

**Faculty Council Meeting
Draft Meeting Minutes
December 15, 2025**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:03-4:08PM	Chair's Remarks and Announcements	Anastasia Rowland-Seymour, Chair of Faculty Council	<p>The chair called the meeting to order at 4:00PM. She asked for clinician volunteers to take notes and create talking points, in a round robin fashion, for the benefit of newer Faculty Council members. Dr. Coburn on the basic science side and Dr. Angus for clinicians have volunteered. Anyone who is still having difficulties with access to BOX should reach out to Joyce Helton.</p> <p>The chair asked that council members mark their calendars for the following dates of the hybrid and in-person only Faculty Council Meetings:</p> <p>February 23 – Via Zoom and in-person at UH Bolwell March 16 – Via Zoom and in person at Metro (location TBD) May 18 -- Via Zoom and in person at CCF (location TBD) (anyone willing to help coordinate this meeting please contact the chair) June 15 – in person final meeting of the year</p> <p>April 21 is the 2nd All Faculty Meeting - SOM Education Retreat - to be held at the HEC from 11:30am-5:30pm, with the Awards Ceremony from 4:30-5:30pm. Those unable to attend the event in its entirety, should try to attend the awards ceremony.</p> <p>In January, the Faculty Senate will hear a presentation by our Senate ExCom member, Matthias Buck, and Himika Dalia, chair of the NEC, on the petition to the Faculty Senate for remote attendance for SOM faculty senators. Dr. Rowland-Seymour will also meet with the Faculty Senate Chair so that the Faculty Senate can experience understanding about how meetings are run and aligned. A request to the Faculty Senate President not to entertain nor accept the compact has received reassurance by the Faculty Senate that President Kaler will not sign the compact.</p>	Quorum is 45

4:08-4:09PM	Approval of November Faculty Council Meeting Minutes		When polled by the Chair, there were no corrections or edits to the November 17 Faculty Council Meeting.	The November 17 Faculty Council meeting minutes are approved as submitted by general consensus.
4:09-4:32PM	Proposed amendments to the Bylaws: Qualifications and Standards for Appointment, Promotion and the Award of Tenure	Tom Collins	<p>The Provost's Office requested to consider rephrasing 5 items.</p> <p>Remove Item 1 - "Inclusive excellence" in Professionalism; Item 2 - remove "at time of appointment and promotion" in Professionalism, Item 3 - modify language in Tenure "provisions/freedom", Item 4 - modify language in Tenure "professional responsibilities", and Item 5 - request Senate to modify the Handbook in Emeritus.</p> <p>For Items 1-4, Faculty Council can vote to accept as modification to SOM bylaws already at the Senate. For Item 5, Faculty Council can vote on a motion to request the Senate to modify the Handbook.</p> <p>When asked what benefits faculty would obtain from an emeritus appointment, Nicole Deming explained that once approved for emeritus those faculty members become part of the emeritus academy. They are provided with free parking, access to email, and software center needs. Pay has always been separate. If retired, the presumption is that there is no pay. The benefits of being emeritus are covered fairly completely in the Faculty Handbook. There being no other points of discussion for Item 5, a vote was taken.</p> <p>Dr. Collins reported that the Bylaws Committee had reviewed a motion from the previous Faculty Council meeting regarding the steering committee's role in reviewing inequities in the APT process. It was decided that the current wording was acceptable. Other than minor word change discussion, the wording that we voted for still holds..." 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>A motion was made by a FC member and seconded by a FC member to accept the bylaws changes as listed and amended in items 1-4.</p> <p>Vote: 50 in favor, 0 not in favor, 2 abstained, and 7 were ineligible to vote</p> <p>The motion passes.</p> <p>A motion was made by a FC member and seconded by a FC member to approve the Bylaws changes in Item 5.</p> <p>Vote: 48 in favor, 0 not in favor, 0 abstained, and 6 were ineligible to vote</p> <p>The motion passes.</p>
4:32-4:39PM	Remarks by Dean Gerson	Stan Gerson	The Dean remarked that the Doc Opera, held this past weekend, was a huge success. It was a fantastic event and performance and a fun time for all. The Webel family benefactors were recognized for the endowment they have gifted the university with a video of appreciation.	

