

Approved Minutes
College of Medicine Faculty Council
Meeting Friday February 16, 2018
12 noon – 1 pm
Health Education Building Room 103

1. Call to Order by President Dr. David Kennedy at 12:03 p.m.

Faculty Present:

Stan Stepkowski, Randi Warth, 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 December 15, 2017 COM Faculty Council minutes was approved.

3. Dean's Report: Christopher Cooper, M.D.

Dr. Cooper stressed the importance of our active participation in all committees at the UT levels to make our "voice" heard and to assure that decisions are not made without us. The policy of new faculty evaluation and compensation is proceeding with changes being introduced as explained in the website: <http://www.utoledo.edu/depts/facaffairs/medicine/pdf/Faculty-Compensation-Plan-070117.pdf>. The updates for changes will be provided. Dr. Cooper has congratulated faculty members who recently received grant support for the studies of water contamination with microcystin. These important grants will help to clarify several aspects of health and water safety in the lake Erie's water.

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

Special guest Dr. Melissa Gregory was introduced

The COM Council executive committee met February 2, 2018.

- Review draft minutes from December: COM Council President David Kennedy attended the Dean's Executive Committee to communicate that COM leadership should encourage active participation in the APT survey. The announce Academic Affairs committee was appointed and convened.

The Faculty Council Academic Affairs Committee included:

Joan Duggan-Co-chair
Joseph Margiotta -Co-chair
David Giovannucci
Jeffrey Hammersley

Beata Lecka-Czernik
Special members
Imran Ali
Lance Dworkin

The plan of the Academic Affairs Committee is to report an update and finalize the survey to be sent out. The proposed schedule for the COMLS to give input on APT draft guidelines to Provost Hsu is as follows:

- Tuesday, February 20 -- COMLS finishes aggregating data from survey
- Tuesday, February 27 -- COMLS sends final comments will be sent to Melissa
- Wednesday, Feb 28 - Friday, Mar 2 -- Melissa will review and revises final comments
- Monday, March 5 - Friday, March 9 -- UT Spring Break
- Monday, March 12 -- Final draft distributed to Faculty Senate for review -- senators have one day to read and make their comments
- Tuesday, March 13 -- Faculty Senate discussion
- Tuesday, March 27 -- Faculty Senate vote

Kandace Williams reported that the COGS Dean is working on creating a new and equitable funding model for graduate students and will communicate with us when more details have been clarified and worked out with the budget

William Maltese, PhD, Chair of Research Advisory Council, communicated to David Kennedy that we will have a RFP going out soon for this years Medical Research Society Award with a deadline in early April, 2018. Also, renovations in HSB are essentially complete, but there is no news on any new money coming in for additional renovations or capital equipment.

- Reconstituting the standing committees is now in the process of finding new willing candidates, bylaw sections pertaining to this were reviewed and take nominations for:

Bylaws Committee

- Andrea Kalinoski is nominated
- Dawn-Alita Hernandez is nominated

Elections Committee

- Kandace Williams is nominated

Faculty Affairs Committee

- Jorge Ortiz is nominated

5. Report of the Standing Committees of the Council

-Academic Affairs Committee:

Update on Provost Hsu's requested changes for Appointments, Promotion and Tenure; Joan Duggan, M.D. and Joseph Margiotta, Ph.D.

{See associated slide presentation include at the end of these minutes}

6. Graduate Council Report: Andrea Kalinoski, PhD

The Graduate Council Board of Trustees Report will be available on February 19, 2018, on the COGS website. The majority of work for this semester involved discussing and developing the College of Graduate Studies goals for the Strategic Plan that links into the overall University Strategic Plan.

The Graduate Student Association (GSA) president Mitchell Haines invited the 2017-2018 GSA Research Award Winners to attend a GC Meeting to be recognized. The GSA Award recipients are:

Vinod Kumar Gattoji, PhD Chemistry advised by Dr. Peter Andreana, College of Natural Sciences and Mathematics

Cory Howard PhD Cancer Biology advised by Dr. Dayanidhi Raman, College of Medicine and Life Sciences

Yopina Pertiwi, PhD Experimental Psychology advised by Dr. Andrew Geers, College of Arts and Letters

Kapil Raghuraman, MS Bioengineering advised by Dr. Aisling Coughlan, College of Engineering

Thomas Valachovics, MS Geology advised by Dr. Timothy Fisher, College of Natural Sciences and Mathematics

Briana Zellner, PhD Microbiology advised by Dr. Jason Huntley, College of Medicine and Life Sciences

Upcoming events in the College of Graduate Studies include the inaugural three minute thesis (3MT®) competition in March 2018. This is a three-minute thesis research communication competition developed by the University of Queensland in Australia. The exercise develops academic presentation and research communication skills, and supports the development of research students' capacity to effectively explain their research in three minutes in a language appropriate to an intelligent but non-specialist audience. The winner of the competition will represent UT and compete in the regional 3MT® competition held on April 4th in Grand Rapids, MI. at the Midwestern Association of Graduate Schools 74th Annual Meeting. The winner, runner-up, and People's Choice winners will present at the Midwestern Graduate Research Symposium on April 7th by giving their presentations and sharing what they learned through the experience with their peers.

