

Minutes 1-26-2024

College of Medicine and Life Sciences Faculty Council Meeting Friday, January 26th, 2023; 12:00-1:00 pm; HEB 105 and WebEx

1. **Call to Order:** COMLS Faculty Council President: Dr. Jennifer Hill, Ph.D. at 12:01 p.m.
2. **Approval of Previous Minutes:** December 15th 2023
3. **Dean's Reports:**
 - a. **Administration & Finance:** Dr. Cooper & Dave Walczak
 1. **FY25 Budget Update:**
 2. **Update on Open Chair Searches:**

Dr. Cooper: Department of Medicine has 2 finalists and we have completed a third interview with one of the candidates and the other is scheduled in February. Department of Pediatrics, we have 4 finalists, 2 have completed third round interviews and two are scheduled for third round interviews in early February. So the third round interviews were both departments should wrap up shortly. It's possible we may need to bring folks back for 4th time, but that continues to move along.

Dr. Cooper: Dave's going to talk about the budget. I would like to make a quick comment before he does that this is the season where we submit our data to U.S. news and world reports for national ranking status. As you guys know, for the first time this past year, the College of Medicine was nationally ranked in both research and primary care. Dave shared some good news with me this week. There are three of the core measures NIH funding is up \$2 million over the prior year, which will clearly be helpful. And there really is a testimony to the great work that many of you in the audience are doing to keep the college, your departments and the research efforts moving forward. So, you guys should feel very proud of the progress that we're making. The second is that the total faculty within the college this year is up by another 20 faculty to 928. The one thing which is down is the number of completed applications for the MD program. Why are applications down or down nationally a little bit, but also the group in admissions has tightened up the criteria for sending out a secure application. We have a slightly fewer number of applications. It doesn't have any reflection on the quality of the applicant, but we will see that go down a little bit.

Dave Walczak: Good afternoon. Some updates on FY25 budget. We began by having some discussions with the Provost and Finance. The first part of the meeting was about program prioritization. With the help of Dr. Williams we went through programs and courses that have been offered and sort of cleaned up those courses that are no longer needed, no longer offered, or no longer in the college. This is now complete for COMLS. The second part of the meeting focused on discussing the College of Medicine and our alignment with the FY25 budget and 3 areas of concern for COMLS. The first one was the historical budget cuts we've had recently in the college and how that does not align with how the college performing. For example, we talked about enrollment for FY23 year which was up 3.2%. Also, tuition revenue generated in the college by MD tuition increases and PA tuition increases last FY. Research expenditures were

up 6% last year FY23 compared to FY22 in the college. So based on that data, we proposed that the COMLS budget being increased by 3%. So that was the pitch that Dr. Cooper made to the Provost and the CFO during that meeting.

Dr. Cooper: Just one piece of context so you know where we are. We also provided data to both of them that in the last two years the college budget has been cut by \$15.5 million despite the continued growth and revenue and so this next year, it's been too much, and this next year the budget needs to go up.

Dave Walczak: The second item we talked about was how the alignment of the College of Medicine budget with the UT Health. And there's a need to come up with a definite plan of how we are funding clinical faculty. So, for example, last year we hired or this year we had a recruit list over 20 clinical faculty between 20-25 and those are direct expenses to the College of Medicine budget. So, there's a need for funding from UTHealth or offset or help with those expenses. The third item we talked about was the alignment of student fees that are providing support for centers such as the Simulation Center. For example, students are charged a technology fee for support of the Simulation Center that generates about \$400,000 from here in the college. However, that money doesn't come directly to the simulation center and is going to the Central university and is an issue that that we are going to work to address.

Dr. Willey: So that big question is regarding the UTHealth that's being perceived as a UTP/UTMC. My understanding is that funding for faculty in part comes from UTP/UTMC. Is money generated from these sources diverted over to other components and are we going to be able to hang on to those monies. So, the question is funding and revenue generated by UTP/UTMC and how that supports the College.

Dr. Cooper: When UToledo Health Organization was created, one of the documents that was supposed to be created was an affiliation agreement between the medical school and UTHealth. I think this is one of those areas where probably some additional definition would be helpful which is, as we grow clinical faculty. This would be the resources available to pay their academic salaries because and when we require a clinical faculty member that does not generate more dollars for the medical school, it just doesn't, right. I mean they're valuable for the overall enterprise. So, creating a logical connected funding stream to ensure we can continue forward the way we wish I think is important that's what the point of that was.

