

**Faculty Council Meeting  
Meeting Minutes  
February 23, 2026**

<b>Timing</b>	<b>Agenda Item</b>	<b>Presenter</b>	<b>Summary of discussion</b>	<b>Action items/Motions/ Votes</b>
4:01-4:09PM	Chair's Remarks and Announcements	Anastasia Rowland-Seymour, Chair of Faculty Council	<p>The Chair called the meeting to order at 4:01PM. An email was recently sent out with the results of the Faculty Senate elections. The total number of invites was 3,557. The SOM newly elected senators were:</p> <ol style="list-style-type: none"> <li>1. Kelly Gibson, MD - Department of Reproductive Biology - MFM, MetroHealth (63%)</li> <li>2. Robert Bonomo, MD - Department of Medicine, VA (61%)</li> <li>3. Neil Dominic Fernandes, MD - Department of Pediatrics, MetroHealth (?CCF) (41%)</li> <li>4. Phoo Pwint Nandar, MD - Department of Medicine, Cardiology, MetroHealth (32%)</li> </ol> <p>They will join the other SOM senators whose terms will be continuing through the next academic year: Moises Auron, Matthias Buck, Patrick Osei-Owusu, Goutham Rao, Suzanne Russo, and Mamta Singh.</p> <p>The chair noted that there are more opportunities for engagement with the upcoming standing committee elections in March and April:</p> <p>The openings will be: Committee on Appointments, Promotions, and Tenure (CAPT) (7), Bylaws (2), Budget, Finance and Compensation (2), Medical Students Promotion and Advancement (CMSPA) (1), Medical Education (CME) (4), Lecture (2), Program Review (3), Faculty Community and Representation (2), Medical Student Admissions (2), Nomination and Elections Committee (NEC) (3)</p> <p>April Elections – Faculty Council Steering Committee (5 vacancies).</p>	Quorum is 43

