

## AHC FACULTY CONSULTATIVE COMMITTEE

November 11, 2010

Minutes of the Meeting

[In these minutes: November Third Thursday, AHC 7.12 Statements, AHC Task Force on the Scholarship of Clinic Faculty Update, Academy for Excellence in the Scholarship of Teaching and Learning, Spring Meeting Dates with Dr. Friedman, Spring Forum, November 17, 2010 *Dialogue of the Day*]

*These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions, or actions reported in these minutes reflect the views of, nor are they binding on, the Senate, the Administration, or the Board of Regents.*

Present: Colin Campbell, (chair), Susan Berry, Stephen Downing, Cynthia Gross, Paul Olin, Ned Patterson, Cheryl Robertson

Regrets: George Maldonado

Others attending: Vernon Weckwerth

I). Professor Campbell called the meeting to order and welcomed all those present.

II). Members unanimously approved the October 14, 2010 minutes.

III). Professor Campbell called on Professor Patterson, the host of this month's Third Thursday, for a brief description of the topic. Professor Patterson reported that Dr. Robert Washabau, chair of the Veterinary Clinical Sciences Department and director of the Comparative Medicine Program, will provide details about comparative medicine activities in the College of Veterinary Medicine.

IV). Professor Campbell asked Professor Berry to share what she knows about the status of the AHC 7.12 statements. Professor Berry began by explaining that at the request of the administration, all departments revised their 7.12 statements four or so years ago. Among other things, what was added to the statements were procedures for post tenure review in an effort to make the statements as coherent and useful as possible. This was done to varying degrees across the AHC. The end goal was to make the processes as uniform as possible from department to department within the AHC.

The revised statements were then sent to Associate Vice President Barbara Brandt, AHC Office of Education, who spent a significant amount of time reviewing and editing the statements, as needed. Dr. Cerra has also signed off on them. From the AHC, the statements were sent to the Provost's Office where they have been now for well over a year awaiting Dr. Carney's approval. Professor Gross questioned whether the statements are really in the Provost's Office because she had heard anecdotally information to the

contrary. A majority of members concurred with Professor Berry, and noted that they are also under the impression that the AHC 7.12 statements are in the Provost's Office.

The delay in getting the 7.12 statements is particularly problematic for the Medical School, noted Professor Berry, because it is in the process of preparing for a Liaison Committee on Medical Education (LCME) site visit. One of the LCME expectations is that the Medical School has a coherent plan for faculty development. Given this expectation, the LCME will likely not look favorably on the fact that the Medical School's 7.12 statements have been in limbo for the last few years.

The question, noted Professor Olin, boils down to what is the process for the statements, who has the authority to approve the statements and where does the governance lie. Clearly, the process needs to be identified.

Professor Gross voiced frustration over the fact that the revised statements still have not been approved, and, as a result, the College of Pharmacy is being forced to use its 2002 7.12 statements, which is not at all appropriate. Moreover, if the end goal was to have all the AHC statements as uniform as possible, why were all departments instructed to develop their own statements?

What is known for sure, stated Professor Berry, is that the AHC 7.12 statements are in limbo, the schools do not have the guiding documents they need for tenured faculty, and, as a result, schools are operating with inappropriate governance documents for advancement. In addition, at least in the Medical School, there are also no governance documents for the advancement of clinical scholars. She reminded members that Dr. Cerra appointed a task force on the scholarship of clinical faculty. Professor Berry, who serves as co-chair on the task force, stated that she expects that the task force will share its final report/findings with the Academic Freedom & Tenure Committee in the not too distant future. Clinical scholars play a critical role in many areas within the University. There needs to be better paths for advancement of clinical scholars, in addition to mentorship and development opportunities.

Professor Gross asked given the fact the 7.12 statements only apply to tenured faculty, how can a task force be appointed to revise a document that technically doesn't exist? How is a parallel document to the tenure track 7.12 statements supposed to be created for termed faculty when the tenure track 7.12 statements have not yet been approved?

Professor Berry stated that the AHC Task Force on the Scholarship of Clinic Faculty spent roughly six months teasing out information from each of the AHC schools dealing with clinical scholars, and it is all over the board. One recommendation that will likely be issued by the task force is a request to the administration for long-term contracts for senior non-tenured faculty.

