

Approved Minutes
College of Medicine Faculty Council Meeting
Friday December 15, 2017
12 noon – 1 pm
Collier Building Room 2409/2411

1. Call to Order by President Dr. David Kennedy at 12:11 p.m.

Faculty Present:

Joan Duggan, Lance Dworkin, David Giovannucci, Steven Haller, Jeffrey Hammersly, Jennifer Hill, David Kennedy, Shobah Ratnam, Joseph Margiotta, Rande Worth, Robert Mrak, Chris Cooper, David Weaver, Andrea Kalinoski, Kandace Williams, William Maltese, John M. Wryobeck, Deepa Mukundan, Diya Raman, Wafaa Hanna, Kam Yeung, James Judkins, Bill Gunning, George Moukarbel, Cathy VanHook, Andrew Hsu, Melissa Gregory, Stan Stepkowski, Travis Taylor, David Weldy, Kate Eisenmann, Alexei Fedorov, Sadik Khuder, Gretchen Tietjen, Jeffrey Hammersley, Kristi Williams, Beata Lecka-Czernik, Jennifer Hill, Lance Talmage, Nagalaksami Nadiminity, Amira Gohara, Jyl Matson, Viviana Ferreira, Juan Jaume, Thomas Papadimos, Michael Rees, Patrick Frank, Steven Haller, Jason Huntly, Champa Jayasuriya, James Judkins, Saurabh Chattopadhyay, Edward Kakish, Ruili Xie, Haitham Elsamaloty, Mehmood Rashid, James Van Hook, Jerzy Jankun, Jiayong Ciu, Vithal Shendge, Rajesh Gupta, Lucy Goodenday, Cynthia Smas, Jiang Tian, David Kennedy, Shirly Bodi, Shi-he Liu, Marthe Howard, Kavin Pan, Li Hongyan, Linda Speer, Youngsook Yoon-Krawczyk, Ritu Chakravarti, James Molnar, Scott Pappada, Tian Jiang, Liu Jiayong.

2. A motion for the approval of the October 27, 2017 COM Faculty Council minutes was approved.

3. Report of the Executive Committee: David Kennedy, PhD

The Executive committee met on November 29, 2017 in preparation for the 12/15/17 COM Faculty Council meeting.

1. Because of the recent requests from the Provost to update both our Academic Personnel Calendar as well as the University guidelines for Appointments, Promotion, and Tenure, the Executive Committee invited an Ad Hoc committee to:
 - 1- Review the current draft guidelines from the Provost/Melissa Gregory
 - 2- Suggest specific changes in the language or content of the proposed guidelines
 - 3- Present their recommendations to the COM Faculty Council for a vote at either: a) the December 15 COM Faculty Council meeting, or b) a special session held before mid-January

The members of this APT Ad Hoc committee are:

- Joseph Margiotta, Ph.D., Professor of Neuroscience and current Chair COMLS APT Committee
- Joan Duggan, M.D., Associate Dean of Faculty Affairs &. Development
- Beata Lecka-Czernik, Ph.D. Professor, Department of Orthopedic Surgery and Department of Physiology & Pharmacology
- Jeffrey Hammersley, MD; Associate Professor of Medicine, Faculty Senate Executive Committee

- David Giovannucci, PhD, Interim Chair of Neurosciences, Faculty Senate Executive Committee

- Wafaa Hanna, Director Office of Faculty Affairs

The APT ad hoc committee met with the COM Executive committee on December 6 and subsequently the members met with the Provost, Faculty Senate Executive Committee and Representatives from the College of Law on Thursday December 14 to discuss their concerns. Members of the APT Ad Hoc Committee will give a summary of the current status of the APT guidelines at this meeting.

2. A request from was brought to the attention of the Executive Committee to consider moving the COM Faculty Council earlier in the month to allow members of the University Research Council to attend. We worked to make reasonable accommodations that minimize scheduling conflicts and allow maximum participation by the COM faculty and the upcoming dates will be posted on our website (<http://www.utoledo.edu/med/council/>) as follows:

Friday, 2/16/2018 HEB 103

Friday, 4/20/2018 DH 2315

Friday, 6/15/2018 Location TBA because Room Scheduling can currently only schedule out until the end of May

3. Finally, the Executive Committee was made aware of issues within the recent Tax Reform Bill passed by the House of Representatives that may affect both graduate student and faculty in the COMLS.

Diane M. Miller, Associate Vice President for Government Relations, indicated that at this point, reports suggest that the conferees have thrown out the repeal of tax-exempt tuition waivers for graduate students from final tax-reform bill. See this article from today's Inside Higher Education.

https://www.insidehighered.com/news/2017/12/14/some-tax-bill-provisions-opposed-higher-ed-dropped-conference-negotiations?utm_source=Inside+Higher+Ed&utm_campaign=3d4ea1e011-DNU20171214&utm_medium=email&utm_term=0_1fcbc04421-3d4ea1e011-198582969&mc_cid=3d4ea1e011&mc_eid=caf7ab8eff

This should help relieve the fears of many of our students and faculty. Any questions can be addressed to:

Diane M. Miller, Associate Vice President for Government Relations, Office of Government Relations, University Hall 3510, Mail Stop 926, 2801 W. Bancroft Toledo, Ohio 43606-3339, Office telephone number 419.530.3804, and Cell phone number 419.309.1474, diane.miller2@utoledo.edu

4. Update on Provost Hsu's requested changes for Appointments, Promotion and Tenure:

Overall there are several concerns from Faculty Reps and Departments' Chairs, which were raised because they could not see the draft guidelines and there was a consent on requesting sufficient time to review these documents with member of respective Departments.