Dr. Nazzari: What is the role of the school of recruiting clinical faculty?

Dr. Cooper: Dave works with John Huber to build the offer letter to clinical faculty. Typically, clinical faculty are offered a modest academic salary to recognize their efforts in teaching students and residents and their academic activities. Oftentimes that's in the \$25,000 to \$30,000 range for their academic salaries. There are times when we provide more academic support to recruiting clinical faculty. Those are for research intensive clinical faculty. The Deans office works closely with UTP to help build the offer letter for the clinical faculty and also to ensure that we pay attention to all the details that need to be done when those offers are given.

Dr. Nazzari: What are the criteria for who we decide who comes in and made the comment that the faculty don't have much role anymore in the selection.

Dr. Cooper: You know on the UTP side I will have UTP answer to that. On the college side, you know one of the things I ask for is a CV as an example for all of the recruited faculty and I reviewed the CV because one of the things which occurs is where the faculty are assigned to a specific track. This could be in the clinician scientists track, the clinician educator, the practitioner track and assuring that whatever track somebody's coming in at has to be vetted. Then also we're assigning the right compensation. So, if somebody's a clinician scientist, they're going to have an active research lab that we need to make sure they have start up packages and salary.

Strategic plan update – Dr. Cooper

The University created a new strategic plan that was released last summer. The colleges have all been asked to have an aligned strategic plan. There is a timeline assigned and I have informed the committee Co-chairs. The initial timeline suggested we have a draft to the Provost office by February 24th and I am confirming whether this is a draft or final product. Co-chairs have been appointed and panels have begun their work. I think all of the subcommittees have met at least twice. Some have been three times. Some are at different levels of development. But the work is going on and there are six goals.

Goal 1: Ensure Student Success from Recruitment Through Graduation

Bindu Menon and Jeremy Laukka

Goal 2: Deliver Relevant and Innovative Academic Programs

Lori DeShetler and Imran Ali

Goal 3: Set the Standard for Health Education and Patient Care

Ellen Hagopian and Jim Van Hook

Goal 4: Distinguish UToledo Regionally, Nationally and Internationally

Bina Joe and David Theby

Goal 5: Foster a People-Centered Culture

Kimberly Jenkins and Jason Huntley

Goal 6: Position UToledo for Future Success Through Financial and Operational Effectiveness

Jennifer Schaefer and Mark Wooten

Our goal in the next few weeks is to get their recommendations wrapped up. We're going to have a faculty meeting mid-February where we're going to socialize the first pass of goal setting and metrics with the faculty and really want to get as much participation in that as possible, so we can get robust feedback. We know we're on a really tight timeline. I would like to do as we've done before, which is to socialize by putting posters up. Getting input potentially from students, residents and faculty and staff to get as much inclusion as possible. I really do think that something as important as the colleges strategic plan and we really need the power of all

of us to best inform that plan. We're on a tight timeline - February 24th for a draft. I am hoping to get as much participation as we can and get to a quality final product.

a. **Office of Faculty Affairs and Development: Jason Huntley, Ph.D. & Ms. Wafaa Hanna**

3. Retirement planning sessions: **Ohio STRS on February 6th at noon** (watch your email for details), as well as Voya, AIG/Corebridge, and Fidelity.

Dr. Jason Huntley: In December we had someone talk about retirement preparation and so following up on that, that was more focused perhaps on the alternative retirement or planning some other alternatives on February 6th, which is a Tuesday at noon in this room will have the Director of STRS to come in and talk about the pension system. If you have questions about that, there are some changes coming, that won't just be years of service and or age. We just finished the APT committee going through promotion and tenure dossiers. It's time to start thinking about next year because as many of you know you have to ask for recommendation letters way ahead of time, so Wafaa and I are holding promotion and tenure workshops March 27th and March 28th. You do not have to definitively know if you're going up, if you're thinking about it, if you have questions about the track, the criteria, what is tenure, what are the qualifications, timeline, it's a chance to answer these. And again, if you could RSVP for these, we can prepare kind of customized slides again based on the track, the criteria etcetera.