	Remarks by Dean Gerson (continued)		<p>Because of the recent events at Brown University and even Sidney, Australia, card access will be required for the entire university, including the HEC. This is designed to provide a little further safety for all of us.</p> <p>The Dean will be sending out a winter break note, and in January we will follow up with the next conversation about the strategic plan development for the school. We will appreciate comments on it when we get to that portion of the meeting. The finances of the school are tough and not getting better; this will also be a conversation for this afternoon.</p> <p>Clinical-based faculty present an incredible financial burden to the SOM. Our hospitals take advantage of this and provide zero in return. With the federal offices now open, NIH funding is back. We would like to share the impact of the shutdown and the NIH on the school's budget. We have already put in place \$17M and anticipate \$10-20M to supplement the NIH, which is a remarkable portion of our faculty salary. We don't have another solution for that other than that is our current reality. The practicality is that in the SOM the resources that form our collaborative include the university and the hospitals.</p> <p>Our master's program, under grad program and MD recruitment program applications are up year over year. The Dean stated that he was proud of what everyone is doing to make us the best medical school we can be.</p>	
4:39-4:47PM	Nutrition Minor – Food is Medicine	Hope Barkoukis	<p>Dr. Barkoukis is here today to present, and ask for approval, for a new Nutrition minor – Food is Medicine. Fifteen credits are required and all classes are offered each academic year.</p> <p>The concept of Food is Medicine is an umbrella term to identify various approaches directly linking food to healthy dietary patterns and positive health outcomes. This minor incorporates the numerous benefits to students from our new teaching kitchen. This minor focuses on food's role in impacting overall health and wellbeing and capitalizes on integrating our FIM various research protocols with opportunities for students to obtain experience engaging in these protocols.</p> <p>This minor is not going to fit per se into the other minors. Rather it</p>	

	Nutrition Minor – Food is Medicine (continued)		reflects separate competency goals collectively identifying food choices as the primary factor impacting health and well-being. The collective array of foods eaten and beverages consumed on a regular basis, forms one’s typical dietary pattern. One’s dietary pattern is an independent risk factor for health promotion or disease risk.	A motion was made by a FC member and seconded by a FC member to approve the Food is Medicine minor. Vote: 38 in Favor, 1 not in favor, 4 abstained, and 7 were ineligible to vote. The motion passes.
4:47-4:56PM	NEC Annual Report	Himika Dalia	Dr. Dalia presented the Nominations and Election Committee’s annual report to Faculty Council. She provided an overview of the Committee charge, operational metrics, and the various committee motions that they addressed over the past year including Bylaws amendments, Faculty Senate elections, and Faculty Council, Faculty Council Steering Committee, NEC and standing committee vacancies. In June, elections were completed for Faculty Council chair-elect, Faculty Council Steering Committee, and NEC elections results were shared with Faculty Council. August through October they concentrated on preparing the ballot to amend the SOM Bylaws and APT Guidelines. The name of the Committee on Women and Minority Faculty was changed to the Committee on Faculty Community and Representation. They also entertained a motion from NEC to Faculty Council regarding provision and amendment in policies of virtual attendance in Faculty Senate Meetings.	A motion was made by a FC member and seconded by a FC member to accept the NEC Annual report. Vote: 41 in favor, 0 not in favor, 1 abstained, and 4 were ineligible to vote
4:56-4:59PM	Faculty Senate ExCom Report	Matthias Buck	The Faculty Senate approved the minor in Nutrition and Metabolism. Maureen McEnery reported on her communication conflict of interest. The Faculty Handbook was edited to make it more streamlined and simplistic. Bill Merrick’s Annual Report from the Compensation Committee is still being discussed. At the next committee meeting, a proposal will be put forth to ask the administration for a 3-5 year compensation increase plan. It was noted that increases need to be greater (up to 6%) to catch up to the AAMC median, with 10-20% increases for promotion.	A motion was made by a FC member and seconded by FC member to accept the Senate ExCom Report. Vote: 40 in favor, 0 not in favor, 1 abstained, 4 were ineligible to vote
4:59-5:12PM	New Business		Dr. Rowland-Seymour noted that in the December 15 Faculty Council BOX folder, there is a draft letter to Provost Ward and President Kaler, regarding budgetary information. As you have	

