

Memorandum

To: University Senate

From: Jennifer Higginbotham, Co-Chair, Council on Academic Affairs

Subject: Proposal to Amend the Cap on Clinical Faculty in the College of Veterinary Medicine

Date: March 26, 2019

A PROPOSAL FROM THE COUNCIL ON ACADEMIC AFFAIRS TO AMEND THE CAP ON CLINICAL FACULTY FROM 40% TO 65%; COLLEGE OF VETERINARY MEDICINE (CVM)

Whereas the College of Veterinary Medicine's staffing of faculty positions as of September 2019 was 60 clinical and 67 tenure-track faculty, revealing that the percentage of clinical faculty was already above the cap at 47%

Whereas due to organizational restructuring, the tenure-track faculty from CVM's Department of Veterinary Preventive Medicine in the Food Animal Health Research Program at the Wooster campus have moved out of CVM and into the College of Food, Agriculture, and Environmental Science with their TIU as Animal Sciences, thus shifting further CVM's ratio of clinical to tenure-track faculty

Whereas without adequate clinical faculty, the college would not be able to meet teaching demands resulting from the growth of the college's enrollments, which increased from 140 students to 164 students five years ago

Whereas without adequate clinical faculty, the college would not be able to handle the growth in the number of patients served by CVM, since the restructuring of the Veterinary Medical Center, including a \$35 million renovation completed in 2015, has taken their case loads from 31,468 in 2014 to approximately 44,876 in 2019

Whereas the Clinical Faculty in CVM are hired on fixed-term contracts of 3 or 5 years that are typically renewed and are based on permanent salary lines

Whereas both tenure and clinical faculty are required by their accrediting body, the American Veterinary Medical Association (AVMA), which is mandating that veterinary schools increase their clinical skills training

Whereas representatives of the College of Veterinary Medicine have indicated that they are not using clinical appointments to replace tenure-track faculty, who remain central to their mission

Whereas the proposal was developed by the chairs of CVM's three departments, the Departments of Veterinary Biosciences, Veterinary Clinical Sciences, and Veterinary Preventive Medicine and discussed and approved by CVM's Dean's Council on March 21, 2019 and the Faculty Council on April 12, 2019, followed by presentation to the whole faculty on August 21, 2019

Whereas the proposal was reviewed and approved by the Council on Academic Affairs on February 19, 2020

Therefore be it resolved that the University Senate approve the proposal to amend the clinical faculty cap in the College of Veterinary Medicine from 40% to 65% and the respectfully request approval by the Board of Trustees.

From: [Smith, Randy](#)
To: [Niewiesk, Stefan](#)
Cc: [Higginbotham, Jennifer](#); [Bielefeld, Eric](#); [Smith, Randy](#); [Reed, Katie](#); [Malone, Helen](#); [Moore, Rustin](#); [Givens, Ben](#); [Torma, Hannah](#); [Amy Darragh](#); [Cole, Susan](#); [Evans, Kevin \(Kevin.Evans@osumc.edu\)](#); [Eveland, Jessica](#); [Messinger, Rob](#); [McPheron, Bruce A.](#)
Subject: Proposal to Amend the Cap on Clinical Faculty
Date: Thursday, February 20, 2020 3:10:38 PM
Attachments: [image001.png](#)

Stefan:

The proposal from the College of Veterinary Medicine to amend the cap on clinical faculty was approved by the Council on Academic Affairs at its meeting on February 19, 2020. Thank you for attending the meeting to respond to questions/comments.

The proposal will now be sent to the University Senate with a request that it be placed on the Senate agenda at its meeting on March 26, 2020. The Chair of the Council, Professor Jennifer Higginbotham, will present the proposal but it will be necessary for you or a designee to attend to respond to detailed questions/comments. Prior to that meeting you will need to attend a Faculty Council meeting to discuss the proposal and I will provide you with details as I receive them. If approved by the Senate, the proposal would need approval by the Board of Trustees at its meeting on June 3-4, 2020.

Please keep a copy of this message for your file on the proposal and I will do the same for the file in the Office of Academic Affairs.

If you have any questions, please contact Professor Higginbotham (.37) or me.

Congratulations on the successful completion of this important stage in the review/approval process!

Randy



W. Randy Smith, Ph.D.

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Proposal to Amend the Cap on Clinical Faculty in the College of Veterinary Medicine

September 26, 2019 (Revised January 30, 2019)

Development of the Proposal

This proposal was developed by the chairs of the Departments of Veterinary Biosciences, Veterinary Clinical Sciences, and Veterinary Preventive Medicine in spring 2019. It was discussed and approved by the Dean's cabinet on March 21, 2019 and by CVM Faculty Council on April 12, 2019. It was presented at a CVM whole faculty meeting on August 21, 2019. Feedback from faculty was incorporated into the current proposal, which was submitted to the Office of Academic Affairs at the end of September.

Summary of the Proposal

The purpose of this proposal is to request an amendment of the appointment cap for Clinical Faculty (Rule 3335-7-03 of the Administrative Code) in the College of Veterinary Medicine (CVM). Per Rule [3335-7-03](#), Clinical Faculty in the College of Veterinary Medicine may comprise no more than forty percent (40%) of the total Tenure Track, Clinical, and Research Faculty (as defined in Rule 3335-5-19 of the Administrative Code). Associated and research practice faculty are not included in this calculation. However, due to organizational changes, tenure track faculty positions will be moving their tenure-initiating unit in the CVM's Department of Veterinary Preventive Medicine in the Food Animal Health Research Program (FAHRP) at Wooster to the College of Food, Agriculture and Environmental Sciences. This resulted in a shift of the percentage of tenure track and clinical faculty. Another driving force behind the need for an increase in clinical faculty positions is the one-time increase in veterinary student numbers (22 per class or 88 additional per year). The expected increasing teaching load and the continuing increase in our patient population, necessitates additional faculty devoted to clinical service and teaching. To meet this need, this proposal requests an increase in the CVM clinical cap from forty (40%) to a maximum of sixty-five (65%).

CVM Faculty Appointment Tracks

The faculty appointment tracks in the CVM are:

- Tenure Track faculty: Instructor/Assistant/Associate/Professor
- Clinical faculty: Instructor/Assistant/Associate/Professor - Clinical
- Research faculty: Research Assistant/Associate/Professor
- Practice faculty: Clinical Instructor/Assistant/Associate/Professor of Practice

Background and Rationale:

As of September 1, 2019, excluding the Associated Faculty, the CVM has a total of 127 faculty appointed across Clinical and Tenure tracks. We have 60 clinical faculty and 67 tenure track faculty. No faculty have been appointed to the Research track.

Historically, the effort of faculty in CVM has focused on either teaching/clinical service or research. At times, this distinction caused issues with the promotion of teaching/clinical service intensive faculty as the promotion and tenure documents were based on metrics for research intensive faculty. Clinical faculty lines were introduced in 1994 by the Department of Veterinary Clinical Sciences, and has since been adopted by the Departments of Veterinary Preventive Medicine and Veterinary Biosciences. Subsequently, the AP&T documents were amended to clearly reflect expectations for both clinical faculty (teaching and clinical service intensive) and tenure track (research intensive) faculty. In consequence, the more realistically defined expectations improved the evaluation and promotion process. In addition, the recruitment of faculty with a primary interest in clinical teaching and service has been improved (as there is not expectation of extramural funding). Clinical and tenure track faculty are treated similarly in the CVM, as allowed under OSU Faculty Rules. The college voted in 2016 to allow clinical faculty to be elected to the OSU senate. In addition, they were awarded all governance rights with the restriction of participation in the promotion and tenure review of tenured faculty, as mandated by OSU Faculty Rules. Clinical faculty are hired on 3 or 5 year contracts with the expectation of teaching in the clinical practice-focused academic programs, conducting clinically-relevant evidence-based practice, providing leadership in clinical practice, and engaging in relevant service to the CVM, OSU, profession, and community. Although clinical positions are fixed-term positions, they are based on permanent salary lines and are typically renewed as they come up for renewal. All clinical faculty have a doctoral degree. They also should have obtained a specialty board-certification or achieve a specialty board certification, by an AVMA approved professional veterinary specialty college, in their area of expertise.

