. The second mechanism is to be involved in any of a number of senate committees (several slots are currently available). The Nominating Committee of the senate tries to match interest to the committee so those looking to participate have a fairly high chance of getting on the committee of their choice. Those interested should bring their name forward. Third, you will recall that we received permission from the provost to take the survey and rework it for clinical and SOM faculty. The Faculty Council Steering Committee would like council members to be involved in designing that survey. Please inform Dr. Levine, Nicole Deming, or Joyce Helton if you would like to participate.</p> <p>The LCME visit is scheduled in March with a practice session scheduled for mid-February. Dr. Levine will be reporting back to the council from a faculty governance perspective to keep everyone informed.</p>	
4:11-4:13PM	Approval of December 16 Faculty Council Meeting Minutes	Alan Levine	When polled, there were no edits to the December 16 Faculty Council Meeting minutes as posted in BOX.	With no objections, the December Faculty Council Meeting Minutes were approved by general consensus.

4:13-4:15PM	Faculty Council Steering Committee Report	Anastasia Rowland-Seymour	<p>Dr. Rowland-Seymour attended the Faculty Council Steering Committee Meeting on January 6. During this meeting there was a fairly lengthy discussion about bylaws and amendments as they relate to tenure salary guarantee. There was a discrepancy in language which was not the same as in the faculty handbook. It was decided that it needed to be looked at in more detail and what was in conflict with the faculty handbook, and adopt the current faculty handbook language into the bylaws and the additional language for salary. The FCSC minutes were reviewed and approved. Equity reviews need to be submitted by January 30. There was a review of the faculty handbook amendment regarding the teaching, research and scholarship service to the university proposed new language. The challenges with funding post docs and making sure that they have insurance coverage and benefits and how the challenge falls to the department was discussed. More conversation is needed about what to do so departments are not challenged by this issue. The Faculty Council agenda for January 27 was created and approved.</p>	
4:15-4:31PM	Senate/ExCom Report	Matthias Buck	<p>Dr. Elvera Baron and Dr. Matthias Buck are sharing the Senate Ex Com SOM representative position with Dr. Baron taking the first semester and Dr. Buck the second. In summary of the December Faculty Senate ExCom meeting, Dr. Buck noted that topics that were discussed were the faculty infrastructure, faculty well-being (wellness), and compensation, with additional presentations on bylaws chapters 2 and 3 of the handbook. The post doc insurance matter will be on their agenda for February. A survey of how other institutions handle post docs indicated that most institutions have them as staff or employees. That may be an issue in future discussions of this topic.</p> <p>Dr. Buck referred to the current NIH executive order regarding gender, equity, etc. We haven't been asked to scrub communications of any terms that are offensive to the current administration. However, if any of you have published for anyone involved in public interaction or scientific interaction, scrubbing your terminology for a while is a wise pursuit. Dr. Buck was not pleased with having to do that but it is a reality and we are dealing with it. Those who are funded by international organizations outside the U.S. now have a stop order which means you can't send any more money. Their concern is what about salary? One confusion being experienced addresses the</p>	

	Senate/ExCom Report (continued)		<p>scrubbing of websites and what people are perceiving what the world will be like. There have been communications from NIH with instructions to not use gender anymore. However, nothing is written nor official. Faculty Council is taking this up as well. This is an issue that has to be resolved.</p> <p>The senate decision about post doc health coverage left it up to the school, department or the PI, none of which have a lot of money to work with.</p>	Dr. Levine is meeting with the Dean and will bring the issue of insurance for post docs to his attention as well as the communication from the NIH regarding gender and whether or not a communication should be sent out to all faculty for clarification.
4:31-4:46PM	Proposal to Request an Amendment to the Faculty Handbook	Alan Levine	<p>Dr. Levine stated that the goal is to have a recommendation come from Faculty Council to the Faculty Senate to alter the handbook for the senate reviewed change in the handbook. What is the current language, what we want to change it to, the rationale, and what we would like to discuss.</p> <p>Current language: 1) teaching, 2) research and scholarship, or 3) service to the University community</p> <p>Change to: 1) education and scholarship, 2) research and scholarship, or service to the University community</p> <p>The Dean noted that the SOM educates quite differently and uniquely from the rest of the campus. To ask the Faculty Senate to change the university handbook to something that will basically only apply to the SOM will not be positively received by the Faculty Senate. Tenure and promotion is a school-based process. The rest of the university is not subject to the criteria that we use that includes education and scholarship. The provost signs off. If we have the freedom, within the SOM, to define teaching, education and scholarship, and are not getting any resistance for promotions and tenure at the university level, it probably is not a conversation worth having.</p> <p>It is important to have that conversation and he would like to hear from others. Education here in the SOM is different from class teaching. Dr. Levine stated that the document in BOX indicates that teaching is education, designing a curriculum is education, etc. The argument to the Senate is when you change teaching in the handbook you are opening the door, not tightening things up.</p> <p>Dr. Rowland-Seymour observed that we have an engagement</p>	Dr. Levine will ask Faculty Council to remove the Council request to support a request to the Senate to change teaching to education and scholarship and have FCSC review that decision next Monday.

	<p>Proposal to Request an Amendment to the Faculty Handbook (continued)</p>		<p>problem with our clinical faculty. If we are not describing what they are doing, that makes sense to them, we are not helping that engagement problem at all. We understand that we are talking to people here at SOM who are doing all of their teaching and education in one way, but we want to be inclusive with the largest group of clinical educators doing education in a way that is not currently adequately described. That would be the logic for changing the words in the handbook -- to reflect that our clinical faculty educate in a very different way.</p> <p>Dr. Frolkis questioned how the change in definition would affect change in real life? How do you disseminate it to culture, to people being more involved and appreciated. The Dean's argument is that the SOM uses education for P&T, why raise it to the rest of the university when we have the freedom to do it our way, the right way. We do not need to convince the rest of the university to accept something they are not comfortable with, when using our criteria for the ways we educate within the SOM works just fine. Unless there is pushback on how we do it, why bring up this issue at all.</p>	
<p>4:46-4:55PM</p>	<p>Remarks by Dean Gerson</p>	<p>Stan Gerson</p>	<p>Dean Gerson stated that he appreciates that the terms are global terms to help set a terminology for the purpose of faculty appointments. He thought we should have the healthy conversation of what we need and he would like to move that ahead to Faculty Council and through to faculty and the departments to determine what we mean by education and high-quality education.</p> <p>The School of Medicine already uses its own criteria for promotion and tenure, and there's no pushback from the rest of the campus. He suggested that the conversation about the difference between education and teaching should continue, but not necessarily through the Faculty Senate. The conversation about the meaning of education is healthy, but the School of Medicine should define it for itself.</p> <p>The Dean recognized the current state of flux in the university due to executive orders and the new administration's actions. In the administration's mind they are following through in a respectful manner for what his electoral mandate asked him to do i.e. they have the predominate voice in how to execute their</p>	

	Remarks by Dean Gerson (continued)		<p>responsibilities. The Dean emphasized that the institution should adapt to the changing environment while maintaining its commitment to high-quality health improvement and research. He also mentioned that the university would have to manage potential negative impacts on grants and faculty support. We will have some occasional negative impact upon us on grants drawn and could affect our grant portfolio which we will have to manage appropriately</p> <p>When asked how will this impact promotions at the next level if promotion is grant support and federal funding, the Dean noted that the P&T takes many points into consideration, allowing many paths to find your way.</p> <p>The Dean announced the finalization of the chairs for Physiology, Biophysics, and Anatomy, and that the Director for the Center for Community Health Integration should be completed by mid-February. He also reminded everyone about the upcoming LCME visit in March and mentioned that he was working on an updated strategic plan in response to the new administration</p>	The Dean requested that time be set aside at the next Faculty Council Meeting to discuss the updated strategic plan.
4:55 – 5:15PM	Bylaws - Proposed Amendment Tenure Salary Guarantee	Tom Collins (Chair of Bylaws Committee)	<p>Dr. Collins stated that today we want to address how we are currently in conflict with the faculty handbook. The SOM bylaws on page 26 (last sentence) says “the amount of guarantee is currently under discussion; with more discussion still to follow”. In the faculty handbook under guarantee of salary for tenured faculty, the university is listed as being the one responsible for paying the salary of the tenured faculty. The university has graciously put themselves in a position to support the faculty member.</p> <p>The current SOM bylaws Appendix I is relatively silent on the guaranteed salary report. Proposed changes in the APT guidelines reflect that the bulk of this tenure guarantee is verbatim to what is in the faculty handbook (in green – see document in BOX). This is where we are in conflict; our bylaws does not have this section in it. We would like Faculty Council to adopt this language into our bylaws and start the process. The last two sentences in yellow: “Award of tenure for faculty based in the SOM who have 100% salary sourced by the SOM will have three components to their salary: base, merit, and incentive.</p>	