	New Business (continued)		<p>heard, a proposed budget cut of \$8M, in addition to a previous \$17M reduction cut, presents a challenge given that we have already cut many departments to the bone, with nothing more that can be cut. There is a concern that we will be less staffed and not able to be as productive, successful or impactful as faculty. We are asking for there to be reconsideration of the amount that is being requested of the SOM. The letter asks that the request be reversed as its consequence will greatly impact our ability as faculty to perform our duties and promote the school's mission.</p> <p>Asking for an additional \$8M, in addition to \$17M already cut, could inevitably lead to layoffs. Laying people off, when the school is not operating at a deficit, sends the wrong message. It was suggested that going forward a financial plan be requested that comes from the SOM and not from across the street. After some additional discussion, a vote was taken.</p>	<p>A motion was made by a FC member and seconded by FC member to send a letter to Provost Ward and President Kaler.</p> <p>Vote: 39 in favor, 0 not in favor, 4 abstained, 5 were ineligible to vote</p>
5:12-5:20PM	Strategic Plan		<p>Faculty Council was asked to weigh in on the new strategic plan and supply ideas for faculty involvement which are deliverable and measurable.</p> <p>Potential strategic plan initiatives could include advancing faculty careers, and increasing national and international reputations. The Awards Committee, led by Lynn Singer, has the capability to put people forward for national recognition. We are hoping that we can garner increased support and be able to show a definite increase in faculty receiving honors in national societies. We need to determine the number of faculty currently holding leadership positions in national and international organizations. Increase funding sources for faculty. Increase the flow into the institution so we come up with additional relationships with local institutions with similar core values. We need money to improve human and environmental health and longevity in relationships.</p> <p>Suggestions that spoke to members were parent institutions that were invested in every person on campus; that resonated with us. For improvement and equal opportunity, we might consider being innovative by looking to some of the newer arenas and increasing engagement across the campus.</p> <p>It was suggested that it could be useful to review which aspects of previous strategic plans were accomplished and which of those</p>	

	Strategic Plan (continued)		<p>were found to be challenging. What were the lessons learned from the previous strategic plan? Dr. Merrick stated that in the past faculty were encouraged to consider generating minors or majors in the undergrad curriculum. The reason being that while we are going to have a relatively constant number of undergrads year after year, some of our programs, particularly masters' programs, have fluctuated. This could be a potentially hard money source to help cover any shortfall of salaries on grants or SOM finances.</p> <p>A BOX folder for the Strategic Plan will be created providing access to every Faculty Council member, allowing them to review the four topics (ambitions) in the BOX folder and provide their comments and/or suggestions. Additional measurable outcome topics can be forwarded to the Chair.</p>	
5:20-5:21PM	Faculty Council Steering Committee Report	Elvera Baron	Dr. Baron is unable to participate in today's meeting due to a weather-related delay.	
5:21-5:33PM	Follow-up on Discussion Points	Anastasia Rowland-Seymour	<p>The Chair stated that she wanted to follow up on some of the discussion points from our last meeting. Clinical faculty, who are based outside affiliate hospitals, and basic science faculty were discussed questioning how engagement looks different for each of these types of faculty members. With Faculty Council and Faculty Senate, what can be done to increase engagement and bring us closer in terms of our alignment and more able to engage with each other. The Chair hoped that Faculty Council members were able to make use of this information, get on their department meeting agenda, and report back from their constituents to determine what other ways we might employ to build this bridge.</p> <p>When sub-councils were suggested, it was noted that while there are definite pros and cons to having sub-councils, there is a concern that it could result in dividing us even more. The Faculty Council is for all of us. A starting point could be to find common ground -- concerns that basic science faculty have, and focus on what the common issues are. This is obviously a continuing conversation that can be picked up at the next meeting. In the interim, over down time, please take a moment of reflection to consider these suggestions and possibly determine ways in which way we can begin to build a bridge.</p>	

5:33PM	Adjourn		There being no further issues to be discussed, the Chair adjourned the meeting at 5:30PM.	
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Present

Shane Angus	William Chad Cook	Venkatesh Kambhampati	Janice Lyons	Anas Saleh
Mohamed Abdalla	Xinghong Dai	Adina Kern-Goldberger	Michael Moffitt	Hemalatha Senthilkumar
Antoinette Abou-Haidar	Ani Das	Camilla Kilbane	Tyfanni Monford	Demitre Serletis
Michael Baldonieri	Mirela Dobre	Qingzhong Kong	Monica Montano	Paul Shaniuk
Stephanie Barnes	Nadim El Chakhtoura	Siran Koroukian	Nona Nichols	Simran Singh
Atallah Baydoun	Jeremiah Escajeda	Vijaya Kosaraju	Rebecca Obeng	Stacy Smrz
Alfred P Bowles	Jonathan Fanaroff	Christina Krudy	Ruben Olivares	Michael Staudt
Sonji Boyd	Calen Frolkis	Bret Lashner	Sarah Ondrejka	Boaz Tirosh
Matthias Buck	Lisa Gelles	Alan Levine	Elizabeth Painter	Saba Valadkhkan
Hulya Bukulmez	Stan Gerson	Philip Linden	Abigaill Raffner (Basson)	Gregory Videtic
Adrienne Callahan	Christopher Hine	Susan Linder	Elizabeth Rainbolt	Scott Williams
Karlla Coburn	Caroline Just	Aram Loeb	Anastasia Rowland-Seymour	Peng Zhang
Thomas Collins	Manasvee Kapadia	Jennifer Lucas		

