

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

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:04-4:08	Chair's Remarks and Announcements	Anastasia Rowland-Seymour, Chair of Faculty Council	<p>Dr. Rowland-Seymour called the meeting to order at 4:04PM, and reminded everyone to enter their names in the chat for attendance purposes. Please let us know if you are still unable to access the Faculty Council BOX folder. A link will be provided over the next several days for those of you who were unable to attend (either in person or via Livestream) the October 27 state of the school.</p> <p>The Dean's Faculty Recognition program will be held on December 4, at Tinkham Veale, from 5:00-7:00PM. This is the first Faculty Council meeting this year to be held at an affiliate. Today's meeting will be hybrid, via Zoom and at the VA. The hybrid meetings are scheduled as follows: March 30 at Metro, and May 18 at CCF. All Faculty Council meetings are virtual except for the last one in June. Please mark your calendars for the Education retreat which will be held on April 21 from 11:30AM-5:30PM at the HEC, with an awards ceremony from 4:30-5:30PM.</p> <p>Dean Gerson has requested that Faculty Council weigh in on the new strategic plan being put in place with suggestions for what the faculty should be doing for the next five years. Please send your thoughts to Dr. Rowland-Seymour and we will review them at the next meeting.</p>	
4:08-4:09PM	Approval of October 20 Faculty Council Meeting Minutes		When the council was polled, one adjustment was made to the minutes.	As there were no other comments or suggestions, the minutes were approved, as amended, by general consensus.
4:09-4:10PM	Faculty Council Steering Committee Report	Elvera Baron	Dr. Baron provided an overview of topics discussed at the November 3 Faculty Council Steering Committee Meeting. The committee approved the October FCSC Meeting minutes, and reviewed the agenda for today's Faculty Council Meeting. Three emeritus appointment applications and one chair appointment were	

	Faculty Council Steering Committee Report (continued)		<p>reviewed. Dr. Dalia presented a motion to request an amended process regarding virtual attendance at the Faculty Senate Meetings which will be addressed at today's Faculty Council Meeting. Nicole Deming was selected to present the CAPT Annual Report at the November Faculty Council Meeting, as the previous chairs were unavailable to present. FCSC members were asked to submit their opinions to the Chair on the Faculty Climate Survey and adjustments were made. To accommodate several topics that the committee had wanted to discuss, but did not have time to address, an additional FCSC meeting was scheduled.</p>	
4:10-4:20PM	Remarks by Dean Gerson	Stan Gerson	<p>The Dean asked that individual comments about the state of the school presentation be directed to him. He suggested that the basic science chairs, plus the vice deans. initiate the basic science space and translational research component of the strategic plan, emphasizing collaboration across the institutions. He will then bring the initial concepts to the chairs, based in each of the four hospitals, so that we have some reasonable level of perspective by early February. Once we have a framework from those subsets, it will then cycle through the Dean's Office, the chairs, Faculty Council, and in the spring, at the town hall where we have open discussion. It will continue to evolve until we attain a broad sense of perspective and insight. No one group gets to own the entire thing. The goal is to have it publishable by June. A global perspective on how to approach, under the umbrella of the university, so that they take into consideration the initiatives and priorities established by the president.</p> <p>The NIH is back open which means that they will start accepting grant applications. They will start the process again of grant reviews. coordinate a 2-step process of those reviews going up into central grants administration NIH, not through the institutes, which are all dissolved. While we actually don't know the allocation details, we will figure it out.</p> <p>We have an initial indication that we passed the LCME 8-year accreditation with flying colors. The letter was sent to the president who will elect how to distribute the information and which will be publicly announced after coordination with CEO Mihaljevic at Cleveland Clinic regarding the coordination of the two major MD training programs and then with the CEOs of our hospitals culminating in a public announcement. Coordinating the aftermath</p>	

	Remarks by Dean Gerson (continued)		<p>of our efforts in review is not really public until it is out there in the public so we ask that you hold back in reasonable confidence. It was an incredible amount of work, but incredibly worth it</p> <p>The appointment, promotion and tenure process continues after review and vote from Faculty Council, to bylaws, to faculty vote and it is now with the Faculty Senate; we await their assessment. The school has voted on how it wishes to appoint faculty, the school's responsibilities, and that we will continue with the guidance that we provided and adjustments as requested. We are proud of all the work that has been done.</p> <p>The Dean concluded by highlighting the need for dialogue on balancing medical student education and hospital responsibilities, a challenge noted by deans across the medical school.</p>	
4:20-4:34PM	NEC Presentation (upcoming request for nominations of standing committees)	Himika Dalia	<p>Dr. Dalia singled out for special thanks all the members of the NEC, Anastasia Rowland-Seymour, Alan Levine, and Elvera Baron, for their assistance in the preparation of the document requesting an amended process regarding virtual attendance at the Faculty Senate Meetings.</p> <p>The motion, brought forward by the Nomination and Election Committee and Faculty Council, seeks to provide virtual attendance options for faculty who cannot attend in person due to location, illness, or other reasons. We are requesting consideration with the meeting guidelines option for virtual attendance upon request. Accommodation is required for reasons to attend remotely for illness, caregiver for dependents, mobility limitations, and disability, location of faculty activities i.e. sabbaticals, faculty based off campus. Such approvals do not require any specific disclosure of personal health information. Such requests must be made as early as practicable on the part of the Senator requesting them (at least 24 hours in advance of the meeting). The Faculty Senate secretary will respond to the request at least 3 hours in advance of the meeting. Faculty requesting semester-long standing accommodation would make this request upon the start of their tenure as a senator or as early as practicable on the part of the Senator requesting it. We are hoping for more engagement of our faculty at senator meetings.</p> <p>The Chair noted that this has been brought forward by SOM faculty</p>	

