

**Faculty Council Meeting
Meeting Minutes
February 17, 2025**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:17PM	Chair's Remarks and Announcements	Alan Levine Chair of Faculty Council	<p>The chair called the meeting to order at 4:02PM. Dr. Levine welcomed everyone to today's hybrid Faculty Council Meeting – in person at CCLCM and via Zoom. He noted that Dr. James Stoller will hold a Fireside Chat on February 18 from 5:00-6:30PM in the Wolstein Auditorium and Lobby (flyer is included in the Faculty Council BOX folder).</p> <p>Dr. Levine reminded the council members that it is their responsibility to take what we do at Faculty Council and transfer it back to their appropriate constituents. Conversely, members are to gather information, beliefs, and concerns from their constituents and bring them forward to him and the FCSC, and when appropriate to address the topic at Faculty Council.</p> <p>A town hall will be held on Thursday, February 20, organized by Faculty Council in conjunction with Dean Gerson, in the Wolstein Auditorium from 10:00-11:00AM (Livestream option available), to discuss how the university should respond. This is a private conversation among faculty of CWRU SOM (nothing is being recorded). The dean has requested a list of topics we would like to be covered on Thursday. Today's conversations will cover how should we respond, who should we reach out to, how are our partner institutions managing this and how will this impact the finances of the affiliates?</p>	
4:17-4:18PM	Approval of January 27 Faculty Council Meeting Minutes	Alan Levine	When polled, there were no edits to the January 27 Faculty Council Meeting minutes as posted in BOX.	With no objections, the January Faculty Council Meeting Minutes were approved by general consensus.
4:18-4:22PM	Faculty Council Steering Committee Report	Anastasia Rowland-Seymour	Dr. Rowland-Seymour attended the Faculty Council Steering Committee Meeting on February 3, and provided a summary of the topics covered at that meeting.	

4:22-4:24PM	Senate/ExCom Report	Matthias Buck	Matthias Buck noted that the campus master plan includes building projects totaling \$135million which are currently in play. The ExCom, led by past chair, Maureen McEnery, has voted to create an ad hoc committee to formulate procedures for merging, dividing and naming departments. Dr. Buck stated that insurance for post docs is on the Senate ExCom's agenda.	
4:24-4:32PM	Acknowledgment/Vote on NEC Charge	Alan Levine	Everything on our website needs to be accurate and up-to date for the LCME review. The NEC charge was brought forward to the NEC members to see if the charge was appropriate and to Bylaws to make sure it was consistent with the bylaws. Currently there is no NEC Chair; Dr. Rowland-Seymour will represent the NEC. At the NEC meeting the charge was approved and is moving forward. Tom Collins, Chair of the Bylaws Committee, stated that the Bylaws Committee deemed the charge consistent with what is in the bylaws and updated language on the web page. The date of the new charge will be February 17, 2025.	<p>A motion was made by a Faculty Council representative and seconded by a Faculty Council representative to accept the updated NEC charge.</p> <p>Vote: 47 were in favor, 1 was against, and 15 abstained.</p> <p>The motion is approved.</p>
4:32-4:37PM	SOM CAPT Annual Report	Siran Koroukian and Mamta Singh (Co-Chairs)	<p>Drs. Koroukian and Singh presented the SOM CAPT Annual Report with a summary of activities for the academic year 2023-2024. Seven tenured candidates were considered for promotion to professor with 7 positive recommendations from the CAPT, dean and Provost. Twenty-three were nominated to professor NTT (13 female and 10 male) with 23 receiving positive recommendations from the CAPT, dean and provost. Five candidates (all women) received positive recommendations from the CAPT, dean and provost for award of tenure. There was one candidate for promotion to assistant professor in the tenure track with positive recommendations from the CAPT, dean and provost. The largest category for promotion was to associate professor NTT (31 female and 30 male applicants) with 53 initial CAPT recommendations. Eight appeals were all successful with 61 final positive recommendations from the CAPT, dean and provost. There were 97 total promotions with a 100% success rate.</p> <p>Dr. Koroukian credited the high success rate to the very stringent vetting process at the department level making it ready for review by the time it reaches the CAPT. She thanked the committee members for their tremendous amount of work and dedication required to evaluate each application.</p>	