FACULTY DEVELOPMENT

"STRS Ohio Benefit Information: What You Need to Know"

Tamla Cole
Assistant Director
Member Engagement & Outreach

STRS Ohio

JOIN US FOR AN ENGAGING FACULTY DEVELOPMENT SEMINAR

TUESDAY, FEBRUARY 6, 2024
12:00 PM

Health Education Building, Room 105 and WebEx

Hosted by the COMLS Office of Faculty Affairs and Development

UT COLLEGE OF MEDICINE AND LIFE SCIENCES
THE UNIVERSITY OF TOLEDO

FUELING TOMORROWS

Promotion and Tenure Workshops

- Wednesday, March 27, 5:00-6:30pm
- Thursday, March 28, 12:00-1:30pm

Review and guidance on: CV format, Faculty180, criteria, tracks, recommendation letters, etc.

THE UNIVERSITY OF TOLEDO

Committee on Faculty Rules and Regulations Update – Dr. Lori Deshetler

1. Revised Faculty Rules and Regulations Discussion: see slides attached

Lori DeShetler: I wanted to give you an update today. The Committee on Faculty Rules and Regulations has been meeting for the last eight months to update this document. So, what are the faculty rules and regulations for those of you that don't know this is the agreement for

those in the College of Medicine and Life Sciences who are not bound by a collective bargaining agreement, it also applies to a select group of faculty within the College of Health and Human Services. This document has not been updated for about 3 years, so that was our responsibility this past academic year to go through and make updates. We began this review about eight months ago in May and our committee is comprised of a total of 10 members. Wafaa is the ex officio member, so that composition includes 8 faculty within the College of Medicine and Life Sciences and then two members from Health and Human Services, which are doctors, Metz and Steiner. In order to amend the faculty rules and regulations, there is a process within the document that we have been following. Currently we're in the box that is shaded in yellow below. Our committee has been working and I want to just thank all the members that are on the committee and some of you are present today for your work really going line by line in this entire document, so thank you for that work. After we came up with the revisions in about November/December, we sent these revisions to the Deans of both colleges for review. We received comments back from both of them and am presenting there to you today. I'll also do this for the Health and Human Services faculty and then our committee will reconvene. If any of you have feedback following today's presentation or the faculty from HHS, our committee will reconvene to review those and then we'll submit that final proposal to the Provost office. So then from there it's out of our hands, the Provost reviews and makes any changes that are needed and then the Provost submits to the President and then finally gets submitted to the Board of Trustees. Our goal is for the rules and regulations to go forward to the Board of Trustees for their meeting in April. What I'm going to go over some of the high-level changes that we made so that you have a rough idea going through this.

Faculty weighed in on the discussion on the section associated with Tenure (full time Faculty only) and circumstances in which a member going to part time may be considered eligible to maintain tenure without penalty. Comments included those having FLMA for a birth, adoption, taking care of a family member or medical diagnosis. Current rules and regulations require a tenured faculty member to be full time and is regulated by the State of Ohio requiring sustained and ongoing contributions with post tenure review.

Lori DeShetler: This will be emailed out to all of you who to have an opportunity to review it on your own time. If you have further comments that you would like to share with the committee, please send them to me. So next there was an addition that the Committee made about annual increases. This is brand new language that has not been in the faculty rules in the past. As it reads, we state that the University will provide faculty members with legal cost of living increases linked to the US Bureau of Labor Statistics Consumer Price Index to remain nationally competitive. Now, the reason that the committee felt very strongly that this language should be included is because Dr. Cooper is going to be stepping down and it has been his practice over the last 10 years to honor this. However, it's not officially written in the document and so we wanted to include that. There was a comment from Dr. Merrick from the College of Health and Human Services about whether we should tie this to the unionized faculty, but because we are not part of that collective bargaining agreement, we wanted to keep the language separated from their bargaining union, because we're not part of that that group. As an example, in FY24, our college faculty received a 2% increase while the unionized faculty from the main campus did

not receive anything because their bargaining unit is in the middle of negotiations. Therefore, we felt that it was important to include that in this document.

One other change has to do with when contracts are released. Dr. Merrick suggested extending the amount of time we're providing for more flexibility for when the annual contracts are released to faculty. In the current approved faculty rules and regulations, it states that the contracts will be provided to faculty 4 weeks prior to the end of the expiration date of the current contract. Dr. Merrick was asking for more flexibility. As an example, his faculty did not receive their contracts until September of 2023. We wanted to honor a little bit of flexibility, but also provide enough time that contracts could also be reviewed in a timely manner and therefore expanded from four weeks, to no later than two weeks prior. This provides a little bit more cushion of an additional 2 weeks but remaining prior to the expiration date. The last major change that we made to the document, it wasn't language as much as it was just clearing up what we mean when we say non-tenure, or do we mean that that individual is tenure eligible to distinguish that they just haven't received tenure yet or are they are on a non-tenure track? We broke this information down so that it was very clear, and you'll see that on pages 11 through 14 when you review the document. Another change was regarding the research track where we discussed requiring a 90-day notice. So that was language that was previously not in the document, but we felt that we needed to spell that out in the rules.

Wafaa will send the document out to all of you. If you have any comments for the committee, please send them to me by February 21st. At that date, our committee is going to be reconvening to discuss all of the topics that have been part of the conversation today and anything that comes up. Then a final document is prepared and sent to the Provost's office.



1

FACULTY RULES AND REGULATIONS

- For faculty not bound by Collective Bargaining Agreements
 - College of Medicine and Life Sciences
 - College of Health and Human Services
- Last approved by the Board of Trustees 12/14/2020



2

2

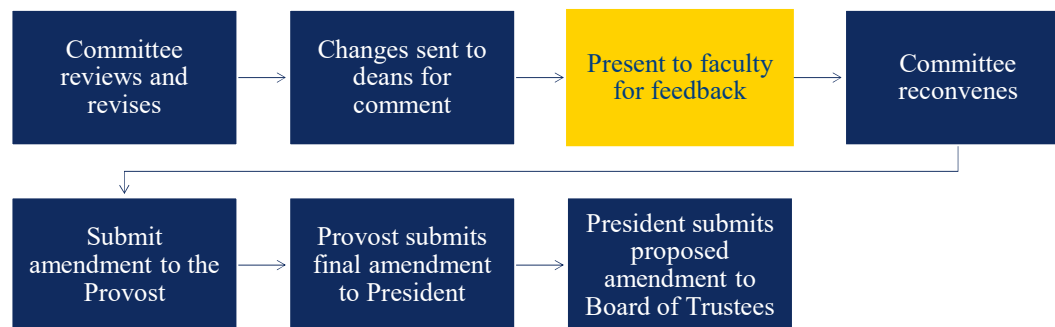
FACULTY COMMITTEE ON RULES & REGULATIONS

- Began review May 2023
- Committee members:
 - Lori DeShetler, Chair
 - Adel Maklad
 - Wafaa Hanna, ex officio
 - Ahmed El-Zawahry
 - Alexia Metz
 - William Davis
 - Nikolai Modyanov
 - Joan Duggan
 - Victoria Steiner
 - Beata Lecka-Czernik
 - Benjamin Tobias



3

PROCEDURE FOR AMENDMENT



4

AMENDMENTS

ARTICLE I Scope and Procedure

A. Scope

These Faculty Rules and Regulations ("Rules and Regulations") govern the Faculty (defined below) of The University of Toledo ("University") in the College of Medicine and Life Sciences and in the College of Health and Human Services who are not bound by a collective bargaining agreement.

B. The University of Toledo Mission Statement

The University of Toledo improves the human condition as a public research university and academic medical center whose mission is to educate students to become future-ready graduates, cultivate leaders, create and advance knowledge, care for patients and engage our local, national and global communities.

C. The University of Toledo Vision

The University of Toledo will impact the present and shape the future through our actions and discoveries. To achieve this vision, we will:

- Prioritize student success, health and well-being;
- Create a diverse community built on foundations of respect, inclusion and belonging;
- Embrace a people-first culture where we are known for outstanding student experiences, alumni and donor engagement, patient satisfaction and as an employer of choice;
- Launch graduates equipped to think critically, act ethically, collaborate and communicate effectively in diverse environments, and apply their knowledge and skills to analyze and solve real-world problems;
- Build on our distinct strengths and invest in areas that increase the University's impact;
- Foster research, innovation, discovery and creative work that transform our world;
- Partner with our communities to advance our mutual success and create opportunity for all;
- Inspire a love of life-long learning and commitment to serving others; and
- Develop and strengthen relationships that invest in our mission to improve the human condition.