	<p>Chair's Remarks and Announcements (continued)</p>		<p>The chair shared the upcoming meeting dates/events:</p> <ul style="list-style-type: none"> <li>-- March 16, 2026 – Faculty Council Meeting at MetroHealth Medical Center- Glick Center- 2nd fl. AC2-311A</li> <li>-- March 20, 2026 -- Match Day – HEC Atrium</li> <li>-- April 16, 2026 -- Dean's Third Meeting of the Faculty- Wolstein Auditorium</li> <li>-- April 21, 2026 -- SOM Education Retreat - HEC-- 11:30AM-5:30PM -- Awards Ceremony from 4:30-5:30PM</li> <li>-- April 27, 2026 – Faculty Council Meeting at UH- Lakeside Albert Waldo Conference Room – Room 3068, Lakeside 3rd floor.</li> <li>-- May 18, 2026 -- at CCF - The R3 auditorium (3rd floor of the R Building)</li> <li>-- June 15, 2026 -- final Faculty Council Meeting of the year - Wolstein Auditorium- plan for in-person-</li> </ul> <p>The Chair expressed special thanks for the talking point summaries for the December Faculty Council meeting prepared by Shane Angus and Karla Coburn, and for the February meeting talking points provided by Michael Moffitt and Tyffani Monford-Dent. These talking points are being created with the intent that the Faculty Council representatives will take them back to their departments/constituents/colleagues to let them know what is being discussed in Faculty Council, get their input, and bring their thoughts back to Faculty Council.</p> <p>This link: <a href="https://cwru.app.box.com/file/2136624140592">https://cwru.app.box.com/file/2136624140592</a> will take you to a document which we received from Minoo Darvish, Executive Director of Curricular Affairs, which provides a teaching opportunity for M1 and M2 Case Inquiry (IQ) Program (IQ Faculty Facilitators). The contact information is listed for those interested.</p> <p>The Faculty Senate carried out an internal evaluation regarding the time required to provide the link to those asking to join the Faculty Senate meeting remotely. They noted some improvement and have asked Faculty Council to monitor the situation until April. It will be addressed if we learn there are still issues regarding getting the link in a timely fashion. If the Faculty Senators have heard anything from their colleagues, please share that information with the chair. We are still waiting for the bylaws amendment regarding part-time faculty for emeritus status.</p>	
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4:09-4:21PM	Remarks by Dean Gerson	Stan Gerson	<p>The renovations on Robbins 4 are scheduled to be completed by early fall. Approval has just been received to complete renovations on the large E401 lecture hall which will make it much more engaging and more flexible for the education program. Occupants are moving out of the research labs as access to that building is needed. The Dean noted that the building is old and not really suited for the work that is being done in it. Workmen will also be occupied during the spring and summer replacing the at-risk facade of the Wood Building with the fresh facade expected to be in place by next winter.</p> <p>The Dean expressed his appreciation for the comments sent to the provost and university president. The NIH funding fluctuations have destabilized research in schools nationwide, with CRWU facing a \$15-25M shortfall. He noted that in these challenging times many faculty have grant applications with percentile scores in the 2-4% range that haven't been funded. There has been a great deal of discussion about the realities the school faces. We are working hard with university finance to come up with a more stabilized approach. While the Dean felt that we are in alignment, there are hopes that some of the NIH shortfall will come back in May to November. In response to the financial constraints, we will have a smaller PhD Class: 20 in the BSCP (Biomedical Science Careers Program), 12 in Population Sciences, and 15-18 at the Cleveland Clinic.</p> <p>Recruitment is continuing in the basic science departments with 3-4 offer letters being approved in the past couple of weeks. We have ongoing internal searches in Biomedical Engineering and Physiology/Biophysics. We have been informed that it is the intention of the Chair of the Population and Quantitative Health Sciences Department to step down in June. Chair searches are ongoing in Anesthesia and Dermatology at UH, and Psychiatry and Dermatology at MHS.</p> <p>The Finance Committee has recently received an updated incentive plan for the basic science departments which has been under review by the department chairs for five months. The plan includes discretionary research accounts for highly productive scientific investigators. The incentive plan is currently being reviewed by university leadership with the hope for approval by April 1.</p> <p>Planning workshops are being scheduled to better appreciate NIH expectations for grant funding. The funding agencies, as is always</p>	
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	Remarks by Dean Gerson (continued)		<p>the case, get to define how we do our work and what we prioritize. All of us should be astute and engaged in that dialogue and appreciate the import it has and probably always will have.</p> <p>Circling back to NIH, when asked about the ratio of RO1 grants and if it will be less than in the past, the Dean said it is too complicated for a conversation. However, it does suggest bigger program efforts with a smaller number of principal investigators, with a shift toward more pragmatic type grants. Investigators will build bigger, broader teams, active with UH, MHS, VA and CCF. We have to pay attention to what it looks like. That's why the risk as a PI is much, much greater than the risk sustained by the institution.</p>	
4:21-4:22PM	Approval of the December 15 Faculty Council Meeting Minutes	Anastasia Rowland-Seymour	The Chair asked the Faculty Council members to take a moment to review the December Faculty Council Meeting minutes as posted in BOX.	There being no comments, concerns or corrections to the December Faculty Council Meeting minutes as posted, the minutes are approved by general consensus.
4:22-4:23PM	Faculty Council Steering Committee Reports (December and January)	Elvera Baron	Dr. Rowland-Seymour informed the members that the chair elect, Dr. Elvera Baron, was unable to attend today's meeting. Consequently, the Faculty Council Steering Committee report summaries for December and January will be provided at a later date.	
4:23-4:32PM	Finance Update	Craig Hodges	<p>Dr. Hodges provided an update from the most recent Finance Committee Meeting and changes that happened recently. In January, an email was sent out announcing that Paul Bristol, VP of Finance, was leaving and being replaced by a 3-member team from central finance: Rose Kelly, Associate Vice President for Finance &amp; Controller, Controller's Office; Jonathan Carlson, Vice President for Financial Planning, Office of Budget &amp; Financial Planning; Craig M. Zullig, Senior Director, Finance, Office of the Provost. While we are unaware of all the reasons behind this change, the environment the school is operating in is changing significantly. As well as the need to adapt to some of those changes, there is a need for stronger alignment between the SOM and the university. These were the major reasons given for the change.</p> <p>Dr. Hodges stated that since the CBFC (Committee on Budget, Finance and Compensation) usually received their information from</p>	

Finance Update  
(continued)

Paul Bristol, he invited the new three-person team from central administration to come to the February 19 meeting and introduce themselves. The CBFC came up with 13 questions for the new team and Dr. Hodges stated that due to time constraints, he would provide Faculty Council with only some of the highlights.

One of the questions the CBFC posed was if finance central felt that they have the experience and necessary knowledge to work with the SOM Finance and Budget with the SOM being quite unique compared to the other schools at the university. They stated that they did have a lot of experience, and that while the SOM finances are quite different, they are learning a lot, and they think they can bring some of their past experience with other schools to use to help the SOM.

The SOM makes up 40% of the entire budget of the university. The new finance team projected a \$750,000 surplus versus the targeted \$13.8 million (2% of budget). With the uncertainty of funding these days, they hope to learn from this fiscal year for 2027 and 2028. They also had some ideas on how to possibly boost up the margin this year, not the entire \$13.8M deficit, but ensuring the departments are being charged appropriately, and if charged incorrectly, how to correct that. They anticipate more meetings with Dean Gerson to assist in addressing these issues.

The finance central team, in coordination with the Dean, are looking at ways in which the endowments may contain unused funds. While it will not help every year, it may help this year.

One member of the 3-person team will attend the committee meeting on a monthly basis and will provide quarterly reports once they have the readout. At this point, the plan is to assist us for the next 6-12 months. The future of the SOM finance structure is still undetermined. The finance central team do have other jobs, and by assisting us, they will be taking on the additional responsibility of two positions for the next 6-12 months.