4:37-4:56PM	Remarks by Dean Gerson	Stan Gerson	<p>Dean Gerson stated that a public announcement will soon be made announcing the selection of one chair and two interim chairs. The announcement is being delayed because notification just took place today. The university has been quite preoccupied with the federal executive orders and while they have been responding to them effectively, he didn't think any of them could review if we are in status quo. Members should work through Faculty Council, collectively, to come up with whatever questions they would like addressed at Thursday's meeting.</p> <p>There is a variety of incredibly sensitive touchpoints; one being the area of DEI. The Dean stated that our plan has been adjusted appropriately and he didn't think we are losing anything in the process. There will be a response by the university in the next day or so regarding the colleague letter received by many over the weekend and commented on extensively in the press. We feel we are fully compliant with the additional realm of responsibility that was attempted to be stated in the colleague letter, but not necessarily 100% aligned with the language as it speaks to different perspectives on judicial departments.</p> <p>The gap might prove to be as much as \$40-80 million and one can speculate on the impact on the NIH budget final resolution of IDC, of conversation about what to do about it, and the appropriateness of what a reasonable resolution in the IDC ought to be. Taxing and endowments are being discussed. There are incredibly thoughtful responses, perspectives and contingency plans taking place in the university.</p> <p>The Dean felt that responding to unfair attacks against Cleveland Clinic is not productive. Extrapolating to the bigger picture, individuals that approach within the umbrella of executive orders have created a very clear perspective to the ability to pursue such approaches within the confines of administration approval and therefore they come close to the law of the land, unless the judicial system prevents them from doing so. Aligning and maintaining our values is doable.</p> <p>There could be situations where the recently initiated NIH grants are withdrawn, but the Dean thinks it is fair to say that funded awarded grants should be spent appropriately, and in a timeline which will completely run through the annual award by the</p>	
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	Remarks by Dean Gerson (continued)		renewal date of that particular grant. There is no reason to not spend a current grant. The double message here is to spend grants while being conscientious and careful with expenditures that are not grant-funded in the research. Grant-funded positions should be posted open and completed while making sure HR appreciates your need to have the position filled. Dr. Levine will collect and forward to the dean any questions for the meeting on Thursday, at 10:00AM at Wolstein Auditorium.	
4:56-5:18PM	Discussion of Budget Concerns	Craig Hodges	<p>As Craig Hodges has only recently become chair of the Committee on Budget, Finance and Compensation, the committee's annual report will be postponed to May or June. Dr. Hodges also serves on the Finance Committee of the Senate and will provide a summary of the last meeting. He is soliciting questions and issues that should be addressed by the committee in the next few months.</p> <p>Case has been operating on a \$9 million surplus with endowments currently at \$2.5 billion. \$46 Million in withdrawals have been made in the last six months of 2024 with \$30 Million in returns. Some investments are doing quite well. The master's programs are the big reason for the reduction in our income in the SOM. Dipping into the endowments could be the answer, however it could affect generational investments. These discussions may be quite different after IDC cuts come through.</p> <p>Keeping on top of salary equity, gender and minority status continues to be looked at by the committee. Dr. Hodges will speak with past chairs about professors who have received generous packages, while associate professors continue to be the least rewarded. In the past, progression from assistant, associate, and to full professor was looked at for the limited promotion increases which made it difficult to keep track with the AAMC for those three positions. Faculty Council reps should feel free to disseminate AAMC information with their department members. Dr. Merrick noted it was released only a month ago and that basically the numbers are going to be two years behind faculty salaries that begin July 1.</p>	
5:18 –5:36PM	Conversation about NIH Policy and How Faculty Council Can or Should Respond		This topic came up twice at the FCSC. The two-prong question is what concerns should we articulate; and if we do, who do we direct it to (internally with suggestions to the dean, to the provost, to the BOT, or externally to newspapers, politicians /	