Not Present

Elisa Bala	Rachael Gowen	Sandeep Khanna	Gillian Michaelson	Deven Reddy
Elvera L. Baron	Mackenzie Deighen	Stephen Leb	Claudio Milstein	Ann Rivera
Kavita Bhatt	Andrew Harris	Ang Li	Henry Ng	Mankaran Sawhney
Francis Caputo	Peter Harte	Jennifer Li	Roger Ove	Matthew Sikora
Sonny Caradonna	Jason Ho	Vanessa Maier	Neal Peachey	Madelyn Stevens
Andy Chen	Sheronica James	Ryan Marino	Antonio Rampazzo	Phoebe Stewart
Wayne Cohen-Levy	Eric W. Kaler	Amy McDonald	Rania Rayes-Danan	Michael Weber
Marta Couce				

Others Present

Hope Barkoukis	Trish Gallagher	Donald Mann	Phoo Nandar	Abdus Sattar
Himika Dalia	Joyce Helton	William Merrick	Susan Reichert	Kelsey Ulfholtz
Nicole Deming	Lia Logio			

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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.</p> <p>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>	

	<p>NEC Presentation (upcoming request for nominations of standing committees) (continued)</p>		<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: 49 in favor, 0 not in favor, 0 abstained, and 8 were ineligible to vote.</p> <p>The motion passes.</p>
<p>4:34-4:45PM</p>	<p>CAPT Annual Report</p>	<p>Nicole Deming for Siran Koroukian and Mamta Singh, CAPT Co-Chairs</p>	<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	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.	
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: 43 in favor, 1 not in favor, 3 abstained, and 7 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>

	<p>Not to Entertain nor Accept the Compact for Academic Excellence in Higher Education (continued)</p>			<p>Vote: 37 in favor, 1 not in favor, 4 abstain, and 8 were ineligible to vote.</p> <p>The motion passes.</p>
<p>5:15-5:33PM</p>	<p>Unfinished Business</p>		<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.	

Attendance will be added.

Proposed Amendments to the Bylaws: Qualifications and Standards for Appointment, Promotion and the Award of Tenure

November 17, 2025



**CASE WESTERN RESERVE
UNIVERSITY**
School of Medicine

Discussion/Action Items

- Item 1 –Remove “inclusive excellence” in Professionalism
- Item 2 - Remove “**at time of appointment and promotion ...**” in Professionalism
- Item 3 - Modify language in Tenure “provisions / freedom”
- Item 4 - Modify language in Tenure “professional responsibilities“
- Item 5 –Request Senate to modify Handbook in Emeritus

- Actions
 - Items 1-4 Council can vote to accept as modification to SOM bylaws already at Senate
 - Item 5 Council can vote on motion to request Senate to modify Handbook



Item 1

Remove “inclusive excellence” in Professionalism section 2.2 *Proposed Appendix 1 APT Guidelines sent to Faculty Senate*

- The School of Medicine is committed to the highest standards of professionalism...Our Faculty Professional Code of Conduct relies on the following norms:
 - Integrity ...
 - Respect ...
 - ~~Inclusive Excellence illustrating by~~ Engaging in practices to promote all faculty’s personal and professional fulfillment.
 - Kindness ...

Action Needed: Vote to accept by Faculty Council



Item 2

Remove “at time of appointment and promotion....” in
Professionalism section 2.2

Proposed Appendix 1 APT Guidelines sent to Faculty Senate

- The above norms and examples are not exhaustive but provide guidance on the professionalism expectations that apply to all SOM faculty. All faculty are expected to be exemplary citizens ...with our CWRU community. ~~At the time of appointment and promotion, each candidate should identify their contributions to professionalism, and their chair will be asked to comment on any outstanding or resolved concerns related to professional performance.”~~

Action Needed: Vote to accept by Faculty Council



Item 3

Modify language in Tenure section 3.2

Proposed Appendix 1 APT Guidelines sent to Faculty Senate

- Current
 - Tenured faculty members are protected explicitly against dismissal or disciplinary action because their views are unpopular or contrary to the views of others within the guidelines of academic professionalism of CWRU, and compliance with federal regulations.
- Update
 - Tenured faculty members are protected explicitly against dismissal or disciplinary action because their views are unpopular or contrary to the views of others within the provisions of academic freedom at CWRU.

Action Needed: Vote to accept by Faculty Council



Item 4

Modify language in Tenure section 5.4

Proposed SOM Bylaws sent to Faculty Senate

- The basic purpose of tenure is to provide the assurance of academic freedom ... views of others. The School of Medicine also expects faculty to comply with ~~the guidelines of academic professionalism of CWRU,~~ CWRU's expectations for professional responsibilities (as described in the Faculty Handbook) and with federal regulations. Academic track colleagues shall derive protection by general extension of these principles of academic freedom.

