

Faculty Council
Meeting Specifics

Purpose	Cadence	Executive Sponsor
Regularly Scheduled	Third Tuesday of the Month	Dean DiPaola
Date	Time	Location
Tuesday, June 15, 2021	5:00-6:15 p.m.	Zoom

Committee Chair(s) and Members

Basic Science Members	Clinical Science Members
<input checked="" type="checkbox"/> Campbell, Kenneth	<input checked="" type="checkbox"/> Ballard, Hubert (Chair)
<input checked="" type="checkbox"/> Clark, Claire	<input type="checkbox"/> Beck, Sandra
<input checked="" type="checkbox"/> Hatcher, April R.	<input checked="" type="checkbox"/> Hays, Lon R.
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Kapoor, Siddharth
<input checked="" type="checkbox"/> Nikolajczyk, Barbara	<input checked="" type="checkbox"/> Neltner, Janna
<input checked="" type="checkbox"/> Spear, Brett (Chair-Elect)	<input checked="" type="checkbox"/> Stevens, Julia C.
	<input checked="" type="checkbox"/> Toney, Dale

Standing Guests

<input type="checkbox"/> DiPaola, Robert	<input checked="" type="checkbox"/> Harris, Kim	<input checked="" type="checkbox"/> Sanger, Matthew
<input checked="" type="checkbox"/> Allison, Roxie	<input checked="" type="checkbox"/> Pistilli, Judy	<input checked="" type="checkbox"/> Tannock, Lisa
<input checked="" type="checkbox"/> Geddes, Jim	<input checked="" type="checkbox"/> Rogers, Cassandra	<input checked="" type="checkbox"/> White, Stephanie
<input checked="" type="checkbox"/> Greathouse, Lauren	<input checked="" type="checkbox"/> Ross, Shavonna	

Visitors

<input checked="" type="checkbox"/> Griffith, Chipper	<input checked="" type="checkbox"/> Jones, Davy	<input checked="" type="checkbox"/> Dials, Robert
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Agenda Item	Presenter/Facilitator
Call to Order	H. Ballard
Declaration of Quorum	H. Ballard
Approval of Minutes – Action <ul style="list-style-type: none"> May 18, 2021 – Regularly Scheduled Faculty Council Meeting¹ 	H. Ballard
Introduce College of Medicine Acting Dean (10 minutes)	H. Ballard
Endorse Membership Changes – Action : (10 minutes) <ul style="list-style-type: none"> Committee Elected, Appointed, and Reappointed Members² Faculty Council Elected Members³ 	H. Ballard
COMMITTS Executive Governance Committee Representation (10 minutes)	B. Spear
Net Tuition Revenue and College Performance Metrics (10 minutes)	R. Allison
Faculty Compensation Plan Approval (5 minutes)	L. Tannock
Faculty Annual Performance Evaluation Committee Update (20 minutes)	L. Tannock
Next Meeting – July 20, 2021	H. Ballard