	Conversation about NIH Policy and How Faculty Council Can or Should Respond (continued)		<p>lobbyists)? It was suggested that Faculty Council (considered a safe place for this type of discussion) could have one session where people only discuss this particular issue and formulate a combined response which can be put into action. The best chance could be to work via a mix of the governor and politicians in power to promote the concept that cutting healthcare research is not beneficial to anyone, employing the best strategy and empowering any voice coming from academia and healthcare research.</p> <p>Suggestions were made to make appointments with representatives and senators in Cleveland with 2-3 members of Faculty Council for an open discussion, working via the governor or RFK, Jr. in a way we, in healthcare, not just Case, speak more broadly as the NIH funded community. Hearing what the various universities have to say will be the best chance of opening channels of communication and promoting understanding of the great value of biomedical research and how it affects the fringes of society with these cuts. The return on investment for the State of Ohio is 2.6% and there is an economic impact to the State of Ohio and the country as a whole.</p> <p>https://www.unitedformedicalresearch.org/nih-in-your-state/</p>	
5:36-5:37PM	New Business		Passed in favor of time.	
5:37-5:38PM	Good and Welfare		The Faculty Council meetings have already been hosted by MHMC and VA. Today's meeting is hosted by CCLCM and the April 28 Faculty Council Meeting will be hosted by UH.	
5:38PM	Adjourn		There being no further agenda items to address, the chair adjourned the meeting at 5:38PM.	

Present

Blaine (Todd) Bafus
Stephanie Barnes
Kavita Bhatt
Matthias Buck

Calen Frolkis
Lisa Gelles
Stan Gerson
Ramy Ghayda

Qingzhong Kong
Bret Lashner
Stephen Leb
Alan Levine

Ruben Olivares
Monica Montano
Nona Nichols
Elizabeth Painter

Paul Shaniuk
Emily Hamburg-Shields
Ben Schwan
Bryan Singelyn

Hulya Bukulmez
Adrienne Callahan
Wayne Cohen-Levy
Thomas Collins
Marta Couce
Nadim El Chakhtoura
Jeremiah Escajeda
Jessica Fesler

Keshava Gowda
Andrew Harris
Sheronica James
Venkatesh Kambhampati
Hung-Ying Kao
Sadu Karnik
Camilla Kilbane

David Ludlow
Janice Lyons
Claudio Milstein
Michael Moffitt
Nona Nichols
Rebecca Obeng
Sarah Ondrejka

Abigaill Raffner (Basson)
Elizabeth Rainbolt
Rania Rayes-Danan
Anastasia Rowland-Seymour
Ben Schwan
Hemalatha Senthilkumar
Demitre Serletis

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

**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	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.	
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.

	Proposal to Request an Amendment to the Faculty Handbook (continued)		<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>	
4:46-4:55PM	Remarks by Dean Gerson	Stan Gerson	<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

Summary of Committee on Appointments, Promotions, and Tenure Activities		
		2023-2024
<u>PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM</u>		
	<u>For Promotion to Professor (Tenured)</u>	
	nominated	7 (1F, 6M)
	intial positive CAPT rec	7 (1F, 6M)
	appeals	0 (0F, 0M)
	successful appeals	0 (0F, 0M)
	final positive CAPT rec	7 (1F, 6M)
	Dean's rec	7 (1F, 6M)
	Provost & final rec	7 (1F, 6M)
	% successful	7 of 7 = 100%
	<u>For Promotion to Professor Non-Tenure Track</u>	
	nominated	23 (13F, 10M)
	intial positive CAPT rec	23 (13F, 10M)
	appeals	0 (0F, 0M)
	successful appeals	0 (0F, 0M)
	final positive CAPT rec	23 (13F, 10M)
	Dean's rec	23 (13F, 10M)
	Provost & final rec	23 (13F, 10M)
	% successful	23 of 23 = 100%
	<u>For Award of Tenure</u>	
	nominated	5 (5F, 0M)
	intial positive CAPT rec	5 (5F, 0M)
	appeals	0 (0F, 0M)
	successful appeals	0 (0F, 0M)
	final positive CAPT rec	5 (5F, 0M)
	Dean's rec	5 (5F, 0M)
	Provost & final rec	5 (5F, 0M)
	% successful	5 of 5= 100%
	<u>For Promotion to Associate Prof in Tenure Track</u>	
	nominated	1 (1F, 0M)
	intial positive CAPT rec	1 (1F, 0M)
	appeals	0 (0F, 0M)
	successful appeals	0 (0F, 0M)
	final positive CAPT rec	1 (1F, 0M)
	Dean's rec	1 (1F, 0M)
	Provost & final rec	1 (1F, 0M)
	% successful	1 of 1 = 100%