Action Needed: Vote to accept by Faculty Council



Item 5

Modify language in Emeritus Appointment

Current CWRU Faculty Handbook Chapter 3, Part Two, *Sect VI (p112)*

Current Faculty Handbook

- Emeritus appointment is not accorded to part-time faculty members. This restriction shall not apply to someone who has chosen a modified (50% or greater) appointment after satisfying the ten-year service requirement. **Clinical faculty in the School of Medicine, however, are eligible to be considered for emeritus status**



Item 5

Modify language in Emeritus Appointment

Current proposed SOM Bylaws Article 5.9.2.3 Emeritus Faculty

- Emeritus faculty are appointed ...have held the rank of assistant professor, associate professor, or professor or at these ranks **modified by the term clinical (or) adjunct** are eligible for emeritus appointments. Meritorious service in CWRU activities benefiting the School of Medicine and their field for at least ten years is required.



Item 5

Modify language in Emeritus Appointment

Proposed Faculty Handbook

- Emeritus appointment is not accorded to part-time faculty members. This restriction shall not apply to someone who has chosen a modified (50% or greater) appointment after satisfying the ten-year service requirement. Clinical or adjunct faculty in the School of Medicine, however, are eligible to be considered for emeritus status.

Action Needed: Motion to request Faculty Senate to amend Faculty Handbook Chapter 3, Part Two, Sect VI (p112) last sentence in the top paragraph to “*Clinical or adjunct faculty in the School of Medicine, however, are eligible to be considered for emeritus status*”



Proposed minor: Food is Medicine

Presented by

Hope Barkoukis, PhD, RDN, LD, FAND

Chair, Department of Nutrition

Total credits required: 15

all classes offered each academic year

- **9 credits are required from these classes:**
- **NTRN 201: Intro Nutrition**
- **NTRN 341: Food is Medicine**
- **NTRN 343: Dietary Patterns**
- **NTRN: 200 Case Cooks either Ethnic Eats or Healthy Lifestyles**
- **2 electives from:**
- **NTRN 363: Human Ntrn**
- **NTRN 310: Plant Based Diets in health and disease**
- **NTRN 328: Child Ntrn**
- **NTRN 350: Community Ntrn**
- **NTRN 351: Food Service**
- **NTRN 390: Independent study (research engagement)**

What “gap” is this FIM minor fulfilling?

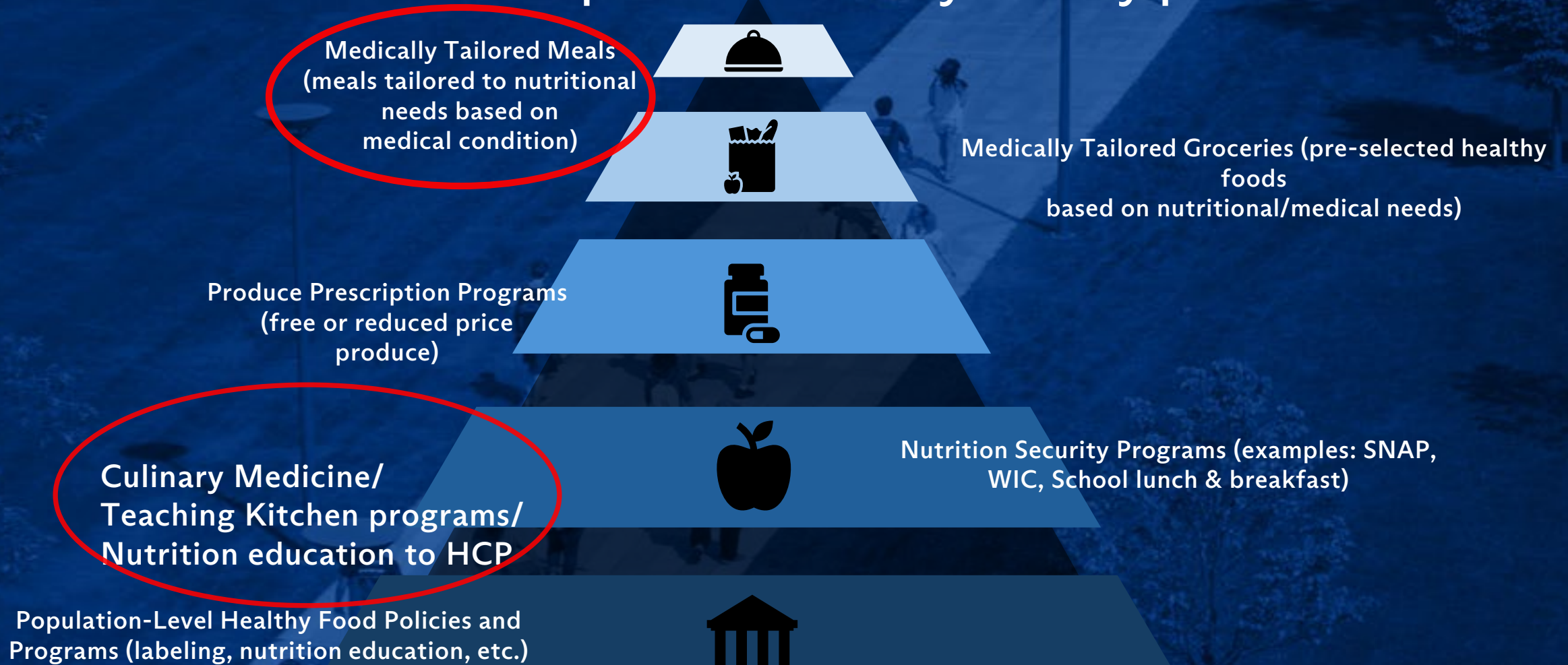
- Concept of *food is medicine* is an umbrella term to identify various approaches directly linking food to healthy dietary patterns & positive health outcomes
- This minor focuses on food’s role in impacting overall health and wellbeing
- This minor incorporates the numerous benefits to students from our new teaching kitchen (knowledge/skills gained from TK classes);
- This minor capitalizes on integrating our FIM various research protocols with opportunities for students to obtain experience engaging in these protocols