Organizational Change in the College of Food, Agriculture and Environmental Sciences. The Food Animal Health Research Program at the Ohio Agricultural Research and Development Center (OARDC) in Wooster, Ohio, consists of 9 tenure (track) faculty who were faculty members in the Department of Preventive Medicine, CVM. Due to organizational changes these faculty are now members of the College of Food, Agriculture and Environmental Sciences. In consequence, the percentage of clinical faculty in CVM has increased (by 5% and tenure track decreased by 5%).

Increased case load in the Veterinary Medical Center. In 2009, the various clinical entities of CVM were restructured into the Veterinary Medical Center with a small animal hospital, a large animal hospital and an equine hospital. In addition, satellite facilities in Marysville and Dublin serve large and small animal clients, respectively. In 2015, a \$35 million renovation of the Veterinary Medical Center was completed. As a consequence of the restructuring and renovation of the Veterinary Medical Center, the case load has

grown consistently. Over the last five years, the case load has increase from FY2014 with 31,468 cases to FY2018 with 43,406 cases.

FY 2014	FY 2015	FY 2016	FY2017	FY 2018	FY 2019
31,468	33,964	35,613	38,723	43,406	44,876
					(projected)

Table. Increase in case load in the Veterinary Medical Center from fiscal year (FY) 201418.

Increase in student numbers. The student body was increased five years ago from 140 to 164 students resulting in an increased need for clinical service and teaching in the CVM. Whereas in the preclinical curriculum, adjustment in the number of teaching faculty was relatively small, additional faculty were needed to teach clinical skills and practice, which is typically done in small groups. In addition, the accrediting body for veterinary colleges, the American Veterinary Medical Association (AVMA), has mandated that all veterinary colleges increase their clinical skills training, in the preclinical years as well as track the development of clinical competencies (<https://www.avma.org/ProfessionalDevelopment/Education/Accreditation/Pages/default.aspx>). The CVM obtained funding and built a new Veterinary Clinical and Professional Skills Laboratory. This added resources has allowed for recruiting clinical faculty to teach community/general practice and clinical skills.

In aggregate, these changes have led to an increase in the number of clinical faculty hired but added clinical faculty are needed, to meet added clinical teaching and service needs of the CVM.

In contrast to clinical faculty, tenure track faculty in the CVM are expected to engage in a significant research effort with a comparatively reduced teaching and service load. The college is committed to support its research enterprise and has recruited three tenure track faculty in 2018, with two more tenure track positions to be filled pending successful contract negotiations.

Both tenure and clinical faculty are required by our accrediting body and essential to the current and future growth of the research, teaching, service, and clinical practice missions of the CVM.

As required by the Rules, the CVM intends to remain fully consistent in its Pattern of Administration (POA) with all current Faculty Rules and in keeping with the commitment of the CVM to fully observing the Faculty Rules that protect the integrity of the tenure system and academic governance process. The proposed amendments to the clinical cap are only for capacity adjustment to increase the number of clinical faculty and would not necessitate changes to the existing Pattern of Administration in the CVM beyond the proposed changes in the percentages of Tenure Track and Clinical faculty. See Table 1 for further detail of the CVM faculty.