	<u>For Promotion to Associate Prof in Non-Tenure Track</u>	
	nominated	61 (31F, 30M)
	initial positive CAPT rec	53 (27F, 26M)
	appeals	8 (4F, 4M)
	successful appeals	8 (4F, 4M)
	final positive CAPT rec	61 (31F, 30M)
	Dean's rec	61 (31F, 30M)
	Provost & final rec	61 (31F, 30M)
	% successful	61 of 61 = 100%
	Overall Promotion and Tenure	97 of 97 = 100 %
	<i>*applications withdrawn before submission to the Dean not included</i>	

2022-2023	2021-2022	2020-2021	2019-2020
6 (1F,57M)	8 (1F, 7M)	10 (2F, 8M)	12 (5F, 7M)
6 (1F,57M)	7 (1F, 6M)	10 (2F, 6M)	10 (3F, 7M)
0 (0F, 0M)	0 (0F, 0M)	1 (0F, 1M)	2 (2F, 0M)
0 (0F, 0M)	0 (0F, 0M)	1 (0F, 1M)	2 (2F, 0M)
6 (1F,57M)	7 (1F, 6M)	10 (2F, 7M)	12 (5F, 7M)
6 (1F,57M)	7 (1F, 6M)	10 (2F, 7M)	12 (5F, 7M)
6 (1F,57M)	7 (1F, 6M)	10 (2F, 7M)	12 (5F, 7M)
6 of 6 = 100%	7 of 8 = 88%	9 of 10 = 90%	12 of 12 = 100%
37 (17 F, 20 M)	37 (17 F, 20 M)	35 (13 F, 22 M)	30 (7 F, 23 M)
35 (15 F, 20 M)	35 (15 F, 20 M)	31 (13 F, 18 M)	26 (6 F, 20 M)
2 (2F, 0M)	2 (2F, 0M)	4 (0F, 4M)	3 (1F, 2M)
2 (2F, 0M)	2 (2F, 0M)	4 (0F, 4M)	3 (1F, 2M)
37 (17 F, 20 M)	37 (17 F, 20 M)	35 (13 F, 22 M)	29 (7 F, 22 M)
37 (17 F, 20 M)	37 (17 F, 20 M)	35 (13 F, 22 M)	29 (7 F, 22 M)
37 (17 F, 20 M)	37 (17 F, 20 M)	35 (13 F, 22 M)	29 (7 F, 22 M)
37 of 37 = 100%	37 of 37 = 100%	35 of 35 = 100%	29 of 30 = 97%
5 (2F, 3M)	6 (1F, 5M)	9 (3F, 6M)	7 (1F, 6M)
5 (2F, 3M)	6 (1F, 5M)	8 (3F, 5M)	7 (1F, 6M)
0 (0F, 0M)	0 (0F, 0M)	1 (0F, 1M)	0
0 (0F, 0M)	0 (0F, 0M)	1 (0F, 1M)	0
5 (2F, 3M)	6 (1F, 5M)	9 (3F, 6M)	7 (1F, 6M)
5 (2F, 3M)	6 (1F, 5M)	9 (3F, 6M)	6 (1F, 5M)
5 (2F, 3M)	6 (1F, 5M)	9 (3F, 6M)	6 (1F, 5M)
5 of 5 = 100%	6 of 6 = 100%	9 of 9 = 100%	6 of 7 = 86%
5 (2F, 3M)	5 (2F, 3M)	7 (2F, 5M)	4 (2F, 2M)
4 (2F, 2M)	4 (2F, 2M)	6 (2F, 4M)	4 (2F, 2M)
1 (0F, 1M)	1 (0F, 1M)	1 (0F, 1M)	0
1 (0F, 1M)	1 (0F, 1M)	1 (0F, 1M)	0
5 (2F, 3M)	5 (2F, 3M)	7 (2F, 5M)	4 (2F, 2M)
5 (2F, 3M)	5 (2F, 3M)	7 (2F, 5M)	4 (2F, 2M)
5 (2F, 3M)	5 (2F, 3M)	7 (2F, 5M)	4 (2F, 2M)
5 of 5 = 100%	5 of 5 = 100%	7 of 7 = 100%	4 of 4 = 100%