	<p>Bylaws - Proposed Amendment Tenure Salary Guarantee (continued)</p>		<p>These components will be adjusted by annual performance review, but the base salary will not be reduced.” We speak to that in other areas of the guidance as well. We are unique in that these components will be adjusted by annual performance review but the base salary will not be reduced.</p> <p>Questions raised were: What if the workload or the expectation of that faculty member was reduced? What if the department responsible for paying the salary has reduced finances?</p> <p>The Bylaws Committee recommends to Faculty Council to adopt the current Faculty Handbook language into SOM Bylaws, which the originating body to consider options for additional salary language (the green section (attached) was voted on.</p> <p>Dr. Levine went to the FCSC last week with a series of questions for the grey area. FCSC will review to get us moving with the right discussion and move the conversation forward more rapidly. The Dean stated that this continues to be an active discussion with the Vice Dean from Finance, the chairs, and relates to the faculty in the basic science departments and the faculty in the clinical departments who are 100% Case paid. It probably touches chairs of some 25 departments out of our total of 70 departments. The Dean felt that it was surprising that this information was not being transmitted from the Dean and Vice Dean to the chairs, and by the chairs to the faculty. If the chairs are unable to transmit that information in their department meetings the first order of business at Faculty Council should be why the chairs are having difficulty addressing this with their departments. Every representative here could have that conversation with their chair and bring that back to this committee.</p> <p>Dr. Merrick stated that the SOM has a salary policy which it doesn't follow and is trying to get a clear and concise understanding of what is happening from the level of the Dean, Finance Office, and chairs to faculty has been confusing. We would hope to have the administration present something that is a bit more transparent.</p>	<p>A motion was made by a Faculty Council member and seconded by a Faculty Council member to adopt the language currently in the faculty handbook into the SOM Bylaws.</p> <p>Vote: 42 were in favor, 0 were against, and 12 abstained.</p> <p>The motion is approved.</p>
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5:15-5:20PM	Lecture Committee Annual Report	Fred Schumacher (Chair of the Lecture Committee)	<p>Dr. Schumacher explained that he is new to the Lecture Committee and recently nominated to the chair position. The committee is comprised of five members serving a three-year term. They are currently meeting twice a year but as they develop and get new lectures coming in, they will meet more often as required.</p> <p>Currently, there is a schedule of three different lectureships: the Louis A. Bloomfield Memorial, which provides lectures in Greater Cleveland by distinguished medical scientists and scholars; the H.M. Hanna Lecture Fund which provides lectures from distinguished foreign visitors so that they might be attracted here to give lectures in the medical sciences; and the Courtney Burton Frontiers of Medicine Lecture Fund which supports an annual lecture from “an outstanding individual who has achieved or been involved in the achievement of a significant advance in medicine or a closely related field”.</p> <p>In the past two years, the Bloomfield Lecture hosted Dr. Tom Sudhof from HHMI and Stanford University and Dr. David Liu from the Broad Institute and Harvard University. In progress for 2025 is Ruslan Medzhitov from the Yale School of Medicine.</p> <p>In 2023 the Hanna Lecture Fund hosted a symposium focused on chemical biology with Damian Young (Baylor), Brian Shoichet (UCSF) and Eranthie Weerapana (Boston College). In progress for 2025 is a lecture by Laura Esserman, Departments of Surgery and Radiology, Institute for Health Policy Studies, UCSF.</p> <p>In 2023, the Courtney Burton Frontiers of Medicine Lecture Fund, hosted jointly with the Cleveland Museum of Natural History, a symposium celebrating the 20th anniversary of the sequencing of the human genome. Symposium participants were Sarah Tishkoff (UPENN), Heidi Rehm (Broad), and David Goldstein (Actio Biosciences).</p> <p>In the future they would like to gift speakers with an award, and develop a webpage for each lectureship with descriptions of the lectureship and a previous speaker listing in the hope of assisting to invite future speakers; a weblink could be provided in the invitation. They are also considering developing a</p>	
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	Lecture Committee Annual Report (continued)		Linkedin page for each lectureship. They will continue to develop partnerships with area organizations for lecture panels, i.e. similar to the Museum of Natural History collaboration with the 20 th anniversary of human genome.	
5:20-5:31PM	Medical Student Admissions Committee	Lina Mehta (Associate Dean for Admissions)	<p>Dr. Mehta reported that the class of 2024's medical school applications has increased 10.7%, which is a significant increase compared to the national 0.2% increase. The university program received 7,821 applications with 170 matriculants.</p> <p>The class is diverse with 56.4% being women, 1.4% self-described non-binary gender, and 15% of the class belonging to the LGBTQ community, with an age range of 20-33, and an average age of 23.2. The class includes students from 79 different colleges and universities with 18 students matriculating with graduate degrees, 41 with double majors, and 1 with a triple major. The average cumulative GPA was 3.87 and continues to rise from last year's 3.83. The average science GPA was 3.84 up from last year's 3.79. The MCAT score was around the 95th percentile.</p> <p>Students come from 35 states of residence and DC (17% from Ohio, 83% out of state -- California, Michigan, Illinois, New York, Massachusetts and Florida), and one country outside of the U.S. (Nigeria). The self-described race/ethnicity numbers reflect White (89), South Asian (59), and Asian (52), and Black African or African American (14), Hispanic, Latino, or of Spanish Origin (11), Other (6), and American Indian or Alaska Native (3). Demographics showed: students who are first generation college (7%), rural areas of U.S. (6%), prior military experience (1.4%), one or more year between graduating college and begin medical school (82%), and underrepresented in medicine (12%). Some students need time to rest and more and more are taking off the year. Dr. Mehta noted that the number of students from traditionally underrepresented groups in medicine has dropped, which she attributes to the Supreme Court Ruling that race and ethnicity cannot be considered in the admissions process.</p>	
5:31-5:41PM	Committee on Medical Students Promotion and Advancement Annual Report	Sarah Augustine (Chair of the CMSPA)	Dr. Augustine explained that the committee has undergone a name change to the Committee on Medical Students Promotion and Advancement and a revision of its charge. The committee reviews total performance of all students within the SOM,	

	Committee on Medical Students Promotion and Advancement Annual Report (continued)		<p>approves student promotions to the next academic year, recommends candidates for the award of degree of Doctor of Medicine, and reviews and approves recommendations for promotion, dismissal, and full year remediation for CCLCM students at the request of the Medical Student Performance Review Committee (MSPRC).</p> <p>The committee meets every third Thursday of the month, with action items being reviewed the following Friday, and formal action item letters being sent out the following Monday. Dr. Augustine presented data on the committee's actions over the past academic year including a demographic breakdown of students presented. The committee motions included 43 student presentations and 31 unique students.</p> <p>The committee faced challenges with difficulty in tracking students who delay USMLE exams, consistency in committee recommendations across professional schools, and categorizing lapses in conscientious behavior. Their successes included the name change and charge revision, the new presentation template that was designed and implemented, realignment of processes with MSPRC, equal participation from all committee members, revision of committee membership, and development of a two-tiered appeals process.</p> <p>For AY 23/24, there were 209 total candidates for graduation (199 MD candidates and 10 MSTP candidates). Excluding MSTP candidates (182 MD candidates – graduated in 5 years or less, and 17 MD candidates -- graduated in 6 years or less). Including MSTSP candidates (27 candidates – graduated in 6 years or more).</p>	
5:41PM	New Business		Passed in favor of time.	
5:41PM	Good and Welfare		Passed in favor of time.	
5:41PM	Adjourn		There being no further agenda items to address, the chair adjourned the meeting at 5:41PM.	

