

**Minutes 10-27-23: College of Medicine and Life Sciences Faculty Council Meeting
Friday, October 27, 2023; 12:00-1:00 pm; HEB 100 and WebEx**

1. **Call to Order:** COMLS Faculty Council President: Dr. Jennifer Hill, Ph.D. at 12:04 p.m.

2. **Dean's Reports:**

a. **Administration & Finance:** Update from Dr. Cooper and Dave Walczak

- **Dave Walczak** - FY25 Budget in planning phase no details from Administration yet.
- Research Incentive Policy changes include a decrease in the departmental share from 30% to 20% with no change to the PI rate of return. This was approved by faculty in a meeting last FY.
- **Dr. Cooper** – Budget is in a holding pattern.
- Academic Affiliation – nothing new to report as meetings and discussions are ongoing.
- Chair Search update: Dr. Robert Smith named chair in Psychiatry.
- Orthopedics has some excellent internal and external candidates and they are close to wrapping up the search.
- Medicine and Pediatrics are making progress and have candidates scheduled into December.

b. **Office of Faculty Affairs and Development: Wafaa Hanna, Director of Faculty Affairs**

1. *Faculty Development Session on November 8th at 8:00 a.m. in HEB103 "Advancing Health Care Well Being"*
2. *Promotion and Tenure Review is commencing for the 2023-2024 cycle.*

c. **Research Advisory Committee:** Dr. Jian-Ting Zhang, Interim Sr. Associate Dean for Research

1. Introduction and Vision of the Interim Senior Associate Dean for Research

Responsibilities/Job of the Senior Associate Dean of Research:

- Our research faculty and staff need a good advocate on their behalf.
- Help to advise the Dean on our research programs and compliance.
- It is imperative the Dean understands the importance of and supports research.
- Working to rebuild trust and determine the research vision and goals.

Achievement so far includes:

- Helping with the Core Facility Budget and personnel
- Communicating with Dr. Lisa Root and DLAR to improve compliance.
- Meeting with Chairs to promote research and the best way to advocate for research.
- Activated the Research Advisory Council (RAC) to address research issues.
 - Medical Research Society RFA and review process underway.
 - Bridge Funding RFA is to be sent to faculty.
 - Establish a program for recognizing R01-funded faculty.
- Rebuilding JCCTR and providing needed help in CeDER.
- Establishing a good relationship with RSP office.

2. Updates regarding Clinical and Translational Science Award (CTSA).

Discussed the Clinical and Translational Science Center – Northern Ohio Award (CTSC Award)

- NCATS in NIH provides CTSA to institutions to promote clinical and translational research.
- Case Western CTSC with CTSA since 2007
- Successfully Renewed in 2023 with new partners including UToledo and NEOMED.

- Total award of \$56.3 million over 7-years
 - KL2/K12 (career dev)
 - TL1/T32 (predoc & postdoc)
 - R25 (undergrad research)
 - RC2 (innovation program; roadblocks in C/T Sci)
- UToledo subcontract of total ~\$500k.

4. Report from the COMLS Council Executive Committee: Dr. Jennifer Hill, Ph.D.

- a. CFO Matt Schroeder and Interim Provost Dr. Scott Molitor to attend a second COMLS Council meeting on November 17th 2023.
- b. Dr. Rebecca Ramirez – Director, UT Health (scheduled for a future COM Council Meeting) with Timothy Zemaitis – Director UTP HR and John Huber – Chief Administrative and Financial Officer UT Physicians Inc.
 - i. Update on Sullivan Cotter Equity analysis of physician compensation.
 - ii. Questions regarding UTP/UT Health/UTMAC
- c. Reminder that nominations to serve on the search committee for our next COMLS Dean are due by October 31st to Candace Busdiecker (candace.busdiecker@utoledo.edu) in the Office of Faculty Affairs and Development by 5p.m.

A letter was sent to President Postal and Interim Provost Molitor concerning the COMLS Dean Search and stated the following:

“As you know, the College of Medicine and Life Sciences (COMLS) Faculty Council is the elected representative body of the COMLS Faculty that promotes the missions, functions, and interests of the College and its Faculty. As such, and given Dr. Christopher Cooper’s October 4th, 2023 announcement that he intends to step down as COMLS Dean on June 30th, COMLS Faculty Council is respectfully requesting information about the projected timeline to rapidly launch and execute a national search process for a new COMLS Dean. In addition, COMLS Faculty Council is strongly recommending that you to appoint search committee members who truly understand the complexities of academic medicine, medical education, biomedical and translational research, teaching hospitals, physician practice groups, and academic affiliations. Finally, COMLS Faculty Council is requesting that the search committee membership primarily include COMLS faculty, University of Toledo Physicians (UTP), and UTMCI leadership.

In discussions with COMLS Faculty, Department Chairs, and COMLS leadership, Dr. Cooper made it clear that the timing of his announcement was strategic, to allow sufficient time to advertise for, actively recruit, interview, negotiate with, and recruit a nationally recognized leader in academic medicine here to UToledo and COMLS by June 2024. The need to aggressively move forward with the COMLS Dean search is highlighted by the [AAMC Council of Deans update](#), highlighting that at least 23 other medical schools currently are, or will be, searching for Deans, including peers and regional medical schools such as Rush University Medical Center, University of Louisville School of Medicine, Oakland University Beaumont School of Medicine, Wright State University Boonshoft School of Medicine, and University of Tennessee Health Science Center College of Medicine.

As always, COMLS Faculty, Department Chairs, and COMLS leadership stand ready to work with you to move forward with a rigorous and robust search process to identify and recruit the best possible COMLS Dean. Let’s work together to quickly, efficiently, and boldly recruit new COMLS leadership that continues our upward trajectory on national rankings, medical and biomedical education, patient care, and research activities/funding.

- i. Stan Stepkowski brought up 3 points that were discussed:
 1. Strong representation is needed on the Dean search committee – needs to include faculty and staff that have an understanding of all of the complex entities that make up the COMLS. These include clinical faculty, research faculty, UTP, UTMCI, AA, faculty affairs, etc. this is going to be very important to getting good leadership in the position.

2. Should a position of Vice Dean be considered as there are 25 open dean searches and it will be difficult to recruit in this saturated environment.
3. Should the Dean search remain open until a suitable candidate is found or alternatively ask that Dr. Cooper may continue beyond the June 30th in the event of an unsuccessful search.
 - A motion was proposed to formalize the composition of the Dean search committee as stated in the above letter “COMLS Faculty Council is strongly recommending that you to appoint search committee members who truly understand the complexities of academic medicine, medical education, biomedical and translational research, teaching hospitals, physician practice groups, and academic affiliations. Finally, COMLS Faculty Council is requesting that the search committee membership primarily include COMLS faculty, University of Toledo Physicians (UTP), and UPMC leadership.” Since not all faculty were present it was suggested that an online vote on the motion be sent via Qualtrics to formalize the composition of the COMLS Dean Search Committee.
- d. Update on our request for the University to offer paid parental leave (not vacation or sick time) to COMLS faculty and staff.
 - We are self-insured so they are looking at the costs.
 - The University wants to treat everyone equitably, including all non-unionized faculty and staff.
 - As such, the University would like to roll-out a maternity/paternity/parental leave package for all non-unionized faculty and staff.
 - To avoid rolling-out a new benefit, then having to change those benefits, the University is working to comply with new federal regulations in the [Pregnant Workers Fairness Act](#). However, final details of this act are not expected until Dec/Jan.
- e. COMLS Sub-committee membership, (self) nominations needed.
 - i. Bylaws Committee (e.g. to amend vice president eligibility)
 1. Co-Chairs: Drs. Danae Hamouda and David Kennedy
 - ii. Faculty Affairs Committee
 1. Co-Chairs: Drs. Linda Speer and Beata Lecka-Czernik
 - iii. Academic Affairs Committee
 1. Co-Chairs: Drs. Joan Duggan and Stan Stepkowski
 - iv. Budget Committee:
 1. Co-Chairs: Drs. Mark Wooten and TBD
- f. Departmental elected representatives will be posted on the COMLS Council website for AY
- g. Inviting Rick Swain – CEO, UPMC to a future meeting

5. **Report from UToledo Faculty Senate:** *no new business*
6. **Report from UToledo Graduate Council:** *no new business*
7. **Report from University Research Council:** *no new business*
8. **Old Business:** None
9. **New Business:** None
10. **Adjourn:** 12:55 p.m.