101 (34F, 67M)	96 (45F, 51M)	68 (32F, 36M)	50 (19F, 31M)
92 (32F, 60M)	90 (42F, 48M)	64 (31F, 33M)	46 (18F, 28M)
7 (1F, 6M)	1 (1F, 0M)	3 (1F, 2M)	1 (0F, 1M)
7 (1F, 6M)	1 (1F, 0M)	3 (1F, 2M)	0 (0F, 0M)
99 (33F, 66M)	91 (43F, 48M)	67 (32F, 35M)	46 (18F, 28M)
99 (33F, 66M)	91 (43F, 48M)	67 (32F, 35M)	46 (18F, 28M)
99 (33F, 66M)	91 (43F, 48M)	67 (32F, 35M)	46 (18F, 28M)
99 of 101 = 98%	91 of 96 = 95%	67 of 68 = 96%	46 of 50 = 92%
148 of 150 = 99%	146 of 152 = 96%	127 of 129 = 98%	97 of 103 = 94%

2018-2019	2017-2018	2016-2017	2015-2016	2014-2015
6 (2F, 4M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
0	0	0	0	0
0	0	0	0	0
5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)	2 (1F, 1M)	8 (1F, 7M)
5 (2F, 3M)	6 (3F, 3M)	8 (1F, 7M)	2 (1F, 1M)	8 (1F, 7M)
5 of 6 = 83%	6 of 6 = 100%	8/9 = 88.9%	2 of 2 = 100%	8 of 8 = 100%
33 (12 F, 21 M)	33 (9 F, 24 M)	32 (9 F, 23 M)	22 (3 F, 19 M)	22 (3 F, 19 M)
27 (11 F, 16 M)	30 (8 F, 22 M)	29 (7 F, 22 M)	22 (3 F, 19 M)	21 (3F, 18M)
3 (OF, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (0 F, 1M)
3 (OF, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)	0	1 (OF, 1M)
30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)	22 (3 F, 19 M)	22 (3F, 19M)
30 of 33 = 91%	31 of 33 = 94%	30/32 = 93.8%	100%	100%
6 (OF, 6M)	10 (OF, 10M)	20 (9F, 11M)	9 (3F, 6M)	9 (3F, 6M)
5 (OF, 5M)	5 (OF, 5M)	16 (6F, 10M)	8 (2F, 6M)	7 (3F, 4M)
1 (OF, 1M)	4 (OF, 4M)	3 (2F, 1M)	1	0
1 (OF, 1M)	2 (OF, 2M)	2 (1F, 1M)	1	0
6 (OF, 6M)	7 (0 F, 7 M)	18 (7 F, 11 M)	9 (3F, 6M)	7 (3F, 4M)
6 (OF, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
6 (OF, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)	9 (3F, 6M)	6 (3F, 3M)
6 of 6 = 100%	7 of 10 = 70%	16/20 = 80%	100%	6 of 9 = 66.7%
9 (OF, 9M)	13 (3F, 10M)	16 (6F, 10M)	11 (4F, 7M)	10 (4F, 6M)
6 (OF, 6M)	12 (3F, 9M)	14 (5F, 9M)	11 (4F, 7M)	8 (4F, 4M)
1 (OF, 1M)	1 (OF, 1M)	2 (1F, 1M)	0	0
1 (OF, 1M)	1 (OF, 1M)	1 (1F, 0M)	0	0
7 (OF, 7M)	13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
7 (OF, 7M)	13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
7 (OF, 7M)	13 (3F, 10M)	15 (6F, 9M)	11 (4F, 7M)	8 (4F, 4M)
7 of 9 = 78%	13 of 13 = 100%	15/16 = 93.8%	100%	80%