SOM/Dept.Nutrition's state of the art teaching kitchen:1,300 students participated/ semester



Understanding term “FOOD is MEDICINE”

Interventions to promote healthy dietary patterns



How does this minor “fit” into rest of our minors?

- Each of our minors is distinct; therefore, this minor doesn’t “FIT” into other minors. Rather, it reflects separate competency goals collectively identifying food choices as the primary factor impacting health and well-being
- The collective array of foods eaten and beverages consumed on a regular basis forms one’s typical dietary pattern
- One’s Dietary pattern is an independent risk factor for health promotion or disease risk = see next slide

1

A poor diet is the #1 risk factor for early death in the US

Diet drives 45% of cardiometabolic deaths

2

93% of U.S. adults have sub-optimal cardiometabolic health

Optimal cardiometabolic health: based on adiposity, blood sugar, lipid profile, blood pressure, and cardiovascular disease history

3

90% of Health Care Spending is on chronic disease management

2022 data with health care spending at \$4.6 trillion dollars annually

Typical US Daily Dietary Pattern: hamburgers, hot dogs,
French Fries = #1 “vegetable” consumed
≥ 1/3 Adults & Children eat ‘fast food’ daily

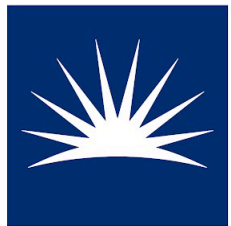


What is the 'impact' of this minor?

- **Students will gain knowledge PLUS specific skills via participation in the Case Cooks class and potential to select the independent study as their elective- engaging them in direct intervention studies in the realm of food is medicine research;**
- **Students will be better prepared to respect cultural differences in food selections which can constitute a healthy dietary pattern; they will obtain the didactic content to appreciate there are numerous approaches to arrive at a healthy dietary pattern; lastly, food is medicine interventions are firmly established as an effective method of dietary behavior change.**
- **These collective knowledge/skills gained will make them better citizens and competitive in future professional goals**

Thank you

Nominations and Election committee



**CASE WESTERN RESERVE
UNIVERSITY
School of Medicine**

Committee Charge

- Identifying and vetting qualified faculty candidates for elected governance roles.
- Facilitating fair and timely elections for Faculty Senate representation, Standing committees, Faculty Council Chair elect, FCSC and NEC.
- Maintaining accurate records of membership terms, eligibility, and vacancies.
- Ensuring adherence to institutional bylaws and election procedures.
- Promoting faculty engagement and diversity in committee service.

Operational Metrics

- Meeting every third Thursday of the month
- Quorum required for voting (majority of voting members)
- Actions reviewed via email.

Committee Motions

- Feb,2025: Verified and reported results of SOM Bylaws amendments, Discussed percentage of votes by campuses.
- April 2025: Faculty senate elections resulted and confirmed: welcomed 3 new senators.
- May-July,2025: FC, FCSC, NEC and standing committees vacancies addressed, SOI verified, Ballots reviewed, elections conducted and results verified. New members informed and congratulated.
- Updated SOI after reviewing with the committee and uplifting statements of diversity from the SOI, not a mandatory requirement for the SOI as per the governance and executive committee of SOM.
- June,2025: Institute specific Ballots prepared and elections completed.