Present

Blaine (Todd) Bafus
Stephanie Barnes
Kavita Bhatt
Matthias Buck
Hulya Bukulmez
Adrienne Callahan
Wayne Cohen-Levy
Thomas Collins
Marta Couce
Nadim El Chakhtoura
Jeremiah Escajeda
Jessica Fesler

Calen Frolkis
Lisa Gelles
Stan Gerson
Ramy Ghayda
Keshava Gowda
Andrew Harris
Sheronica James
Venkatesh Kambhampati
Hung-Ying Kao
Sadu Karnik
Camilla Kilbane

Qingzhong Kong
Bret Lashner
Stephen Leb
Alan Levine
David Ludlow
Janice Lyons
Claudio Milstein
Michael Moffitt
Nona Nichols
Rebecca Obeng
Sarah Ondrejka

Ruben Olivares
Monica Montano
Nona Nichols
Elizabeth Painter
Abigaill Raffner (Basson)
Elizabeth Rainbolt
Rania Rayes-Danan
Anastasia Rowland-Seymour
Ben Schwan
Hemalatha Senthilkumar
Demitre Serletis

Paul Shaniuk
Emily Hamburg-Shields
Ben Schwan
Bryan Singelyn
Michael Staudt
Phoebe Stewart
Nami Tajima
Patricia Taylor
Gregory Videtic
Scott Williams
Raed Zuhour

Not Present

Robert Abouassaly
Joshua Arbesman
Mohammad Ansari
Elvera L. Baron
Corinne Bazella
Maura Berkelhamer
Melissa Bonner
Francis Caputo
Andy Chen

Patrick Collier
Meelie DebRoy
Mackenzie Deighen
Rachael Gowen
Bahar Bassiri Gharb
Amy Hise
Jason Ho
Vanessa Ho
Maeve Hopkins

Eric W. Kaler
Gaby Khoury
Sadashiva Karnik
Sandeep Khanna
Christina Krudy
Ang Li
Jennifer Li
Shawn Li

Susan Linder
Dan Ma
Tani Malhotra
James Martin
Raman Marwaha
Amy McDonald
Christopher McFarland
Gillian Michaelson

Neal Peachey
Cyrus Rabbani
Deven Reddy
Ann Rivera
Tamer Said
Matthew Sikora
Simi Singh
James (Jim) Strainic

Others Present

Shane Angus
Sarah Augustine
Robert Bonomo
Rui Cao

Nicole Deming
Adrienne Fletcher
Trish Gallagher
Joyce Helton

Cynthia Kubu
Lia Logio
Donald Mann
Lina Mehta

William Merrick
Charlene Pan
Ashwini Pandit
Fred Schumacher

Simran Singh
Madelyn Stevens
Usha Stiefel

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Draft Meeting Minutes
December 16, 2024**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:20PM	Chair's Remarks and Announcements	Alan Levine Chair of Faculty Council	<p>The chair called the meeting to order at 4:02PM. Dr. Levine reminded Faculty Council that at the first Faculty Council meeting it was voted and approved to hold hybrid meetings – via Zoom and in-person, alternating at the affiliates, affording Dr. Levine the opportunity to meet people across campus. Today we are at MetroHealth Medical Center. Welcome and thank you to the MHMC folks for being here.</p> <p>Later in the meeting, Dr. Matthias Buck will be providing an update on the FACE Committee (Ad Hoc Committee for Faculty Administration Interactions, Co-Governance, and Engagement). Last month Dr. Buck discussed the climate survey and the low number of responses from the basic sciences (46%) and clinicians (4%). It was felt that the combination of low engagement and the inappropriateness of many of the questions for clinical staff contributed to the poor outcome. University administration agreed to and supported a redo of the climate survey designed specifically for clinicians (our faculty) at the four affiliates. Worked through multiple questions of surveys basic sciences took and tossed those not relevant for many of our clinical faculty at the affiliate institutions. We are working with the FCSC to validate the final survey with the goal of releasing the new survey in February.</p> <p>Dr. Serpil Erzurum, originally scheduled to provide an update on research at Cleveland Clinic at today's meeting, has a conflict and will not be able to present today. Dr. Levine opened the floor for suggestions as to what questions should be asked regarding the climate in the School of Medicine? Suggestions made were “what barriers exist that prevent you from being more engaged with the medical school” and “how would you like to be engaged with the School of Medicine”.</p>	

	Chair's Remarks and Announcements (continued)		It was not generally known what are the different ways one could be engaged with the medical school, what are their options, and how often do they occur. While the idea of a checklist was not well received, it was felt that multiple choice questions would be helpful. It was noted that one of the responsibilities of Faculty Council members is to go back to their colleagues and departments and ask what they would like to see on the survey.	
4:20-4:21PM	Approval of November 18 Faculty Council Meeting Minutes	Alan Levine	When polled, there were no edits to the November 18 Faculty Council Meeting minutes as posted in BOX.	With no objections, the November Faculty Council Meeting Minutes were approved by general consensus.
4:21-4:31PM	Faculty Council Steering Committee Report	Anastasia Rowland-Seymour	<p>Dr. Rowland-Seymour reported that at the December 2 Faculty Council Steering Committee, they discussed the Chair announcements, and reviewed and approved the November FCSC meeting minutes. The Professional Conduct Committee provided an overview of the presentation they intended to give to Faculty Council at the December meeting. Robust discussion took place regarding the ad hoc Committee on Awards and Honors and some of the challenges they faced when determining eligibility of awards based on who was a member of the professional society. They discussed the ORCID ID initiative (Jessica Decaro), the CMPSA charge, and talked a fair amount of detail about the ad hoc FACE Committee and issues they were addressing with Dr. Buck. At the end of the meeting there was a fairly robust discussion regarding the high cost of insurance for post docs and the challenge it provides each of our departments and may be challenging some of our efforts to do research.</p> <p>Dr. Buck is pursuing the history of this situation and to determine how this came about, hopefully to report by January. Most of the post docs on campus are at the SOM. Money is tight and this is a conversation we need to continue to have.</p>	
4:21-4:31PM	CMSPA Charge (Committee on Medical Student Promotion and Advancement)		The Bylaws Committee met last week and reviewed the changes to the charge for the Committee on Medical Student Promotion and Advancement for conflict of interest language. The charge was modified to better reflect the university's definition of conflict of interest. The Bylaws Committee approved the changes with a vote of 5-0.	

	<p>CMSPA Charge (Committee on Medical Student Promotion and Advancement) (continued)</p>		<p>The Bylaws Committee also reviewed other changes in the document, some of which will be addressed at a later date. This charge is incredibly important for the LCME review coming up in March. There has been much effort behind the scenes (Dr. Logio, Dr. Augustine, and Dr. Collins and the Bylaws Committee) who are making this happen and enabling us to vote today.</p>	<p>A motion was made by a Faculty Council member and seconded by a Faculty Council member to approve the changes to the CMSPA (Committee on Medical Student Promotion and Advancement) Charge</p> <p>Vote: 39 were in favor, 0 were against, and 5 abstained.</p> <p>The motion is approved.</p>
<p>4:31-4:38PM</p>	<p>ORCID IDs</p>	<p>Jessica DeCaro</p>	<p>Jessica Decaro, Director of the Cleveland Health Services Library, thanked Faculty Council for the opportunity to present today. ORCID stands for Open Researcher and Contributor ID. The Cleveland Health Sciences Library (CHSL) has partnered with the Office of Faculty Affairs to reach 100% full-time faculty ORCID profiles connected to FIS by June 30, 2025. The CHSL is also collaborating with our affiliate hospitals' faculty administration and libraries.</p> <p>Faculty are able to manage their own ORCID record designating what information will be publicly visible and what can be kept private. The ORCID Advantage will eliminate name ambiguity by creating a persistent unique identifier. It will allow for a comprehensive list of research outputs in one place. It will improve discoverability of research and simplify submission processes to publishers and funders. It provides a standardized identifier and enables researchers to control their own publication record. It is free and accessible to any researcher regardless of their career stage or discipline.</p> <p>More and more systems are requesting and mandating a unique identifier. ORCID allows for comprehensive lists of research outputs in one place (data sets, equipment, articles, citations, note books) allowing a place of peer review in that record for a complete picture. Resources for faculty includes a link to the CHSL Comprehensive Guide to Completing an ORCID profile is https://chs.libguides.com/orcid/som .</p>	