66 (28F, 38M)	52 (28F, 24M)	42 (21F, 21M)	58 (25F, 33M)	38 (13F, 25M)
59 (25F, 34M)	48 (26F, 22M)	34 (18F, 16M)	53 (23F, 30M)	35 (11F, 24M)
4 (2F, 2M)	2 (1F, 1M)	3 (2F, 1M)	3 (2F, 1M)	1 (1F, 0M)
4 (2F, 2M)	1 (0F, 1M)	2 (2F, 0M)	3 (2F, 1M)	1 (1F, 0M)
63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)	56 (25F, 31M)	36 (12F, 24M)
63 of 66 = 95%	49 of 52 = 94%	36/42 = 85.7%	56/58 = 96.6%	36/38 = 94.7%
111 of 120 = 93%	106 of 114 = 93%	96 of 110 = 87.3%	90	87

School of Medicine Nomination and Elections Committee

This committee shall consist of eleven members: the dean, the chair of the Faculty Council, the vice-chair of the Faculty Council, three other Faculty Council members, and five full-time faculty members who are not members of the Faculty Council, one each from CWRU Basic Sciences, CCLCM, MHMC, UHCMC, and VAMC.

The three Faculty Council members of the Nomination and Elections Committee shall be elected at large by the Faculty Council and shall serve for the duration of their terms as Faculty Council members.

The five non-members of the Faculty Council shall be elected by ballot by the Faculty of the respective institution (CWRU Basic Sciences, CCLCM, MHMC, UHCMC, and VAMC) and shall serve three-year terms.

The chair will be elected from the members of the committee annually.

Each year the Faculty Council shall elect a chair-elect from among current members of the Faculty Council. The Nomination and Elections Committee shall strive to nominate at least two candidates for the position of chair-elect. The chair-elect shall serve as vice-chair of the Faculty Council during the first year following election and succeed to the chair the following year. The chair of the Faculty Council (or the vice-chair of the Faculty Council in the absence of the chair) shall preside over the Faculty Council and shall be vice-chair of the Faculty of Medicine. Following completion of this term of office, the immediate past chair of the Faculty Council shall serve one additional year as a member of the Faculty Council and as a member of its Steering Committee. For procedures to be followed in the election of the officers and committees of the Faculty Council, see article 3:6b. The dean shall be requested to provide administrative support to these officers.

The Nomination and Elections Committee shall nominate (1) candidates for the chair elect of the Faculty Council from the eligible pool (all current members, see Article 3.5), (2) candidates for the Steering Committee, and (3) Faculty Council candidates for the Nomination and Elections Committee. A list of candidates for the members of the Steering Committee, and the Faculty Council members of the Nomination and Elections Committee shall be distributed to all members of the Faculty Council prior to the May Faculty Council meeting.