	NEC Presentation (upcoming request for nominations of standing committees) (continued)		<p>on at least two occasions in the last five years and not passed by the Faculty Senate which is why we are bringing it forward by Faculty Council, and that we will actually make it clear that faculty in the SOM have a voice and want to be engaged.</p> <p>Dr. Dalia reminded the council about the upcoming Faculty Senate election and asked them to encourage those in their departments to submit statements of interest for the Faculty Senate and the standing committees, which will have spots that are opening up for those interested in being engaged in faculty governance.</p>	<p>A motion was made by a FC member and approved by a FC member to amend the requirements for remote attendance at the Faculty Senate meetings with the requirement for 48 hours' notice for virtual attendance requests and 24 hours' advance notification to faculty senators as indicated in the proposal.</p> <p>Vote: 64 in favor, 0 not in favor, 0 abstained, and 4 were ineligible to vote.</p> <p>The motion passes.</p>
4:34-4:45PM	CAPT Annual Report	Nicole Deming for Siran Koroukian and Mamta Singh, CAPT Co-Chairs	<p>Nicole Deming is presenting the CAPT Annual Report on behalf of Siran Koroukian and Mamta Singh, the co-chairs of CAPT, who were unavailable to present today. The report is uploaded to BOX for review and documents the promotions and appointments already approved. The report lists statistics back a decade for comparison.</p> <p>For packets not approved by the CAPT, the chair, who has the option to appeal, comes back to the committee with additional information. For anything that is not successful at the school level, we reach out to the candidate to see if they wish to withdraw the application; it is the decision for the faculty member if they wish to continue on. The overall promotion and tenure success rate was 112 out of 113. We also included in the report the number of appointments at each rank with the first category being those reviewed by the SOM CAPT; the juniors are not. It does show the volume of appointments and promotions at the SOM.</p> <p>Nicole stated that the Office of Faculty Affairs continues to offer education on the promotion and appointment process. Departments are undertaking a considerable amount of work when they initially get the candidate. Pre-tenure reviews, performed at three and six years, have proven to be beneficial. For NTT many</p>	

	CAPT Annual Report (continued)		<p>departments are now performing more promotability reviews, with some doing it every few years. Engagement regarding criteria, offerings provided about getting ready for your promotion whether the CV, educator portfolio, and personal statement, are readily available.</p> <p>Nicole explained that options for faculty members, whose applications are not supported by their department, included the ability to self-nominate for higher review up to the provost level. If the department and chair are supportive and the SOM CAPT is not supportive, the provost instated a new process to address this. Nicole reaches out to the candidate and asks if they want to proceed with higher review, provost and president. This is extremely important to NTT or pre-tenure faculty members who would have to wait three years, if the department is not supportive, before they could put in another application. This is also very important for TT faculty. If the outcome is not in favor of award of tenure, and they withdraw, it won't count against them.</p>	With no further discussion or questions, the CAPT Annual Report is accepted by general consensus.
4:45-4:48PM	Faculty Senate ExCom Report	Matthias Buck	<p>Dr. Buck provided an overview of the Faculty Senate ExCom meeting. The wording in the Faculty Handbook was discussed and changes suggested. Considerable discussion took place on the topic of professional conduct, engagement, and a second proposal to have post docs viewed more as employees where it related to benefits.</p>	
4:48-5:10PM	Equity Reviews		<p>The Faculty Council Steering Committee is charged with reviewing promotion packets for equity. Reviewing 113 applications for equity proved impractical with most inequities occurring at the department rather than the school level. The CAPT reviews them much more thoroughly and has access to much more information.</p> <p>The Faculty Council Steering Committee can request Faculty Council to amend the bylaws and then send to the Bylaws Committee for their review. If a faculty member raised a concern we could review. We are always looking for ways to improve this process and make it more streamlined and providing ease-of-use for faculty. We continue to advocate for those changes.</p> <p>Dean Gerson asked if the timelines could be clarified and on the process for notifying the chairs of the status. It was explained that</p>	

	Equity Reviews (continued)		<p>faculty have access through their department who mostly communicate with direct communication from the Office of Faculty Affairs. The Office of Faculty affairs will reach out if there is an issue, if they need additional information, and when the SOM has approved the packet. If it is not approved, the faculty member will be included in the discussion with their chair to determine what steps can be taken.</p> <p>The Dean stated that he reviews every single application before it goes to the Provost's Office and has access to the entire portfolio and dossier. Occasionally he may go back to the APT committee for discrepancies. We want a third layer of review after the SOM CAPT.</p> <p>Discussion indicated it would be redundant for the FCSC to review applications after the CAPT has already diligently reviewed the packet and deemed the applicant qualified for promotion. However, they would be willing to review the submission if the faculty member felt that some process was not adjudicated adequately. They are not seeing the ones which are not approved at the department level and that is the place where a mistake is most likely to be made.</p> <p>It was suggested that as we are trying to come up with a way to help faculty navigate this process, those that feel that they don't have the support from their department or institution, could be aided by the wording in this new resolution. We encourage comments from your individual faculty to aid us in supporting this process. There being no further discussion, a motion was put forward for a vote.</p>	<p>A motion was made by a FC member and seconded by a FC member that the Steering Committee shall act for the Faculty Council and faculty and review concerns raised by faculty regarding inequitable practices or deviations from published guidelines and proper procedure by the department, hospital, or School of Medicine Committees on Appointments, Promotions, and Tenure.</p> <p>Vote: 56 in favor, 2 not in favor, 3 abstained, and 4 were ineligible to vote.</p> <p>The motion passes.</p>
5:10-5:15PM	Not to Entertain nor Accept the Compact for Academic Excellence in Higher Education	Alan Levine	<p>Dr. Levine reported that eight schools declined the Compact for Academic Excellence in Higher Education. It was not open to all research universities.</p> <p>Discussion ensued as to whether Faculty Council should recommend to the Faculty Senate that they encourage Provost Ward and President Kaler not to accept the Compact. Dr. Buck reported that President Kaler indicated that he would not sign it.</p>	<p>A motion was made by a FC member and seconded by a FC member to propose that Faculty Council request that the Faculty Senate encourage Provost Ward and President Kaler not to entertain nor accept the Compact for Academic Excellence in Higher Education</p>

	Not to Entertain nor Accept the Compact for Academic Excellence in Higher Education (continued)			<p>Vote: 40 in favor, 1 not in favor, 4 abstain, and 5 were ineligible to vote.</p> <p>The motion passes.</p> <p>.</p>
5:15-5:33PM	Unfinished Business		<p>The floor was opened to Dr. Levine in order to initiate the discussion on the split between clinical and basic science faculty. Dr. Levine explained that he is paid by CWRU. There are about 80 voting members of Faculty Council of which 60 are Case paid and 20 are not.</p> <p>It was suggested that the agenda could be structured in a way that matters and concerns can be more engaged in the meeting. Sub-councils were an option. Even if we want to support each other as a faculty, we all have the capability of making a better case to our colleagues. A caucus could be held to discuss issues that are relevant to us and then ask for help on this particular issue that is aligned with our faculty. Sometimes faculty do not understand the relevance, or how it affects faculty, as a whole.</p> <p>The comment was made that clinical faculty don't necessarily get to do a lot of research. What would having a larger influence do for clinical faculty? We have requested some clear bullet points listing what is important to clinical faculty and what can Faculty Council do for them to try to get them to become more engaged.</p> <p>For us individually, how best can we present the information so that everyone here feels comfortable voting on something they may not fully understand or when it doesn't directly impact them. Often we are voting on topics which don't correlate to a personal issue, but our colleagues, who are representing their colleagues, think it is an issue. How do we make this information tangible to everyone here and how do we appropriately vote on things that we don't fully understand.</p>	