The Graduate Student Association is proud to present the 9th Annual Midwest Graduate Research Symposium on Saturday, April 7th, 2018 at the University of Toledo. This event has been recognized as a premier event and is a great opportunity to present research, network, and foster intercollegiate friendships and collaborations. Here at the University of Toledo we strive to improve the world around us by advancing research and education to the cutting edge. We look forward to hosting individuals from around the nation in what promises to be an outstanding day for all involved. For more information on registration <https://graduatestudentassociationblog.wordpress.com/midwest-graduate-research-symposium/>

7. Clinical Affairs Committee Report: Shobha Ratnam, MD
Clinical Affairs Committee minutes: 12/18/17

Mr. Daniel Barbee, CEO for UTMC provided the committee with an update about accreditation. UTMC completed the triannual joint commission survey in Oct and were notified in Dec that they were fully compliant and was an excellent survey overall. Multiple surveys are scheduled for 2018 and results will be shared as they are received.

8. Research Council Report: Marthe Howard, Ph.D.
Discussion Points:

1) Scholars Institute Program (SIP) – Franck Calzonetti & Jack Schultz, March 5th - 9th grants process, compliance, IRB, IACUC, etc

2) Electronic Research Information System Update – Rick Francis, Two Working Groups
Commitment to Excellence in Medical Education:

3) Faculty Development Series - *Hosted by the Office of Faculty Affairs & Development*
core selection committee & stakeholders group

4) Research Areas of Excellence - Frank Calzonetti & Jack Schultz, Identifying research and scholarship areas that can achieve nationally recognized excellence, or have already achieved this distinction

5) URFO Update – Rick Francis

Program	2016-17	2017-18
Research Awards & Fellowships		
Arts, Humanities, History	6	2
Soc. Sci, Behavioral	16	7 (9)*
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Biomedical Research Innovation	4 proposals	5 proposals invited
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Interdisciplinary Research Initiation Award	4 proposals	2 proposals invited

*Numbers in parentheses are prior to possible administrative rejection.

6) Residual F & A Policy Frank, Rick, Gary and Anne

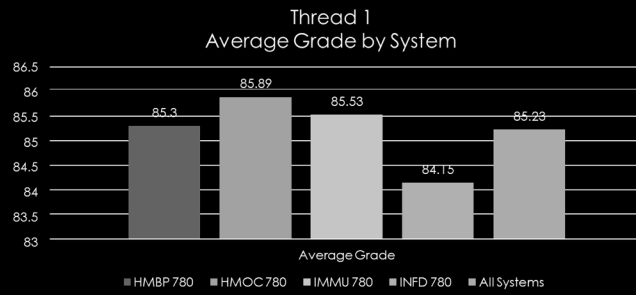
9. Faculty Senate Report: David Giovannucci, PhD

10. Old Business:

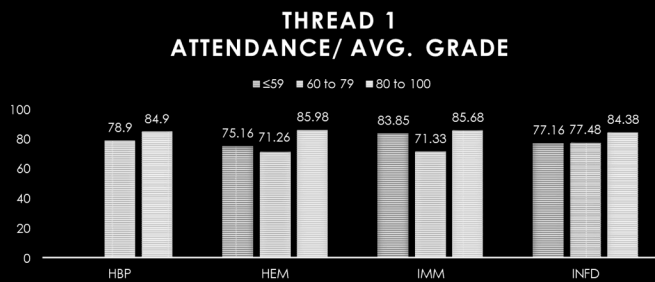
- Update on Faculty Compensation Plan: The update of compensation plan has been included in Dean's Report and is presented at the website:
<http://www.utoledo.edu/depts/facaffairs/medicine/pdf/Faculty-Compensation-Plan-070117.pdf>

Update on New Medical School Curriculum: Jeremy J. Laukka, Ph.D.
Presentation included evaluation of the students' performance (see images)

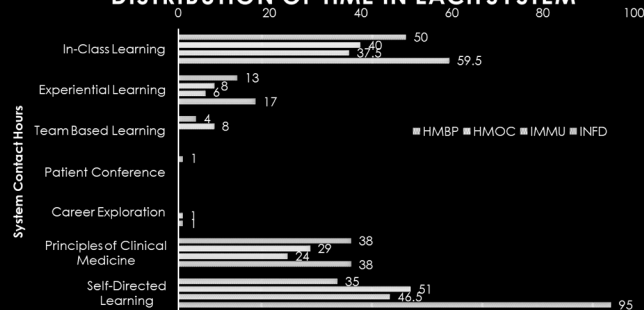
AVERAGE GRADES



ATTENDANCE GRADES



DISTRIBUTION OF TIME IN EACH SYSTEM



{See associated slide presentation include at the end of these minutes}

11. New Business:

-Faculty Recognition Awards: Bina Joe, Ph.D: She stressed to our attention the need for applying for awards especially for students and faculty

12. The meeting was adjourned at 1 :23 p.m. : Next regularly scheduled COM Council Meeting **Friday, April 20, 2018, 12-1 p.m. in Dowling Hall 2315**



**COLLEGE OF MEDICINE
AND LIFE SCIENCES**

THE UNIVERSITY OF TOLEDO

**College of Medicine
Faculty Council Meeting
February 16, 2018
HEB 103**

Agenda

1. Call to Order
2. Approval of Minutes from previous COM Council meeting (December 15, 2017)
3. Dean's Report: Christopher Cooper, M.D.
4. Report of the Executive Committee: David Kennedy, PhD
5. Report of the Standing Committees of the Council
 - Academic Affairs Committee
 - Graduate Council Report: Andrea Kalinoski, PhD
 - Clinical Affairs Committee Report: Shobha Ratnam, MD
 - Research Council Report: Marthe Howard, Ph.D.
 - Faculty Senate Report: Jeffrey Hammersley, MD
6. Old Business:
 - Update on Faculty Compensation Plan: updated in Dean's report
 - Update on New Medical School Curriculum: Jeremy J. Laukka, Ph.D.
7. New Business:
 - Faculty Recognition Awards: Bina Joe, Ph.D.
8. Adjourn: Next Meeting April 20, 2018 Dowling Hall 2315



Report of Executive Committee

The COM Council executive committee met February 2, 2018.

1. Review draft minutes from December
2. COM Council President David Kennedy attended the Dean's Executive Committee to communicate that COM leadership should encourage active participation in the APT survey
3. Academic Affairs committee appointments announced

Joan Duggan-Co-Chair

Joseph Margiotta-Co-Chair

David Giovannucci

Jeffrey Hammersley

Beata Lecka-Czernik

Special members

Imran Ali

Lance Dworkin



Report of Executive Committee

- Academic Affairs Committee report update and finalization of survey to be sent out
- Proposed timeline for APT survey discussed as follows

Tues, Feb 20 -- COMLS finishes aggregating data from survey

Tues, Feb 27 -- COMLS sends final comments to Melissa

Wed, Feb 28 - Fri, Mar 2 -- Melissa revises

Mon, Mar 5 - Fri, Mar 9 -- UT Spring Break

Mon, Mar 12 -- Final draft distributed to Fac Senate for review -- senators have only 1 day to read, so there's no margin for error

Tues, Mar 13 -- Fac Senate discussion

Tues, Mar 27 -- Fac Senate vote

4. Kandace Williams reported that the COGS Dean is working on creating a new and equitable funding model for graduate students. No details are available but COGS will communicate with us when more details have been clarified and worked out with the budget



Report of Executive Committee

5. William Maltese, PhD, Chair of Research Advisory Council
 - we will have a RFP going out soon for this years Medical Research Society Award with a deadline in early April.
 - Renovations in HSB are essentially complete, but there is no news on any new money coming in for additional renovations or capital equipment.

6. Reconstituting the standing committees, Nominations requested



Report of Executive Committee

Bylaws Committee

1. Duties and Responsibilities:

To review the Bylaws and propose revisions when needed, but at least biennially;

To review all changes or additions to the Bylaws.

To present any proposed changes or additions to the Bylaws to the Executive Committee, the Council, the Administration and the Board of Trustees.

2. Membership

The Bylaws Committee shall be **chaired by the Vice President.**

The Committee will consist of faculty members representing both clinical and basic science departments, appointed by the Vice President and approved by the Executive Committee.

The Director of Faculty Affairs may serve as a non-voting ex-officio member.



Report of Executive Committee

Elections Committee

1. Duties and Responsibilities:

To prepare a slate of candidates for the offices of the Vice President and Secretary/Treasurer;

To present the slate of candidates to the Executive Committee at its regular April meeting, and then to the Council at the May meeting.

Nominate Chairs and Members to standing and ad hoc committees of the Council, with the advice and consent of the Executive Committee, followed by supervision of the election when indicated.

2. Membership

The Elections Committee shall **be chaired by the Secretary/Treasurer of the Council.**

The Committee will consist of one Council Member from the clinical department and one from the basic science department. Members are appointed by the Secretary/Treasurer and approved by the Executive Committee.



Report of Executive Committee

Faculty Affairs Committee

1. Duties and Responsibilities:

To review faculty salaries and to prepare an annual report to the Council, comparing national salary trends;

To review benefits for active and retired faculty members;

To review policies and procedures that affect faculty rights and privileges, including:

- i. Ethical conduct at the academic, professional and administrative levels
- ii. Fair practices and due process for all faculty members;
- iii. Disciplinary actions and grievances.

2. Membership

The **Co-Chairs, one from a clinical department and one from a basic science department**, of the Faculty Affairs Committee will be appointed by the President and approved by majority vote of the Executive Committee.

The committee will consist of **three members from clinical departments and three from basic science departments**, nominated and appointed by the Executive Committee with approval by the Council.



UT COMLS Academic Affairs Committee Report On Proposed University-Level Tenure and Promotion Guidelines

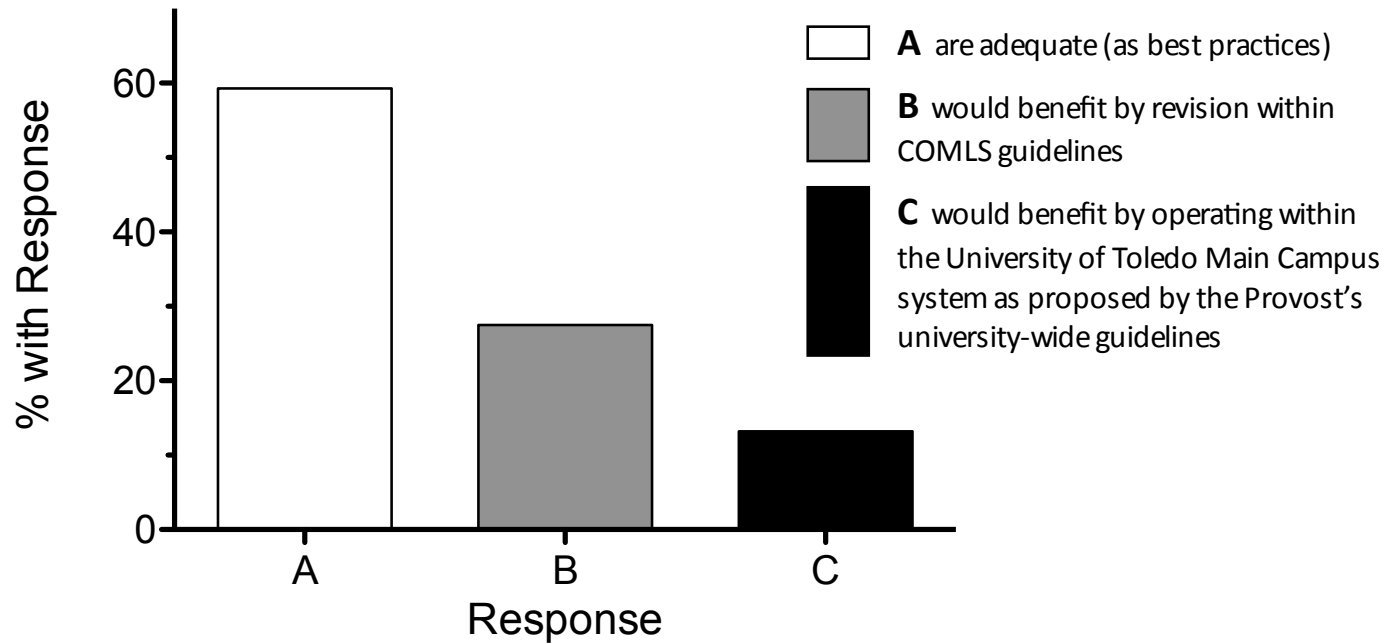
- Rationale for developing university-level tenure and promotion guidelines applicable to all tenure-track faculty at the University of Toledo from Andrew T. Hsu, Ph.D. Provost & Executive VP Academic Affairs:
 - “Almost all public, comprehensive universities provide university-wide tenure and promotion guidelines, and the major higher education associations that define **best practices**, including the American Council of Education (ACE) and the American Association of University Professors (AAUP), expect such guidelines to exist.
 - The University of Toledo does not currently have such campus-wide guidelines, which was **often cited as a cause for errors**, inconsistencies, and even confusion among faculty, departments, and colleges in the tenure and promotion process.
 - University-level tenure and promotion guidelines establish greater **continuity** and **consistency** across the university, **creating a more functional model of evaluation** where departments, colleges, and upper administration are mutually supportive and share clear expectations.
 - They **protect faculty by stabilizing the tenure and promotion process across units**, ensuring its timeliness and safeguarding candidates from the disruptions that may occur as the result of occasional error.”

Academic Affairs Committee Surveyed COMLS Faculty Regarding Adoption of University-Level Tenure and Promotion Guidelines

- Faculty were provided with the Provost's rationale for adopting university-level tenure and promotion guidelines
- Faculty were provided with the following policy links:
- [Current College of Medicine and Life Sciences Appointment, Promotion and Tenure guidelines](#) (PDF)
- [Current College of Medicine and Life Sciences Faculty Rules and Regulations](#) (PDF)
- [Current College of Medicine and Life Sciences Appointment, Promotion and Tenure Procedures](#) (PDF)
- [Collective Bargaining Agreement between The Board of Trustees for The University of Toledo and The American Association of University Professors University of Toledo Chapter \(Tenured, Tenure-Track\)](#) (PDF)
- [Draft Tenure and Promotion Guidelines](#) (Word Doc)
- 91 COMLS Faculty Responded to the survey and were asked FOUR general Questions:

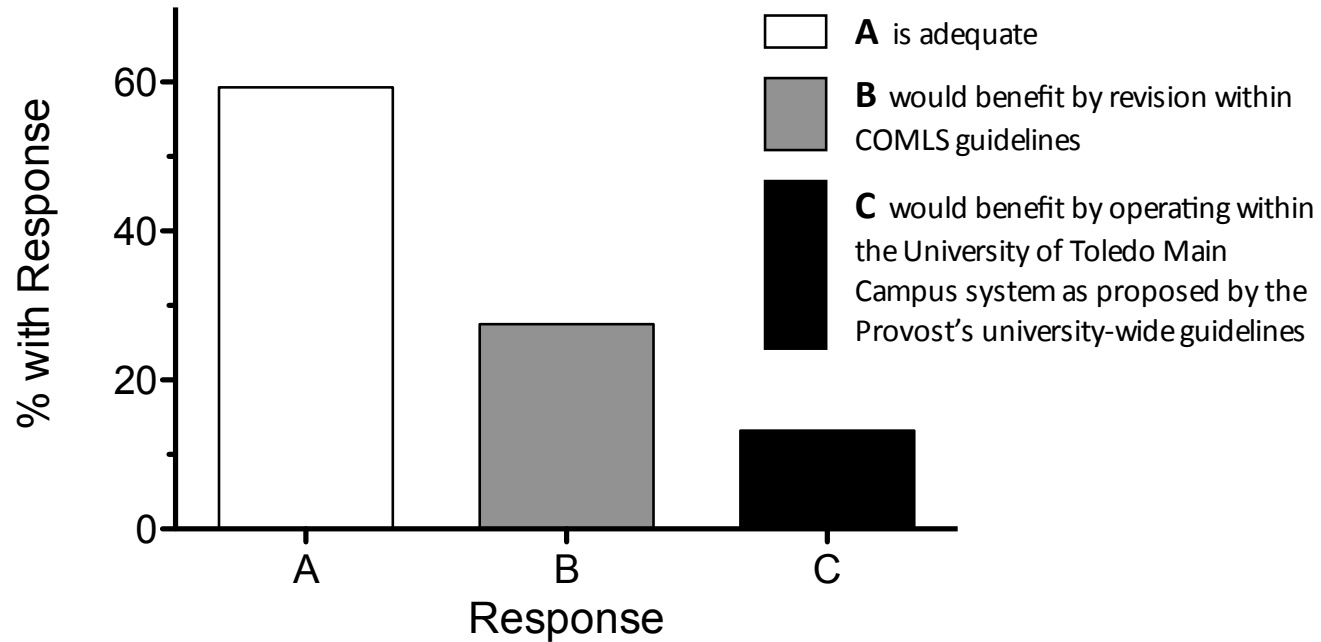
Question 1:

Do you feel that the current COMLS guidelines for tenure and promotion.....



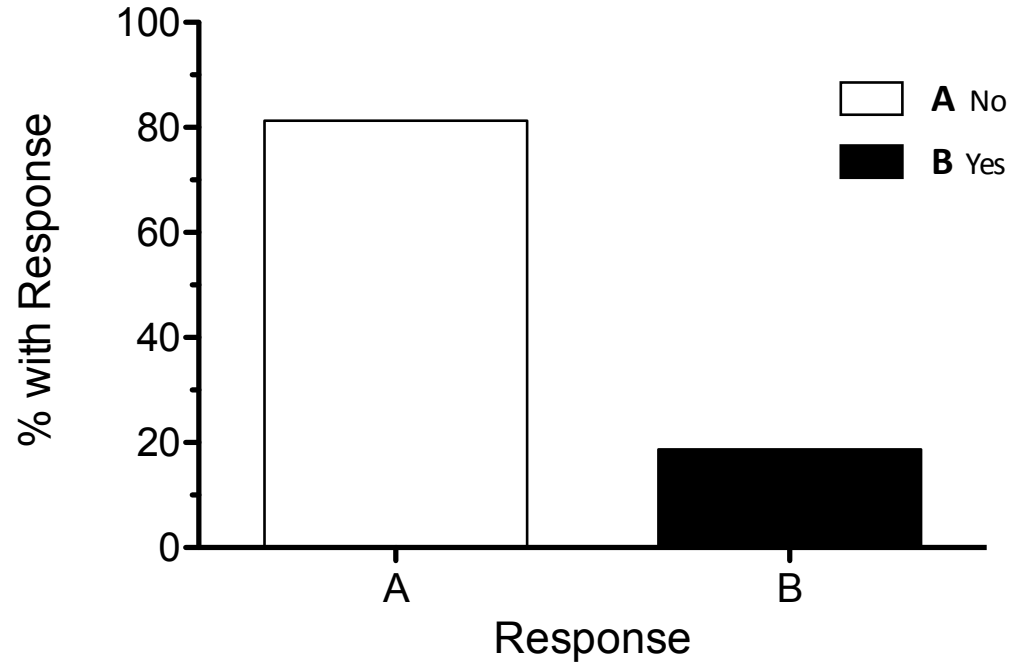
Question 2:

Under the current COMLS guidelines for tenure and promotion do you feel that faculty protection.....



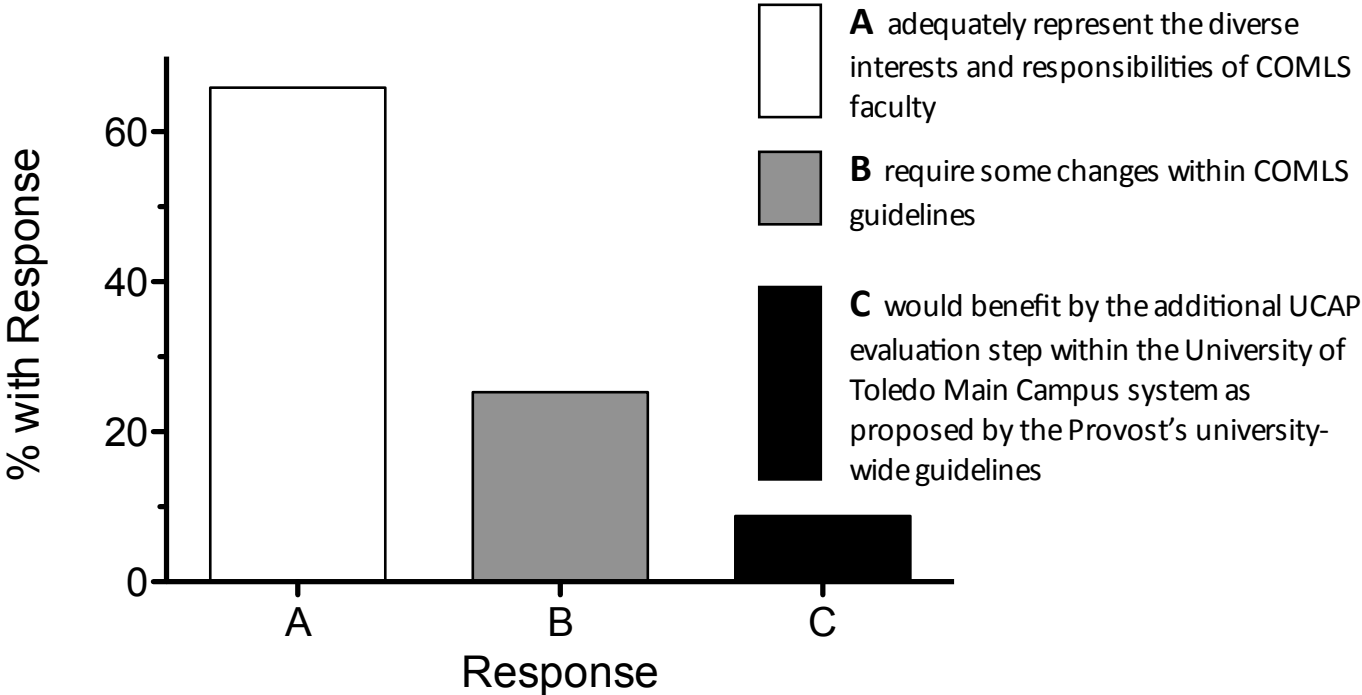
Question 3:

Do you feel that an additional review step by a university-wide committee (UCAP) would benefit the COMLS faculty in the promotion and tenure process?



Question 4:

Do you feel that the present promotion and tenure policies and procedures.....



Selected COMLS Faculty Comments

Regarding Adoption of University-Level Tenure and Promotion Guidelines

- I believe **the promotion and tenure process for medical faculty is already quite complex and is managed well within the medical campus**. Introducing a University-level process may increase the complexity and potentially hamper it.
- Our tenure packets are reviewed by the Dept. promotions committee, by the Chair of the Dept, by the Promotions and tenure committee, and by the Dean, at least. **The process seems fair and adequate scrutiny is given** to the applications as would be expected for an academic institution. In addition, it is unfortunate that faculty will only be able to apply for promotion and/or tenure once a year.
- I think **the UCAP process is not relevant to the COMLS**. Utilizing such a process will further reduce faculty satisfaction with the University and will lead to mass exodus of valued faculty. This is not a positive development and has increased stress for faculty within COMLS. We are not unionized and should not be subjected to this unnecessary change. With due respect the main campus has no expertise or capacity to recommend or deny promotion.
- First of all, **many or most of the main campus faculty have no clue as to how medical faculty members, certainly those in the clinician role, work or relate to teaching. Second, the medical faculty is not unionized and so procedures cannot be blended with the main campus faculty that is.**
- Why is there only **one review per year** instead of the 2 cycle system which has served us well?
- ✓ Should establish some kind of scoring system based on specific track instead of subjectively judged by opinions from individual reviewers.

Report to Com Council February 16, 2018

Marthe Howard
Department of Neurosciences
Representative to the University Research Council

Discussion Points

1) Scholars Institute Program (SIP) – Franck Calzonetti & Jack Schultz

March 5th - 9th

grants process, compliance, IRB, IACUC, etc

**Commitment to Excellence in Medical Education:
Faculty Development Series**

Hosted by the Office of Faculty Affairs & Development

2) Electronic Research Information System Update – Rick Francis

Two Working Groups

core selection committee & **stakeholders group**

3) Research Areas of Excellence - Frank Calzonetti & Jack Schultz

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THREAD 1 CELLULAR DISEASE PERFORMANCE

Dr. Jeremy Laukka, PhD

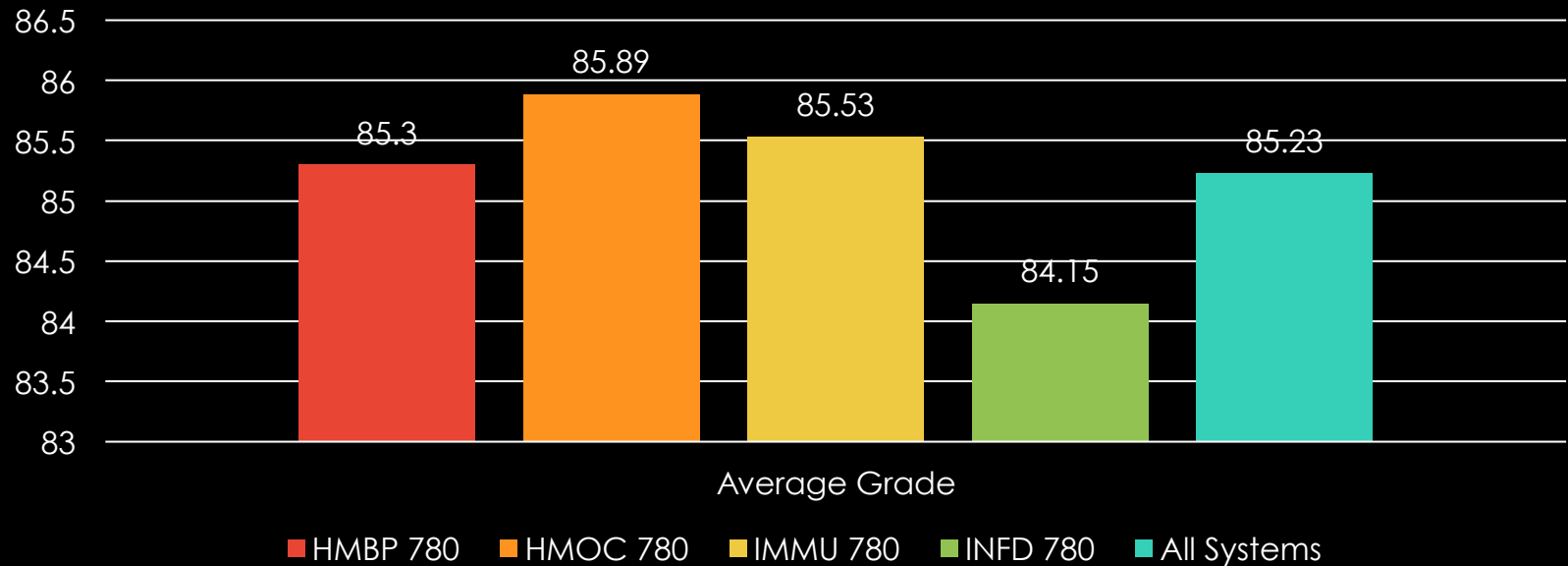
REDESIGNED UTCOM CURRICULUM

Integrated Systems-Based Science Curriculum

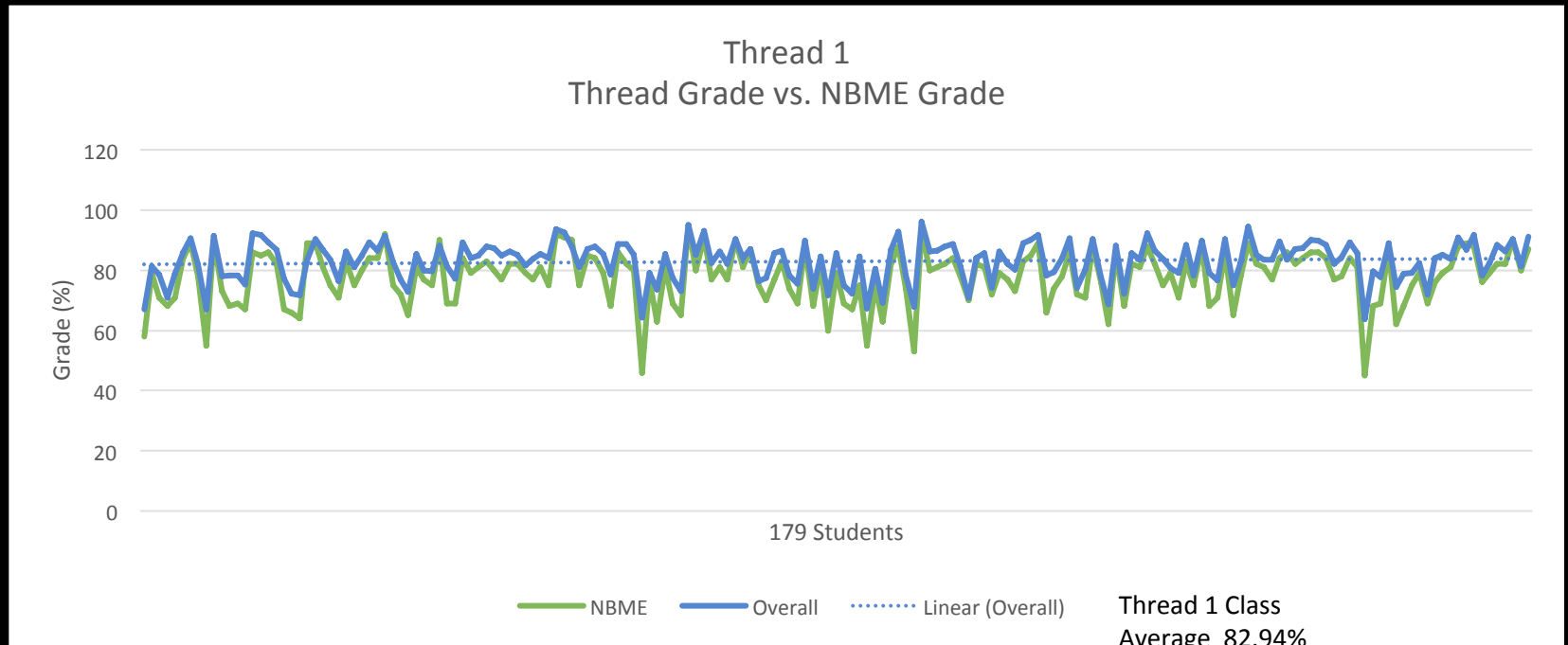
M1 Academic Year											M2 Academic Year				
July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	
Orientation UTCOMLS	THREAD 1: CELLULAR DISEASE					Holiday Break	THREAD 2: BONES-NEURO-BEHAVIOR ("BNB")				Summer Break 9 weeks	THREAD 3: ECOSystems			
	Human Blueprint 5 weeks	Hematology & Oncology 5 weeks	Immunity 3 weeks	Infectious Disease 6 weeks	Comp Exam I		Musculoskeletal System 6 weeks	Neuroscience in Health & Disease 8 weeks	Behavior science & Psychiatric Med 5 weeks	Comp Exam II		Cardiopulmonary & Renal 14 weeks			