Dr. Hodges noted that when the topic of a potential dean's tax on our affiliate hospitals was brought up (something that the SOM no longer receives), they stated it was something into which they were looking. It could certainly help with the financial issues currently

	Finance Update (continued)		<p>affecting the SOM. Dr. Hodges got the sense that the central finance team was being open and honest and answered questions as much as they were able. Hopefully, there will be more information disseminated in future meetings. He thought that it went quite well and that they initially have a good plan. Dr. Hodges did make clear that making a large quantity of cuts could hurt the SOM. The goal is to make finance stronger; how that is accomplished we have yet to determine.</p> <p>The three-person financial team plans to attend the March 16th Faculty Council meeting to address questions.</p>	
4:32-4:48-PM	Change in Finance Leadership – Letter to President Kaler and Provost Ward	Anastasia Rowland-Seymour	<p>Concern was expressed that although the SOM has been in the black for almost a decade, University Central dictates margin requirements without two-way communication that could assist in determining what would be a feasible margin. The FCSC found it troubling that even though the Faculty Senate Finance Committee is actively involved, hand in hand, with the university, they were not informed of these changes before they occurred.</p> <p>Consequently, since the Faculty Council Steering Committee is the voice of Faculty Council, a draft resolution, signed by all eight FCSC members, was created to address the changes in finance leadership, determine how this will impact the SOM going forward, and learn why control of the finances was removed from the SOM. The FCSC sought an understanding as to why these changes occurred and hoped, going forward, for a dedication to building an open and honest partnership, and providing a better level of financial transparency to the SOM. This resolution has not yet been sent, and comes to Faculty Council for a vote of support. If the motion does not pass, it will not be sent forward.</p> <p>There being no further discussion, the motion was put to a vote.</p>	<p>A motion was made by a FC member and seconded by a FC member to vote to approve sending a letter to President Kaler and Provost Ward about the change in SOM financial Leadership.</p> <p>Vote: 41 in favor, 1 not in favor, 5 abstained, and 12 were ineligible to vote</p> <p>The motion passes.</p>
4:48-5:02PM	Questions for the Dean’s Third Meeting of Faculty	Anastasia Rowland-Seymour	<p>At the Dean’s Third Meeting of Faculty, he will address three questions selected from topics suggested by Faculty Council members. Today, we would like to review the options and select the three that the Dean will address. Since the meeting is scheduled for April 16, we want to provide the Dean with enough time to prepare. The listing of potential questions is in the BOX folder for today’s meeting.</p>	

	Questions for the Dean's Third Meeting of Faculty (continued)		After some discussion, it was suggested that several related questions be combined into three topics: budgetary concerns, VISA issues, and academic freedom. A vote was then called to approve of these three topics.	<p>A motion was made by a FC member and seconded by a FC member to approve the suggested questions for the Dean's Third Meeting of Faculty.</p> <p>Vote: 46 in favor, 0 not in favor, 0 abstained, and 8 were ineligible to vote</p> <p>The motion passes.</p>
5:02-5:12PM	Admissions Committee Annual Report	Lina Mehta	<p>Dr. Mehta provided an overview of the Admissions Committee Annual Report. She reported that the 2025 entering class size was 216. There were 9,455 (+11%) unique applications across three programs (University Program – 7,058 applications, 759 interviews, and 172 matriculants), (Lerner College Program – 2,461 applications, 214 interviews, and 32 matriculants), and (MSTP – 474 applications, 105 interviews, 12 matriculants). These applicants consisted of 52.8% women, 46.7% men, with an average age of 23.8 (range 21-43).</p> <p>Dr. Mehta noted that the diversity metrics included 99 Asian students, 42 South Asian, 14 Black/African American, 20 Hispanic/Latino, 16 Middle Eastern/North African, and 88 white. 7% were first-generation college students. 1% had prior military service, and 4% were from rural areas. The average GPA was 3.9 (the national average is 3.81), average MCAT 517/94<sup>th</sup> percentile (national average 512/84<sup>th</sup> percentile). 95% of the entering class had research experience and nearly one-third had publications. The acceptance rates were 44% for the University Program (highest ever), 70% for Lerner College, and around 30% for MSTP. The School of Medicine continues to attract highly qualified applicants with strong academic credentials and diverse experience.</p>	<p>A motion was made by a FC member and seconded by a FC member to accept the Admissions Committee Annual Report.</p> <p>Vote: 42 in favor, 0 not in favor, 0 abstained, and 8 were ineligible to vote</p> <p>The motion passes.</p>
5:12-5:15PM	Strategic Plan	Anastasia Rowland-Seymour	The Chair shared that Faculty Council submitted strategic plan components focused on advancing faculty careers through national/international recognition, leadership in professional organizations, and visiting professorships. She noted that there was additional focus on increasing variety of funding sources and investing in recruitment/retention. They tried to delineate measurable	<p><a href="https://cwru.app.box.com/file/2140837434930">https://cwru.app.box.com/file/2140837434930</a></p>