Committee Motions

- June 2025: Completed FC chair-elect, FSCS, and NEC elections, informed new members, and shared results with Faculty council.
- August-October: Prepared the Ballot to Amend the SOM Bylaws and APT Guidelines.
- Q1: Name change for the Committee on Women and Minority Faculty to Committee on Faculty Community and Representation:
- Q2: Adopting the language currently in CWRU Faculty Handbook into SOM Bylaws (regarding tenure salary)
- Faculty community and representation committee name change embraced; Membership roster presented to the members and chair announced via FC chair.
- Motion from NEC to Faculty Council regarding provision and amendment in policies of virtual attendance in Faculty Senate meetings.

Challenges

- Survey for Bylaw amendments noticed to have low engagement and response rates. Around 9% faculty engagement noted throughout the surveys including all campuses.
- Inter-departmental engagement of committees in SOM.

2. Faculty Senate Results :

Any questions:

Email: hdalia@metrohealth.org

sxr406@case.edu

Nomination and Election Committee Report

School of Medicine, Case Western Reserve University.

Academic Year 2025–2026

Submitted by: Himika Dalia, MD

Chair, Nomination and Election Committee

Date: 11/24/2025

Confidential Committee Document

I. Introduction

The Nomination and Election Committee (NEC) of the School of Medicine at Case Western Reserve University is charged with ensuring transparent, equitable, and well-structured processes for faculty governance elections. As a key standing committee within a highly respected academic institution, the NEC plays an essential role in maintaining representation, procedural integrity, and sustained faculty engagement in shared governance.

II. Committee Charge

Per the School of Medicine Bylaws, the responsibilities of the Nomination and Election Committee include:

1. Identifying and vetting qualified faculty candidates for elected governance roles.
2. Facilitating fair and timely elections for Faculty Senate representation, Standing committees, Faculty Council Chair elect, FCSC and NEC.
3. Maintaining accurate records of membership terms, eligibility, and vacancies.
4. Ensuring adherence to institutional bylaws and election procedures.
5. Promoting faculty engagement and diversity in committee service.

III. Operational Metrics

1. Meeting every third Thursday of the month
2. Quorum required for voting (majority of voting members)
3. Actions reviewed via email.

The committee convened on the following dates in 2025: February 13, April 7, April 14, May 23, June 3, July 17, July 24, August 21, September 18, October 30, and November 20. Scheduled upcoming meetings include December 11, 2025; January 22, February 19, April 23, May 14, and June 18, 2026.

IV. Objectives

1. Familiarize the NEC Members with each standing committee and their charge
2. Review each charge and bylaws to understand specific rules pertaining to each committee
3. Promote diversity, equity and inclusion by producing a diverse slate of nominees
4. Execute a fair and transparent election
5. Improve the NEC Charge

V. Members

Ex officio 2025-2026	Department
Stanton Gerson, MD	Dean, School of Medicine
Anastasia Rowland-Seymour, MD	Chair, Faculty Council
Elvera Baron, MD, PHD	Chair-Elect, Faculty council
Faculty Council Representatives (elected; concurrent with term on Faculty Council)	
Qingzhong Kong, PhD	Pathology - SOM
Christina Krudy, MD	Reproductive Biology - MH
Rebecca Obeng, MD, PhD	Pathology - UH
Faculty Representatives (elected at large)	
Himika Dalia, MD - Chair	Geriatric Medicine - MH
Xinghong Dai, PhD (non FC member)	Physiology & Biophysics - SOM
Changchun Deng, MD, PhD	Medicine - UH
Ranjan Dutta, PhD	Molecular Medicine - CCLCM
Usha Stiefel, MD	Medicine - VA

VI. Committee Motions

1. Feb,2025: Verified and reported results of SOM Bylaws amendments, Discussed percentage of votes by campuses.
2. April 2025: Faculty senate elections resulted and confirmed: welcomed 3 new senators.
3. May-July,2025: FC, FCSC, NEC and standing committees vacancies addressed, SOI verified, Ballots reviewed and resulted in the ballot. New members informed and congratulated.
4. Updated SOI after reviewing with the committee and uplifting statements of diversity from the SOI, not a mandatory requirement for the SOI as per the governance and executive committee of SOM.
5. June,2025: Institute specific Ballots prepared and elections completed.
6. June 2025: Completed FC chair-elect, FSCS, and NEC elections, informed new members, and shared results with Faculty council.
7. August-October: Prepared the Ballot to Amend the SOM Bylaws and APT Guidelines.
 Q1: Name change for the Committee on Women and Minority Faculty to Committee on Faculty Community and Representation:
 Q2: Adopting the language currently in CWRU Faculty Handbook into SOM Bylaws (regarding tenure salary)
8. Faculty community and representation committee name change embraced; Membership roster presented to the members and chair announced via FC chair.
9. Motion from NEC to Faculty Council regarding provision and amendment in virtual attendance in Faculty Senate meetings.
10. Upcoming faculty senate and FC/FCSC/NEC, Standing committee elections.