¹⁻³Pre-reads sent May 27, June 9, and June 12, 2021

Minutes	
Topic	Discussion
Opening Remarks	<ul style="list-style-type: none"> • Meeting called to order by H. Ballard. • Quorum declared at 5:00 p.m. (Twelve (of 13) members present.) • Meeting Minutes Approval <ul style="list-style-type: none"> ○ May 18, 2021 – Regularly Scheduled Faculty Council Meeting Moved by L. Hays and seconded by D. Toney. Approved unanimously.
Introduce College of Medicine Acting Dean (H. Ballard)	<ul style="list-style-type: none"> • Dr. Charles “Chipper” Griffith will serve as acting dean from July 1, 2021 to June 30, 2022. There was a committee of faculty, staff, and learners who were involved in the nomination and selection process.
Endorse Committee Membership Changes (H. Ballard)	<ul style="list-style-type: none"> • Committees of the Rules of the Faculty and Administration of the College that had a faculty-elected position to fill were Admissions and Medical Student Curriculum. • Twelve (12) eligible nominees were willing to serve on the Admissions Committee. <ul style="list-style-type: none"> ○ Of the 1,139 voting-eligible faculty invited to elect the new committee member, 246 voted (22%) and the seat was filled by H. Ballard. • Seven (7) eligible nominees were willing to serve on the Medical Student Curriculum Committee. <ul style="list-style-type: none"> ○ 234 voted (21%) and the seat was filled by Sumit Dang, also an associate professor in pediatrics. • S. Ross provided details to the Faculty Council about all committee membership changes on June 9 regarding appointments and reappointments. • There was no discussion. A call to endorse the membership changes was made. Moved by D. Toney and seconded by A. Hatcher. Approved unanimously.
Endorse Faculty Council Membership Changes (H. Ballard)	<ul style="list-style-type: none"> • As a result of Drs. Hays and Stevens finishing their three-year terms on Faculty Council this August: <ul style="list-style-type: none"> ○ Twenty (20) eligible faculty members from 11 clinical science departments were nominated and willing to serve to fill the two (2) upcoming vacancies. ○ Of the 1,139 voting-eligible faculty invited to elect the new clinical science representatives, 325 voted (29%). ○ Our newest council members are: <ul style="list-style-type: none"> ▪ Amy Meadows, associate professor in Psychiatry ▪ Jason Bylund, associate professor in Urology <ul style="list-style-type: none"> – These new members will be notified this evening and invited to attend the July and August Faculty Council meetings as ex officio members. They will have voting privileges as of the September meeting. • A. Hatcher, L. Hays, and J. Stevens thought tonight was their last meeting based upon the May 18 Faculty Council minutes. H. Ballard and S. Ross will review and provide clarity. • A call to endorse the committee membership changes was made. Moved by D. Toney and seconded by L. Hays. Approved unanimously.

<p>COMMITTS Executive Governance Committee Representation (B. Spear)</p>	<ul style="list-style-type: none"> • W. Whiteheart serves on the COMMITTS Executive Governance Committee as the Faculty Council’s designee. He wants to step down from that role. Faculty Council needs a Basic Science faculty member from Faculty Council to serve on this committee. • B. Spear would like to know by the end of July if anyone is willing to serve. Please contact him. The topic will be discussed at the July Faculty Council meeting.
<p>Net Tuition Revenue and College Performance Metrics (R. Allison)</p>	<ul style="list-style-type: none"> • R. Allison introduced R. Dials, a new finance director in the College of Medicine but experience at UK. • They shared a great initiative started by the University to drive back dollars to the college. The college has greatly benefited by the share agreements from the Bowling Green and Northern Kentucky campuses. This is excluded in the general concept of the net tuition revenue share. • Net Tuition Revenue Share <ul style="list-style-type: none"> ○ Designed to incentivize enrollment growth by sharing net tuition revenue (NTR) – tuition less CORE scholarships – with the Colleges that attract, teach and retain new students. ○ Goal is to provide colleges with share of growth in tuition revenue. ○ Adjustments are made annually to baseline year when computing the change to reflect tuition increases. ○ Students enrolled in programs with share agreements are excluded. <ul style="list-style-type: none"> ▪ Master of Forensic Toxicology, Doctor of Medicine programs (Bowling Green and Northern Kentucky). ○ This is evaluated on the student level and based on 2019. This is making an adjustment to acknowledge tuition increase. We have not received any NTR. <ul style="list-style-type: none"> ▪ D. Jones asked, “What does ‘based on the students’ mean?” R. Allison understands it as based on each student/course/course instructor/major home (80/20). ▪ D. Toney asked if it excluded scholarships. R. Allison will look in to it and follow up with the Faculty Council. Scholarships from external sources are excluded. • College Performance Metrics 2.0 (CPM) <ul style="list-style-type: none"> ○ Set pool of funds (increasing each year) allocated based on seven different metrics. Scores based on current year standing and year over year improvement. ○ Based on seven different metrics <ul style="list-style-type: none"> ▪ Degrees per Faculty ▪ External Comp / Total Comp ▪ Tenure ACH / Total ACH ▪ Full-Time (FT) Faculty ACH / Total ACH ▪ Diversity of Tenure Faculty / Total Faculty ▪ Diversity of FT Faculty / Total Faculty ▪ UK Work Life Survey ○ Pool of Funds <ul style="list-style-type: none"> ▪ FY22 - \$3.0 million ▪ FY23 - \$4.5 million ▪ FY24 - \$6.0 million ▪ FY25 - \$7.5 million

<p>Net Tuition Revenue and College Performance Metrics (cont.) (R. Allison)</p>	<ul style="list-style-type: none"> ○ R. Allison said the Dean was pleased to see the college received funds in FY22. ○ D. Jones said this is a new program and asked who at the college level is looking at this and asking questions. R. Allison said we have not looked at this just yet. Once we better understand it, we will request feedback. ○ S. Kapoor asked if faculty can see this data via Tableau. It is limited to deans and their delegates. He also asked what can the faculty do to enhance it at the college level. ○ It was asked what is the definition of Students per Faculty. R. Allison will find out and follow up with the Faculty Council.
<p>Faculty Compensation Plan Approval (L. Tannock)</p>	<ul style="list-style-type: none"> ● The Faculty Compensation Plan proposal was presented to the Faculty Council in February 2021. It has now been approved at all levels: Provost, Sponsored Research Administrative Services (SRAS), UK Office of Sponsored Projects Administration (OPSA), and Treasurer. This will be implemented and effective July 1, 2021. This applies to non-clinical faculty. This does not apply to clinical faculty. ● Basic Science department chairs have been working with Finance. Goal is to provide AAR letters to faculty next week. ● D. Toney asked which plan was chosen. L. Tannock said two plans were initially developed: STAR Plan and Tier Plan. These plans were presented widely to faculty and revised based on faculty input. The plans were reviewed with SRAS and OSPA for compliance with federal guidelines and the Tier plan was chosen. The official name is the Academic Compensation Equity (ACE) Initiative. ● K. Campbell said he was on the plan committee and asked if faculty would have any opportunity to check that their metrics are accurate. L. Tannock said adjustments are possible if errors are found. Chairs and department administrators have been given the data. ● J. Geddes stated that Basic Science Chairs were given an opportunity for feedback. ● There is a college cap of no more than 10 percent decrease in faculty salary for this year for any faculty indicated for a reduction. ● L. Tannock said we are not allowed to discuss salaries until the Board meets this week. Those targeted for a cut are top priority for talking with faculty. ● D. Jones asked if there was faculty feedback on these plans. L. Tannock said there is documentation and a survey. We requested feedback via a Qualtrics survey. ● D. Jones asked what do the new metrics have to do with this matchup of the compensation plan. L. Tannock said much of what the Provost's Office drives is highly recognized in the compensation plan. Please email L. Tannock with any other questions.
<p>Faculty Annual Performance Evaluation Committee Update (L. Tannock)</p>	<ul style="list-style-type: none"> ● Dean DiPaola charged L. Tannock and M. Rowland to revise performance evaluation process. They formed a committee of 10 faculty and staff, including them, to change the faculty performance evaluation. ● Reviewed with the following groups and incorporated their feedback: <ul style="list-style-type: none"> ○ Basic Science Chairs and Center Directors <ul style="list-style-type: none"> ▪ Monday, March 22, 2021 ○ Clinical Chairs <ul style="list-style-type: none"> ▪ Friday, April 9, 2021

Faculty Annual
Performance Evaluation
Committee Update
(cont.)
(L. Tannock)

- The goals were to make the performance evaluation (PE) tool useful, objective and constructive
 - Useful to the faculty – alignment with expectations
 - Useful to the Chair – e.g., relevant to academic base, readiness for promotion
 - Useful to the Dean’s office – e.g., awareness of faculty not meeting expectations to develop an improvement plan in conjunction with Chair, and awareness of faculty exceling targeted interventions
- Tie it into various goals and changes in the College, i.e., compensation plan model
 - Capture productivity of sponsored and non-sponsored research in alignment with faculty productivity expectations plan
- Ensure new PE captures the various activities of the faculty
 - Include sub-sections of distribution of effort (DOE)
- Include evaluation of professionalism
- Clarified responsibility for evaluation input
 - Instruction
 - Research
 - Service
 - Clinical
 - Non-Clinical
 - Administration
 - Professional Development
 - This is based on the supervisor of the faculty doing the evaluation and should help clarify the proper supervisor evaluating. IT has a year to build a new system
- PE Overview
 - Rubrics to make assessment more objective
 - Based on DOE allocations and categories within DOE
 - New web-based tool in development
 - Will be populated based on faculty’s DOE, including sub-categories
 - Rubric will pop up for each category
 - Rubrics will be publicized Summer 2021 and used in FY22 evaluations
 - FY21 performance evaluation window opens July 1. This will be the same system used previously
 - NOTE: Some metrics will need department-specific modifications; for example, not all departments use RVUs, which is a metric for clinical productivity Rubrics will be distributed for review
 - Clinical Service Rubric – See slide 19
 - Clinical Service Scholarship Rubric – See slide 20
 - Used only for Clinical Title Series
 - Non-Clinical Service Rubric – See slice 21
 - To be completed by the proper supervisor

<p>Faculty Annual Performance Evaluation Committee Update (cont.) (L. Tannock)</p>	<ul style="list-style-type: none"> ○ Instruction Rubrics – See slides 23-26 <ul style="list-style-type: none"> ▪ Broken down by subcategories <ul style="list-style-type: none"> – Classroom teaching – Clinical teaching – Mentoring – UME/GME Leadership Role ○ Research Rubric – See slide 27 ○ Administration – No rubric <ul style="list-style-type: none"> ▪ Evaluation will be done by who the role reports to and per the job description for that role <ul style="list-style-type: none"> – Activities include: <ul style="list-style-type: none"> ➤ Chair/Center Director <ul style="list-style-type: none"> • Evaluation by Dean ➤ Vice Chair, Division Chief, etc. <ul style="list-style-type: none"> • Evaluation by Chair/Center Director ➤ Director of Graduate Studies <ul style="list-style-type: none"> • Evaluation by Chair ➤ University roles <ul style="list-style-type: none"> • Evaluation by appropriate supervisor(s) for roles ➤ UK HealthCare roles such as Medical Directors, Associate Chief Medical Officer, etc. <ul style="list-style-type: none"> • Evaluation by their supervisors ○ Professional Development Rubric – See slide 29 <ul style="list-style-type: none"> • L. Tannock said we are open to all questions, suggestions, comments and realize this needs to be modified and evolve. An initial goal was to include an evaluation of professionalism, but the initial proposal was controversial so professionalism was excluded from the first year and the committee will continue to work on revising the metrics to include professionalism. • A. Hatcher asked if there is a way for faculty to provide anonymous feedback about these rubrics. C. Rogers will create a Qualtrics for this. • L. Tannock said we want accountability for professionalism and there were many challenges. • A. Hatcher asked about teaching evaluations, as some are out of 5, some are out of 4. L Tannock said they would be pro-rated. • D. Jones asked if one’s research DOE would cause a poor score based upon the Research Rubric. L. Tannock said it should be proportional to the DOE in that area of effort and that we will clarify that language. • It was asked what impact does increasing professionalism bring to one’s evaluation. L. Tannock said we are trying to bring all evaluations to these standards across the college/campus. • A. Hatcher is concerned how this will affect teaching-intensive faculty. • H. Ballard encouraged the topic be brought back to another Faculty Council meeting for the sake of time.
<p>Other Business</p>	<p>Next meeting is scheduled for July 20, 2021.</p> <ul style="list-style-type: none"> • Meeting adjourned at 6:12 p.m.