5



5

RESPONSE TO COMMENTS

L. Faculty Tenure

The University only awards tenure through specific action of the Board. Tenure cannot be awarded by a college, department, school, division, program, or individual. This provision does not apply to Faculty with Visiting, ProMedica Practitioner, or Community-Based Appointments.

1. Definition of Tenure

Tenure of a Faculty Member is a commitment by the University to ensure academic freedom and continuous employment of such Faculty in meeting the goals, needs and objectives of the institution. Tenure may be held at only one institution at a time.

2. Eligibility for Tenure

Only full-time Faculty Members primarily employed by the University who hold Regular Appointments as professor or associate professor in tenure-eligible tracks may be considered for tenure. Tenure is awarded to a qualified Faculty Member based on the Faculty Member's projected contributions to the goals, needs and objectives of the University and its constituent colleges, departments, schools, divisions and programs. These criteria are delineated in the Faculty Tracks for Academic Rank and Criteria for Promotion and Tenure (COMLS), Procedures for Appointments, Promotions or Tenure (COMLS), and the Faculty Handbook (HHS). The candidate for tenure must:

6



6

AMENDMENTS AND COMMENTS

0. Compensation

1. A Faculty Member's rate of compensation is indicated in the Faculty Member's annual University Faculty appointment letter approved by the Board.
2. The appropriate dean will review Faculty salaries on an annual basis with the department/school chair and will submit conclusions and recommendations to the Provost, who will review and as appropriate forward to the President.
3. The University will provide Faculty Members with annual cost of living increases linked to the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) to remain nationally competitive.

7



7

AMENDMENTS AND COMMENTS


2. Termination of a Regular Appointment in a Tenure-Eligible Track without Tenure
 - a. Termination by Non-Renewal
 - (1) Decision for Non-Renewal
The recommendation to terminate a non-tenured appointment in a tenure-eligible track by non-renewal will be made by the department/school chair (if applicable) and the dean and will be issued by an appointing authority.
 - (2) Notice Requirements to Non-Tenured Faculty in a Tenure-Eligible Track

Page 11

8




8



NEXT STEPS

- Wafaa will email the document
- Send feedback to me by 2/21/24
- Committee will reconvene
- Document will be sent to the Provost



9

Dr. Zhang: Alright, before I get into our discussion, I have a small announcement to make. Some of you have been asking me when are we going to find a permanent person to replace me? I did speak with Dr. Cooper and he wanted it to stay as is because he wants the new Dean to pick his or her own Associate Dean for Research.

InfoEd is required starting February 5th for all grant submissions other than those going back in after review in the March 5th cycle. After this deadline all submission will require InfoEd.

- Not required for some applications in which you are a Co-I or a sub-contract.
- Assembly of the PDF prior to routing for signatures is required or your chair will not receive.
- If you have problems and need help send email to: Infoed@utoledo.edu and they respond quickly.

*Dr. Zhang: **Research classification (see attached slides):***

Dr. Schall VP RSP has been working on the University Carnegie Classification. UToledo is currently an R2 institution and will likely qualify as an R1 FY24. We have reached research dollars over 60 million everything altogether whether it's federal or it's private. As a medical school we were ranked as 100 prior to the merger and in 2020 we were ranked 119. This drop was terrible, and we have begun to improve and are currently at 105 and we want to move back into the top 100. What is the best way to achieve this goal? Suggestions are multiple R01s, PPGs, T32s, retention, recruitment, clinical research support, collaborations, etc.



InfoEd

- **Required, February 5th deadline for NIH R01s**
- **Not required, supplemental applications or UT as a subcontractor of NIH applications from other institutions.**
- **Optional, March 5th deadline for NIH revision R01s**
- **Make sure to assemble into PDF and review before submit for routing**
- **Contact InfoEd@UToledo.Edu or Rick Francis**



CARNEGIE CLASSIFICATION

- **R1:** Doctoral Universities – **Very high** research activity
(Average research expenditures of \geq \$50 million for FY21-23)
- **R2:** Doctoral Universities – **High** research activity
(UToledo currently in **R2**, but expected to be in **R1** in FY24)



UToledo Research Ranking

NSF HERD DATA

Institution	Rank FY22	Rank FY21	All R&D expenditures	Source of funds in FY 22 (in \$1000)							
				Federal	State & local	Institution	Business	Nonprofit	All other		
Ohio State U.	11	12	1,363,388	636,902	66,409	424,790	141,894	52,073	41,320		
U. Cincinnati	49	51	615,070	350,392	6,044	161,967	45,002	38,204	13,461		
Case Western Reserve U.	62	66	467,389	380,423	6,503	53,133	4,856	20,142	2,332		
U. Dayton	128	132	211,494	203,206	756	853	5,620	408	651		
Cleveland State U.	178	177	81,225	53,395	848	18,497	3,481	4,812	192		
U. Toledo	192	196	64,654	36,694	1,211	19,679	3,312	3,509	249		
Ohio U.	209	206	52,465	20,587	1,035	26,187	3,634	634	388		
Kent State U.	210	205	52,175	16,195	1,308	32,748	640	1,242	42		
Wright State U.	261	250	27,440	20,529	757	5,368	407	343	36		
Miami U.	254	255	28,799	10,277	1,997	13,843	1,375	969	338		
U. Akron	291	294	19,943	11,036	160	5,608	2,102	893	144		
Bowling Green State U.	293	285	19,342	7,918	1,649	8,895	122	758	0		
Central State U.	347	355	10,274	5,576	3,039	1,659	0	0	0		
Youngstown State U.	457	491	4,157	3,533	260	305	42	17	0		



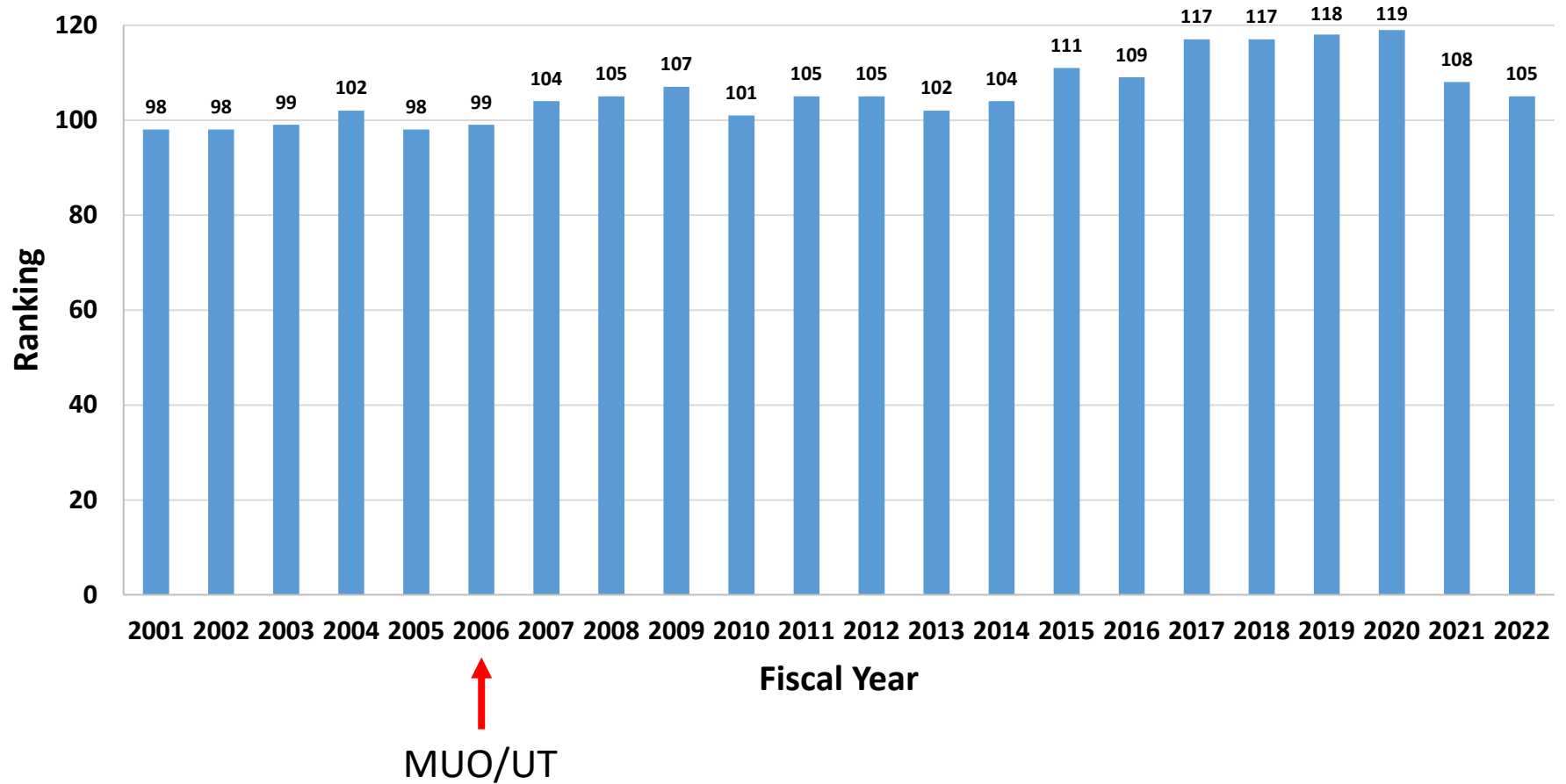
UToledo Research Ranking

NSF HERD DATA – FEDERALLY FINANCED EXPENDITURES

Institution	Rank FY22	Expend. FY22	Expend. FY21
Ohio State U.	22	636,902	559,797
Case Western Reserve U.	43	380,423	340,438
U. Cincinnati	49	350,392	309,097
U. Dayton	79	203,206	181,445
Cleveland State U.	164	53,395	47,402
U. Toledo	181	36,694	32,601
Ohio U.	229	20,587	19,164
Wright State U.	230	20,529	19,617
Kent State U.	244	16,195	15,179
U. Akron	279	11,036	9,024
Miami U.	283	10,277	9,412
Bowling Green State U.	310	7,918	7,263
Central State U.	336	5,576	4,165
Youngstown State U.	380	3,533	2,198



COMLS Historical NIH Ranking





COMLS NIH Awards and Rankings in FY2022

	Medical School Names	Total Awards	Direct Costs	Direct %	Indirect %
98	UNIVERSITY OF NORTH DAKOTA	\$18,053,063	\$13,609,947	75.4	24.6
99	UNIVERSITY OF SOUTH CAROLINA COLUMBIA	\$14,444,667	\$11,626,197	80.5	19.5
100	LOUISIANA STATE UNIV HSC SHREVEPORT	\$14,339,899	\$10,112,409	70.5	29.5
101	UNIVERSITY OF CALIFORNIA RIVERSIDE	\$12,412,772	\$8,533,739	68.7	31.3
102	FLORIDA STATE UNIVERSITY	\$12,037,798	\$9,186,160	76.3	23.7
103	HOWARD UNIVERSITY	\$12,017,510	\$8,137,347	67.7	32.3
104	TEXAS TECH UNIVERSITY HSC LUBBOCK	\$11,423,723	\$7,539,193	66.0	34.0
105	UNIVERSITY OF TOLEDO HLTH SCI CAMPUS	\$10,566,484	\$7,383,211	69.9	30.1
106	ALBANY MEDICAL COLLEGE	\$10,385,799	\$6,606,620	63.6	36.4
107	FLORIDA INTERNATIONAL UNIVERSITY	\$9,998,412	\$7,731,952	77.3	22.7
108	UNIVERSITY OF CENTRAL FLORIDA	\$8,886,987	\$6,536,063	73.5	26.5
109	UNIVERSITY OF SOUTH DAKOTA	\$8,590,597	\$6,629,868	77.2	22.8
110	WASHINGTON STATE UNIVERSITY	\$8,302,448	\$6,336,162	76.3	23.7
111	CREIGHTON UNIVERSITY	\$7,631,556	\$6,649,466	87.1	12.9
112	EASTERN VIRGINIA MEDICAL SCHOOL	\$7,365,364	\$5,596,110	76.0	24.0
113	LOMA LINDA UNIVERSITY	\$7,248,771	\$5,012,279	69.1	30.9
114	CHARLES R. DREW UNIV OF MED & SCI	\$7,101,703	\$5,282,162	74.4	25.6
115	UNIVERSITY OF TEXAS AUSTIN	\$6,998,403	\$5,160,124	73.7	26.3
116	EAST CAROLINA UNIVERSITY	\$6,880,337	\$5,041,456	73.3	26.7
117	UNIVERSITY OF SOUTH ALABAMA	\$6,771,655	\$4,574,076	67.5	32.5
118	NEW YORK MEDICAL COLLEGE	\$6,466,442	\$4,355,323	67.4	32.6
119	PONCE SCHOOL OF MEDICINE	\$6,463,666	\$4,431,323	68.6	31.4
120	NORTHEAST OHIO MEDICAL UNIVERSITY	\$6,443,908	\$4,193,424	65.1	34.9
121	MARSHALL UNIVERSITY	\$6,140,139	\$4,898,241	79.8	20.2
122	MEHARRY MEDICAL COLLEGE	\$5,777,692	\$4,936,889	85.4	14.6
123	EAST TENNESSEE STATE UNIVERSITY	\$4,661,683	\$3,277,207	70.3	29.7
124	ROSALIND FRANKLIN UNIV OF MED & SCI	\$4,603,192	\$3,169,940	68.9	31.1
125	WRIGHT STATE UNIVERSITY	\$4,452,115	\$3,186,945	71.6	28.4