	Unfinished Business (continued)		<p>The Dean thanked Faculty Council for this conversation and expressed that he was glad that they chose to address this topic as it is something he deals with on a daily basis. He noted that all of the comments he heard are heartfelt. Our field of medicine requires us to maintain a high academic standard and as a first-tier academic institution that values scholarship, authorship, and the impact of day-to-day activity. You are part of an academic program and hopefully are proud of it</p> <p>Peter Harte asked to share with Faculty Council 2.5 Voting Privileges in the Bylaws which addresses special faculty voting privileges. Dr. Harte noted that clinical, special or adjunct faculty cannot vote at the level of the university. They cannot be members of the Faculty Senate. However, the schools may grant voting privileges to special faculty and SOM faculty who are mostly involved in teaching. They can vote on issues within their domain, medical education.</p> <p>The Clinical Faculty Climate Survey will be coming out next week. Please reach out to us and let us know what you think of the survey, or what we should be talking about – specific talking points.</p>	
5:33PM	Adjourn		As there were no additional agenda items to be addressed, the Chair adjourned the meeting at 5:33PM.	

**Present**

Shane Angus	Marta Couce	Adina Kern-Goldberger	Michael Moffitt	Anas Saleh
Mohamed Abdalla	Xinghong Dai	Camilla Kilbane	Tyfanni Monford	Mankaran Sawhney
Antoinette Abou-Haidar	Ani Das	Qingzhong Kong	Monica Montano	Ben Schwan
Elisa Bala	Mirela Dobre	Siran Koroukian	Henry Ng	Hemalatha Senthilkumar
Stephanie Barnes	Nadim El Chakhtoura	Vijaya Kosaraju	Nona Nichols	Demitre Serletis
Elvera L. Baron	Jeremiah Escajeda	Christina Krudy	Rebecca Obeng	Paul Shaniuk
Kavita Bhatt	Jonathan Fanaroff	Bret Lashner	Ruben Olivares	Matthew Sikora
Alfred P Bowles	Calen Frolkis	Alan Levine	Sarah Ondrejka	Simran Singh
Matthias Buck	Stan Gerson	Susan Linder	Elizabeth Painter	Stacy Smrz
Hulya Bukulmez	Andrew Harris	Aram Loeb	Abigaill Raffner (Basson)	Michael Staudt
Adrienne Callahan	Peter Harte	Janice Lyons	Elizabeth Rainbolt	Boaz Tirosh
Karlla Coburn	Christopher Hine	Vanessa Maier	Rania Rayes-Danan	Gregory Videtic
Wayne Cohen-Levy	Caroline Just	Ryan Marino	Deven Reddy	Scott Williams
Thomas Collins	Manasvee Kapadia	Claudio Milstein	Anastasia Rowland-Seymour	Peng Zhang
William Chad Cook				

**Not Present**

Michael Baldonieri  
Atallah Baydoun  
Sonji Boyd  
Francis Caputo  
Sonny Caradonna  
Andy Chen

Mackenzie Deighen  
Lisa Gelles  
Rachael Gowen  
Sheronica James  
Eric W. Kaler  
Jason Ho

Venkatesh Kambhampati  
Sandeep Khanna  
Stephen Leb  
Ang Li  
Jennifer Li  
Philip Linden

Jennifer Lucas  
Amy McDonald  
Gillian Michaelson  
Roger Ove  
Neal Peachey  
Antonio Rampazzo

Ann Rivera  
Madelyn Stevens  
Phoebe Stewart  
Michael Weber  
Saba Valadkhkan

**Others Present**

Robert Bonomo  
Paul Bristol  
Himika Dalia

Nicole Deming  
Andrew Harris

Joyce Helton  
Jiri Safar

Usha Stiefel  
Ming Wang

Sherrie Williams  
Kelsey Ulfholtz

**Faculty Council Meeting  
Draft Meeting Minutes  
October 20, 2025**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:01-4:06PM	Chair's Remarks and Announcements including June Emergency FCSC Report	Anastasia Rowland-Seymour, Chair of Faculty Council	<p>Dr. Rowland-Seymour called the meeting to order at 4:01PM. She noted that the first hybrid affiliate Faculty Council meeting for 2025-2026 is scheduled for November 17 at the VA. More information will be forthcoming. If you plan to attend in person, please confirm through Joyce Helton <a href="mailto:jmh291@case.edu">jmh291@case.edu</a>.</p> <p>The chair reminded everyone to register for Dean Gerson's State of the School which will be held on Wednesday, November 5 – from 10:00-11:30AM in-person at Wolstein Auditorium and via Livestream.</p> <p>There are three SOM general faculty meetings: the meeting of faculty State of the School on November 5, the Education Retreat in the Spring, and the third meeting of faculty in the spring. Any Faculty Council members still having trouble accessing the Faculty Council BOX folder should please indicate that in the chat so we can follow up.</p> <p>During the June Faculty Council Meeting, Faculty Council voted to provisionally approve the Bylaws amendment in Appendix I with minor editing and formatting. For that reason, the Faculty Council Steering Committee held two additional meetings, after that Faculty Council meeting in June, so that we could get Faculty Council approval and move forward the SOM Bylaws amendment Appendix I. According to the SOM bylaws, FCSC is empowered, between Faculty Council Meetings, to act on behalf of Faculty Council. The additional June 27 and June 30 FCSC meetings were held with the intention to move forward the bylaws. All members of the FCSC were present, except for one member on medical leave. The FCSC approved the SOM amendment to update the CAPT guidelines Appendix I. The FCSC voted 7 in favor, 0 against, and 0 abstained to advance this proposal through the SOM faculty for a vote. We will hear the results in the NEC presentation.</p>	Quorum is 46.