	ORCID IDs (continued)		<p>The CHSL is providing to CWRU SOM faculty and all clinical full-time faculty: department meeting presentations, recorded Zoom presentations, and faculty-scheduled drop-in appointments. The affiliate hospitals are providing in-house support.</p> <p>Contact information:</p> <ul style="list-style-type: none"> • CWRU: contact the CHSL librarians at askCHSL@case.edu • Cleveland Clinic Lerner College of Medicine: contact Michelle Kraft at kraftm@ccf.org • Louis Stokes Cleveland VA Medical Center: contact Robert Bonomo at Robert.Bonomo@va.gov • MetroHealth: contact Laura Frater at laf66@case.edu • UH Hospitals: contact Esther Gutow at esther.gutow@uhhospitals.org <p>Dean Gerson emphasized at the state of the school that they would like to have 100% participation from faculty.</p>	
4:38-4:44PM	Remarks by Dean Gerson	Stan Gerson	<p>Dean Gerson thanked everyone for the fall activities and workload and hoped that everyone will get a little time away from clinical and educational responsibilities. He will soon be sending out the note about leaving early for winter break on December 20.</p> <p>Dean Gerson spoke briefly on the value ORCiD brings to faculty members. We are actively working on drop down menus of who we are. While there is a glitch, we hope to get it resolved quickly. It is important to know where you work and who you work for.</p> <p>There is currently a search for a permanent Director for the Center for Community Health Integration. In January we will begin a search for faculty members for the newly identified Institution of Population and Community Health. We are actively getting ready for LCME and appreciate the many people who have been involved in that area.</p> <p>In the post-election academic world, we are all recognizing, and some anticipate changes, based on the popular vote for elected officials. To keep us in line I think we should be attentive on current and future support and strategy for grant support, as it may very well change. As an academic institution, our partner hospitals have different alignments of expectations, and we need to be attentive to that. Any grants that are under federal grant</p>	

	Remarks by Dean Gerson (continued)		support will continue unabated, until some shift, unaffected. You will see a little bit of a shift in terms of our office activity. Dean Gerson sent out an email to remind everyone that when we do anything professional, including publishing papers, CWRU University School of Medicine must be noted.	
4:44-4:54PM	Professional Conduct Committee	Blaine Todd Bafus Jessie Jean-Claude Archana Brojmohun	<p>Three members of the Professional Conduct Committee (Blaine Todd Bafus, Jessie Jean-Claude, and Archana Brojmohun) provided an overview of the committee and its activities. The Professional Conduct Committee is a Dean’s committee of peer resource facilitators. This committee originated as an ad hoc committee from Faculty Council. They have access to a charge and an SOP, which is followed whenever a case is referred to them.</p> <p>Professionalism is based on the norms of integrity, respect, inclusive excellence, and kindness as articulated in the SOM Professional Code of Conduct. Professional misconduct is a deviation from these norms. The PCC’s role is to review such conduct and recommend a remediation plan when deemed necessary to the faculty member’s department chair.</p> <p>They stressed that these are only recommendations on how to facilitate communications between faculty members and not punitive. When showing the listing of members, they noted that they try to ensure that two mental health people are on the committee. Cynthia Kubu, Susan Freimark, and Rachel Lautner are non-voting members/contributors of the committee.</p> <p>The PCC went live in June 19, 2023. The committee has a charge and recently updated their SOP. They have established contacts at each of the affiliate locations and also provide other referral resources. Professionalism training for members is held twice a year; with the last session being held on September 26, 2024.</p> <p>Cases come through the Accountability Management System (AMS). They are then triaged with some being referred to graduate education. Topics covered include communication issues (faculty to faculty), salary disputes, etc. Below is the URL for reporting in the accountability management system: https://case.edu/medicine/about/accountability-management-system</p>	

4:54 -5:18PM	Ad Hoc Committee on Awards and Honors	Lynn Singer	<p>Dr. Singer provided an overview of the ad hoc Committee on Awards and Honors, its goals and accomplishments. The committee members represent all of the affiliate hospitals in addition to the basic sciences. Representing us through AAMC. This committee was created to increase the number of faculty who are nominated for awards and honors both nationally and internationally. The committee is developing a searchable listing of honors and awards, eligibility, frequency, and deadlines (to the extent possible). The goal is to create a databank of materials for faculty to utilize as samples.</p> <p>Over the last year the committee has met monthly to identify new and existing opportunities for faculty at every rank and to increase the number of faculty members at CWRU-SOM who receive awards/honors. They are attempting to identify faculty who might be eligible for awards and awards that might be suitable for the SOM. They have tried to solicit nominations – department chairs are extremely important but not as active as they would like them to be.</p> <p>The committee was tasked with developing a template for each award. Over the past year they have developed a list of the top 100 awards. They have identified a quantity of faculty research which could be lifted up and eligible for these high-status awards. They have had committee members present to constituent faculty at the affiliates. While the Dean’s Office receives a notice of award a month in advance, it is too little time to identify a candidate, secure letters of recommendations outside of the university, etc. Last year they started planning for the award a year in advance.</p> <p>The Dean’s Office has created a website identifying awards: Faculty Awards School of Medicine School of Medicine Case Western Reserve University</p> <p>We also want to make faculty aware of the recipients of these awards, and would like to have a place where faculty can indicate receipt of an award so it can be publicized.</p> <p>Nominations to date: Gairdner (submitted); AAMC 2023 (submitted, not awarded), Alpert (in process, due Nov. 5); Wolf</p>	
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	Ad Hoc Committee on Awards and Honors (continued)		<p>(in process); ASBMB Parasitology (in process); AAAS Fellow (in process); Avery prize (neonatology, in process); Merkin Prize: review; Marian Spencer Fay: review.</p> <p>The committee found that many of our scientists are not members of the organizations that offer the prizes. They must be members and paying dues to be nominated. Faculty are encouraged to take an active role in the top societies; it builds up the medical school.</p> <p>Barriers that were identified are: A need for administrative assistance (someone parallel to research/foundation awards; a lack of knowledge about individual achievements that have not already been recognized for an award. There is a lack of knowledge about faculty membership in professional societies (working with FA for data to be included in FIS) as a large number of awards are society based. Faculty are not involved in major professional societies: dues, etc., AAAS as example. The timeline for submission vs. notification; often too late to submit, we are working on year later. Faculty modesty, lack of willingness or time to create nomination; lack of understanding of need for engagement. Letter writers/nominators need to be cognizant of the discipline and able to write an interesting letter. Lack of diversity in identifying faculty.</p> <p>The resolution proposed by the committee was put to a vote.</p> <p>Dr. Levine will ask Dean Gerson for administrative support for this committee.</p>	<p>A motion was made by a Faculty Council member and seconded by a Faculty Council member to approve the resolution presented by the Committee to request that the School of Medicine provide the committee administrative support sufficient to develop and maintain a robust Awards and Honors program</p> <p>Vote: 40 were in favor, 0 were against, and 1 abstained.</p> <p>The motion is approved.</p>
5:18-5:27PM	FACE (Faculty Administration Interaction, Co-Governance and Engagement)	Matthias Buck	<p>Dr. Buck provided an overview of the FACE Committee's first year. The committee initially focused on engagement in response to the 2022 Gallup and other survey results. There was some uncertainty whether the survey was received by clinical faculty via their work/affiliate emails. The second observation was that a few clinicians started the survey once opened and only ½ completed it. The committee suggested that they do a shorter survey just specific to faculty at the affiliate. Faculty are not satisfied with the level of transparency re. decision making, especially financial including salary (only 35% feel they are being paid fairly for their work) Only 20% of some faculty felt they were engaged.</p>	

	FACE (Faculty Administration Interaction, Co-Governance and Engagement) (continued)		<p>Dr. Buck summarized deliverables and membership of the committee, and activities that took place during the first year of the committee, his conversation with Elizabeth Fehsenfeld on the University Engagement Committee, and review of the climate survey as well as the 2022 Gallup Survey. He touched on the talking points of the FACE Committee meetings. He noted the importance of having a multiple prong approach to promotion and engagement matters.</p> <p>FACE was tasked with exploring options on how to better engage faculty in meaningful service and leadership, suggest mechanisms for better faculty-administration interactions and a sense of SOM co-governance, each side contributing their respective strengths</p> <p>When discussing the lack of engagement of the 2024 climate survey, it was noted that the University climate committee focused on “happiness” / surveys what different units do, rather than meaningful engagement. The revised engagement survey will be targeted at clinical faculty, input from FC and especially junior faculty. There will be more focus on lack of engagement with 2024 climate survey (details from CWRU institutional research: Edward Bolden. Areas of least satisfaction: support for securing grants, recognition of teaching, start-up (pilot?) funds</p> <p>Future meetings intend to address how to better engage faculty in meaningful service and leadership. What are the strengths of the faculty in different settings? Suggest mechanisms for better faculty-administration interactions and a sense of SOM co-governance, and encourage each side to contribute their respective strengths. How to create a better academic and social environment? Post-tenure review as a faculty/community driven mechanism to promote engagement over a faculty’s care</p> <p>Alan Levine and Dr. Boardman have started to refine the survey for the use of clinical affiliates and hope to have it ready early in 2025.</p>	
5:27-5:28PM	Senate/ExCom Report	Elvera Baron	Dr. Baron is not available for today’s meeting. The last Senate ExCom meeting was early November and none held since so there was no report to be given. The 2025 ExCom Reports will be presented by Dr. Buck.	

