

AHC FACULTY CONSULTATIVE COMMITTEE

November 16, 2012

Minutes of the Meeting

[In these minutes: Alternate Protocol, Third Thursdays, Spring Forum, Agenda Items for December 18 Meeting with Dr. Friedman, Mentoring Junior Faculty]

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: Ned Patterson, (chair), Colin Campbell, John Connett, Cynthia Gross, Sandra Myers, Diane Schadewald for Kathleen Krichbaum

Regrets: Les Drewes, Robert Kratzke, Kathleen Krichbaum

Others attending: Vernon Weckwerth

I). Professor Patterson called the meeting to order, and welcomed those present.

II). Members unanimously approved the October 19, 2012 minutes.

III). Professor Patterson stated that the next agenda item was to talk about alternate protocol. With the exception of the School of Public Health (SPH), alternates have been identified for each of the AHC schools. Members who are unable to attend a regularly scheduled AHC FCC meeting should ask their alternate to attend in their stead.

Alternates, with the exception of alternates who are filling in for a semester leave or longer, should not be asked attend the AHC FCC meetings with Dr. Friedman, only the regular AHC FCC meetings.

Professor Connett stated that regarding the SPH's alternate, numerous attempts have been made to identify someone, but to no avail. Professor Russell Luepker, SPH FCC chair, is aware that SPH still needs to identify an alternate.

Alternate protocol:

- Members should contact their alternate if they are unable to attend a regularly scheduled AHC FCC meeting and copy Renee Dempsey, Senate staff, so she is aware of what is going on.
- Alternates (unless they are long-term alternates filling in for a semester leave or longer) should not be asked to attend the AHC FCC meetings with Dr. Friedman.

IV). Next, the committee debriefed from last night's Third Thursday event. In response to a question about the number of attendees, Ms. Dempsey noted that there were 23 attendees. Professor Gross stated that she remains concerned about the limited number of junior faculty who attend. She suggested that the committee strategize about how to get

younger faculty to attend these gatherings. Members agreed that they would like to see attendance at around 40 – 50 people per event.

Professor Campbell reported that he introduced himself to a junior faculty member who attended last night's event and got a great idea for an experiment.

Ideas that were mentioned for increasing Third Thursday attendance included:

- Putting notices in *The Brief*.
- Ask the presenter to provide a list of any special guests that they would personally like to invite.
- Send previous attendees a reminder a few days before the event, and ask them to bring a junior faculty member with them.
- Send the notice to the associate dean of research at each school and encourage them to attend and bring a few junior faculty that they are mentoring with them.
- Send each school's FCC/FAC chair a notice and ask that they share it with their faculty and encourage them to attend.
- AHC FCC members should promote the event within their school and encourage attendance.

Professor Patterson reviewed the remaining Third Thursday dates with members and the host for each date:

- January 24, 2013 – School of Dentistry (fourth Thursday)
- February 21, 2013 – College of Pharmacy
- March 14, 2013 – Dr. Brandt, AHC Office of Education (second Thursday)
- April 18, 2013 – School of Nursing

In response a comment from Professor Patterson about holding a Third Thursday gathering in Duluth, Ms. Dempsey noted that Professor Drewes preferred that Duluth host either in January or April. She added that she plans to send Dr. Friedman request asking if he would be willing to add a May date like last year, and, if so, maybe the School of Nursing could host the May Third Thursday and Duluth could host the April Third Thursday. Professor Schadewald agreed to connect with Professor Krichbaum to see if this would work and would let Ms. Dempsey know.

Regarding holding a Third Thursday event in Duluth, stated Professor Patterson, he would ideally like to hold that month's AHC FCC meeting there as well. Therefore, instead of holding the April 19th AHC FCC meeting, for example, on Friday, April 19th that the meeting and Third Thursday event both be held on Thursday, April 18. Professor Patterson stated that while the committee talked last year about taking a bus up and back, the bus does not run at times that would allow members to bus up and back in the same day. Therefore, the committee agreed it would need to rent a University van for this trip.

At the conclusion of this discussion, Professor Patterson asked Ms. Dempsey to see if Dr. Friedman would be willing to add a May Third Thursday date, and, if so, to see if the School of Nursing would be willing to switch and host the May Third Thursday and let Duluth host the April date.

IV). Next, the committee spent a fair amount of time talking about the spring forum it plans to host. Professor Patterson reported that contact has been made with the President's Office about the AHC FCC's plans to host a spring forum. Chief of Staff Amy Phenix suggested that rather than bringing President Kaler in on the initial planning of the forum that the committee develop its agenda and get buy-in from Dr. Friedman and Provost Hanson. Ms. Dempsey stated that she is working with President Kaler's scheduler to identify a date (hopefully in February or early to mid March) that will work for him.