How?

- **Multiple R01s**
 - Please do not stop when you receive a R01
 - Please consider using non-modular budget
 - Tuition budget
- **MPI R01s, PPGs, Center and SPORC grants**
 - How to stimulate collaboration?
- **T32s**
 - Please support our PIs trying to apply for T32s
- **Research In Clinical Departments**
 - Investigator-initiated clinical trials
 - Translational research
- **Retention**
 - Resources needed for retention
- **Recruitment**
 - Research space (new and renovations of old)
- **Any other suggestions? Please email me or call me**

Dr. Vely: Commented on the resignation of Dr. Rebecca Ramirez and the clinical faculty are struggling.

Jennifer Hill: Thank you for that comment and for those who aren't aware, Dr. Rebecca Ramirez resigned officially at the end of the day yesterday. We had actually been working really hard to bring her to talk with us and so now we are changing tack. We are trying to get Tim Zemaitis to come and speak with us on a number of issues. Dr Huber is also on the list of people we want to bring but, I feel for our clinical faculty. This is definitely a time of transition and instability, so thank you for bringing that up.

Our Council Committees also have some work to do this spring. I just wanted to mention the Bylaws Committee is going to be working on an update on who is eligible to become VP? So that needs to happen. The Faculty Affairs Committee will be working on the basic science equity salary equity update. Again, we can't move forward on the clinical side without a partner there. Academic Affairs Committee is going to be following up on curriculum changes and the budget committee's key priority for them is to select two people to serve on the Deans Budget Committee to help this spring as budget is finalized.

Dr. Huntley: Dean Search Update: I talked to Melissa Hurst, who's in charge of the various executive searches. Melissa Hurst said that Dr. Postal asked Mike Ellis if he would serve that as Co-chair. To replace Rebecca Ramirez on the Dean Search, he's agreed. For some clarity on the Dean search, I'm one of the members, Jim Kleshinski, and Andrea Kalinoski. We are starting candidate review mid-February and Melissa told me today there's a number of really good, really well-rounded candidates already. So, it's a long list of people. So, what is the timeline? So, the timeline tentatively is again First reviews mid-February. Virtual interviews End of February. On campus interviews mid-March. This is tentative and is an aggressive goal is to have. Kind of final rounds, early April, offers mid-April, someone in place May, June. It is a really aggressive timeline.

Dr. Zhang: Will Faculty of the COMLS have a chance to meet with them.

Dr. Huntley: Yes, the question is whether or not College of Medicine and Life Science faculty get a chance to meet the candidates? Definitely - we brought that up in the early search committee meetings. There will be town halls. I can promise that. Other questions?

New Business:

Dr. Kennedy:

- 1.) New policy from IT says they have been instructed to remove all administrative rights from the computers. Adding or removing programs will need to go through IT.
- 2.) Can a firewall be placed between the COMLS and UPMC to reduce risks?

Adjourned 1:15p.m.