5:28-5:29PM	New Business		When polled, there were no new business items to be addressed.	
5:29-5:34PM	Good & Wellness		<p>Dr. Levine thanked Dr. Bollins for going above and beyond to bring this Bylaws presentation to Faculty Council today. It was a three days effort and we appreciate his efforts</p> <p>Dr. Levine wished everyone safe travels, drive safely, and he wished everyone a marvelous holiday season and hoped they would enjoy their time with family and friends. We will see each other again in 2025.</p>	
5:34PM	Adjourn		As there were no additional agenda items to address, the chair adjourned the meeting at 5:34PM.	

Present

Blaine (Todd) Bafus
Stephanie Barnes
Matthias Buck
Hulya Bukulmez
Adrienne Callahan
Marta Couce
Jessica Fesler
Lisa Gelles
Stan Gerson

Ramy Ghayda
Keshava Gowda
Amy Hise
Maeve Hopkins
Venkatesh Kambhampati
Sadu Karnik
Camilla Kilbane
Qingzhong Kong
Bret Lashner

Stephen Leb
Susan Linder
David Ludlow
Janice Lyons
Raman Marwaha
Rebecca Obeng
Sarah Ondrejka
Ruben Olivares
Cyrus Rabbani

Abigaill Raffner (Basson)
Elizabeth Rainbolt
Rania Rayes-Danan
Deven Reddy
Ann Rivera
Ben Schwan
Hemalatha Senthilkumar
Demitre Serletis
Paul Shaniuk

Matthew Sikora
Ben Schwan
Bryan Singelyn
Michael Staudt
Phoebe Stewart
Gregory Videtic
Scott Williams
Raed Zuhour

Not Present

Robert Abouassaly
Joshua Arbesman
Mohammad Ansari
Elvera L. Baron
Kavita Bhatt
Bahar Bassiri Gharb
Corinne Bazella
Maura Berkelhamer
Melissa Bonner
Francis Caputo

Andy Chen
Patrick Collier
Wayne Cohen-Levy
Thomas Collins
Meelie DebRoy
Mackenzie Deighen
Nadim El Chakhtoura
Jeremiah Escajeda
Calen Frolkis
Rachael Gowen

Emily Hamburg-Shields
Andrew Harris
Jason Ho
Vanessa Ho
Sheronica James
Eric W. Kaler
Gaby Khoury
Hung-Ying Kao
Sadashiva Karnik
Sandeep Khanna

Christina Krudy
Ang Li
Jennifer Li
Shawn Li
Dan Ma
Tani Malhotra
James Martin
Amy McDonald
Christopher McFarland
Gillian Michaelson

Claudio Milstein
Michael Moffitt
Elizabeth Painter
Neal Peachey
Anastasia Rowland-Seymour
Tamer Said
Simi Singh
James (Jim) Strainic
Nami Tajima
Patricia Taylor

Others Present

Nicole Deming
Archana Brojmohun
Jessica DeCaro
Adrienne Fletcher

Trish Gallagher
Joyce Helton
Vijaya Krishna Kosaraju
Jessie Jean-Claude

Lia Logio
William Merrick
Monica Montano
Vincent Monnier

Nona Nichols
Ruben Olivares
Vijaya Krishna Kosaraju

Lynn Singer
Simran Singh
David Stepnick

Note the following passage from the University Faculty Handbook

Sec. B.

Non-tenure track faculty members: Non-tenure track faculty members are those persons holding full-time academic appointments at the ranks of professor, associate professor, assistant professor, senior instructor, and instructor in the constituent faculties whose obligations to the University include two of the three obligations of the tenured/tenure track faculty, i.e. 1) teaching, 2) research and scholarship or 3) service to the University community. Non-tenure track faculty members shall be entitled to vote on all matters coming before the University Faculty. The by-laws of the constituent faculty shall determine if they may vote on matters coming before the constituent faculties in which they are appointed.

I would like to propose submitting a request to the Faculty Senate to amend the highlighted section to read

Non-tenure track faculty members: Non-tenure track faculty members are those persons holding full-time academic appointments at the ranks of professor, associate professor, assistant professor, senior instructor, and instructor in the constituent faculties whose obligations to the University include two of the three obligations of the tenured/tenure track faculty, i.e. 1) education, 2) research/scholarship, or 3) service that impacts the University community.

Proposal: The Faculty Council would like to discuss defining the terms teaching and education to see if there is an argument to be made that what the University promotes faculty for is education and scholarship not only teaching. This change requires educational scholarship (however the schools or college defines it) as part of the basis for appointment and promotion.

Justification: Inspiring vs. telling

Education covers a wide range of aspects to inspire change in people, social skills, values, and personal development, including teaching, research, leadership, administration, curriculum development, education policy, and educational theory. We wish to be more inclusive by including many other avenues to advance our academic mission

As Albert Einstein says, “Education is what remains after one has forgotten what one has learned in school”

Teaching focuses more directly on the imparting of knowledge, the transference of subject matter, and classroom management.

Research/scholarship recognizes that some fields distinguish research from scholarship, and we seek inclusivity.

Tenure Salary Issue

Bylaws Committee for Faculty Council 01/06/2025

Current SOM Bylaws, page 26

5.7: Tenure Salary Guarantee

Award of tenure for faculty of the School of Medicine should be accompanied by a base salary guaranteed by the School of Medicine that will be equal for faculty in the school's basic science and clinical science departments. The amount of the guarantee and its financial support are currently under discussion.

Current CWRU Faculty Handbook

p36, Ch.3, E.2

2. When awarded, academic tenure rests at the constituent faculty level rather than at the departmental level. The award of academic tenure to a faculty member is a career commitment which grants that faculty member the right to retain his or her appointment without term until retirement. This commitment includes a salary guarantee to which the University obligates itself. The salary shall be at a level determined by the dean of the relevant school or college to be reasonable compensation for the roles and responsibilities of the tenured faculty member. The appointment of a tenured faculty member may be terminated only for just cause. In the event that a tenured faculty member's school, department, or other unit of the University in which the faculty member's primary appointment rests is closed or reduced in size, the University shall nevertheless make all reasonable attempts to provide a tenured faculty member with an appointment of unlimited duration until retirement.

Current SOM Bylaws Appendix 1

- Silent

2024 SOM APT Guidance 5.20.24 (Proposed Changes)

b. Tenure Guarantee

When awarded, academic tenure rests at the constituent faculty level rather than at the departmental level. The award of academic tenure to a faculty member is a career commitment which grants that faculty member the right to retain their appointment without term until retirement. This commitment includes a salary guarantee to which the University obligates itself. The salary shall be at a level determined by the dean of the relevant school or college to be reasonable compensation for the roles and responsibilities of the tenured faculty member. The appointment of a tenured faculty member may be terminated only for just cause. In the event that a tenured faculty member's school, department, or other unit of the University in which the faculty member's primary appointment rests is closed or reduced in size, the University shall make all reasonable attempts to provide a tenured faculty member with an appointment of unlimited duration until retirement. Award of tenure for faculty based in the School of Medicine who have 100% salary sourced by the SOM will have three components to their salary: base, merit, and incentive. These components will be adjusted by annual performance review, but the base salary will not be reduced.

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Unique language in SOM salary discussion

Award of tenure for faculty based in the School of Medicine who have 100% salary sourced by the SOM will have three components to their salary: base, merit, and incentive. These components will be adjusted by annual performance review, but the base salary will not be reduced.

What if workload/expectations reduced?

What if school/college/department has reduced finances?

Not for Bylaws Committee to reconcile.

BC recommendation to FC

- Adopt current Faculty Handbook language into SOM Bylaws.
- Originating body to consider options for additional salary language.