VII. Accomplishments

Over the past cycle, the committee completed the following major activities:

- Conducted review and verification of all committee vacancies for the upcoming term.
- Developed and distributed a revised interest survey to faculty, increasing engagement and response rates.
- Coordinated and monitored electronic voting procedures through Qualtrics Survey.
- Addressed vacancies and timely appointment of faculty.
- Achieved highest voting responses in the Election of the standing committee.

VIII. Challenges

- Survey for Bylaw amendments noticed to have low engagement and response rates. Around 9% faculty engagement noted throughout the surveys
- Inter-departmental engagement of committees in SOM.

IX. Upcoming Meetings (December 2025 – June 2026)

The committee will reconvene on the following dates to continue its work:

- December 11, 2025
- January 22, 2026
- February 19, 2026
- April 23, 2026
- May 14, 2026
- June 18, 2026

These meetings will support the next phase of nomination verification, ballot preparation, SOI review, and committee onboarding for the following term.

Submitted respectfully,

Chair, Nomination and Elections Committee

Dear Provost Ward and President Kaler,

The Faculty Council of the School of Medicine, the governing body of the school's faculty understands that despite a considerable budget cut for the fiscal year 2026 in the School of Medicine, more reduction is being required to produce a larger surplus for the duration of fiscal year 2026. Given current resources, honoring such a request will only be possible if there are staff reductions, as the current budget has already resulted in reducing spending as much as possible without additional layoffs.

We ask that you reverse this request as its consequence will greatly impact our ability as faculty to perform our duties and promote the school's mission, "To improve health globally by linking groundbreaking innovation and research directly to patients and populations, within a world class ecosystem of medicine and education". Specifically, key to our success (and ability to generate revenue) is having personnel who can process grant submissions and manage grants post-award. Virtually all departments in the school are currently operating with razor-thin support for these tasks and other functions related to teaching. We believe that this will have the downstream effect of additionally impacting the revenues generated from tuition. We are concerned that without the necessary support to excel in obtaining grant support, discontent among the faculty will increase, which likely will result in the most productive faculty leaving.

Overall, we think that going forward with any additional cuts to meet this request will negatively impact both the success and the reputation of the SOM and CWRU and urge you to reconsider.

We would appreciate the opportunity to follow up regarding the status of this request and your response to our concerns so that we may update our constituents/colleagues and other stakeholders.

Respectfully,

SOM Faculty Council Steering Committee

Possible topics for Faculty Council Steering Committee input to the
Faculty Component of the CWRU Strategic Plan 2026-2031

- 1) Advancing Faculty Careers-
 - a) National and International recognition- will need to invest additional support into the Awards Committee- (need to discuss what would be most helpful with Lynn Singer)
Measurable result:
 - i. By 2031 increase the number of faculty receiving national honors in their individual societies by x% (30%?) Do we know what the baseline is currently?
I think that will help us understand the percent increase.
 - ii.
 - b) Increase number of faculty members holding leadership positions in regional, national and international organizations
Measurable result:
 - I. Same as above
 - c) Visiting professorships, invited presentations at high impact meetings. (same as above for measurement).
- 2) Increasing diversity of funding sources for faculty-
 - a) Investing in relationships with local/global institutions w similar core values that improve human and environmental health w goal to create longitudinal funding relationships and partnerships
Measurable result: ?
- 3) Investing in the growth of every person on campus-Recruitment and retention
 - a) Recruit and retain faculty from diverse academic and cultural backgrounds to represent the cutting edge, transformational goals of the university
Measurable Result:
 - b) Build relationships within departments and divisions within the university and across local and regional academic health system
Measurable result: Increase research projects across academic health systems by
 - c) promoting well-being and resilience
Measurable results: Increased funding for developing faculty (rates of approved sabbaticals, supporting advanced degrees etc)
- 4) Investing in training the faculty of the future: culture of continual improvement/equal opportunity
 - a) Cutting edge and responsible development of, research around and development of expertise in transformational technology (AI etc)
Measurable result: Quantity of research projects and CWRU proprietary software etc
 - b) Increase engagement across all campuses of the medical school
Measurable result: