

**Minutes: College of Medicine and Life Sciences Faculty Council Meeting
Monday, May 22nd, 2023; 12:00-1:00 pm; HEB100 and WebEx**

1. Call to Order: COMLS Faculty Council President: Dr. Obi Ekwenna, M.D. called the meeting to order at 12:03
2. Approval of Minutes from May 5, 2023 COMLS Council meeting
3. **Timothy Zemaitis – Director UTP HR**
 1. Update on Sullivan Cotter Equity analysis of physician compensation
 - Initial report last year – no confidence in the salary data compiled from paper
 - Hired FTE to digitize data via ADP software
 - Launching of UTHHealth
 - Change in Board of Directors
 - Change in Legal representation firm
 - Will provide a timeline next week for the completion of the physician compensation review.
 - Will return to the August Council Meeting with an update as to the status of the review of digital data that was compiled with all of the needed demographics
 - Going forward compensation review will be done yearly.
 2. Process and expectations for using/logging vacation time (UTP/UT), including using Elucian
 - UTHHealth PTO will mirror time in UToledo Elucian system
 - Must track PTO in the employee portal
 - Departmental Administrators will provide this information to UTHHealth monthly
4. **Dean's Reports:**
 - a. **Diversity and Inclusion:** *no new business*
 - b. **Administration & Finance:** Dr. Cooper and Dave Walczak – budget update
 - 6.5M budget reduction for FY24.
 - To recruit clinical faculty, another \$1-2M is needed for FY2024.
 - The Provost's \$6.5 million reduction is independent of potential AAA reductions. In addition to the Provost's \$6.5 million reduction, COMLS is anticipating a AAA reduction of \$2M.
 - Total Budget Reduction = \$6.5M + \$2M + \$1-2M = \$9.5-10.5M.
 - Priorities are to maintain accredited programs and education as well as the research mission.
 - Faculty were given time to ask questions as to the financial situation and enrollment.
 - COMLS 5-year enrollment average is -0.91%
 - How are enrollment declines being addressed in other colleges as our college has been maintaining enrollment numbers over the last 5 yrs?
 - No revenue offsets or one-time budget items will be accepted to meet reductions.

- Draft budget was submitted last week
- Current budget at 8M in cuts
- Deadline was 2 weeks ago
- Staff layoffs are coming – vacant positions will not be filled
- Clinical reductions are affecting the enterprise
 - a. Should we be recruiting new chairs
 - Yes – leadership is needed in this fiscal crisis
- UT projecting another 5% budget cut next year
- Faculty to write a resolution on the budget cut target and the negative outcomes of these actions. What is the rationale for the COMLS to incur 40% of the total budget reduction.
- Committee will be formed and meet on Wednesday to draft resolution.
- c. **Executive Curriculum Committee:** *no new business*
- d. **Clinical Curriculum Reform Steering Committee:** *no new business*
- e. **Office of Faculty Affairs and Development:** Dr. Jason Huntley
 - **Faculty Appeals Policy – 3364-72-51**
 - revisions were discussed
 - Policy will be posted for 30-day comment period

5. **Report from UToledo Faculty Senate:** Dr. Jason Huntley

1. Ohio Senate Bill 83 Town Hall discussion

- Does not allow DEI training to be mandatory
- Prohibits partnerships with China
- Prohibits teaching controversial topics
- There are some medicine and questionable topics (such as abortion) that are excluded from the prohibition

6. **Report from University Research Council:** *no new business*

7. **Old Business:**

8. **New Business:**

9. **Adjourn:** 1:45p.m.