During the May meeting, additional nominations for all these offices shall be invited from the floor, after which the list of candidates will be finalized. Elections will commence during the week following the May meeting and remain open for at least 14 calendar days. Elections shall be conducted by electronic voting. Ballots shall include a space for write-in candidates and clearly state when elections will close. No late votes will be accepted. Elections of a floor or write-in nominee requires the nominee's consent. Candidates for chair-elect will also be candidates for the Steering Committee and will be so listed on ballots. Faculty Council members shall vote for one nominee for chair-elect and for six members of the Steering Committee. The five persons with the highest number of votes, excluding the person elected to the office of chair-elect, shall be elected to serve on the Steering Committee. If either the Steering Committee or the Nomination and Elections Committee perceives a significant deficit in the representation of faculty constituencies within its membership following the annual election, either committee may ask the chair of Faculty

Council to appoint a single ad hoc voting member to serve on the respective committee for the remainder of the year. In the case of the Steering Committee, the appointee should be a current member of the Faculty Council. In the case of the Nomination and Elections Committee, the appointee should be a regular member of the Faculty of Medicine.

In addition, the Nomination and Elections Committee shall nominate (1) candidates for the at-large representatives to the Faculty Council, (2) candidates for the representatives of the special faculty whose titles are modified by the adjective adjunct or clinical to the Faculty Council, (3) candidates for standing committees of the Faculty of Medicine, and (4) candidates for the University Faculty Senate. In the case of at-large representatives, senators, or members of the Committee on Appointments, Promotions, and Tenure, the number of candidates shall be at least twice the number of positions to be filled.

In recruiting faculty for the ballot, the Nomination and Elections Committee shall strive to produce a diverse slate of nominees, considering gender, race, institutional affiliation and representation of basic and clinical departments. A nominee may not be put on the ballot if in winning the election they would serve on more than two standing committees of the Faculty of Medicine or Faculty Council (ad hoc committees are not included in this count). Exceptions will be made only if no other candidates come forward to fill a committee vacancy.

Elections shall be conducted by email or other electronic means, using a preferential voting system. Ballots shall include a clear explanation of the preferential voting system. Ballots listing candidates for Faculty Council, senators, and standing committees of the faculty shall be mailed to all full-time members of the faculty. Ballots listing candidates for the representatives of the special faculty on the Faculty Council shall be distributed to all special faculty whose titles are modified by the adjective adjunct or clinical. Ballots listing candidates for committees dealing with the planning and approval of the curriculum, the execution of the instructional program, and the formulation of policies with regard to student affairs shall be distributed to all members of the faculty.

Elections shall be conducted as far in advance of the completion of the terms of sitting members as is practicable. Elections shall be conducted by email or other electronic means. All electronic ballots shall provide space for write-in candidates.

At least two weeks shall be allowed between the distribution of all ballots and the close of the election and determination of election results. Distribution of the ballots and the determination and publication of the election results shall be the responsibility of the Nomination and Elections Committee.

After each election, the Committee shall count the votes and publish all the vote totals. Any irregularities or issues in the conduct of the elections shall be investigated and resolved by the Committee. The Nominations and Elections Committee shall report its investigation and resolution to the Faculty Council and the Faculty of the School of Medicine. The dean shall be requested to supply administrative support for the elections.

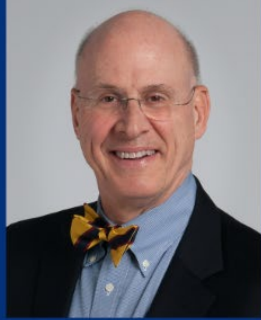
In the event that an elected member of a standing committee of the faculty resigns during the term, the Nomination and Elections Committee of the Faculty Council shall appoint a replacement. The

first choice should be the faculty member who received the next highest number of votes in the most recent election for this committee position. Should that individual be unwilling or unable to serve, the Nomination and Elections Committee shall appoint an alternate of its choosing to the committee. In either case, this appointee may stand for election to the committee for the remainder of the term of the resigning member at the next regularly scheduled faculty election.

School of Medicine Leadership Series

Fireside Chat with James Stoller, MD

Moderated by Vice Dean Adrienne Crawford-Fletcher, PhD



James Stoller, MD, MS

- Pulmonologist, Cleveland Clinic
- Chair, Cleveland Clinic Education Institute
- Senior Associate Dean for Academic Affairs for Cleveland Clinic, CWRU School of Medicine
- Author



Tuesday, Feb. 18
WRB Auditorium and Lobby
5-6:30 p.m.



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