	Strategic Plan (continued)		<p>outcomes to determine whether or not we are moving the needle.</p> <p>Dean Gerson thanked Faculty Council for the thoughtful perspectives that align with the overall strategic plan and said that this is a good start. The strategic plan will undergo editing and consolidation before being shared with chairs and Faculty Council in the spring. A town hall will be planned for late May or June, once the plan is finalized.</p>	
5:15-5:19PM	Faculty Senate ExCom Update and Report	Matthias Buck	<p>Dr. Buck provided a brief report on recent Faculty Senate activities at the January 21 and February 8 Senate ExCom meetings. The Senate Bylaws Committee appears to be a bottleneck with items from 2024 still pending. Dr. Buck mentioned a research committee report showing faculty desire for more support in grant writing and bridge funding. The School of Medicine APT (appointments, promotions, and tenure) reform document has just been sent to the Faculty Senate. Delays in the Senate Bylaws Committee are affecting progress on various initiatives. He reported to the Senate ExCom on the state of the SOM financial numbers and ongoing topics of discussion.</p>	
5:19-5:20PM	New Business	Anastasia Rowland-Seymour	<p>The Chair reminded the members that Brian Burnett will come to the March 2 FCSC meeting, and the 3-member team from central: Rose Kelly, Jonathan Carlson, and Craig M. Zullig will come to Faculty Council on March 16. If you have specific thoughts, questions, concerns or comments, please add them to the formulation and send them to her.</p>	
5:20PM	Adjourn		<p>There being no further issues to be discussed, the Chair adjourned the meeting at 5:20PM.</p>	

**Present**

Shane Angus	Wayne Cohen-Levy	Christopher Hine	Ryan Marino	Anastasia Rowland-Seymour
Mohamed Abdalla	Thomas Collins	Jason Ho	Claudio Milstein	Anas Saleh
Antoinette Abou-Haidar	William Chad Cook	Venkatesh Kambhampati	Michael Moffitt	Mankaran Sawhney
Elisa Bala	Xinghong Dai	Manasvee Kapadia	Tyfanni Monford	Ben Schwan
Michael Baldonieri	Ani Das	Adina Kern-Goldberger	Monica Montano	Paul Shaniuk
Stephanie Barnes	Marta Couce	Camilla Kilbane	Henry Ng	Simran Singh
Elvera L. Baron	Mirela Dobre	Siran Koroukian	Nona Nichols	Stacy Smrz
Kavita Bhatt	Nadim El Chakhtoura	Christina Krudy	Rebecca Obeng	Michael Staudt
Alfred P. Bowles	Jeremiah Escajeda	Bret Lashner	Sarah Ondrejka	Madelyn Stevens
Matthias Buck	Jonathan Fanaroff	Alan Levine	Ashwin Pandit (for Videtic)	Boaz Tirosh

**Present (continued)**

Julie Bucklan  
Hulya Bukulmez  
Adrienne Callahan  
Karla Coburn

Lisa Gelles  
Stan Gerson  
Andrew Harris  
Peter Harte

Susan Linder  
Aram Loeb  
Jennifer Lucas  
Janice Lyons

Abigaill Raffner (Basson)  
Elizabeth Rainbolt  
Rania Rayes-Danan  
Deven Reddy

Scott Williams  
Ping Xia  
Peng Zhang

**Not Present**

Atallah Baydoun  
Sonji Boyd  
Francis Caputo  
Sonny Caradonna  
Andy Chen  
Mackenzie Deighen  
Calen Frolkis

Rachael Gowen  
Sheronica James  
Eric W. Kaler  
Sandeep Khanna  
Qingzhong Kong  
Vijaya Kosaraju  
Stephen Leb

Ang Li  
Jennifer Li  
Philip Linden  
Amy McDonald  
Gillian Michaelson  
Ruben Olivares

Roger Ove  
Elizabeth Painter  
Neal Peachey  
Antonio Rampazzo  
Ann Rivera  
Hemalatha Senthilkumar

Demitre Serletis  
Matthew Sikora  
Phoebe Stewart  
Saba Valadkhkan  
Gregory Videtic (on leave)  
Michael Weber

**Others Present**

Himika Dalia  
Nicole Deming  
Ron Conlon  
Elizabeth Fehsenfeld

Trish Gallagher  
Kelly Gibson  
Maria Grabnar  
Joyce Helton

Amy Hise  
Craig Hodges  
Tina Lining  
Lia Logio

Vanessa Maier  
Donald Mann  
Lina Mehta  
Rachel Moore

Antonio Rampazzo  
Susan Reichert  
Usha Steifel  
Ming Wang

**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: 51 in favor, 0 not in favor, 2 abstained, and 3 were eligible 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: 50 in favor, 1 not in favor, 0 abstained, and 3 were eligible 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: 40 in Favor, 2 not in favor, 4 abstained, and 4 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: 43 in favor, 0 not in favor, 1 abstained, and 2 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: 41 in favor, 0 not in favor, 1 abstained, 3 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: 40 in favor, 0 not in favor, 5 abstained, 3 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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# CASE WESTERN RESERVE UNIVERSITY