4:06-4:07PM	Approval of September 22 Faculty Council Meeting Minutes		When polled, there were no edits/additions, or further discussion to the posted September 22 Faculty Council Meeting minutes.	A motion was made by a FC member and seconded by a FC member to accept the September 22 Faculty Council Meeting minutes as posted by general consensus.  The motion passes.
4:07-4:15PM	Faculty Council Steering Committee Reports for September and October	Elvera Baron, Chair-Elect Faculty Council	<p>Dr. Baron delivered a brief overview of the topics addressed at the September 9 Faculty Council Steering Committee Meeting. The committee reviewed the annual report for the Committee on Medical Education of which Corinne Bazella is the outgoing chair and Oliver Schirokauer is the incoming chair. The Dean has requested that we provide a 30,000-foot view of where the school is going.</p> <p>Several of the Faculty Council meetings will be hybrid -- held in-person at the affiliate sites with the Zoom option for participation. The last Faculty Council meeting in June 2026 will be in-person. The Faculty Council Agenda for the September Faculty Council meeting was reviewed and approved. The committee reviewed and approved multiple emeritus requests and one sabbatical request.</p> <p>At the October 6 meeting, Craig Hodges, the chair of the Committee on Budget, Finance and Compensation, discussed some of the topics that would be addressed in the upcoming finance discussion e.g. how much in additional funds is the SOM required to provide. Incentive and individual impact on individual faculty members in the SOM, as well as input from SOM that is being received at the university level.</p> <p>The date for the first 2025-2026 affiliate hybrid meeting has been confirmed for November 17 at the VA. The UH will host the February 23 Faculty Council hybrid meeting. We are still waiting for date confirmations from MHMC and CCF. The agenda for today's Faculty Council meeting was reviewed and approved. The last presenter was Tom Collins, chair of the Bylaws Committee, who presented his annual update of what the Bylaws Committee has been doing in the prior year and their planned activities for 25-26.</p>	
4:15-4:20PM	Remarks by Dean Gerson	Stan Gerson	The upcoming State of the School address will go through in detail the status of the school. As you know, the financial issues across	

	Remarks by Dean Gerson (continued)		<p>our industry of medicine is complicated. NIH, support, status of reimbursement expectations around FDA approval, pharmaceutical relationships, review and use of new AI technology as well as devices, equipment and approval of new interventions, whether they be surgical, medical or radiological, make it a complex time. Every school and medical center in the country is encouraged to keep tight and keep our heads. This will be reviewed briefly in our next segment on financial status.</p> <p>Moving forward, the SOM will be pursuing the review of the 2025-2026 strategic plan with the Steering Committee in charge of review and assessment of the academic portion of the plan. Within a week, we will forward to you the current status of that so that you can make suggestions and comment further on the state of the school. The Dean asked that faculty draft any updates to the academic community portion of the strategic plan and have it to the Dean's office by the end of January so it could be circulated to the entire faculty and its components (chairs, departments, etc.) for a town hall in late spring about the upcoming strategic plan. He would like to publish it by July of 2026. It is a tight timeline for all but a worthwhile activity.</p> <p>When asked if Cindy Kubu had been replaced, the Dean explained that there is no longer a Vice Dean of Faculty. The Office of Faculty Development is charged with helping with issues that relate both to the school and the university, preparation for promotion and for coaching as needed and required, and providing for oversight engagement of a variety of faculty in their career place. There are three junior associate deans for faculty that link to three hospitals with a fourth for the VA that are the Dean's direct conduits and meet directly with the chairs of the clinical hospital department on a regular basis. That is what we have and what we can afford.</p>	
4:20-4:55PM	Financial Update and Q&A	Paul Bristol	<p>Paul Bristol explained that this information he is about to present is similar to that given to the basic science chairs and the SOM leadership team under Dean Gerson. He will provide an overview of some of the key indicators, some strategies we are considering, and how to manage the current situation of the funding climate and the government shutdown. He and the Dean spent six months assessing the numbers and having conversations with the hospitals.</p> <p>The research and training area has a 9% decline from this time last year with revenue close to \$41M.</p>	

Financial Update and Q&A (continued)		<p>Tuition is up 5% at \$65M which helps to stabilize the decline in the research area. The school maintained a \$2 million margin improvement year-over-year, with a focus on managing non-salary expenses rather than faculty salaries. Paul announced that no immediate changes to the incentive program would be made, and a new faculty incentive program would be announced at Dean Gerson's State of the School address.</p> <p>The Dean explained that while we are ranked in the top 25 schools of medicine, our budget relies heavily on tuition and research funding rather than hospital resources, which is around 2-3% compared to the national average of 20%. Regarding faculty salary considerations and incentive calculations, the Dean encouraged affected faculty to discuss options with their chairs. Paul provided data on incentive appeals, clarifying that out of 54 faculty members whose incentives were at risk, 31 appeals were approved, 6 were denied, and 17 were not appealed by their departments.</p> <p>IDC funding and staff salary expenses were discussed. Paul explained that while submissions have increased, returns from existing awards, including non-federal sources, have declined. When an inquiry was made about staff funding, Paul clarified that it was not an issue, as staff salary expenses were lower than the previous year. When asked how financial decisions are made with the school's surplus target, the Dean explained that the university president and CFO review recommendations before approval. Surplus funds are allotted to the particular school who submitted them and are allocated for renovations, large equipment, and faculty recruitment, primarily in basic science departments. When asked about the size of the retained surplus, the Dean estimated it to be approximately \$15 million. It was noted that the number of faculty whose salaries were adjusted under incentive changes was less than 30 or 35. It was not known how many additional faculty could be affected. The Dean noted that the purpose of incentive is to earn it and keep it, paying attention to the upside and not the downside.</p> <p>The conversation ended with a discussion about addressing salary concerns for technical staff to improve faculty productivity, with the Dean noting ongoing efforts to engage with the HR departments. The Dean shared the Chair's concern about losing technical staff to</p>	
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Financial Update and Q&A (continued)		<p>other institutions due in part to salary and HR responses. He stated that he is actively maneuvering within the SOM HR as well as the university HR. Their management plan is driven from a centralized process that does not include any representative from the SOM even though we represent close to 40-50% of those individuals who are recognized as technical staff. The Dean stated the process remains opaque.</p> <p>Regarding the university plan for reductions in unrestricted expenses, salary cost is only up 2% and salary for staff is down 3%. There hasn't been a change to the compensation program; that language still exists. There aren't any changes to the incentive program and at-risk portion of the program. An assessment will be done in the spring. At that time, they will look at people's salary coverage and make an assessment as to which of them will be at risk and get approval of their chair before there is any reduction in faculty incentive. A new program under the Dean's leadership will be announced in the state of the school address. This program will incentivize high performance faculty and then go forward with some of the changes of that program hopefully incentivizing the faculty in terms of their salary coverage. The Dean felt that the school is maintaining a good financial situation and that it was too soon to look at more cuts, etc.</p> <p>While there is a decline in staff salaries as well as a decline in funds from school, Paul felt that overall, we are actually doing well. Relative to staff expenditures, over the year we can expect the normal increase for merit; staff expenditures are less than they were last year.</p> <p>When asked if regarding the \$13.9M target, was there any expectation that faculty input will improve, the Dean explained that the university president and the university key financial personnel review and make recommendations to the university board. We are then given our assignment and we develop a budget model based on that assignment. Those are the approaches taken.</p> <p>One hundred percent of surplus money is utilized by that school. The SOM reviews it and seeks approval from the provost and the president before it is utilized. It is not diverted elsewhere. It is used for renovation, large equipment and for faculty recruitment. Those</p>	
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	Financial Update and Q&A (continued)		<p>recruitments are almost entirely in basic science departments and the chairs of those departments review priority with the dean so it remains clear and transparent. The current net carryover from each year is on the order of about \$15M. The Dean noted that is our next carry over and that it benefits, in large part, the departments of Ophthalmology at UH and the Departments of Pathology jointly UH and Case-based.</p> <p>The Dean noted that the drag on us goes far beyond the current instability of federal funding and is largely related to resources. The average budgets of 150 medical schools in the country come from hospitals. If we are gapped downward in lack of sourcing, it acknowledges that we are a soft belly institution reliant on tuition and research.</p> <p>For people who have been effective and want to make up the deficit besides teaching, the Dean suggested that in terms of definition they speak with their chair. It is no longer opaque – providing metrics and bars for those activities.</p> <p>Two to three percent is coming from the hospital. The net flow of funds gives the net benefit to the hospital and not the school. Part of the school budget is integral to the school supporting and engaging faculty and trainees that benefit the hospitals. It is an outflow of funds for the school.</p>	
4:55-5:04PM	Bylaws Committee Annual Report and Motion and Vote on Proposed Bylaws Amendment Based on CME Recommendations – Dean's Responsibilities	Thomas Collins	Dr. Collins provided an overview of the Bylaws Committee Annual Report. They held nine meetings in 2024-2025, gave four presentations to FCSC/FC, worked on major bylaws and APT guidelines updates, and facilitated committee charge updates for Biomedical Research, Faculty Community and Representation, and Medical Student Promotion and Advancement. Planned activities for 2025-2026 include the completion of Bylaws/APT Guidelines through the Faculty Senate, update of the Bylaws regarding the Dean's responsibilities per LCME recommendation using the language in the School of Engineering bylaws as the foundation. The LCME visit commented that the current bylaws did not have a section that particularly listed the responsibilities of the dean. They requested that Article 2, Offices of the Faculty, be updated to include the language that the Dean has academic, fiscal, and other responsibilities.	

	Bylaws Committee Annual Report and Motion and Vote on Proposed Bylaws Amendment Based on CME Recommendations – Dean’s Responsibilities (continued)		<p>The committee plans to update the bylaws regarding formation of new academic departments was already established by the Faculty Senate and is in the new Faculty Handbook. Dr. Collins explained that the process for approval by the Faculty Senate could take time, but the School of Medicine leadership is proceeding as if the amendments are approved.</p>	<p>A motion was made by a FC member and seconded by a FC member to approve the motion to amend the Bylaws, Faculty of Medicine, CWRU, Article 2.2., Section 2.2, Officers of the Faculty, to reflect new language providing more detail into the Dean’s responsibilities as required LCME for accreditation.</p> <p>Vote: 50 were in favor, 0 were not in favor, 2 abstained, and 6 were ineligible to vote.</p> <p>The motion passes.</p>
5:04-5:12PM	NEC - Recruiting for Faculty Senate / Results of the Ballot to Amend the SOM Bylaws and APT Guidelines	Himika Dalia	<p>Dr. Dalia reported that the results of the recent ballot for The Ballot to Amend the SOM Bylaws and APT Guidelines is as follows:</p> <p>Q1: Name change for the Committee on Women and Minority Faculty to the Committee on Faculty Community and Representation: In favor: 249; Not in favor: 30; Abstained from voting: 19</p> <p>Q2: Adopt the language currently in CWRU Faculty Handbook into SOM Bylaws (regarding tenure salary): In favor: 240; Not in favor: 25; Abstained from voting: 33</p> <p>Q3: Updated APT guidelines: In favor: 221; Not in favor: 18; Abstained from voting: 58</p> <p>Discussion followed about the importance of improving engagement rates beyond the current 9% (approximately 300 faculty members) of the SOM faculty who participated, suggesting a target of 30% or higher. It was noted that we do track the location of faculty – the number of faculty and from which affiliate. Dr. Levine noted that engagement is still the number one activity of the moment. 91% of SOM faculty are not engaged. Dr. Lyons concurred and added that when we learn that these surveys are</p>	

	NEC - Recruiting for Faculty Senate / Results of the Ballot to Amend the SOM Bylaws and APT Guidelines (continued)		<p>going out it is Faculty Council's responsibility to relay this information to their various departments, answer questions and improve the response rate by helping them understand what they are voting on.</p> <p>The Faculty Senate elections are coming in October. There are four vacancies and we are actively encouraging those interested parties, or encourage a colleague, to submit a statement of interest by October 31. Standing committees will be discussed in December and January.</p>	
5:12-5:21PM	Accountability Management System (AMS) Refresher	Tina Lining	<p>Tina Lining presented an overview of the Accountability Management System (AMS), a confidential reporting tool for incidents affecting the School of Medicine's safe learning and working environment which is open to students, post docs, staff and faculty. She explained the system's process for handling reports, including triaging by her as the designated AMS liaison to the appropriate designated representatives. She noted that as we continue to create a sense of community, this is also a means to celebrate someone. It is not to be considered a punitive tool.</p> <p>The conversation ended with participants discussing how they would engage with the presented information and take action in their respective areas.</p>	As suggested by Faculty Council, Tina Lining has agreed to report back to FC in six months on the Accountability and Management Systems' usage and effectiveness.
5:21-5:35PM		Anastasia Rowland-Seymour	<p>As a breakout question, the Chair asked the Faculty Council members what one issue discussed in today's meeting would they take action on, and how do they plan to disseminate this information back to their constituents.</p> <p>Participants discussed solutions for improving email visibility, including flagging important messages and addressing institutional spam issues. It was suggested that Faculty Council updates could be incorporated into departmental agendas, while others emphasized creating digestible content for busy clinicians. The group also noted ongoing Box storage issues and agreed to explore alternative solutions. Participants were encouraged to disseminate meeting outcomes to their constituents and provide feedback on what information is most important.</p> <p>Joyce Helton will follow up with the eleven people who listed their names in the chat as still experiencing difficulty accessing the Faculty Council BOX folder.</p>	At the suggestion of Faculty Council, the Chair will formulate a plan to provide talking bullet points, with easily digestible information to be disseminated to the FC representatives' departments.

5:35PM	Adjourn		As there were no additional agenda items to be addressed the Chair adjourned the meeting at 5:35PM.	
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**Present**

Mohamed Abdalla	Karlla Coburn	Christopher Hine	Vanessa Maier	Anas Saleh
Antoinette Abou-Haidar	Thomas Collins	Venkatesh Kambhampati	Ryan Marino	Mankaran Sawhney
Michael Baldonieri	Marta Couce	Manasvee Kapadia	Claudio Milstein	Ben Schwan
Stephanie Barnes	Xinghong Dai	Adina Kern-Goldberger	Michael Moffitt	Hemalatha Senthilkumar
Elvera L. Baron	Ani Das	Camilla Kilbane	Tyfanni Monford	Paul Shaniuk
Atallah Baydoun	Mirela Dobre	Siran Koroukian	Henry Ng	Matthew Sikora
Kavita Bhatt	Nadim El Chakhtoura	Alan Levine	Sarah Ondrejka	Stacy Smrz
Alfred P Bowles	Jeremiah Escajeda	Jennifer Li	Elizabeth Painter	Boaz Tirosh
Matthias Buck	Jonathan Fanaroff	Susan Linder	Abigaill Raffner (Basson)	Saba Valadkhkan
Hulya Bukulmez	Calen Frolkis	Aram Loeb	Elizabeth Rainbolt	Scott Williams
Adrienne Callahan	Lisa Gelles	Jennifer Lucas	Ann Rivera	Peng Zhang
Sonny Caradonna	Stan Gerson	Janice Lyons	Anastasia Rowland-Seymour	

**Not Present**

Shane Angus	Peter Harte	Vijaya Kosaraju	Monica Montano	Deven Reddy
Elisa Bala	Sheronica James	Christina Krudy	Nona Nichols	Demitre Serletis
Sonji Boyd	Caroline Just	Bret Lashner	Rebecca Obeng	Simran Singh
Francis Caputo	Eric W. Kaler	Stephen Leb	Ruben Olivares	Michael Staudt
Andy Chen	Andrew Harris	Ang Li	Roger Ove	Madelyn Stevens
Wayne Cohen-Levy	Jason Ho	Philip Linden	Neal Peachey	Phoebe Stewart
William Chad Cook	Sandeep Khanna	Amy McDonald	Antonio Rampazzo	Gregory Videtic
Mackenzie Deighen	Qingzhong Kong	Gillian Michaelson	Rania Rayes-Danan	Michael Weber
Rachael Gowen				

**Others Present**

Brian Biroscak	Nicole Deming	Tina Lining	William Merrick	Susan Reichert
Paul Bristol	Joyce Helton	Lia Logio	Alex Miron	Abdus Sattar
Himika Dalia	Siran Koroukian-Hajinazarian			

<u>Summary of Committee on Appointments, Promotions, and Tenure Activities</u>														
		2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016	2014-2015		
<b>PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM</b>														
<u>For Promotion to Professor (Tenured)</u>														
nominated		7	7	6	8	10	12	6	6	9	2		8	
initial positive CAPT rec		6	7	6	7	10	10	5	6	9	2		8	
appeals		1	0	0	0	1	2	0	0	0	0		0	
successful appeals		0	0	0	0	1	2	0	0	0	0		0	
final positive CAPT rec		6	7	6	7	10	12	5	6	9	2		8	
Dean's rec		6	7	6	7	10	12	5	6	9	2		8	
Provost & final rec		6	7	6	7	10	12	5	6	8	2		8	
% successful		6 of 7 = 86%	7 of 7 = 100%	6 of 6 = 100%	7 of 8 = 88%	9 of 10 = 90%	12 of 12 = 100%	5 of 6 = 83%	6 of 6 = 100%	8 of 9 = 88.9%	2 of 2 = 100%	8 of 8 = 100%		
<u>For Promotion to Professor Non-Tenure Track</u>														
nominated		30	23	37	37	35	30	33	33	32	22		22	
initial positive CAPT rec		30	23	35	35	31	26	27	30	29	22		21	
appeals		0	0	2	2	4	3	3	1	1	0		1	
successful appeals		30	0	2	2	4	3	3	1	1	0		1	
final positive CAPT rec		30	23	37	37	35	29	30	31	30	22		22	
Dean's rec		30	23	37	37	35	29	30	31	30	22		22	
Provost & final rec		30	23	37	37	35	29	30	31	30	22		22	
% successful		30 of 30 = 100%	23 of 23 = 100%	37 of 37 = 100%	37 of 37 = 100%	35 of 35 = 100%	29 of 30 = 97%	30 of 33 = 91%	31 of 33 = 94%	30 of 32 = 93.8%	100%		100%	
<u>For Award of Tenure</u>														
nominated		8	5	5	6	9	7	6	10	20	9		9	
initial positive CAPT rec		8	5	5	6	8	7	5	5	16	8		7	
appeals		0	0	0	0	1	0	1	4	3	1		0	
successful appeals		0	0	0	0	1	0	1	2	2	1		0	
final positive CAPT rec		8	5	5	6	9	7	6	7	18	9		7	
Dean's rec		8	5	5	6	9	6	6	7	16	9		6	
Provost & final rec		8	5	5	6	9	6	6	7	16	9		6	
% successful		8 of 8 = 100%	5 of 5 = 100%	5 of 5 = 100%	6 of 6 = 100%	9 of 9 = 100%	6 of 7 = 86%	6 of 6 = 100%	7 of 10 = 70%	16 of 20 = 80%	100%		6 of 9 = 66.7%	
<u>For Promotion to Associate Prof in Tenure Track</u>														
nominated		3	1	5	5	7	4	9	13	16	11		10	
initial positive CAPT rec		3	1	4	4	6	4	6	12	14	11		8	
appeals		0	0	1	1	1	0	1	1	2	0		0	
successful appeals		0	0	1	1	1	0	1	1	1	0		0	
final positive CAPT rec		3	1	5	5	7	4	7	13	15	11		8	
Dean's rec		3	1	5	5	7	4	7	13	15	11		8	
Provost & final rec		3	1	5	5	7	4	7	13	15	11		8	
% successful		3 of 3 = 100%	1 of 1 = 100%	5 of 5 = 100%	5 of 5 = 100%	7 of 7 = 100%	4 of 4 = 100%	7 of 9 = 78%	13 of 13 = 100%	15 of 16 = 93.8%	100%		80%	
<u>For Promotion to Associate Prof in Non-Tenure Track</u>														
nominated		65	61	101	96	68	50	66	52	42	58		38	
initial positive CAPT rec		61	53	92	90	64	46	59	48	34	53		35	
appeals		4	8	7	1	3	1	4	2	3	3		1	
successful appeals		4	8	7	1	3	0	4	1	2	3		1	
final positive CAPT rec		65	61	99	91	67	46	63	49	36	56		36	
Dean's rec		65	61	99	91	67	46	63	49	36	56		36	
Provost & final rec		65	61	99	91	67	46	63	49	36	56		36	
% successful		65 of 65 = 100%	61 of 61 = 100%	99 of 101 = 98%	91 of 96 = 95%	67 of 68 = 96%	46 of 50 = 92%	63 of 66 = 95%	49 of 52 = 94%	36 of 42 = 85.7%	56 of 58 = 96.6%	36 of 38 = 94.7%		
<b>Overall Promotion and Tenure</b>		<b>112 of 113 = 99%</b>	<b>97 of 97 = 100 %</b>	<b>148 of 150 = 99%</b>	<b>146 of 152 = 96%</b>	<b>127 of 129 = 98%</b>	<b>97 of 103 = 94%</b>	<b>111 of 120 = 93%</b>	<b>106 of 114 = 93%</b>	<b>96 of 110 = 87.3%</b>	<b>90</b>	<b>87</b>		
<i>*applications withdrawn before submission to the Dean not included</i>														
<b>Not for official distribution</b>														
<b>For Appointment to Professor in Non-Tenure Track</b>		<b>40</b>	<b>20</b>	<b>22</b>	<b>39</b>	<b>14</b>	<b>12</b>	<b>5</b>	<b>17</b>	<b>7</b>	<b>15</b>	<b>14</b>		
<b>For Appointment to Associate Prof in Non-Tenure Track</b>		<b>17</b>	<b>33</b>	<b>47</b>	<b>33</b>	<b>13</b>	<b>14</b>	<b>7</b>	<b>7</b>	<b>11</b>	<b>11</b>	<b>9</b>		
<b>For Appointment to Professor (Tenure &amp; Tenure-Track)</b>		<b>3</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>		
<b>For Appointment to Associate Prof (Tenure &amp; Tenure-Track)</b>		<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>		
<b>For Appointment to Tenure</b>		<b>13</b>	<b>4</b>	<b>11</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>4</b>		
<b>Overall Appointments</b>		<b>75</b>	<b>65</b>	<b>85</b>	<b>92</b>	<b>34</b>	<b>32</b>	<b>14</b>	<b>30</b>	<b>23</b>	<b>38</b>	<b>33</b>		
<b>Junior Appointments (Not review by SOM CAPT)</b>														
<b>For Appointment to Assistant Prof in Tenure Track</b>		<b>8</b>	<b>7</b>	<b>8</b>	<b>14</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>7</b>		
<b>For Appointment to Assistant Prof in Non-Tenure Track</b>		<b>229</b>	<b>187</b>	<b>305</b>	<b>221</b>	<b>228</b>	<b>152</b>	<b>88</b>	<b>81</b>	<b>84</b>	<b>137</b>	<b>123</b>		
<b>For Appointment to Senior Instructor in Non-Tenure Track</b>		<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>3</b>		
<b>For Appointment to Instructor in Non-Tenure Track</b>		<b>12</b>	<b>16</b>	<b>15</b>	<b>15</b>	<b>12</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>10</b>		
<b>Overall Appointments</b>		<b>250</b>	<b>211</b>	<b>330</b>	<b>252</b>	<b>247</b>	<b>172</b>	<b>102</b>	<b>99</b>	<b>106</b>	<b>157</b>	<b>143</b>		

\*Not yet verified against Board of Trustees Resolutions

## **Motion to Request an Amended Process Regarding Virtual Attendance at the Faculty Senate Meetings from the Executive Committee of the School of Medicine Faculty (Faculty Council)**

\*Note- **bolded** and underlined words are the proposed additional language.

We respectfully request that the Faculty Senate amend its By-laws to state the following:

*"Attendance at regular Faculty Senate meetings will be held in-person as the default, with the option for virtual attendance upon request. It is for this reason that exceptions to in-person attendance will be made at the discretion of the Chair of the Faculty Senate."*

*[By-laws of the Faculty Senate, Academic Year 2024-2025, By-law III, Item a. (page 5)]*

The current process of petitioning to receive a link to join the meeting virtually is detailed in the attached document provided by the Secretary of the Faculty Senate. We request that the procedure for requesting exceptions to in-person attendance be changed to include:

*5. Accommodation is made with the full retention of rights.*

- *The Executive Committee supports the principle that Senators who request either specific or standing accommodations be allowed to participate fully in the meeting: i.e., to attend remotely, to count towards quorum, and to vote.*
- Conditions for accommodations for specific meetings may include:
  - reasons of illness,*
  - specific concern of illness for themselves or close associates,*
  - caregiving for dependents,*
  - physical mobility limitations,*
  - physical disabilities.*
  - location of faculty activity (i.e., sabbaticals, faculty based off campus)*
- Conditions for standing accommodations (granted by semester) may include:
  - chronic illness,*
  - specific concern of chronic illness for themselves or close associates,*
  - caregiving for dependents,*
  - chronic physical mobility limitations,*
  - physical disabilities,*
  - location of faculty activity (i.e., sabbaticals, faculty based off campus)*
- *Such approvals do not require any specific disclosure of personal health information and rely on the rectitude of Senators to invoke such accommodations only under these specific circumstances without having to explain which category applies.*
- *Recognizing that these constraints on physical attendance may only emerge close to a specific meeting; such requests must be made as early as practicable on the part of the Senator requesting them (at least 24 hours in advance of the meeting).*
- *The Faculty Senate secretary will respond to the request at least 3 hours in advance of the meeting.*
- *Faculty requesting semester-long standing accommodation would make this request upon the start of their tenure as a senator or as early as practicable on the part of the Senator requesting it.*

Signed,



Himika Dalia, MD- Chair NEC, on behalf of the Nominations and Elections Committee, School of Medicine



Anastasia Rowland-Seymour, MD- Chair Faculty Council, on behalf of Faculty Council, School of Medicine

**Extended Rationale for Motion to Request an Amended Process  
Regarding Virtual Attendance at the Faculty Senate Meetings  
from the Executive Committee of the School of Medicine Faculty (Faculty Council)**

The CWRU Faculty Senate endeavors to represent all university faculty, something that depends on open communication. We, the Faculty Council (the Executive Committee) of the School of Medicine, bring to your attention a concern about an exclusionary policy that has restricts engagement by the School of Medicine Faculty Senators, and by extension, the representation of the faculty in the School of Medicine.

Specifications regarding meeting procedures are noted in the By Laws of the Faculty Senate:

*“Attendance at regular Faculty Senate meetings will be **held in-person**\* as the default. It is for this reason that exceptions to in-person attendance will be made at the discretion of the Chair of the Faculty Senate.”*

*(By Laws of the Faculty Senate, Academic Year 2024-2025, III. Item a. page 5)*

**\*Note- bolding is our modification, not original to the text.**

The current practice for faculty senators unable to attend the faculty senate meeting in person requires the senator to petition to receive a link to join the meeting virtually. As you may be aware, faculty in the School of Medicine practice all over the metropolitan area at our various affiliates and carry out their faculty responsibilities as far as 50 miles from Adelbert Hall, where the Faculty Senate meetings occur. For faculty to attend an in-person meeting in Adelbert, they may need to cancel a half day, if not a full day of their professional activities, to travel to the main campus, park, and then take the shuttle or walk. As many are located off campus, most do not have validation passes for campus parking.