Longitudinal Threads	2018 Integrated Clinical Experience →														
	Foundational Sciences: Physiology, Anatomy, Histology, Pathology, Radiology, Pharmacology, Biochemistry, Embryology														
	Principles in Clinical Medicine (PCM): Clinical Skills & Reasoning, Patient Safety, IPE, Population Health, Business in Medicine, Biostatistics, Ethics, Professionalism														
	Leadership Training														
	Career Exploration & Development														
Research															

AVERAGE GRADES

Thread 1
Average Grade by System

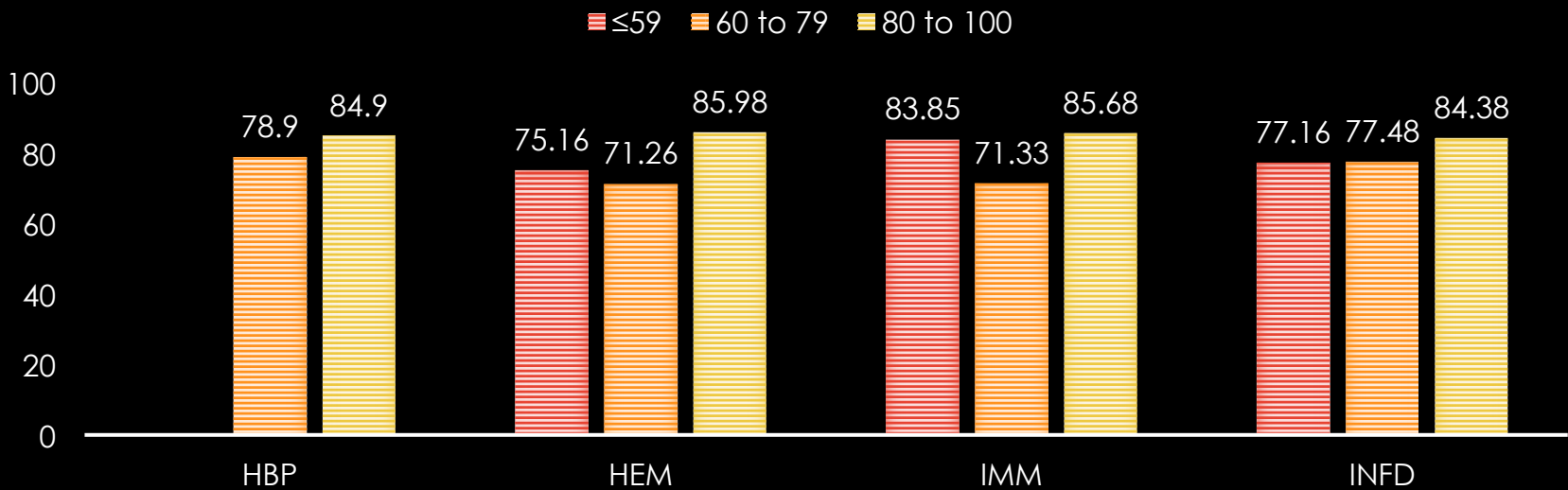


THREAD GRADE VS. NBME GRADE



ATTENDANCE GRADES

THREAD 1 ATTENDANCE/ AVG. GRADE



DISTRIBUTION OF TIME IN EACH SYSTEM