Summary:

The time CVM faculty (clinical track or tenure track) spend on clinical duties in the Veterinary Medical Center/Veterinary Health System, is a combination of clinical practice (patient and client care), consultation, referral services to veterinary practitioners, clinical research in the form of clinical trials and patient recruitment/enrollment. These duties are more heavily distributed to Clinical track faculty which allows them to provide increased clinical teaching of veterinary students and advanced trainees (interns and residents). This request to increase the number of CVM clinical track faculty provides for more clinical service coupled with added opportunities for students to get hands on training. Clinical track faculty also provide a substantial amount of didactic, small group, and laboratory teaching of veterinary students.

Table 1. College of Veterinary Medicine - Faculty TIU Appointments

Run: October 14, 2019

Dept	Rank	Name	Dept	Rank	Name
Tenure-Track			Clinical-Track		
VCS	Assistant Professor	Burns, Teresa	VCS	Asst Professor-Clinical	Brown, Megan
VCS	Assistant Professor	Durgam, Sushmitha	VCS	Asst Professor-Clinical	Diaz Vergara, Sandra
VCS	Assistant Professor	Fenger, Joelle	VCS	Asst Professor-Clinical	Dias-Campos, Dubraska
VCS	Assistant Professor	Hostnik, Eric	VCS	Asst Professor-Clinical	Dunbar, Laura
VCS	Assistant Professor	Jones, Stephen	VCS	Asst Professor-Clinical	Gardner, Laura
VCS	Assistant Professor	Kieves, Nina	VCS	Asst Professor-Clinical	Hechler, Ashley
VCS	Assistant Professor	Rudinsky, Adam	VCS	Asst Professor-Clinical	Horvath, Stephen
VCS	Assistant Professor	Selmic, Laura	VCS	Asst Professor-Clinical	Howard, James
VCS	Assistant Professor	Tinga, Selena	VCS	Asst Professor-Clinical	Lozier, Joseph
VCS	Assistant Professor	Wavreille, Vincent	VCS	Asst Professor-Clinical	Matusicky, Michelle
VCS	Assistant Professor	Winter, Randolph	VCS	Asst Professor-Clinical	Miller, Eric
VCS	Associate Professor	Aarnes, Turi	VCS	Asst Professor-Clinical	Millward, Laurie
VCS	Associate Professor	Dyce, Jonathan	VCS	Asst Professor-Clinical	Newbold, Georgina
VCS	Associate Professor	Lorch, Gwendolen	VCS	Asst Professor-Clinical	Pontius, David
VCS	Associate Professor	McLoughlin, Mary Ann	VCS	Asst Professor-Clinical	Rhinehart, Jaylyn
VCS	Associate Professor	Moore, Sarah	VCS	Asst Professor-Clinical	Runcan, Erin
VCS	Associate Professor	Quimby, Jessica	VCS	Asst Professor-Clinical	Schroeder, Eric
VCS	Associate Professor	Ricco Pereira, Carolina	VCS	Asst Professor-Clinical	Shull, Allison
VCS	Professor	Bednarski, Richard	VCS	Asst Professor-Clinical	Wanstrath, Audrey
VCS	Professor	Bertone, Alicia	VCS	Asst Professor-Clinical	Winston, Jenessa
VCS	Professor	Cole, Lynette	VCS	Asst Professor-Clinical	Yardley, Jonathan
VCS	Professor	Drost, Tod	VCS	Assoc Professor-Clinical	Barrett, Susan
VCS	Professor	Fingland, Roger	VCS	Assoc Professor-Clinical	Brokken, Matthew
VCS	Professor	Kisseberth, William	VCS	Assoc Professor-Clinical	Cook, Laurie
VCS	Professor	Lakritz, Jeffrey	VCS	Assoc Professor-Clinical	Herron, Meghan
VCS	Professor	Moore, Rustin	VCS	Assoc Professor-Clinical	Lerche, Phillip
VCS	Professor	Schober, Karsten	VCS	Assoc Professor-Clinical	Motta, Tatiana
VCS	Professor	Toribio, Ramiro	VCS	Assoc Professor-Clinical	Parker, Valerie
VCS	Professor	da Costa, Ronaldo	VCS	Assoc Professor-Clinical	Reed, Shannon
			VCS	Assoc Professor-Clinical	Yaxley, Page
			VCS	Professor-Clinical	Byron, Julie
VBS	Assistant Professor	Davies, Alexander	VCS	Professor-Clinical	Coutinho da Silva, Marco
VBS	Assistant Professor	Kim, Sanggu	VCS	Professor-Clinical	Green, Eric
VBS	Assistant Professor	Panfil, Amanda	VCS	Professor-Clinical	Langston, Catherine
VBS	Assistant Professor	Sharma, Amit	VCS	Professor-Clinical	Metzler, Anne
VBS	Assistant Professor	Shive, Heather	VCS	Professor-Clinical	Mudge, Margaret
VBS	Associate Professor	Burkhard, Mary Jo	VCS	Professor-Clinical	Niehaus, Andrew
VBS	Associate Professor	Cornet-Boyaka, Estelle	VCS	Professor-Clinical	Read, Emma
VBS	Associate Professor	Masty, Jerome	VBS	Asst Professor - Clinical	Evans, Samantha
VBS	Professor	Boyaka, Prosper	VBS	Asst Professor - Clinical	Hokamp, Jessica
VBS	Professor	Davis, Ian	VBS	Asst Professor - Clinical	Jennings, Ryan
VBS	Professor	Li, Jiangrong	VBS	Assoc Professor - Clinical	Cianciolo, Rachel
VBS	Professor	Liu, Shan-Lu	VBS	Assoc Professor - Clinical	Knoblauch, Susan
VBS	Professor	Niewiesk, Stefan	VBS	Assoc Professor - Clinical	Premanandan, Christopher