We request that all faculty based off campus be allowed to submit a single petition to attend remotely and be allowed to fully participate and vote on matters while attending virtually. As SOM faculty balances many increasing demands, we ask that the Faculty Senate support the faculty’s efforts to engage with the university and represent the SOM faculty.

The current process of petitioning to receive a link to join the meeting virtually is detailed in Part 1, Section 5 of the [Faculty Senate meetings and attendance: Towards a clarification of Faculty Senate principles, procedural rules, and implementation](#) in the following link provided by the Secretary of the Faculty Senate: <https://case.edu/facultysenate/meetings/meeting-dates>:

The stated allowable reasons for a request for virtual attendance at a Faculty Senate meeting do not include “location of faculty activity” such as the case with faculty whose responsibilities are located far off campus. In the case of faculty members located off campus, who have petitioned to get a link to join the meeting virtually, the process has in the past been arduous, further decreasing the likelihood of engagement.

The process has included the need to:

- 1) email the Faculty Senate chair and secretary at least 24 hours in advance of each meeting requesting accommodation
- 2) certify that they have a legitimate reason for requesting accommodations (the reason of “location of faculty” is not explicitly included among the listed reasons) and
- 3) then, await further correspondence from the chair or secretary, who will provide the virtual meeting link.

The faculty member is often left uncertain regarding the status of their petition for a virtual meeting link, receiving confirmation only shortly before the meeting or in some instances, not until the meeting is already in progress. This process creates complications and uncertainty. We are requesting a more

proactive approach be taken to allow senators to serve both their faculty responsibilities to their home department and serve the School of Medicine on the University Faculty Senate.

Finally, should a faculty member successfully petition to attend a meeting virtually, the voting procedure does not explicitly allow for their votes to be counted. The current voting procedure is as follows:

*"Procedure of Voting. Voting at all meetings of the Faculty Senate shall be by electronic voting devices (e.g. clickers) provided to each voting member. Upon completion of each vote and announcement of the tally, the electronic record of the individual members' votes will be deleted. Only the numerical vote tally will be reported in the minutes, except in the case of a roll call vote. In the event of a failure of electronic voting devices or upon request of a member present, voting may be by voice, by a show of hands, by division of the assembly, or by secret ballot.*

*(By Laws of the Faculty Senate, Academic Year 2024-2025, III. Item l. page 8)*

*"Remote vote counting procedures shall be determined by the Executive Committee on an annual basis."*

*(By Laws of the Faculty Senate, Academic Year 2024-2025, III. Item a. page 6)*

The current voting procedure creates uncertainty for remote attendees regarding the validity and recording of their votes. On some occasions in the past, faculty senators who were at the meeting virtually did not have their votes recognized during the vote count.

In the spirit of increasing faculty engagement, being inclusive of all voices, and being respectful to fellow faculty and the conditions of their employment, we urge the Faculty Senate to modify the restriction on virtual meeting attendance. Technology already in use can accurately record the senators' votes who attend remotely in real time. We strongly advocate for remote voting to be allowed rather than determined on a yearly basis by the Executive Committee.

**As such, we respectfully request that the Faculty Senate amend its bylaw to state the following:**

*"Attendance at regular Faculty Senate meetings will be held in-person as the default, with the option for virtual attendance upon request. It is for this reason that exceptions to in-person attendance will be made at the discretion of the Chair of the Faculty Senate."*

*(By Laws of the Faculty Senate, Academic Year 2024-2025, III. Item a. page 5)*

Additionally, we request that the procedure for requesting exceptions to in-person attendance be changed to include:

5. *Accommodation is made with the full retention of rights.*

- *The Executive Committee supports the principle that Senators who request either specific or standing accommodations be allowed to participate fully in the meeting; i.e., to attend remotely, to count towards quorum, and to vote.*

- *Conditions for accommodations for specific meetings may include:*

- reasons of illness,*
- specific concern of illness for themselves or close associates,*
- caregiving for dependents,*
- physical mobility limitations,*
- physical disabilities.*

- f. location of faculty activity (i.e, sabbaticals, faculty based off campus)*

- *Conditions for standing accommodations (granted by semester) may include:*

- chronic illness,*
- specific concern of chronic illness for themselves or close associates,*
- caregiving for dependents,*

- j. *chronic physical mobility limitations,*
- k. *physical disabilities,*
- l. *location of faculty activity (i.e., sabbaticals, faculty based off campus)*
- *Such approvals do not require any specific disclosure of personal health information and rely on the rectitude of Senators to invoke such accommodations only under these specific circumstances without having to explain which category applies.*
- *Recognizing that these constraints on physical attendance may only emerge close to a specific meeting; such requests must be made as early as practicable on the part of the Senator requesting them (at least 24 hours in advance of the meeting).*
- *The Faculty Senate secretary will respond to the request at least 3 hours in advance of the meeting.*
- *Faculty requesting semester-long standing accommodation would make this request upon the start of their tenure as a senator or as early as practicable on the part of the Senator requesting it.*

\*Note- bold words are the proposed additional language.

Finally, we request that the following statement be amended to include clear language with respect to the procedure of how remote voting will be handled:

*“Remote vote counting procedures shall be determined by the Executive Committee on an annual basis.”*

(By Laws of the Faculty Senate, Academic Year 2024-2025, III. Item a. page 6)

This issue has been raised previously by individual senators, as well as the Members of the Faculty Senate Committee on Women in March 2023. Given that faculty engagement is more crucial now than ever, we respectfully urge the Faculty Senate to initiate steps to eliminate barriers that prevent full participation, ensuring that all faculty members have equitable opportunities to contribute to decision-making process.

We fully understand and completely appreciate the need for privacy, decorum, and professional conduct during Faculty Senate meetings. We also concur with the requirement that faculty participating virtually should remain on camera, in a private and quite setting, with a non-distracting background, and maintain full engagement throughout the meeting. We believe that implementing these standards- alongside a modification to the current attendance policy will meaningfully enhance faculty involvement from the School of Medicine in Faculty Senate. This further strengthens the principle of shared governance. Ultimately, this change would serve to benefit the entire university community.

Signed,

Himika Dalia, MD- Chair NEC, *on behalf of the Nominations and Elections Committee, School of Medicine*

Anastasia Rowland-Seymour, MD- Chair Faculty Council, *on behalf of Faculty Council, School of Medicine*

*Any questions can be addressed to Dr. Dalia (hdalia@metrohealth.org) and Dr. Rowland-Seymour (axr668@case.edu).*