## School of Medicine

2/23/2026

Dear Provost Ward and President Kaler,

The Faculty Council of the School of Medicine, the governing body of the school’s faculty, has recently been made aware of the changes in the financial operation of the School of Medicine. As members of the Faculty Council Steering Committee, we are charged to speak on behalf of the Faculty Council and are seeking to better understand how this will impact the faculty going forward.

We have been told that the purpose of these changes *“is to gain a clear understanding of SOM’s financial, budgeting, and certain operational practices, and to ensure alignment and a shared understanding between the School and central administration.”* It is unclear why this purpose mandates removing control of the finances from the School of Medicine.

It is our understanding that for at least the past decade our school has successfully managed a positive margin in each fiscal year, which should benefit the University's financial position. Given the complexities of the SOM finances, especially in the current climate with changes in grant funding, we request firstly, an understanding as to why these changes occurred, and secondly, a dedication to build an open and honest partnership going forward so that we may continue to provide a better level of financial transparency to the SOM Faculty.

Respectfully,

The SOM Faculty Council Steering Committee, on behalf of the Faculty Council of the SOM

Elvera Baron MD PhD, FCSC Chair Elect

Calen Frolkis MD, FCSC Member

Alan Levine PhD, FCSC Past Chair

Janice Lyons MD, FCSC Member

Anastasia Rowland-Seymour MD,  
FCSC Chair

Hema Senthilkumar MD, FCSC Member

Paul Shaniuk MD, FCSC member

Scott Williams PhD, FCSC member

Presenting  
The Entering Class of

20  
25



**CASE WESTERN RESERVE  
UNIVERSITY**  
School of Medicine

Dr. Lina Mehta  
*Associate Dean for Admissions*

# Application Statistics

**Total Applications Nationally: 52,201 (+5%)**

**Total Applications to CWRU: 9,455 (+11%)**

**2025 Entering Class Size: 216**

## University Program

Applications:

7,058

Interviews:

759

Matriculants:

172

## Lerner College Program

Applications: 2,461

Interviews: 214

Matriculants: 32

## MSTP

Applications:

474

Interviews:

105

Matriculants: 12



CASE WESTERN RESERVE  
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**52.77%**  
**Women**

**46.75%**  
**Men**



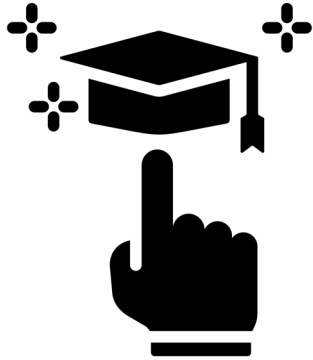
**Age Range: 21-43**

**23.8**  
Average Age



**CASE WESTERN RESERVE  
UNIVERSITY**  
School of Medicine

# Other Information



**First Generation College:**  
7%



**Military Service: 1%**

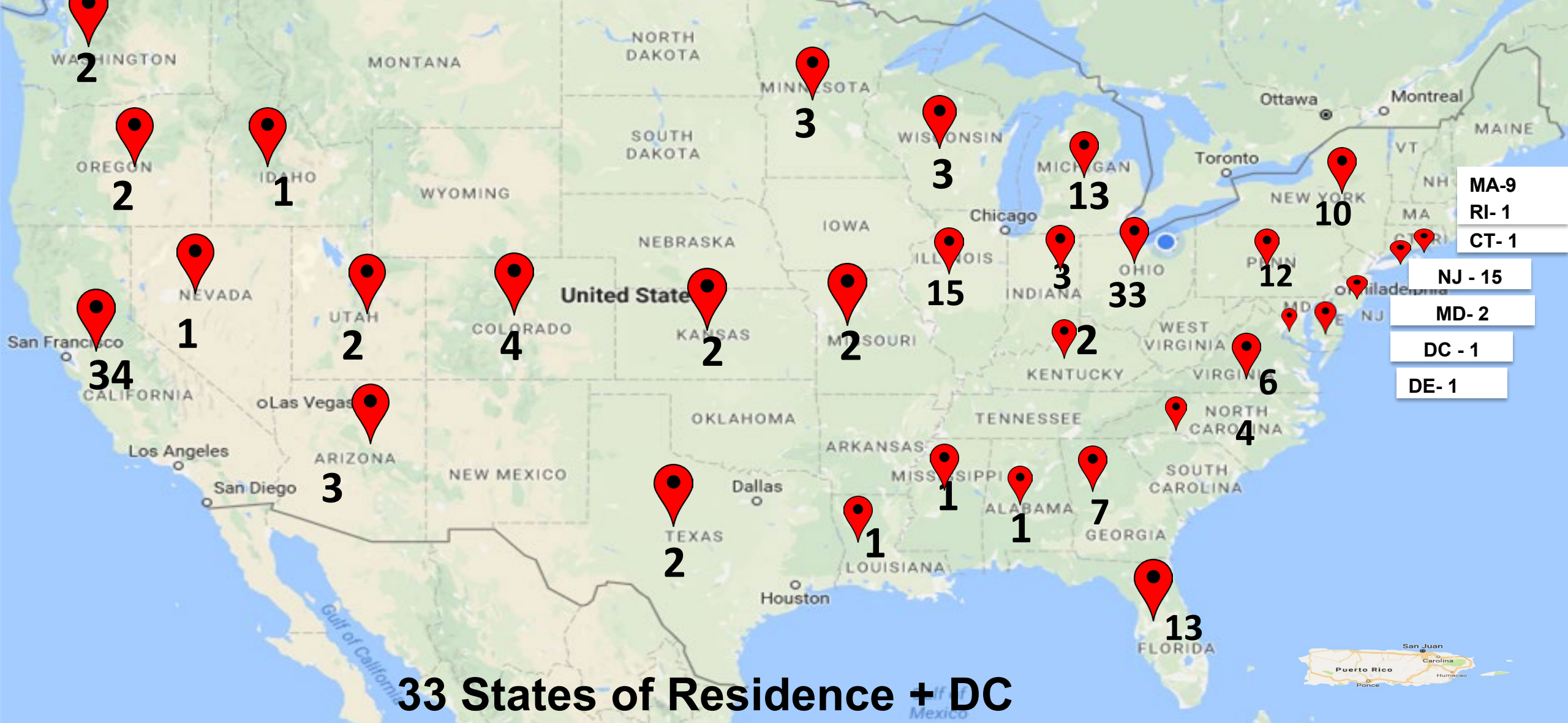


**Rural Areas of US: 4%**



**At least one gap year: 71%**





**4 Countries outside of US: Mali, Zimbabwe, Canada, & South Korea**

**15% In-state 85% Out-of-state**

# 75 Different Colleges & Universities



CASE  
WESTERN  
RESERVE  
UNIVERSITY

**37**



THE OHIO STATE  
UNIVERSITY

**14**



**12**

*Ucla*

**10**



JOHNS HOPKINS  
UNIVERSITY

**9**



**9**



Penn  
UNIVERSITY of PENNSYLVANIA

**7**



**6**



Cornell University.

**6**



**4**



Washington  
University in St. Louis

**4**

# 75 Different Colleges & Universities

Albany College of Pharmacy and Health Sciences- 1	Kent State University- 1	University of Illinois at Urbana- Champaign- 3
Boston College- 2	Massachusetts Institute of Technology- 1	University of Iowa- 1
Brigham Young University- 2	Middlebury College- 3	University of Michigan- 12
Brown University- 3	New York University- 1	University of Minnesota- 3
Carnegie Mellon University- 2	North Carolina State University- 1	University of Mississippi- 1
Case Western Reserve University- 37	Northeastern University- 1	University of North Carolina- Chapel Hill- 1
Christendom College- 1	Northwestern University- 6	University of Notre Dame- 3
City University of New York Hunter College- 1	Nova Southeastern University- 1	University of Pennsylvania- 7
Cleveland State University- 1	Pomona College- 1	University of Pittsburgh- 3
Colgate University- 1	Princeton University- 3	University of Rochester- 1
Columbia University- 1	Rensselaer Polytechnic Institute- 1	University of Texas- 1
Cornell University- 6	Saint Norbert College- 1	University of Toronto- 1
Dartmouth College- 2	St. Olaf College- 1	University of Virginia- 1
Denison University- 1	Stanford University- 2	University of Wisconsin- Madison- 4
Duke University- 2	Ohio State University- 14	Vanderbilt University- 1
Earlham College- 1	Tufts University- 3	Virginia Commonwealth University- 1
Edinboro University- 1	University Paris 2 Pantheon-Assas- 1	Wake Forest University- 1
Emory University- 4	University of Alaska Fairbanks- 1	Washington University in St. Louis- 4
Florida State University- 2	University of California-Berkeley- 9	Yale University- 1
Godfrey Okoye University- 1	University of California- Davis - 1	
George Washington University- 1	University of California-Irvine- 1	
Georgetown University- 1	UCLA- 10	
Georgia Institute of Technology- 1	University of California- San Diego- 2	
Georgia State University- 1	University of California- Santa Barbara- 3	
Harvard University- 1	University of Chicago- 2	
Hope College- 1	University of Colorado at Boulder- 1	
John Carroll University- 1	University of Dayton- 2	
Johns Hopkins- 9	University of Florida- 3	

# Majors and Graduate Degrees

## Most Common Majors

- Biology
- Neuroscience
- Psychology
- Chemistry
- Biochemistry
- Biomedical Engineering
- Microbiology
- Psychology
- Nutrition



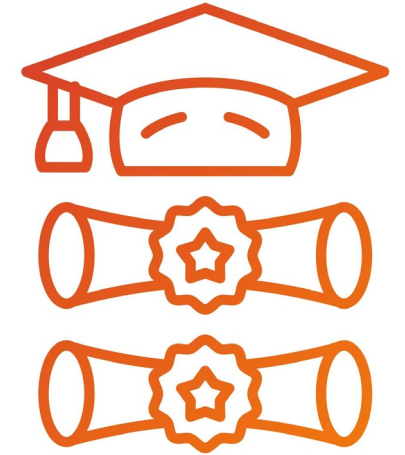
**19**

**Graduate Degrees + 1 PhD**



**1**

**JD**



**25**

**Double Majors**



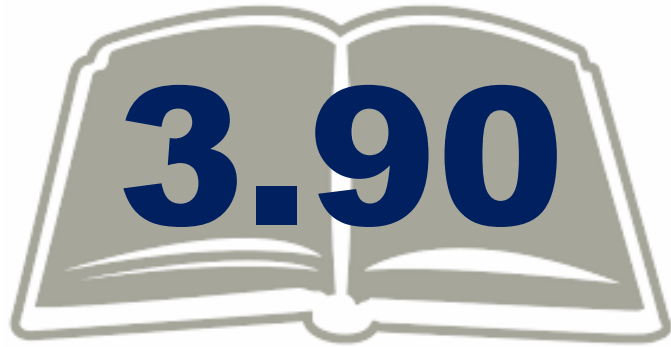
**CASE WESTERN RESERVE  
UNIVERSITY**  
School of Medicine

# Undergraduate Degrees

Anthropology, Behavioral Biology; History of Science and Technology, Behavioral, Neuroscience, Biochemistry, Molecular, Biology, Bioengineering, Biological Sciences, Biology and Society, Neuroscience, English, Healthcare Management, Nutrition, Psychology, Biomedical Engineering, Biomedical Science, Biomolecular Science, Biophysics, Biopsychology, Biopsychology, Cognition, and Neuroscience, Biopsychology, Cognition, and Neuroscience (BCN); Modern Greek Language and Culture, Business, Management, Economics, Cell and Developmental Biology, Cell and Molecular Neuroscience, Chemical Biology, Chemistry, Greek, Molecular & Cellular Biology, Classics, Cognitive Science, Comparative Literature, Computational Biology, Computational, Computer Science, Ecology, Evolutionary, Engineering, Electrical Emphasis, Spanish, Food and Sustainability, Government, Health and Human Biology, Health and Sports Science: Integrative Physiology, Health Sciences, Health, Cell Biology, Human Biology, Human Development, Human Nutrition, Information Science, Integrative Physiology, Interdisciplinary Medical Sciences, Mathematics, Mechanical Engineering, Medical Anthropology, Medical Laboratory Science, Microbiology, Bacteriology Immunology, Molecular Genetics, Public Health Studies, Molecular Environmental Biology, Molecular Genetics, Neurobiology, Behavioral Biology, Global Health Studies, Latina and Latino Studies, Nutritional Metabolism, Sociology, Nutritional Sciences and Toxicology, Pharmaceutical Sciences, Philosophy, Physics, Physiological Science, Psychobiology, Religious Studies



# Academic Credentials



Average Cumulative GPA

## Cumulative GPA

Range: 3.12-4.0

Median: 3.92

Mode: 4.0

National Avg. Matriculating Student Cumulative GPA (2024): 3.77 (SD = .23)

## Science GPA

Range: 3.03-4.00

Median: 3.92

Mode: 4.0



Average Science GPA

National Avg. Matriculating Student Science GPA (2024): 3.71 (SD = .31)



CASE WESTERN RESERVE  
UNIVERSITY  
School of Medicine



# Academic Credentials

## MCAT

n= 195

Average: 517 (94%)

Median: 517 (94%)

Mode: 518

Range: 505-526

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



# Work/Extracurricular/Academic Activities



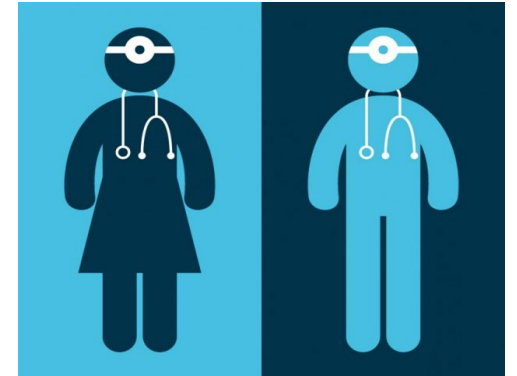
**95%**  
Research Experiences



**10%**  
Artistic Endeavors



**83%**  
Volunteer Medical Experiences  
**68%**  
Paid Medical Experiences



**91%**  
Physician Shadowing,  
Clinical Observation



**34%**  
Publications



**49%**  
Teaching/Tutoring/TA



**9%**  
Intercollegiate Athletics



**53%**  
Leadership Experiences

**81%**  
Other Volunteer Experiences



# Just For Fun

Refugee Tutor  
iOS Software Creator  
Home Depot Associate  
Etsy Store Creator  
Office Assistant  
Independent Music Artist  
Auto Mechanic's Assistant  
Keyboard Builder  
Lifeguard  
Screenwriter  
Photographer  
Video Editor  
Meat and Seafood Clerk  
Painter  
Tennis Coach  
Restaurant Server  
Certified Scuba Diver  
Orientation Leader  
Chess Teacher  
Mixed Martial Arts Participant  
Dance Instructor  
Child Caretaker  
Data Science Course Assistant  
IT Assistant  
Scuba Diver  
Social Media Marketing Manager  
Hip-Hop Dancer  
Cadet, Naval Sea Corps Member  
Golf Coach  
Mandarin Interpreter

Grief Center Volunteer  
AMSA Vice President  
ESL Teacher  
Surfer  
Dance Coach  
Bollywood Fusion Dance Team  
Eagle Scout  
Boston Marathoner  
Soccer Referee  
Soccer Coach  
Golf Caddie  
Ski Patrol Worker  
Investment Banking Analyst  
Backpacking Guide  
Rock Climber  
Senior Software Engineer  
Classical Singer  
Latin Dancer  
Basketball Coach

Bee Keeper  
Teach For America Fellow  
Chef  
Gymnastics Coach  
Book Club Co-Founder  
Home Remodeler  
Sunday School Teacher  
High School Volleyball Coach  
Resident Assistant  
2nd grade Chinese School Teaching Assistant  
Delivery Driver  
Figure Skating Coach  
Wakesurfer  
Knitter  
Personal Trainer  
Boxing Instructor  
Beat Reporter  
Job Development Coach



### **Potential Questions for the Dean at the Third Meeting:**

1. I would like him to address the budgetary concerns that we all expressed at the last FC meeting- incentive issues-
2. I would like him to address the takeover of SOM finances by University central
3. I would like to know how a complex budget, such as at the SOM, can be handled by non-experts with other responsibilities.
4. I'd like a statement on protection of/plan to protect academic free speech- how are they protecting current faculty; how is this effecting recruitment, family members of current faculty.
5. How is the school working with new visa limitations? how are they protecting current faculty; how is this effecting recruitment, family members of current faculty.

Dear Faculty,

We invite you to participate in one of the most rewarding teaching experiences at Case Western Reserve University School of Medicine.

Case Inquiry (IQ) is our student-centered small group learning program. Students (8–9 per group) meet three times per week with a faculty facilitator in these problem-based learning groups, which are a highlight of the first two years of medical school.

IQ faculty facilitators should be committed to teaching but are not required to be content specialists in the areas students are studying. The primary role of the facilitator is to guide students as they identify learning objectives for self-study and to provide feedback on teamwork, professionalism, and critical appraisal skills.

**If you are interested in facilitating, please complete the form below by April 1, 2026.** If your preferred block is full, I will reach out to discuss other options. You will receive confirmation of your IQ teaching assignment by May 1, 2026.

<https://forms.gle/McTfP5w59hnmneRU9>

**Responsibilities:**

Attend a 3-hour workshop on IQ facilitation skills.

- **Facilitate an IQ team on Mondays, Wednesdays, and Fridays from 8:00–10:00 AM or 10:00 AM–12:00 PM for 4–12 weeks.**
- Attend a weekly 1-hour IQ faculty meeting.
- Review weekly student reflections and formative essay questions for your 8–9 students and provide feedback.

**Advantages:**

Teaching hours recorded in the departmental teaching activity report (18 hours credit per week, which includes facilitation and commute to the Health Education Campus).

- Robust narrative feedback from students that can be used for tenure and promotion.
- Development of meaningful relationships with a small group of medical students.

If you are interested, please complete the form below by **April 1, 2026**. If you do not receive confirmation by May 1, please contact me at [minoo.darvish@case.edu](mailto:minoo.darvish@case.edu).

<https://forms.gle/McTfP5w59hnmneRU9>

If you have difficulty accessing the form, please let me know.

Best,  
Minoo

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**Minoo Darvish, M.Ed.**  
**Executive Director of Curricular Affairs**

<https://case.edu/medicine/curriculum>

School of Medicine

Case Western Reserve University

Health Education Campus

9501 Euclid Avenue

Cleveland, Ohio 44106

Pronouns: she, her, hers