

**Faculty Council Meeting
Meeting Minutes
March 16, 2026**

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:04-4:08PM	Chair's Remarks and Announcements	Anastasia Rowland-Seymour, Chair of Faculty Council	<p>The Chair called the meeting to order at 4:04PM noting that this meeting was hybrid – via Zoom and in person at MetroHealth, and seven people were participating in the MetroHealth conference room.</p> <p>She provided a brief overview of the dates, times and location of the following upcoming events:</p> <ul style="list-style-type: none"> -- March 20, 2026 – Match Day – HEC Atrium -- 11:30AM-12:30PM -- April 16, 2026 – Dean's Third Meeting of Faculty – 9-10:30AM – in-person at Wolstein Auditorium and via Livestream -- April 21, 2026 – SOM Education Retreat – HEC – 12:00-6:15PM (Awards Ceremony 4:30-4:45PM) -- April 27, 2026 – Hybrid Faculty Council Meeting at UH – Lakeside Albert Waldo Conference Room 3068 Lakeside 3rd floor And via Zoom -- May 18, 2025 – Hybrid Faculty Council Meeting in-person at CCF At the R3 Auditorium (3rd floor of the R Building) and via Zoom -- June 15, 2026 – Final Faculty Council Meeting of the year – Plan for in-person at Wolstein Auditorium <p>The standing committee elections will be upcoming and announced fairly soon. The chair invited everyone to celebrate Match Day on March 20 with the 4th year students. She thanked Michael Moffitt, and Tyfani Monford for creating the talking points for the last Faculty Council meeting and summaries prepared by Calen Frolkis to take back to their departments, constituents and colleagues, keeping them informed as to what is being discussed in the meeting and bringing their thoughts back to Faculty Council. By including the voices of all of our colleagues, we can turn a one-sided conversation into a dialogue. The Faculty Climate Survey closes at 5:00PM today and will be discussed towards the end of the meeting.</p>	Quorum is 43

4:08-4:35PM	University Finance Committee Update	<p>Rose Kelly, Associate Vice President for Finance & Controller, Controller's Office</p> <p>Jonathan Carlson, Vice President for Financial Planning</p> <p>Craig Zullig, Senior Director, Finance, Office of the Provost</p>	<p>In addition to Rose Kelly, Jonathan Carlson, and Craig Zullig, Brian Burnett, Executive Vice President for Finance and CFO, was on-line to assist with questions. All members of the University Finance Committee report to him. He stated that he hoped that the conversation he had earlier this month with the Faculty Council Steering Committee had answered some of their questions and provided some clarity as to what the team is doing.</p> <p>The committee provided an overview of the work they have been doing for the last two months on budget management and fiscal year 2027 planning. Significant progress has been made in the two months of collaboration between central finance and the SOM. The fiscal year 2026 outlook improved substantially from earlier projections with \$7-10M in the black as the finance team gained a better understanding of school operations and completed various financial cleanup projects. The numbers represent progression from actual results to a forecasted year-end position. The committee felt that they had made good progress over the past two months as they met with department chairs, directors, and Dean Gerson. They are currently working on the 2027 budget which, as many are aware, will be difficult as they try to predict federal funding and research and estimate that and other revenue expenses that can be tapped into. The SOM is the largest and most complex school on the campus, consequently the budget starts much earlier than other schools.</p> <p>The committee is leading the endowment project, in conjunction with the Dean's office, to maximize the use of nearly 900 endowments, targeting the top 100 for potential additional funding while ensuring that they remain in line with donor wishes and intent, while not leaving any money on the table.</p> <p>The committee was asked to elaborate on the disparity between the initial \$750,000 dollar figure reported two weeks prior and the current \$7-10 million projection. It was explained that the \$750,000 was from the December second quarter forecast, and not February. As the team learned more about the unknowns and worked with the school, the forecast improved. The current \$7-10 million projection includes endowment project work, cost share cleanup, accounting corrections, and expected activity in the final four months. The central finance team has been working closely with all SOM departments. All existing startup packages will be fully honored with no dollar amount reductions.</p>	
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	<p>University Finance Committee Update (continued)</p>		<p>Grants administration staffing is being assessed as part of the overall operations review; there are no immediate plans for significant staffing reductions. Part of this project entailed evaluating the structure and determining what is and is not working.</p> <p>The Dean noted that startup packages are part of the departmental budget and that management of department finances determines startup package utilization. Faculty, individually, collectively, and with their chair, determine startup package expenditure within the reasonable margin management. All current startup packages represent multi-year School of Medicine commitment, typically spent over 5-11 years with a median of 7.5 years. Startup packages must be managed carefully over time as they represent a significant portion of departmental unrestricted budgets, ranging from a couple hundred thousand to \$4-5 million dollars per department.</p> <p>The position of Vice Dean of Finance is still vacant; filling this position does not fall within the purview of the Central Finance team.</p> <p>John Carlson stated that for fiscal year 2027, targets were developed using guidelines from the January budget cut, which departments and administration had worked on together. The target margin is \$10-11M but subject to further refinement. At the end of the day, it will come down to a coordinated effort between the CFO and the Dean to ensure that strategies continue moving forward. The Dean further explained that the ultimate target decision lies with the Executive Vice President for Finance, the President, and the board.</p> <p>The Chair thanked the Central Finance team for all of their work and for spending time with Faculty Council answering questions and continue to engage with us with what is happening with finance and partner moving forward. Rose Kelly stated that they were happy to provide the updates and happy to be invited.</p>	
<p>4:35-4:40PM</p>	<p>Remarks by Dean Gerson</p>	<p>Stan Gerson</p>	<p>The Dean emphasized how each unit contributes to managing individual, departmental, institutional, and school finances. Some are involved with research, the NIH or other entities, foundations, or gift activities; there is a lot of work that must be done collectively to be successful. Through no one's fault, the NIH is very behind. Faculty should continue running grants competitively and note where the NIH wants to prioritize funding and align proposals accordingly.</p>	

	Remarks by Dean Gerson (continued)		<p>The Dean said that he was encouraged by the quality of the applicant pools at undergraduate, master’s, PhD, and MD levels. Recruitment and admissions performance is strong across all programs. Our acceptances are going out now. The Match Program is on Friday, March 20, and he is looking forward to sharing in the joy of our medical students. The enthusiasm of our second look programs has been astonishing. People have decided to come and share their education with us despite external concerns, and we are looking forward to the meeting in mid-March and April 16.</p> <p>The Chair noted that the Dean will probably have time on April 16 to provide an update on the strategic plan draft. There is an issue with the formatting of the draft causing a delay in distributing it to Faculty Council and the chairs. One or two sessions are planned for May and/or June, which are yet to be scheduled.</p>	
4:40-4:45PM	Faculty Community and Representation Committee – Annual Report	Vanessa Maier, Chair	<p>Dr. Maier introduced herself as the chair of the Committee on Faculty Community and Representation, formerly the Committee on Women and Minority Faculty. The purpose of the CFCR is to act in an oversight and advisory capacity to identify factors that have impeded progress towards improving the status and well-being of all faculty in the SOM and recommend ameliorative policies and actions to the SOM Faculty Council and administration.</p> <p>She provided a brief report on the committee’s meetings over the past year, the topics they addressed and the recommendations that were made. The committee has been very busy and active over the past year and are well represented by both clinical and basic science faculty who are actively engaged in determining how to contribute to strategic planning. The committee recommended including objective measures and specific engagement targets in the strategic planning around faculty engagement, particularly for clinical faculty in future climate surveys and work with the affiliates to ensure we are reaching clinical faculty through the clinical affiliate email addresses.</p>	<p>Because this is a standing committee, a motion is not required.</p> <p>Vote: 42 in favor of accepting the CFCR annual report, 0 not in favor, 1 abstained, and 12 were ineligible to vote</p> <p>The motion passes.</p>
4:45-4:51PM	Climate Survey Results		<p>The Chair reviewed the prior climate survey from 2024. The new climate survey, currently open and closing in 16 minutes, is directed specifically at clinical faculty. Dr. Lyons noted that the previous Faculty Climate Survey that was sent out was too long for clinical faculty to complete. She also cautioned against repeatedly saying that clinical faculty is not engaged; this could reduce rather than increase</p>	

	Climate Survey Results (continued)		<p>engagement. Dr. Maier agreed that clinical faculty want to engage but face technical challenges e.g. difficulty accessing resources without the Case email; many clinical faculty do not utilize the Case email. The number of faculty members who have entered information in FIS is relatively low. It is not seen as priority, thought to be tedious, and there is a perception of relevance. Work is ongoing to improve the systems and processes. Nicole Deming suggested that faculty can email the Office of Faculty Affairs (facaffrs@case.edu) with their preferred email changes to ensure accuracy. At some point, everyone will have to use the FIS to sign their reappointment forms.</p>	
4:51-4:55PM	Summary of FCSC Meetings from December through March	Nicole Deming on behalf of Elvera Baron	<p>Dean Deming provided a summary of the December through March Faculty Council Steering Committee Meetings:</p> <p>Routine Business:</p> <ul style="list-style-type: none"> -- Monthly chair announcements, approval of minutes, and review of Faculty Council agendas. -- Emeritus Appointments: Reviewed and made recommendations on 16 emeritus requests. -- Advice to the Dean on Department Chair Appointments: Provided advice to the Dean on interim and department chair nominations. -- Strategic Plan Work: Regular updates; emphasis on measurable goals and strengthening the education component. -- Committee Reports: Review of reports prior to presentation to Faculty Council. -- Curricular and Program Items: Food is Medicine Minor (already voted on); Biostatistics & Biomedical Analytics Graduate Certificate (on April's Faculty Council agenda) <p>Faculty Governance & Policy:</p> <ul style="list-style-type: none"> -- Discussions on improving engagement across faculty based at hospitals and in the basic science departments. -- Bylaws amendment on professionalism (presented and endorsed in December; awaiting review and approval at Faculty Senate). -- Request to amend Faculty Handbook to allow clinical + adjunct faculty emeritus eligibility: letter sent to Faculty Senate. -- Planning for School-wide Events: Topics for Dean's Third Meeting of faculty; reviewed the SOM graduation lists for December and May, which the committee supported. -- Other Updates: Ongoing discussion of finances in the SOM and at the University 	

4:55-4:56PM	Approval of February Faculty Council Meeting Minutes	Anastasia Rowland-Seymour	Since the Chair did not receive any additional comments or edits regarding the February Faculty Council Meeting minutes as posted in BOX, a vote will be initiated.	There being no edits to the February Faculty Council Meeting minutes as posted in BOX, the minutes are approved by general consensus.
4:56-4:57PM	Dean's Third Meeting of Faculty		The Chair noted that we did submit questions for the Dean's Third Meeting of Faculty – many of which centered around finance. To encourage other thoughts, if there was something that you did not bring forward, please take this opportunity to submit it in the chat (can be anonymous).	
4:57-5:34PM	Discuss ways to increase engagement and bridge gaps between clinical, affiliate, and basic science faculty		<p>The Chair continued the previous conversation concerning how we could bridge the gap between clinicians primarily at affiliate hospitals and basic science faculty primary focused at the university.</p> <p>It was suggested that a small group caucus could be centered at the university with the goal of guiding the rest of Faculty Council in how to advantageously manage some of these conversations and issues. It was felt that a caucus must be clearly related to daily work or faculty members will not come due to time and scheduling constraints. Clinical faculty have difficulty engaging because many issues discussed are unfamiliar; separate entities at UH, Metro, CCF with different ways of doing things. Multiple barriers to engagement were identified including unfamiliarity with topics, perceived lack of relevance, time constraints, and unclear benefits. Faculty do not know how being engaged could be helpful to them. We need to bring awareness of relevance and value of engagement to clinical faculty. Many of the clinical faculty don't understand the research component.</p> <p>The Chair suggested moving forward with the caucus of CWRU paid faculty who are stationed at Case. A motion was made and seconded and the floor was opened for discussion. Suggested language was that there would be a caucus of SOM Case-paid faculty who would advise Faculty Council Steering Committee on issues pertaining to Case-paid faculty. The Dean stated that a third or more of Case-paid faculty reside in clinical hospital-based departments. Approximately 120 faculty are dual paid with research programs paid through the university and school, and clinical programs paid by hospital-based</p>	

	<p>Discuss ways to increase engagement and bridge gaps between clinical, affiliate, and basic science faculty (continued)</p>		<p>departments. It was noted that the people who are on Faculty Council from clinical faculty may not represent the faculty who have hybrid positions at Case and their affiliates. We need to be careful that we are appropriately representing all voices. Case-paid faculty could work through issues among themselves then bring ideas forward to clinical faculty.</p> <p>The Dean stated that the caucus concept is to provide foundation for the entire council to appreciate what the issues are so we can wisely make decisions as faculty representatives for issues pertinent to the SOM university-based departments and individuals.</p> <p>We are full-time faculty 3,400 strong, four academic medical centers, university-based full-time faculty, and 4/5 of our faculty are doctors. We all have an academic mission – appointment and promotion. Scholarship, authorship and impact is moving our field forward. We don't spend enough time talking about medical education clerkships, residency, hospital-based faculty and their scholarship efforts.</p> <p>Many of the issues and challenges we are able to talk about here in Faculty Council relate to the organizational structure, finances and resources, and the element within the university which is the university-paid and university-based department.</p> <p>The Chair suggested that there would be no vote today, and we will bring this back to the Faculty Council Steering Committee, have some conversations, refine the caucus proposal with clear membership criteria and scope, and bring it to Faculty Council at our next meeting.</p>	
5:34PM	Adjourn		<p>The faculty climate results will be addressed at the next meeting. There being no further agenda items, the Chair adjourned the meeting at 5:34PM.</p>	

Present

Shane Angus
Antoinette Abou-Haidar
Elisa Bala
Michael Baldonieri
Stephanie Barnes
Matthias Buck
Julie Bucklan
Hulya Bukulmez
Adrienne Callahan
Karla Coburn
Wayne Cohen-Levy

Thomas Collins
Marta Couce
Ani Das
Mirela Dobre
Nadim El Chakhtoura
Jeremiah Escajeda
Jonathan Fanaroff
Lisa Gelles
Stan Gerson
Andrew Harris
Peter Harte

Christopher Hine
Venkatesh Kambhampati
Manasvee Kapadia
Camilla Kilbane
Qingzhong Kong
Siran Koroukian
Bret Lashner
Alan Levine
Susan Linder
Aram Loeb
Jennifer Lucas

Janice Lyons
Michael Moffitt
Tyfanni Monford
Monica Montano
Henry Ng
Nona Nichols
Rebecca Obeng
Elizabeth Painter
Abigaill Raffner (Basson)
Elizabeth Rainbolt
Rania Rayes-Danan

Anastasia Rowland-Seymour
Anas Saleh
Mankaran Sawhney
Demitre Serletis
Paul Shaniuk
Madelyn Stevens
Boaz Tirosh
Saba Valadkhkan
Scott Williams
Ping Xia

Not Present

Mohamed Abdalla
Elvera L. Baron
Atallah Baydoun
Kavita Bhatt
Alfred P. Bowles
Sonji Boyd
Francis Caputo
Sonny Caradonna
Andy Chen

William Chad Cook
Xinghong Dai
Mackenzie Deighen
Calen Frolkis
Rachael Gowen
Jason Ho
Sheronica James
Eric W. Kaler
Adina Kern-Goldberger

Sandeep Khanna
Vijaya Kosaraju
Christina Krudy
Stephen Leb
Ang Li
Jennifer Li
Philip Linden
Ryan Marino
Claudio Milstein

Amy McDonald
Gillian Michaelson
Ruben Olivares
Sarah Ondrejka
Roger Ove
Neal Peachey
Antonio Rampazzo
Deven Reddy
Ann Rivera

Hemalatha Senthilkumar
Simran Singh
Stacy Smrz
Michael Staudt
Matthew Sikora
Phoebe Stewart
Gregory Videtic (on leave)
Michael Weber
Peng Zhang

Others Present

Jonathan Carlson
Nicole Deming
Maria Grabnar

Joyce Helton
Amy Hise
Craig Hodges

Rose Kelly
Lia Logio
Vanessa Maier

Rachel Moore
Susan Reichert
Kelsey Ufholz

Ming Wang
Craig Zullig

Steering Committee Reports December 2025 – March 2026

Summary (Dec–Mar)

- Routine Business:** Monthly chair announcements, approval of minutes, and review of Faculty Council agendas.
- Emeritus Appointments:** Review and recommendation on 16 emeritus requests
- Advice to the Dean on Department Chair Appointments:** Provide advice to the Dean on interim and department chair nominations
- Strategic Plan Work:** Regular updates; emphasis on measurable goals and strengthening the education component.
- Committee Reports:** review of reports prior to presentation to Faculty Council
- Curricular & Program Items:** Food is Medicine Minor (already voted on); Biostatistics & Biomedical Analytics Graduate Certificate (April's FC Agenda)
- Faculty Governance & Policy:**
 - Discussions on improving engagement across faculty based at hospitals and in the basic science departments.
 - Bylaws amendment on professionalism (presented and endorsed in December; awaiting review and approval at Faculty Senate).
 - Request to amend Faculty Handbook to allow clinical + adjunct faculty emeritus eligibility; letter sent to Faculty Senate.
- Planning for School-wide Events:** Topics for Dean's Third Meeting of Faculty; review of SOM graduation lists.
- Other Updates:** Ongoing discussion of finances in the School and at the University

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

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
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"> 1. Kelly Gibson, MD - Department of Reproductive Biology - MFM, MetroHealth (63%) 2. Robert Bonomo, MD - Department of Medicine, VA (61%) 3. Neil Dominic Fernandes, MD - Department of Pediatrics, MetroHealth (?CCF) (41%) 4. Phoo Pwint Nandar, MD - Department of Medicine, Cardiology, MetroHealth (32%) <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"> -- March 16, 2026 – Faculty Council Meeting at MetroHealth Medical Center- Glick Center- 2nd fl. AC2-311A -- March 20, 2026 -- Match Day – HEC Atrium -- April 16, 2026 -- Dean's Third Meeting of the Faculty- Wolstein Auditorium -- April 21, 2026 -- SOM Education Retreat - HEC-- 11:30AM-5:30PM -- Awards Ceremony from 4:30-5:30PM -- April 27, 2026 – Faculty Council Meeting at UH- Lakeside Albert Waldo Conference Room – Room 3068, Lakeside 3rd floor. -- May 18, 2026 -- at CCF - The R3 auditorium (3rd floor of the R Building) -- June 15, 2026 -- final Faculty Council Meeting of the year - Wolstein Auditorium- plan for in-person- <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: https://cwru.app.box.com/file/2136624140592 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 & Controller, Controller's Office; Jonathan Carlson, Vice President for Financial Planning, Office of Budget & 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 517/94th percentile (national average 512/84th 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>https://cwru.app.box.com/file/2140837434930</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

Committee on Faculty Community and Representation

The purpose of the Committee on Faculty Community and Representation is to act in an oversight and advisory capacity to identify factors that have impeded progress towards improving the status and well-being of all faculty in the School of Medicine and recommend ameliorative policies and actions to the School of Medicine (SOM) Faculty Council and Administration.

Committee on Faculty Community and Representation

NAME	DEPARTMENT	EXPIRATION TERM
Basic Sciences		
Julia Knopes, PhD	Bioethics	2027
Patrick Osei-Owusu, PhD	Physiology & Biophysics	2026
Neena Singh, MD, PhD	Pathology	2027
Clinical		
Katarina Greer, MD	Medicine - VA	2026
Riley Grosso, MD	Emergency Medicine - UH	2028
Tracy Lemonovich, MD	Medicine - MH	2028
Vanessa Maier, MD, MPH	Family Medicine - MH	2026
Candis Platt-Houston, MD	Pediatrics - MH	2027
Sapna Sha, MD	Medicine - MH	2028

Membership:
 9 members
 2 basic science
 2 clinical
 5 elected at large

Committee on Faculty Community and Representation

1. To consult and advise on SOM and university efforts to assess the quality of the environment for the faculty community, which may include climate surveys and other institutional research projects.
2. To review and utilize existing data from university-wide, regional, and national surveys, national organizations and other research to identify goals for advancing faculty interests and enhanced engagement at the university.
3. To consult and facilitate dialogue on policies and programming in collaboration with relevant institutional offices, committees, and faculty groups.

University Office of Institutional Research: Faculty Climate Survey, Association of American Universities

Office for Campus Enrichment and Engagement: Gallup Employee Engagement Survey

Faculty Senate: Committee on Minority Affairs, Committee on Women Faculty, Representation from the School of Medicine



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Committee on Faculty Community and Representation

<p>4. The chair of this committee will be appointed by the Chair of the Faculty Council. This individual shall be expected to attend each Faculty Council meeting for the purpose of identifying issues related to the committee. If the chair cannot attend a meeting of the Faculty Council, another representative of the committee will attend as an ex-officio nonvoting member.</p> <p>5. To submit to the Faculty Council a comprehensive end-of-year report on the committee's activities and recommendations for the future.</p> <p>6. At least once every five years, review the committee's charge and recommend changes, which will be shared with the SOM Bylaws Committee and then with the Faculty Council for review and approval.</p>	<p>Chair transition 2024-2025</p> <p>Submitted</p> <p>Charge updated and approved 2025</p>
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Activities

Meeting	Attendees	Topics
9/10/2025	Vanessa Maier, Julia Knopes, Patrick Osei-Owusu, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Amy Hise	Updated committee name and charge, discrepancy in membership, alignment of charge with strategic plan, administrative entities responsible for each measurable result in strategic plan and how our committee can be engaged in defining and reviewing results
10/8/2025	Vanessa Maier, Julia Knopes, Meghan Newcomer, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Riley Grosso, Amy Hise, Usha Stiefel	Obstacles to faculty engagement in faculty governance including technical obstacles to reviewing documentation and attending meetings. Resolution of membership discrepancy.
12/10/2025	Vanessa Maier, Meghan Newcomer, Patrick Osei-Owusu, Neena Singh, Katarina Greer, Riley Grosso, MD, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Aparna Roy	The committee heard from Aparna Roy, Chair, Department of Pediatrics, MetroHealth on the role of clinical Chairs in faculty engagement and current culture of financial constraints in primary care. The committee discussed competing roles of teaching and patient care for clinical faculty, and unprecedented rates of physician burn out and disengagement under current financial strain. The committee also discussed the challenges of grant funding for basic science faculty in the current financial climate.
1/14/2026	Vanessa Maier, Julia Knopes, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Riley Grosso, Amy Hise, Patrick Osei-Owusu, Stan Gerson	The committee heard from Stan Gerson, Dean, School of Medicine on the role of Dean in faculty engagement and representation. The committee discussed increasing pressure on academic faculty (clinical and research) in the current political climate, particularly in the context of decreased funding, how these factors impact faculty engagement and well-being, barriers to productive dialogue, including the challenge of keeping discussions apolitical, erosion of public trust in physicians, and the presence of conflicting or misleading information in the media.
2/11/2026	Vanessa Maier, Julia Knopes, Tracey Lemonovich, Sapna Shah, Amy Hise, Katarina Greer, Patrick Osei-Owusu, Anastasia Rowland-Seymour	The committee heard from Anastasia Rowland-Seymour, Chair of Faculty Council, on the role of Faculty Council and importance of faculty representation. The committee discussed updates to the strategic plan and importance of defining administrative entities responsible for each measurable result and how our committee can be engaged in reviewing progress on objectives.



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
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Recommendations

<p>To consult and advise on SOM and university efforts to assess the quality of the environment for the faculty community, which may include climate surveys and other institutional research projects.</p> <p>To review and utilize existing data from university-wide, regional, and national surveys, national organizations and other research to identify goals for advancing faculty interests and enhanced engagement at the university.</p>	<p>Invite representatives of the University Office of Institutional Research representative to review results of the Faculty Climate Survey</p> <p>Invite representatives of the Office for Campus Enrichment and Engagement to review results of the Gallup Employee Engagement Survey</p> <p>Update to Strategic Plan: support defining measurable results and ways our committee can be engaged in oversight of progress on the strategic plan as it relates to faculty community and representation</p>
<p>To consult and facilitate dialogue on policies and programming in collaboration with relevant institutional offices, committees, and faculty groups.</p>	<p>Invite representatives from the Faculty Senate Committee on Minority Affairs, Committee on Women Faculty, and Representation from the School of Medicine to review activities of the Faculty Senate</p>

Committee on Faculty Community and Representation

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Committee on Faculty Community and Representation

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Committee on Faculty Community and Representation

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Faculty Senate: Committee on Minority Affairs, Committee on Women Faculty, Representation from the School of Medicine



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Committee on Faculty Community and Representation

4. The chair of this committee will be appointed by the Chair of the Faculty Council. This individual shall be expected to attend each Faculty Council meeting for the purpose of identifying issues related to the committee. If the chair cannot attend a meeting of the Faculty Council, another representative of the committee will attend as an ex-officio nonvoting member.
5. To submit to the Faculty Council a comprehensive end-of-year report on the committee's activities and recommendations for the future.
6. At least once every five years, review the committee's charge and recommend changes, which will be shared with the SOM Bylaws Committee and then with the Faculty Council for review and approval.

Chair transition 2024-2025

Submitted

Charge updated and approved 2025



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Activities

Meeting	Attendees	Topics
9/10/2025	Vanessa Maier, Julia Knopes, Patrick Osei-Owusu, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Amy Hise	Updated committee name and charge, discrepancy in membership, alignment of charge with strategic plan, administrative entities responsible for each measurable result in strategic plan and how our committee can be engaged in defining and reviewing results
10/8/2025	Vanessa Maier, Julia Knopes, Meghan Newcomer, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Riley Grosso, Amy Hise, Usha Stiefel	Obstacles to faculty engagement in faculty governance including technical obstacles to reviewing documentation and attending meetings. Resolution of membership discrepancy.
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2/11/2026	Vanessa Maier, Julia Knopes, Tracey Lemonovich, Sapna Shah, Amy Hise, Katarina Greer, Patrick Osei-Owusu, Anastasia Rowland-Seymour	The committee heard from Anastasia Rowland-Seymour, Chair of Faculty Council, on the role of Faculty Council and importance of faculty representation. The committee discussed updates to the strategic plan and importance of defining administrative entities responsible for each measurable result and how our committee can be engaged in reviewing progress on objectives.



SCHOOL OF MEDICINE

CASE WESTERN RESERVE
UNIVERSITY

Recommendations

<p>To consult and advise on SOM and university efforts to assess the quality of the environment for the faculty community, which may include climate surveys and other institutional research projects.</p> <p>To review and utilize existing data from university-wide, regional, and national surveys, national organizations and other research to identify goals for advancing faculty interests and enhanced engagement at the university.</p>	<p>Invite representatives of the University Office of Institutional Research representative to review results of the Faculty Climate Survey</p> <p>Invite representatives of the Office for Campus Enrichment and Engagement to review results of the Gallup Employee Engagement Survey</p> <p>Update to Strategic Plan: support defining measurable results and ways our committee can be engaged in oversight of progress on the strategic plan as it relates to faculty community and representation</p>
<p>To consult and facilitate dialogue on policies and programming in collaboration with relevant institutional offices, committees, and faculty groups.</p>	<p>Invite representatives from the Faculty Senate Committee on Minority Affairs, Committee on Women Faculty, and Representation from the School of Medicine to review activities of the Faculty Senate</p>

Committee on Faculty Community and Representation Annual Report to Faculty Council, 2025-2026

Purpose:

The purpose of the Committee on Faculty Community and Representation is to act in an oversight and advisory capacity to identify factors that have impeded progress towards improving the status and well-being of all faculty in the School of Medicine and recommend ameliorative policies and actions to the School of Medicine (SOM) Faculty Council and Administration.

Charge:

Specific charges of the Committee on Faculty Community and Representation include

1. To consult and advise on SOM and university efforts to assess the quality of the environment for the faculty community, which may include climate surveys and other institutional research projects.
2. To review and utilize existing data from university-wide, regional, and national surveys, national organizations and other research to identify goals for advancing faculty interests and enhanced engagement at the university.
3. To consult and facilitate dialogue on policies and programming in collaboration with relevant institutional offices, committees, and faculty groups.
4. The chair of this committee will be appointed by the Chair of the Faculty Council. This individual shall be expected to attend each Faculty Council meeting for the purpose of identifying issues related to the committee. If the chair cannot attend a meeting of the Faculty Council, another representative of the committee will attend as an ex-officio nonvoting member.
5. To submit to the Faculty Council a comprehensive end-of-year report on the committee's activities and recommendations for the future.
6. At least once every five years, review the committee's charge and recommend changes, which will be shared with the SOM Bylaws Committee and then with the Faculty Council for review and approval.

Membership:

The Committee on Faculty Community and Representation shall be composed of nine full-time members of the Faculty of Medicine, two who hold primary appointments in basic science departments, two who hold primary appointments in clinical departments and five elected at large. Membership should be diverse with regards to tenure and non-tenure track status. Committee members shall be elected by a vote of the full-time faculty, with no more than two members from a single department. The Dean may designate an appropriate administrative official to serve as an ex officio non-voting member. Additional ex-officio members and guests may be invited by the committee chair. To ensure continuity, members shall serve staggered three-year terms. Members may stand for re-election and serve at most two consecutive terms. After a period of three years off the committee, former members may run for reelection to new term(s). The Chair of the Faculty Council shall appoint one of the elected members to serve on an annual basis as chair of the Committee after soliciting recommendations from its members.

Current Members: Vanessa Maier, MD, MPH (Family Medicine-MetroHealth, 2026, Chair), Julia Knopes, PhD (Bioethics, 2027) Tracey Lemonovich, MD (Medicine-MetroHealth, 2028), Sapna Shah, MD (Medicine-MetroHealth, 2028), Amy Hise (Pathology, Internist, Guest, former Chair), Katarina Greer, MD (Medicine-VA/University Hospitals, 2026), Patrick Osei-Owusu, PhD (Physiology and Biophysics, 2026) Candis Platt-Houston, MD (Pediatrics-MetroHealth, 2027), Riley Grosso, MD (Emergency Medicine-University Hospitals, 2028)

Activities:

The Committee on Faculty Community and Representation has convened 5 meetings. Topics of conversation included the transition to the updated committee name and charge and the impact of financial and political climate on the quality of the environment for the faculty community. Minutes attached.

Meeting	Attendees	Topics
9/10/2025	Vanessa Maier, Julia Knopes, Patrick Osei-Owusu, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Amy Hise	Updated committee name and charge, discrepancy in membership, alignment of charge with strategic plan, administrative entities responsible for each measurable result in strategic plan and how our committee can be engaged in defining and reviewing results
10/8/2025	Vanessa Maier, Julia Knopes, Meghan Newcomer, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Riley Grosso, Amy Hise, Usha Stiefel	Obstacles to faculty engagement in faculty governance including technical obstacles to reviewing documentation and attending meetings. Resolution of membership discrepancy.
11/12/2025	Committee members attended the Women Faculty of the School of Medicine Fall Mixer, scheduled during the same time of our regular meeting.	
12/10/2025	Vanessa Maier, Meghan Newcomer, Patrick Osei-Owusu, Neena Singh, Katarina Greer, Riley Grosso, MD, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah, Aparna Roy	The committee heard from Aparna Roy, Chair, Department of Pediatrics, MetroHealth on the role of clinical Chairs in faculty engagement and current culture of financial constraints in primary care. The committee discussed competing roles of teaching and patient care for clinical faculty, and unprecedented rates of physician burn out and disengagement under current financial strain. The committee also discussed the challenges of grant funding for basic science faculty in the current financial climate.
1/14/2026	Vanessa Maier, Julia Knopes, Tracey Lemonovich, Candis Platt-Houston, Sapna Shah,	The committee heard from Stan Gerson, Dean, School of Medicine on the role of Dean in faculty engagement

	Riley Grosso, Amy Hise, Patrick Osei-Owusu, Stan Gerson	and representation. The committee discussed increasing pressure on academic faculty (clinical and research) in the current political climate, particularly in the context of decreased funding, how these factors impact faculty engagement and well-being, barriers to productive dialogue, including the challenge of keeping discussions apolitical, erosion of public trust in physicians, and the presence of conflicting or misleading information in the media.
2/11/2026	Vanessa Maier, Julia Knopes, Tracey Lemonovich, Sapna Shah, Amy Hise, Katarina Greer, Patrick Osei-Owusu, Anastasia Rowland-Seymour	The committee heard from Anastasia Rowland-Seymour, Chair of Faculty Council, on the role of Faculty Council and importance of faculty representation. The committee discussed updates to the strategic plan and importance of defining administrative entities responsible for each measurable result and how our committee can be engaged in reviewing progress on objectives.

Future recommendations:

It is recommended that the Committee invite representatives from the University Office of Institutional Research to review results of the most recent Faculty Climate Survey as well as representatives from the Office for Campus Enrichment and Engagement to review results of the most recent Gallup Employee Engagement Survey. It is also recommended that the Committee discuss ways to effectively engage with the Faculty Senate Committee on Minority Affairs and Committee on Women Faculty as well as School of Medicine representatives to the Faculty Senate. The Committee should also be actively engaged in the process of updating the strategic plan to define measurable results and ways our committee can be engaged in oversight of progress on the strategic plan as it relates to faculty community and representation.

Attachment: Minutes

Minutes of CWRU SOM: Committee on Faculty Community and Representation, October 8, 2025; 5-6pm Zoom

Present: Vanessa Maier, MD, MPH (Family Medicine-MetroHealth, 2026, Chair), Julia Knopes, PhD (Bioethics, 2027) Meghan Newcomer, PhD (Anatomy, 2028), Tracey Lemonovich, MD (Medicine-MetroHealth, 2028), Candis Platt-Houston, MD (Pediatrics-MetroHealth, 2027), Sapna Shah, MD (Medicine-MetroHealth, 2028), Riley Grosso, MD (Emergency Medicine-University Hospitals), Amy Hise (Pathology, Internist, Guest, former Chair), Usha Steefel (Infectious Disease-VA, guest)

Absent: Patrick Osei-Owusu, PhD (Physiology and Biophysics, 2026), Neena Singh, Pathology, 2027), Katarina Greer, MD (Medicine-VA, 2026)

Agenda Item	Discussion	Action Items
1. Introduction of new members	Introduction of new members: Riley Grosso, MD, University Hospitals, Emergency Medicine Meghan Newcomer, Anatomy (Tracy Lemonovich, MD, MetroHealth Internal Medicine Sapna Shah, MD, MetroHealth Internal Medicine)	
2. Review minutes	The minutes of the previous meeting were reviewed and approved as written.	
3. Chair updates	Dr. Maier noted ongoing challenges in accessing the Case SOM Google Drive from clinical sites, which limits full engagement in faculty governance. The committee discussed alternative solutions for document access via non-clinical networks or personal devices.	Members will continue exploring secure internet-based access options outside of clinical sites to facilitate participation.
4. Faculty Council Updates	Dr. Maier provided a summary of the recent Faculty Council meeting. <ul style="list-style-type: none"> • The Council identified faculty engagement as a primary concern. • There is ongoing discussion about increasing opportunities for virtual meeting attendance to promote broader participation. 	The committee may revisit this topic as a future initiative if virtual access is not expanded

		by Faculty Council.
5. Membership Proposal Update	<p>Dr. Knopes presented the Membership Proposal previously discussed at the Faculty Council Steering Committee meeting (October 7). Two concerns were raised:</p> <ol style="list-style-type: none"> 1. The even number of members does not account for a tie-breaking mechanism. 2. Clarification is needed regarding future term adjustments. <p>Discussion and Suggestions:</p> <ul style="list-style-type: none"> • <i>Dr. Usha Steefel</i> suggested that the Chair's vote could serve as a tiebreaker, and that extending the Chair's term by one year could facilitate transition continuity. • <i>Dr. Amy Hise</i> proposed adjusting member term lengths so that one member (e.g., lowest-ranked in election vote count) serves a one-year term to rebalance rotation. • <i>Dr. Vanessa Maier</i> suggested expanding membership to 11 members to avoid ties. • <i>Dr. Candis Platt-Houston</i> raised whether immediate tiebreaker votes are always necessary, proposing instead to allow for additional discussion and a repeat vote before invoking a deciding vote. <p>Consensus Proposal:</p> <ul style="list-style-type: none"> • In the event of a tie vote, the Committee will first table the matter and re-initiate voting at the next full committee meeting. • If a tie persists, the Chair's vote will serve as the final deciding vote. • Ten members will serve through 2026; beginning in 2027, the Committee will maintain nine members by adjusting the number of available seats per election cycle. 	<p>-Dr. Maier will draft a formal proposal reflecting this policy and circulate it via email for committee feedback.</p> <p>-Dr. Maier will consult with Nicole Deming regarding procedural changes to the 2026 election cycle.</p> <p>-The Committee will request a one-year exemption from the Steering Committee while these structural adjustments are implemented.</p>
6. Upcoming meetings	November 12 th , December 10 th , January 14 th , February 11 th , March 11 th , April 8 th , May 13 th , June 10 th , July 8 th 5-6pm via zoom	

Adjournment:

The meeting adjourned at 6:10 p.m.

Minutes prepared by: Sapna Shah

Minutes of CWRU SOM: Committee on Faculty Community and Representation, December 10th, 2026; 5-6pm Zoom

Present: Vanessa Maier, MD, MPH (Family Medicine-MetroHealth, 2026, Chair), Meghan Newcomer, PhD (Anatomy, 2028), Patrick Osei-Owusu, PhD (Physiology and Biophysics, 2026), Neena Singh, (Pathology, 2027), Katarina Greer, MD (Medicine-VA, 2026) Riley Grosso, MD (Emergency Medicine-University Hospitals), Tracey Lemonovich, MD (Medicine-MetroHealth, 2028), Candis Platt-Houston, MD (Pediatrics-MetroHealth, 2027) Sapna Shah, MD (Medicine-MetroHealth, 2028)

Absent: Julia Knopes, PhD (Bioethics, 2027)

Agenda Item	Discussion	Action Items
1. Review minutes	No minutes from November meeting which was canceled so members could attend the Women Faculty of the School of Medicine fall mixer	
2. Chair updates	Discussed the current name and charge approved last academic year with a request by Dean to update charge to more clearly define how it aligns with the SOM strategic plan section on Academic Community Engagement & Advancement. The Dean is joining our next meeting to discuss further. The Committee request to allow our 10th member to serve as a non-voting member this year and begin a full term next year was approved by the Faculty Council.	Review the charge and strategic plan prior to next meeting Email Joyce Helton jmh291@case.edu for link to attend Faculty Council Meetings
3. Invited Guest	Ararna Roy, MD, MPH, MBA, Chair, Department of Pediatrics, MetroHealth discussed her role as Chair, faculty engagement and wellness, importance of intentional and personalized engagement and support	

<p>4. Open Discussion/New Business</p>	<p>Patrick Osei-Owusu discussed the challenges of grant funding in the current climate for basic science faculty. Sapna Shah discussed the time constraints of clinical faculty and competing roles of teaching and patient care with engagement in faculty governance. Candis Platt-Houston discussed the challenges of clinical administration with physician burn out and disengagement. Multiple opportunities for personalized physician engagement and support discussed.</p>	
<p>5. Upcoming meetings</p>	<p>January 14th, February 11th, March 11th, April 8th, May 13th, June 10th, July 8th</p>	

Minutes of CWRU SOM: Committee on Faculty Community and Representation, January 14, 2026; 5-6pm Zoom

Present: Vanessa Maier, MD, MPH (Family Medicine-MetroHealth, 2026, Chair), Julia Knopes, PhD (Bioethics, 2027) Tracey Lemonovich, MD (Medicine-MetroHealth, 2028), Candis Platt-Houston, MD (Pediatrics-MetroHealth, 2027), Sapna Shah, MD (Medicine-MetroHealth, 2028), Riley Grosso, MD (Emergency Medicine-University Hospitals), Amy Hise (Pathology, Internist, Guest, former Chair), Patrick Osei-Owusu, PhD (Physiology and Biophysics, 2026), Stan Gerson (Dean of Case SOM)

Agenda Item	Discussion	Action Items
2. Review minutes	The minutes of the previous meeting were reviewed and approved as written.	
2. Chair updates	<p>Faculty Council update:</p> <ol style="list-style-type: none"> 1. Faculty Council meeting 12/15/2025: budgetary concerns, risk to faculty productivity and retention, emeritus status for clinical and adjunct faculty, Food is Medicine minor, report from Nominations and Elections Committee, 9% survey return rate 2. Next Faculty Council Meeting: 1/26/2026 at 4pm, email Joyce Helton jmh291@case.edu for link to attend <p>Upcoming Calendar and Agenda:</p> <ol style="list-style-type: none"> 1. Anastasia Rowland-Seymour, Professor of Medicine, MetroHealth, Associate Dean for Program Innovation and Educational Enhancements, School of Medicine and Chair of the Faculty Council, will join our meeting February 11th to discuss representation in faculty leadership 2. Proposed future topics: Faculty Compensation (Committee on Faculty Compensation), Faculty Culture (Climate Survey results), Faculty Representation in Research (Dean for Research and Innovation), Faculty Promotion (Committee on Appointments, Promotions and Tenure) Department Chair Perspectives 	
3. Discussion with the Dean Invited Guest: Stan Gerson, MD, Dean and Senior Vice President for Medical Affairs at Case Western	<ul style="list-style-type: none"> • Dean shared updates on recruitment for the <i>Difficult Conversations</i> dialogue series run through the Dean's Office. He is planning an upcoming session focused on immunizations and requested assistance in recruiting faculty participants. • Faculty discussed barriers to productive dialogue, including the challenge of keeping discussions apolitical, erosion of public trust in 	

Reserve University School of Medicine	<p>physicians, and the presence of conflicting or misleading information in the media.</p> <ul style="list-style-type: none"> • Additional concerns were raised regarding increasing pressure on academic faculty (clinical and research) in the current political climate, particularly in the context of decreasing funding, and how these factors impact faculty engagement and well-being. • The committee discussed how these realities affect its charge around faculty representation, including how to balance acknowledging current challenges while continuing to advocate for and represent the diverse perspectives of faculty across the institution. • Members also discussed the disconnect between the School of Medicine and Graduate Medical Education (GME) structures, emphasizing the need for more consistent and coordinated communication among the institutions affiliated with the School of Medicine to ensure equitable access to resources for both faculty and trainees across the system. 	
6. Upcoming meetings	February 11 th , March 11 th , April 8 th , May 13 th , June 10 th , July 8 th 5-6pm via zoom	

Adjournment:

The meeting adjourned at 6:00 p.m.

Minutes prepared by: Sapna Shah

Minutes of CWRU SOM: Committee on Faculty Community and Representation, February 11, 2026; 5-6pm Zoom

Present: Vanessa Maier, MD, MPH (Family Medicine-MetroHealth, 2026, Chair), Julia Knopes, PhD (Bioethics, 2027) Tracey Lemonovich, MD (Medicine-MetroHealth, 2028), Sapna Shah, MD (Medicine-MetroHealth, 2028), Amy Hise (Pathology, Internist, Guest, former Chair), Katarina Greer, MD (Medicine-VA/University Hospitals, year?), Patrick Osei-Owusu, PhD (Physiology and Biophysics, 2026) Anastasia Rowland-Seymour (Invited Guest, Professor of Medicine - MetroHealth)

Absent: Candis Platt-Houston, MD (Pediatrics-MetroHealth, 2027), Riley Grosso, MD (Emergency Medicine-University Hospitals, year?), Meghan Newcomer, PhD (Anatomy, year?)

Agenda Item	Discussion	Action Items
4. Review minutes	The minutes of the previous meeting were reviewed and approved as written.	
2. Chair updates	Faculty Council update: 1. Faculty Council meeting 1/26/2026: cancelled due to University Closure (weather) 2. Next Faculty Council Meeting: 2/23/2026 at 4pm, email Joyce Helton jmh291@case.edu for link to attend Upcoming Calendar and Agenda: Proposed future topics: Faculty Compensation (Committee on Faculty Compensation), Faculty Culture (Climate Survey results), Faculty Representation in Research (Dean for Research and Innovation), Faculty Promotion (Committee on Appointments, Promotions and Tenure) Department Chair Perspectives	
5. Discussion: responses to January conversation with the Dean	Members expressed dismay at the financial challenges ahead and lack of answers/solutions/clarity of how to move forward and continue to be engaged as faculty.	
6. Invited guest: Anastasia Rowland-Seymour, MD Professor of Medicine, MetroHealth, Associate Dean for Program Innovation and Educational Enhancements, School of Medicine	<ul style="list-style-type: none"> • Reviewed her roles and many hats in looking at gaps in education and in needs from clinical and basic science faculty members. • How do we as a committee could contribute towards the Strategic Plan for 2026? • Two weeks before the faculty council meeting CFO of Case will be meeting with faculty council steering committee • March 16, 2026 Faculty council meeting will include Rose Kelly (comptroller), and two 	Invite faculty sent and Faculty Ex-Com representative to our meetings.

and Chair of the Faculty Council	<p>others involved in finance decisions. Members were encouraged to attend.</p> <ul style="list-style-type: none"> • Faculty council expressed concern about financial oversight with the loss of the position of Vice Dean for Finance and Administration within the School of Medicine. Challenge: we do not have anyone as a mediator for finances for the SOM • Shared word document: Possible topics for Faculty Council Steering Committee input to the Faculty Component of the CWRU Strategic Plan 2026-2031 to be formally presented at the next faculty council meeting. • Discussed that our committee may be helpful in addressing the goal to “Recruit and retain faculty from all academic and experience backgrounds”. • April 16, 2026 9-11:30am, in person at the Wolstein Dean's Third Meeting of Faculty. Members were encouraged to submit questions (axr668@case.edu) in advance and to attend. • Discussed issues of putting issues in front of Faculty Senate. Discussed that Faculty Senate is directed by the president and provost. 	
6. Upcoming meetings	March 11 th , April 8 th , May 13 th , June 10 th , July 8 th 5-6pm via zoom	

Adjournment:

The meeting adjourned at 6:00 p.m.

Minutes prepared by: Sapna Shah