Regarding the composition of the AHC Task Force on the Scholarship of Clinic Faculty, noted Professor Berry, it is primarily made up of faculty and clinical scholars, and not senior administrators. Once the task force completes its final report, it plans to consult

with the senior administrative deans and senior clinical faculty and ask them to reflect and comment on the recommendations in the report after which it will be shared with the AHC FCC.

In Professor Berry's opinion, another problem has to do with the fact that a number of non-AHC faculty do not understand the critical nature of the role clinical scholars play within the AHC. Often, non-AHC faculty regard clinical scholars as contract faculty who do teaching just for service, which couldn't be further from the truth. The Medical School cannot survive without its clinical scholar faculty.

Professor Gross stated that the clinical scholar issue is separate from why the 7.12 statements have not been approved. Since 2008, virtually every new hire in the College of Pharmacy has been instructed to use the new 7.12 statements for guidance.

Is it correct, asked Professor Patterson, that once the 7.12 statements are approved they are not retroactive? That is correct, stated Professor Berry. Once the 7.12 statements are approved, each faculty member will be given the choice of which 7.12 statement they want to follow.

Who has the final authority to approve the 7.12 statements, asked Professor Campbell? Professor Berry stated that it is her understanding that approving the AHC 7.12 statements is under the jurisdiction of the Provost's Office.

Professor Weckwerth stated that another issue that arose during this whole process had to do with lack of clarification surrounding post tenure review. While post tenure reviews needed to be done, there was nothing to base the reviews on. Professor Berry agreed this was one of the issues that hung up moving the 7.12 statements forward because, at least in the Medical School, each department was to have a plan for post tenure review.

Renee Dempsey, Senate staff, reminded the committee that Dr. Carney is tentatively scheduled to attend the next meeting on December 9<sup>th</sup>. She added that Dr. Brandt has also offered to provide Professor Campbell with access to the Moodle sites that have been set up to house all the correspondence, feedback, draft and current 7.12 statements, or, alternatively, to demo the site for members at an upcoming meeting.

Following a fairly lengthy discussion, Professor Campbell summarized it by noting that Dr. Carney will be invited to share the process for the 7.12 statements and to provide information on the timetable. He asked Ms. Dempsey to make it clear to Dr. Carney that the committee is not interested in looking back on why the process has taken so long, but rather to find out where the 7.12 statements are that apply to each of the AHC departments and to hear about the timetable for moving forward. Professor Gross stated that the meeting with Dr. Carney would not be the appropriate time to bring up term/clinical faculty because that is a separate issue.

Dr. Olin asked why the clinical track promotion guidelines are no longer a local issue for each of the schools to deal with individually. Professor Berry stated she does not support

keeping the guidelines local because there is a real potential for abuse; there needs to be central oversight. On a related note, Dr. Olin requested Ms. Dempsey get trend information on the number of tenured/tenure track faculty versus clinical faculty.

At the conclusion of the discussion, members agreed to provide Dr. Carney with the questions they would like answers for and these include:

- What is the process/next steps for the 7.12 statements?
- What is the time line for the approval of the 7.12 statements?
- Who has the authority to approve the statements?

Professor Campbell requested Ms. Dempsey send these questions to members via email following the meeting, and to solicit any additional questions members may have for Dr. Carney. The questions that are collected will then be shared with Dr. Carney prior to the meeting so she can come prepared to share the answers.

Professor Berry took a few minutes to conclude her AHC Task Force on the Scholarship of Clinic Faculty update. She stated that it took the task force quite some time to characterize the clinical scholar similarities from school to school. Clinical scholars are basically practice-based, didactic instructors who also have academic responsibilities. Their mission is essentially the same as tenure track faculty but it is distributed differently in terms of percent efforts. Sorting through this information was time consuming given the number of discrepancies that were uncovered. Professor Berry added that the task force has also discovered significant disparities that are emerging between male and female faculty. These disparities, however, will not be part of the task force's report per se because it was not part of the formal findings. Professor Berry suggested inviting Dr. Brandt to a future meeting to discuss this issue.

The task force, stated Professor Berry, discerned that there are a number of commonalities between clinic scholars that needs acknowledgement, nurturing and development. There are also scholar specific differences in terms of what is needed for faculty. The goal is to develop all faculty so they have meaningful academic experiences. After meeting for almost six months, noted Professor Berry, the task force has a much better understanding of each school's problems, which will serve to bring clarity to the recommendations the task force plans to issue to help clinical faculty have a developed career.