VBS	Professor	Oglesbee, Michael	VBS	Professor - Clinical	La Perle, Krista
VBS	Professor	Rikihisa, Yasuko			
VBS	Professor	Wellman, Maxe	VPM	Asst Professor - Clinical	Flint, Mark
VBS	Professor	Wu, Li	VPM	Asst Professor - Clinical	Hale, Vanessa
			VPM	Asst Professor - Clinical	Malbrue, Raphael
VPM	Assistant Professor	Berrian, Amanda	VPM	Asst Professor - Clinical	Meeker, Stacey
VPM	Assistant Professor	Goncalves, Arruda	VPM	Asst Professor - Clinical	O'Quin, Jeanette
VPM	Assistant Professor	Kenney, Scott	VPM	Asst Professor - Clinical	Perrin, Shaw
VPM	Assistant Professor	Pesapane, Risa	VPM	Asst Professor - Clinical	Willhelm, Alissa
VPM	Assistant Professor	Stull, Jason	VPM	Assoc Professor - Clinical	Masterson, Margaret
VPM	Assistant Professor	Vlasova, Anastasia	VPM	Professor-Clinical	Bergdall, Valerie
VPM	Associate Professor	Bowman, Andrew	VPM	Professor-Clinical	Freed, Carrie
VPM	Associate Professor	Garabed, Rebecca	VPM	Professor-Clinical	Gordon, Eric
VPM	Associate Professor	Habing, Gregory	VPM	Professor-Clinical	Hickman-Davis, Judy
VPM	Associate Professor	Marsh, Antoinette			
VPM	Associate Professor	Wang, Qiuhong			
VPM	Professor	Benfield, David			
VPM	Professor	Gebreyes, Wondwossen			
VPM	Professor	Gourapura, Renukaradhya			
VPM	Professor	Hoet, Armando			
VPM	Professor	Jackwood, Daral			
VPM	Professor	Lee, Chang			
VPM	Professor	Rajashekara, Gireesh			
VPM	Professor	Saif, Linda			
VPM	Professor	Wittum, Thomas			

Yellow highlighted faculty are part of the Food Animal Health Research Program (FAH RP) in Wooster and these will be moving from VPM as their TIU to Department of Animal Sciences.