There was general agreement to review the proposed changes requested by Provost Andrew Hsu, which intend to have a unified APT Committee for the University of

Toledo. The intention of such approach is to accomplish: 1) Common institutional practice for all colleges; 2) To have faculty written and provost approved procedures; 3) Serve as a model for every college and provide guidelines for departmental elaborations; 4) Establish broad standards and expectations for the entire University of Toledo; 5) Define shared concepts and procedures; 6) Protect faculty interests with centralized procedures and requirements; 7) Stabilize university culture for the process of promotion and tenure; 8) Establish continuity across all different colleges and departments; 9) Enhance fairness of tenure/promotion process for all faculty members; and, 10) Improve recruitment and retention of the Faculty at the University of Toledo. These individual points were discussed by Faculty members and the major points are the following:

The changes in APT procedures should represent the collaborative effort by the Faculty to protect and represent our interests and established over the years procedures in each Department.

Faculty agrees to maintain three stages for the Medical School: [Stage 1] by the Department Personnel Committee (DPC) → Department Chair → [Stage 2] by College → Committee on Academic Personnel (CCAP) → College Dean, and [Stage 3] University Committee on Academic Personnel (UCAP) → Provost → President.

To protect Faculty members the proposed review process should provide:

- 1) Active feedback to candidates about their development and progress in each of the 3 categories (teaching, research and administrative activities);
- 2) Develop and maintain mentoring for young faculty regarding how best to advance both the candidate's goal of advancement in rank and tenure as well as the university's educational mission with respect to the candidate's academic assignment;
- 3) Provide sufficient information about documents and recommendations for tenure and promotion as stated in the current draft of the University-level Tenure and Promotion.

The Academic Affairs Committee of the COMLS Faculty Council will present the draft guidelines and associated survey to the entire COMLS faculty body via e-mail and web-based means in order to gather input from COMLS faculty on the proposed changes.

5. Faculty Senate Report: Jeffrey Hammersley, MD and David Giovannucci, PhD report that other than the draft APT guidelines, there is not anything new to report.

6. Graduate Council Report: Andrea Kalinoski, PhD

Andrea Kalinoski was away on business and so David Kennedy updated the group from email correspondence with her:

Andrea indicated that most of the associated business related to College Tours and Strategic Planning which is due to the President on February 5th. There will be a Board of Trustees report given on Monday that will be posted on the COGS website after the meeting.

7. Clinical Affairs Committee Report: Shobha Ratnam, MD

The clinical affairs committee will meet next week so there is nothing new to report.

8. Old Business:

- **Update on Faculty Compensation Plan: Bryan Pyles reported no updates since 10/27/17**
- **Update on New Medical School Curriculum: Jeremy J. Laukka, Ph.D.**

Since Jeremy J. Laukka was away on business, David Kennedy updated the group from email correspondence with him:

Jeremy asked that we please mention that the thread directors are evaluating the student performance data for the foundational science curriculum. The results are looking exceptional. The students took the first 4 hour NBME comprehensive examination yesterday and we are awaiting on the result that can take 3-5 days to receive. In the February meeting, we plan to provide a performance summary report and additional narrative of what we learned so far in the implementation process.

9. New Business:

- **University Research Council Update: Marthe Howard, Ph.D.**
 - Dr. Howard updated the group that UT Centers for Excellence Announcement lead by Jack Shultz initially focused on STEM areas identified in the University's new Strategic Plan (i.e. Biomedical Science and Energy and the Environment) however the Council recently approved the call for applications to be broadened to all disciplines regardless of relevance to STEM areas of strength. Because of recent budget cuts there is no additional money allocated to this initiative, thus there is some concern that whatever limited resources are available would be diluted in areas other than the areas of STEM strength noted in the University's new Strategic Plan.
 - She encouraged COMLS faculty to write to her with their questions and concerns related to this topic so that she could address them with the Council

- **Update on COMLS websites: James Molnar**

David Kennedy introduced James Molnar, who is in charge of website development and maintenance in the COMLS. James shared information on updating pages on the UTOCOMLS website, including research and faculty pages. Examples of which include:

- <http://www.utoledo.edu/med/research/>
 - <http://www.utoledo.edu/med/depts/medicine/cardiology/research.html>
- Faculty members are encouraged to contact James for appointments if they have interest in updating their personal faculty or laboratory websites. Examples of two new faculty website updates were given:
- <http://www.utoledo.edu/med/depts/medicine/cardiology/research/kennedy/>
 - <http://www.utoledo.edu/med/depts/medicine/cardiology/pubs/haller.html>
- These pages were developed using CV information provided and can be updated as information changes, either by James or the faculty members after they are trained and given access by James.

10. The meeting was adjourned at 1:31 p.m.