Professor Weckwerth voiced concern over attempting to create a generic set of guidelines across all six AHC schools. Professor Berry does not anticipate the task force will create such a document. She then took the last couple minutes to speculate on the recommendations that will come out of the task force.

Professor Campbell thanked Professor Berry for her report.

V). Professor Campbell introduced that next agenda item, a discussion about the role of the AHC FCC in the Academy for Excellence in the Scholarship of Teaching and Learning. He turned to Professor Olin to share his thoughts on this subject. Professor Olin stated that assuming the AHC FCC decides to act as the screening committee for

this award, it needs to actually discuss whether each of the nominations meets the minimum qualifications. Last year, in Professor Olin's opinion, the committee did a disservice when it came to screening the nominations.

Professor Campbell stated that it was his understanding from last year that the committee agreed that if the nomination packets were complete and met the technical criteria that their nomination would be sent on for further consideration. Based on what Professor Olin suggested, stated Professor Campbell, the committee would have a bigger role in the screening process. Professor Campbell proposed conducting an electronic vote on whether the committee should take on a larger screening role, and that he would work with Ms. Dempsey to craft the motion.

Professor Campbell stated that part of the problem that arose last year had to do with the fact that people have different opinions about what 'scholarship of teaching and learning' actually means. This lack of common understanding brought the committee to the conclusion last year that it should turn over the screening responsibility to the Academy. Professor Gross stated that there must be an explanatory document of what is meant by the 'scholarship of teaching and learning.' For example, 'Constitution' has a meaning, but in order to fully understand it, the entire document needs to be read.

The real issue boils down to the fact that some people do not believe the nominations were evaluated properly, stated Professor Berry. While the criteria for evaluating the nominations is fine, the issue has to do with judgment. Professor Olin stated that he believes the committee delegated too much responsibility to the Academy.

Professor Campbell emphasized that the motion he proposes will ask members whether or not they want to continue the discussion about the AHC FCC's role as the screening committee for the Academy for Excellence in the Scholarship of Teaching and Learning.

Professor Gross asked whether the AHC FCC needs to serve as the screening committee if the intent is to turn over the award to the Academy. Professor Berry stated that the AHC FCC more or less came to the conclusion last year that the Academy for Excellence in the Scholarship of Teaching and Learning had reached a level of maturity so that it could function on its own, similar to the Academy for Excellence in Health Research. She suggested verifying this, however. Professor Campbell stated that he would work with Ms. Dempsey on researching the level of maturity of the Academy for Excellence in the Scholarship of Teaching and Learning, and report the findings back to the committee at a future meeting. Professor Gross suggested that the Academy for Excellence in the Scholarship of Teaching and Learning look at what the Academy for Excellence in Health Research has done and develop an analogous process.

VI). Professor Campbell asked members for their preferences on what day of the week the AHC FCC should hold its monthly meetings with Dr. Friedman given that some members had conflicts with the Wednesday meeting dates with Dr. Cerra. After a brief discussion, members agreed on meeting the first Thursday of each month from 12:15 – 1:15 with Dr. Friedman.

VII). Professor Campbell asked members whether there was still interest in holding a spring forum. Last fall, the committee discussed hosting a forum on ‘The Voice of the Faculty in a Changing Environment.’

Professor Olin suggested having the new University president and Dr. Friedman share their views on faculty governance, and to have Professor Morrison provide the history of governance at the University. Professor Gross stated that she thinks that the University community is very interested in the future of the institution.

Ms. Dempsey volunteered to look into possible April dates starting with April 15<sup>th</sup>.

VIII). With the remaining few minutes, members brainstormed ideas for the November 17 *Dialogue of the Day*. The following ideas were generated:

- The replacement functional structure for the AHC.
- Status of the University Hospital and Fairview Health Systems merger discussions?
- Ask Dr. Friedman his goals for the AHC and to articulate his top three priorities. How can the AHC FCC be effective in making these a reality?

Members decided to ask Dr. Friedman to share his goals and articulate his top three priorities.

IX). Professor Weckwerth reminded members about the December 13, 2010 11:30 – 1:00 AHC FCC/Collegiate Chairs Luncheon, which will be held in #302 Coffman Memorial Union.

X). Hearing no further business, Professor Campbell adjourned the meeting.

Renee Dempsey  
University Senate