School of Medicine Lecture Committee

Annual Report

January 2025

SOM Lecture Committee

Fredrick Schumacher, Chair	Dept of PQHS	2026
David Buchner	Dept of Genetics	2027
Alan Tartakoff	Dept of Pathology	2027
Neil Greenspan	Dept of Pathology	2025
Sichun Yang	Dept of Nutrition	2026

MEMBERSHIP: Five full-time faculty members with representation from both preclinical and clinical departments. Terms shall be for three years with re-election permitted. The members shall serve overlapping terms.

Presentation to the Faculty Council, Jan 2025

Louis A. Bloomfield Memorial Lecture

“Provide lectures in Greater Cleveland by distinguished medical Scientists and scholars”

2025 (*in progress*): Ruslan Medzhitov, Yale School of Medicine, Sterling Professor of Immunobiology. His laboratory studies biology of inflammation, mechanisms of homeostasis, allergic immunity and mechanisms of diseases.

2024: The Bloomfield lecture fund was used to support a lecture by Dr. David Liu, the Richard Merkin Professor and Director of the Merkin Institute of Transformative Technologies in Healthcare, from the Broad Institute and Harvard University on March 6, 2024. He is a Howard Hughes Medical Institute investigator. Dr. Liu is a leading figure in combining chemistry and evolution to develop new therapies. He is the architect of the novel base and prime editing methods for accurately correcting genetic mutations that cause disease.

2023: The Bloomfield lecture fund will be used to support a lecture and visit by Dr. Tom Sudhof from HHMI and Stanford University on 3/13/23. Dr. Sudhof is best known for his work on neurotransmitter release and synaptic transmission for which he was awarded the Lasker Award and the Nobel Prize.

- In addition to the lectures, the SOM Lecture Committee was able to reconnect with many members of the Bloomfield family, including 5 of the grandchildren of Louis Bloomfield. One member of the family was able to attend the 2022 lecture in person and other members were able to view the lecture via zoom. The date for the 2023 lecture has been shared with the family so that they can continue to attend future lectures and reinvigorate their relationship with CWRU.

H.M. Hanna Lecture Fund

Lecture from “distinguished foreign visitors so that they might be attracted here to give lectures in the medical sciences”

2025 (*in progress*): Laura Esserman, Departments of Surgery and Radiology, Institute for Health Policy Studies, UCSF.

2023: Symposium focused on chemical biology

- Damian Young (Baylor)
- Brian Shoichet (UCSF)
- Eranthie Weerapana (Boston College)

Courtney Burton Frontiers of Medicine Lecture Fund

Support an annual lecture from “an outstanding individual who has achieved or been involved in the achievement of a significant advance in medicine or a closely related field”

2025: The Burton funds will be used to support a lecture by Dr. Roy Parker, Department of Biochemistry from the University of Colorado Boulder, on April 23, 2025. Dr. Parker is a biochemist with expertise in cancer biology, cell signaling, gene expression and regulation, and innate immunity.

2023: 20th anniversary of the sequencing of the human genome in the fall of 2023. The symposium will be jointly hosted by CWRU and the Cleveland Museum of Natural History.

- Sarah Tishkoff (UPENN)
- Heidi Rehm (Broad)
- David Goldstein (Actio Biosciences)

Additional Items of Interest

- Speaker awards
 - Provide speakers with an award (*i.e.* plaque, glass award, etc)
- Develop a webpage for each lectureship
 - Briefly describe each lectureship
 - List previous speakers
 - This will assist inviting future speakers as a weblink could be provided in the invitation
 - Develop a LinkedIn page for each lectureship
- Continue to develop partnerships with area organizations for lecture panels, *i.e.* similar to the Museum of Natural History collaboration with the 20th anniversary of human genome

Presenting
The Entering Class of

20
24



**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine

Dr. Lina Mehta
Associate Dean for Admissions

Application Statistics

Total Applications Nationally: 50,181 (+1%)

Total Applications to CWRU: 8,441 (-2%)

2024 Entering Class Size: 215

University Program

Applications:

7,821

Interviews:

798

Matriculants:

170

Lerner College Program

Applications: 2,295

Interviews: 195

Matriculants: 32

MSTP

Applications:

474

Interviews:

116

Matriculants: 13



CASE WESTERN RESERVE
UNIVERSITY
School of Medicine

56.4%
Women

41.7%
Men

1.4%
**Nonbinary/Gender
queer**
**Gender non-
conforming**



23.2

Average Age

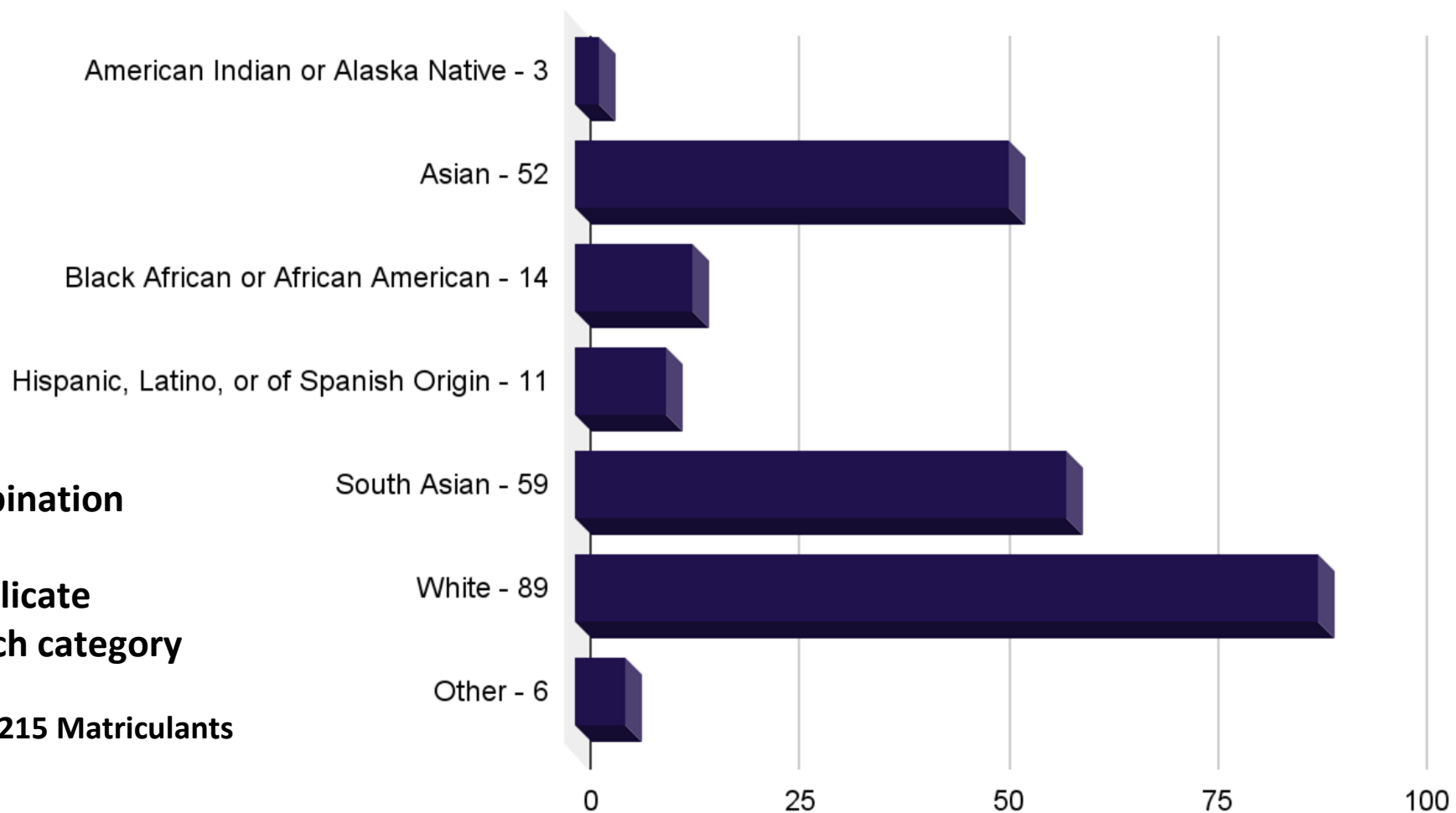
Age Range: 20-33

LGBTQ: 15%



**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine

Self-described Race/Ethnicity



***Alone or in combination**

Data includes duplicate information in each category

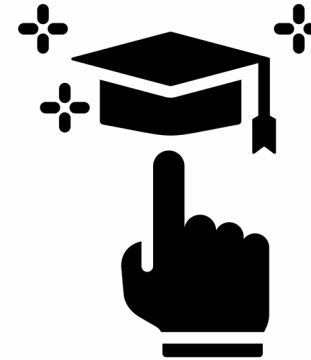
Unduplicated Total = 215 Matriculants



Other Information



Underrepresented in Medicine:
12%



First Generation College:
7%



Rural Areas of US: 6%

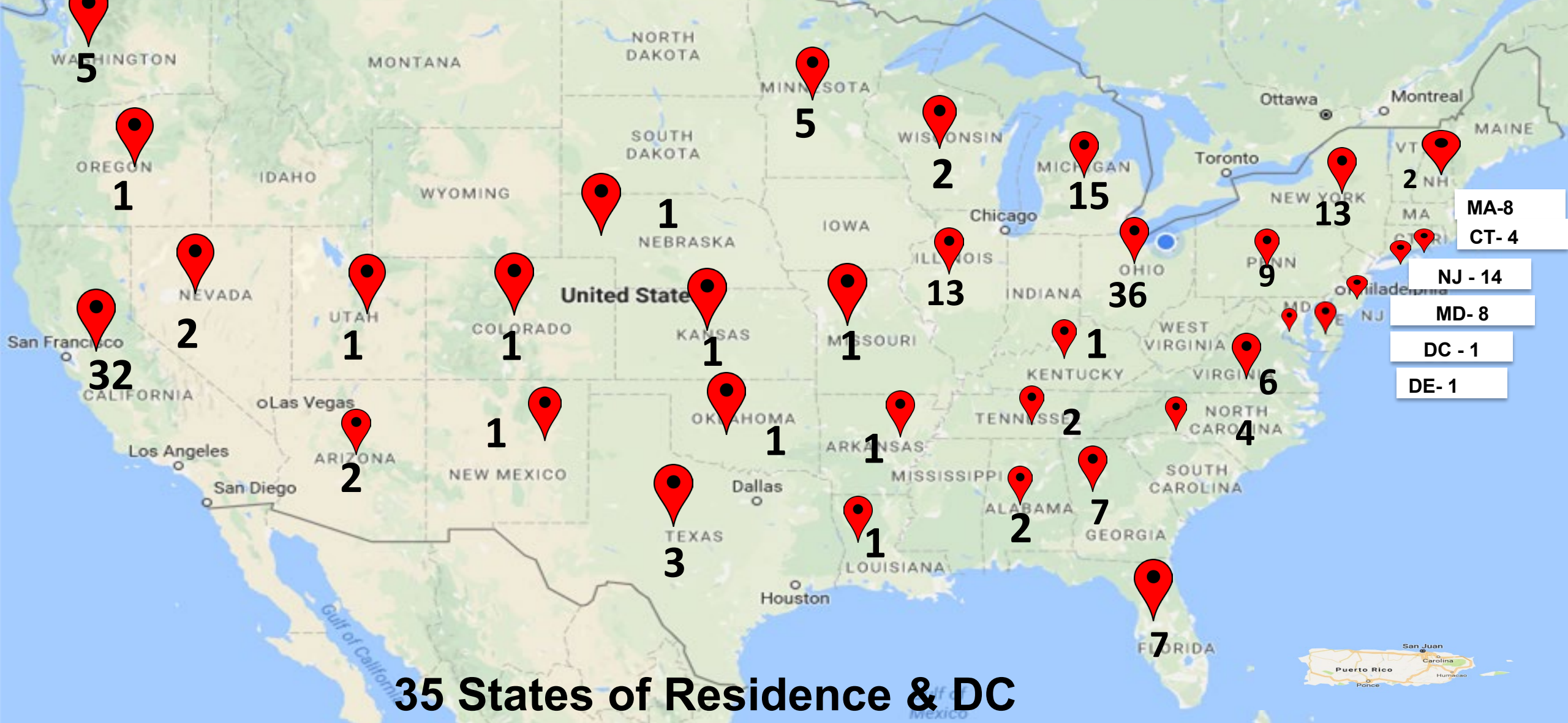


Military Service: 1.4%



At least one gap year: 82%
37% = 1 yr.
23% = 2 yrs.
17% = 3 or more





1 Country outside of US: Nigeria

17% In-state 83% Out-of-state

79 Different Colleges & Universities

Bethel University- 1
Boston University- 2
Brandeis University- 1
Brown University- 2
Carleton College- 1
Case Western Reserve University- 31
Claremont McKenna College- 1
Cleveland State University- 1
College of William and Mary- 2
Columbia University- 2
Cornell University- 5
Dartmouth College- 6
Davidson College- 1
Duke University- 8
Emory University- 8
Florida Atlantic University- 1
Florida State University- 1
George Washington University- 1
Georgetown University- 1
Georgia Institute of Technology- 1
Hamilton College - 1
John Carroll University- 1
Johns Hopkins University- 9
Kenyon College- 1
Lee University- 1
Lewis and Clark College- 1
Michigan State University- 2

Middlebury College- 1
Misericordia University- 1
Northeastern University- 4
Oberlin College- 1
Ohio University- 2
Oregon State University- 1
Princeton University- 4
Rice University- 3
Rutgers University- 2
St. Olaf College- 1
Stanford University- 2
Swarthmore College- 1
Temple University- 1
Ohio State University- 9
Tulane University- 1
United States Air Force Academy- 1
United States Military Academy- 1
United States Naval Academy- 1
University of Arizona- 1
University of California- Berkeley- 3
University of California- Davis- 3
University of California- Irvine- 2
UCLA- 5
University of CA- San Diego- 2
University of Central Florida- 2
University of Chicago- 1
University of Cincinnati- 1

University of Connecticut- 2
University of Florida- 2
University of Georgia- 2
University of IL-Urbana Champaign- 1
University Maryland College Park- 2
University of Miami- 1
University of Michigan- 12
University of Minnesota Twin Cities- 1
University of Missouri- Kansas City- 1
University of North Carolina at Chapel Hill- 1
University of Notre Dame- 3
University of Pennsylvania- 9
University of Pittsburgh- 4
University of Southern California- 4
University of Tennessee- 1
University of Texas at Dallas- 1
University of Utah- 1
University of Virginia- 3
University of Wisconsin-Madison- 1
Vanderbilt University- 6
Wake Forest- 1
Washington University in St. Louis- 3
Wellesley College- 1
Williams College- 1
Yale University- 1

Majors and Graduate Degrees

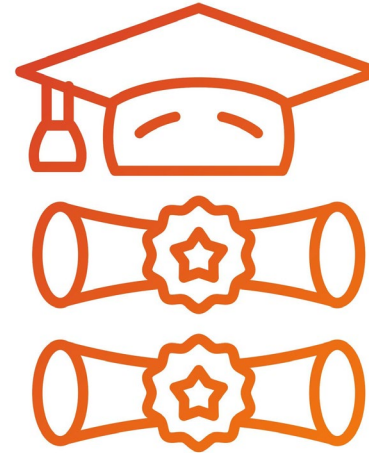
Most Common Majors

- Biology
- Neuroscience
- Psychology
- Chemistry
- Biochemistry
- Biomedical Engineering
- Biological Sciences
- Economics
- Cognitive Science
- Molecular & Cellular Biology



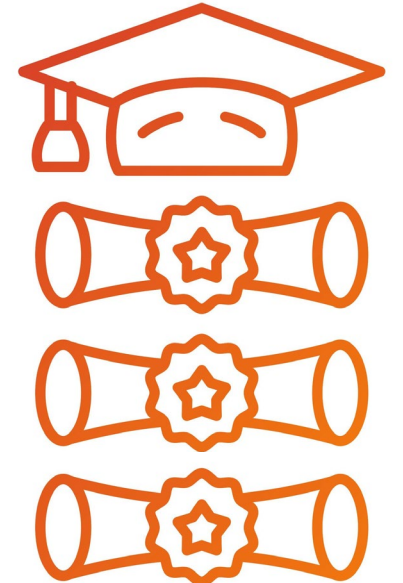
18

Graduate Degrees



41

Double Majors



1

Triple Major



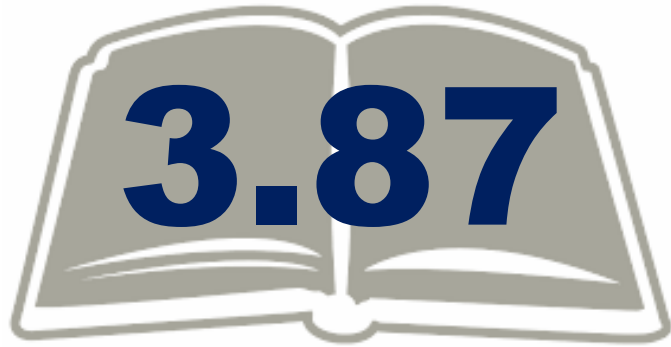
**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine

Undergraduate Degrees

Biochemistry, Molecular Biology, Anthropology, Biological Mathematics, Biology, Health and Society, Biological Engineering, Biomedical and Health Sciences Engineering, Biomedical Engineering, Biomedical Science, Biomolecular Science, Biophysics, Biopsychology, Business, Cell Biology, Chemical Engineering, Chemical Biology, Chinese, Chemistry, Child Development, Cognitive Science, Computational Biology, Computer Science, Data Science, East Asian Studies, Economics, Electrical Engineering, Environmental Studies, Gerontological Studies, Health and the Human Sciences, Health and Societies, Health Promotion and Disease Prevention, Health, Health Science, History, Human Biology, Human Health, International Affairs, Legal Studies, Literature, Medical Anthropology, Medical Laboratory Science, Medical Science, Microbiology / Bacteriology, Microbiology and Cell Science, Molecular and Cell Biology, Natural Sciences, Neurobiology, Movement Science, Music, Neurobiology, Neuroscience, Nursing, Nutritional Biochemistry and Metabolism, Pharmaceutical Sciences, Pharmacy, Physiology, Political Science, Psychological Sciences, Psychology, Public Health, Spanish, Statistical Science, Sociology, Sustainable Development



Academic Credentials



Average Cumulative GPA

Cumulative GPA

Range: 3.12-4.0

Median: 3.92

Mode: 4.0

National Avg. Matriculating Student Cumulative GPA (2024): 3.77

(SD = .23)

Science GPA

Range: 3.03-4.00

Median: 3.89

Mode: 4.0



Average Science GPA

National Avg. Matriculating Student Science GPA (2024): 3.71
(SD = .310)



CASE WESTERN RESERVE
UNIVERSITY
School of Medicine



Academic Credentials

MCAT

n= 200

Average: 518 (95%)

Median: 518 (95%)

Mode: 518

Range: 507-526

National Matric. Student Avg. 2024 = 511.7 (80-83%) (SD = 6.9)



Work/Extracurricular/Academic Activities



94%

Research Experiences



16%

Artistic Endeavors

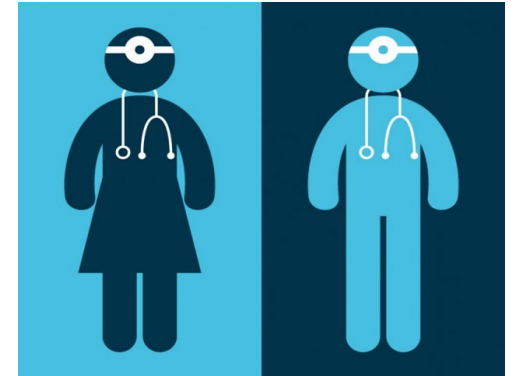


90%

Volunteer Medical Experiences

67%

Paid Medical Experiences



87%

Physician Shadowing,
Clinical Observation



32%

Publications



64%

Teaching/Tutoring/TA



9%

Intercollegiate Athletics



63%

Leadership Experiences



87%

Other Volunteer Experiences



Just For Fun

Campus Tour Guide
Song Writer
Crisis Text Line Volunteers
Pharmacy Technician
Substitute Teacher
Ice Hockey Coach
Youth Baseball Umpire
EMT
Diving Coach
Weightlifter
Orientation Leader
Rock Climbing Coach
Rec Center Front Desk Worker
Tax Return Volunteer
Marathon Runner
Instacart Personal Shopper
Hair Stylist
Sports Writer for College
Newspaper
ESL Teacher
Triathlon Finisher
Wellness Coach
Golf Caddy
Meals on Wheels Delivery Driver
Service Dog Provider
Lifeguard
Personal Trainer
Server
Food Kitchen Volunteer

Church Deacon
Bartender
AMSA President
Registered Nurse
Fire Team Leader for Naval Academy
SAT/ACT Tutor
Restaurant Cashier
Gymnastics Coach
Peace Corps Member
Plumber
Painter
Fulbright Scholar
Dishwasher
Red Cross Volunteer
Software Engineer

Instruments Played:

Piano	Violin
Cello	Ukulele
Guitar	French Horn
Saxophone	

Spanish Interpreter
Food Blogger
Chess Player
Marching Band Drill Instructor
Property Manager
Radio DJ
Yoga Instructor
Case Worker
Hair Stylist
Crossword Puzzle Creator for
NY Times
Origami Artist
Mechanic
Music Therapy Assistant

Most Popular Names:

Alexander (3), Julia (3)



**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine



Case Western Reserve University

School of Medicine

July 14, 2024

Committee on Medical Student
Promotion and Advancement
(CMSPA)
Annual Report to Faculty
Council AY 23/24

Sarah Augustine, MD

Chair, CMSPSA

January 2025

Charge

- Review total performance of all students within the School of Medicine
 - Concerns with academic progress
 - Professionalism concerns
 - Any Early Concerns vetted thru Professionalism Workgroup (PWG)
- Approve student promotions to next academic year
- Recommend candidates for the award of degree of Doctor of Medicine
- Review and approve recommendations for promotion, dismissal, full year remediation for CCLCM students at the request of the Medical Student Performance Review Committee (MSPRC)

Operational Metrics

- Meeting every third Thursday of the month
- Quorum required for voting (simple majority of voting members)
- Action items reviewed the following Friday
- Formal action item letters sent the following Monday
- COMS reconsideration process with student advocate
- Two tier appeals process
- Regular interface with legal, PWG, mental health resources

Members

ELECTED

- Sarah Augustine, MD Chair (2027-c)
- Charlene Pan, MD (2029-c)
- Attila Nemeth, MD (2029-c)
- Tawna Mangosh, PhD (2027-b)
- Robert Owen, MD (2029-c)
- Jason Thuener, MD (2027-c)
- Nathan Stehouwer, MD (2026-c)
- Erika Allen, MD (2029-b)
- Nicholas Ziats, PhD (2029-b)

DEAN APPOINTED

- Keith Armitage, MD (2025-c)
- David Friel, PhD (2025-b)
- Beata Jaztrzebska, PhD (2025-b)
- Oliver Schirokauer, MD, PhD (2025-c)

EX OFFICIO

- Corinne Bazella, MD
- Colleen Croninger, PhD
- Lia Logio, MD
- Steven Ricanati, MD
- Amy Wilson-Delfosse, PhD
- John Tetzlaff, MD
- Xioamei Song
- Simran Singh, MD
- Ben Seanor, Assistant Registrar
- Kelsey Jorgensen, Registrar

Committee Motions

- 43 student presentations
- 31 unique students

Consideration for Dismissal	0
Dismissals	0
Voluntary withdrawals	1
Full yr remediation	1
Ext. request granted	5
LOA request granted	9
Referral for FFD	0
Referral to PWG	7
General professionalism	6
Academic remediation	7
Step 1 concerns	13
Step 2 concerns	2

Demographic data

	CMSPA	SOM
Women	16/31 (52%)	57.18%
Men	15/31 (48%)	42.58
Other	0/31 (0%)	0.30%

	CMSPA	SOM
Asian	3/31 (10%)	31.84%
Black/Brown	9/31 (29%)	5.02%
Latinx	6/31 (19%)	5.49%
Caucasian	7/31 (23%)	40.80%
Mixed race	3/31 (10%)	3.17%
Unknown	2/31 (6%)	13.68%

Challenges

- Difficulty in tracking students who delay USMLE exams
- Consistency in committee recommendations across professional schools
- Categorizing lapses in conscientious behavior

Successes

- Name change and charge revision
- New presentation template designed and implemented
- Realignment of processes with MSPRC
- Equal participation from all committee members
- Revision of committee membership
- Development of two-tiered appeals process

Graduation data AY 23/24

- 209 total candidate for graduation
 - 199 MD candidates
 - 10 MSTP candidates
- Excluding MSTP candidates
 - 182 MD candidates (91.5%) graduated in 5 years or less
 - 17 MD candidates (8.5%) graduated in 6 years or more
- Including MSTP candidates
 - 27 candidates (12.9%) graduated in 6 years or more