

DATE: May 3, 2017

TO: Michael V. Drake, MD  
President

Alex Shumate, Esq.  
Chair, Board of Trustees

Bruce A. McPheron, PhD  
Executive Vice President and Provost

Leslie H. Wexner  
Chair, OSUWMC Board

FROM: Neurological Institute Senior Leadership and Faculty

SUBJECT: Medical Center

Dear Gentleman:

We are aware that many influential senior faculty colleagues and leaders at The Ohio State University Wexner Medical Center (OSUWMC) and College of Medicine (COM) have taken the unprecedented and bold step of communicating a lack of confidence in Medical Center leadership. As Institute Director and Chairs representing a significant number of COM faculty within the Neurological Institute, we feel an obligation to contribute to this important dialogue, motivated by the wish to grow and sustain a truly top tier, nationally and internationally acclaimed academic medical center here at Ohio State. Because we are firm in our conviction that this is a realistic aspiration, we support our faculty colleagues in their assertion that the requisite transformational leadership has been lacking at our Medical Center for over two years and that existing leadership has failed to adequately articulate and develop a shared vision for the future in a timely manner. Thus, in agreement with our colleagues in the Cancer Center, we have no confidence in the senior administrative leadership at OSUWMC.

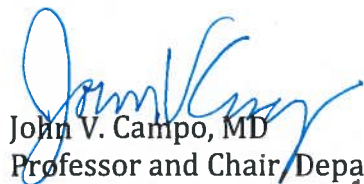
The cultural environment of OSUWMC and the COM is increasingly characterized by low morale, distrust, and a sense of alienation from the great University that attracted many of us to Columbus. The current poor faculty morale is evidenced by high rates of attrition, and recruitment is increasingly hampered by the growing perception that Ohio State is, at best, ambivalent about its academic Medical Center. Recriminations, predictable appeals to the need for fiscal austerity, and ongoing implications that the very real problems faced by our Medical Center are derivative of faculty avarice, sloth, and lack of accountability are not only disrespectful to our faculty, but are inadequate substitutes for real vision, mission focused leadership, strategic direction, and the operational infrastructure necessary to recruit, support, and sustain the full complement of talent necessary to achieve organizational excellence.

While the University has supported the Neurological Institute and other multidisciplinary institutes, the Medical Center has provided mixed signals, inconsistent support, and has diminished our collective abilities to implement our strategic plan and achieve success.

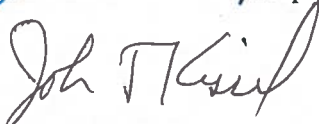
The failure to provide the culture and environment to allow this Institute and other Institutes to flourish is at best weakening, if not significantly damaging, to the reputational excellence achieved over the past decade by this great Medical Center.

We nevertheless wish to communicate a sense of hope and positive expectations. There is good news in that we have a talented core of committed junior and senior faculty and staff willing to rise to the challenge in collaboration with University leadership. This will require new, mission-driven leadership at the Medical Center with the credibility, respect, and passion necessary to work seamlessly with the highest levels of University leadership and to clarify the role and expectations of the Medical Center within the University. We are committed to being a part of the solution, but it is critical that our faculty be reassured that Ohio State is committed to the vibrant academic Medical Center that we all can envision and that our voices will be heard and valued at the University level. We welcome the opportunity for meaningful dialogue and respectfully request protection from retaliation related to this communication.

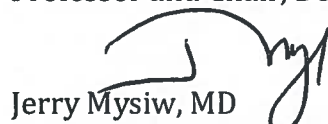
Sincerely,



John V. Campo, MD  
Professor and Chair, Department of Psychiatry and Behavioral Health




John Kissel, MD  
Professor and Chair, Department of Neurology



Jerry Mysiw, MD  
Professor and Chair, Department of Physical Medicine and Rehabilitation



Randy Nelson, PhD  
Professor and Chair, Department of Neuroscience  
Distinguished University Professor



Ali R. Rezai, MD  
Director, Neurological Institute  
Professor, Neurological Surgery