Professor Gross suggested that the committee brainstorm about the forum. Professor Patterson stated that Ms. Dempsey suggested that the committee talk about the purpose, goals and objectives of the forum. Ideas that came out of this discussion included:

- Use a general title, e.g., *The Future of the AHC: A Conversation with President Kaler*, or something similar. The forum title should not be too prescriptive. The title should emphasize the "future" of the AHC because this will be more apt to peek faculty interest rather than emphasizing the report.
- Create a level of comfort/connection between AHC faculty and President Kaler. An objective of the forum should be to build familiarity and rapport. The forum format should be a conversation, which conveys a level of trust and respect between AHC faculty and President Kaler.
- Identify the date as soon as possible and publicize it so it gets on people's calendars.
- The forum format should use a moderator(s) in an attempt to convey a sense of intimacy. A respectful moderator/interviewer that will ask good questions will be important. Questions should be collected prior to the event and there should also be some questions from the floor/audience that would be collected on cards and given to the moderator. It will be important to make sure that the questions that are collected ahead of time are balanced. Mary Jo Kreitzer was mentioned as a possible moderator (Center for Spirituality and Healing). It was also suggested that the moderator be a FCC member because President Kaler will already have some familiarity with that person given he regularly attends their meetings.
- Extend the invitation beyond AHC faculty to include the FCC, Provost Hanson, etc.
- The program should last about 1½ hours and be followed by a 30 minute reception that President Kaler would stay for, assuming he is available.
- Location ideas: Coffman Theater, Great Hall in Coffman Memorial Union, McNamara Alumni Center, Weisman Art Museum, Rapson Hall, Hasselmo Hall Atrium.

V). The next AHC FCC meeting with Dr. Friedman is Tuesday, December 18, 2012 from 12:00 – 1:00, stated Professor Patterson. Agenda items for this meeting will be:

- Spring forum.
- Mentoring junior faculty.

VI). Next, the committee discussed mentoring of AHC junior faculty. In Professor Campbell's opinion, the mentoring of AHC junior faculty is extremely variable across the AHC. Professor Patterson asked members to check on their respective school's mentoring policy and send what they find to Ms. Dempsey who will collect them and distribute them to members and Dr. Friedman prior to the December 18 AHC FCC meeting.

Professor Gross reported that Professor Esam El-Fakahany and Professor Vic Bloomfield fairly recently had a book published, *The Chicago Guide to Your Career in Science* (<http://www.press.uchicago.edu/ucp/books/book/chicago/C/bo5568083.html>), and suggested inviting them to a AHC FCC meeting to hear their thoughts on peer mentoring.

Professor Campbell agreed that mentoring junior faculty is an extremely important topic, and that, unfortunately, in his opinion, the institution does not overall do a very good job. No company would squander human capital the way the University does. To have junior faculty fail simply because they do not know what they are supposed to do is simply wrong. While some departments and colleges do a terrific job of mentoring, many others do not.

Professor Connett stated that the Clinical Translational Science Institute (CTSI) requires K awards and that primary mentors are biostatisticians. A good resource person on this topic that could be invited to a future meeting is Professor Anne Marie Weber-Main, who has taken a strong interest in mentoring in the AHC. Professor Richard King was also mentioned as a good mentoring role model.

Professor Gross stated that there are a number of junior faculty who are resistant to mentoring. Rather than asking their mentor for guidance, some mentees have already spent the money they received, and/or already made commitments. She suggested that given the CTSI is so critical to the success of the clinical research enterprise, anything that can be done to synergize the CTSI's mentoring efforts rather than developing parallel systems, would be worthwhile. Professor Connett agreed and stated that Professor Jasjit Ahluwalia has done a lot well in terms of promoting mentoring within the CTSI. He added that Dr. Betsy Seaquist was recently honored as the first recipient of the CTSI Mentor of the Year award (<http://blog.lib.umn.edu/ctsi/news/2012/09/mentor-of-the-year-award.html>). Professor Gross reiterated her earlier suggestion that the colleges collaborate with the CTSI around their mentoring efforts.

Professor Connett also noted that the personality of mentors plays an enormous role in the outcome of these efforts. Professor Gross noted that Dean Speedie, College of Pharmacy, hosts a breakfast a couple times a year with tenure-track faculty, which acts, to a degree, as a group mentoring event. She noted that she is confident there are mentoring best practices that other AHC schools are doing as well.

Professor Schadewald reminded the committee that it is important to keep in mind the mentoring of clinical track faculty. Professor Connett and others agreed wholeheartedly. Professor Patterson reminded members about the Clinical Faculty Task Force report that

was issued in November 2010. He added that the Senate Committee on Faculty Affairs (SCFA) recently established a subcommittee, the SCFA Subcommittee on Procedures Document for Clinical Faculty, which Professor Gross has volunteered to serve on. Professor Gross requested Professor Schadewald send her an electronic copy of the School of Nursing's process for promoting its clinical faculty, which she will share with the subcommittee. The subcommittee, noted Professor Gross, is expected to issue its report in April 2013. She requested that members send her any mentoring policies their schools have developed, and she will share them with the subcommittee.

Based on this discussion, Professor Patterson stated that the AHC FCC can share its mentoring of junior faculty ideas/best practices with Dr. Friedman, and the committee can also hear his thoughts on this matter.

Professor Schadewald suggested as an agenda item for the future that the AHC FCC hear more about the National Coordinating Center for Interprofessional Education and Collaborative Practice (CC-IPECP) -

<http://www.health.umn.edu/healthtalk/2012/09/18/u-of-m-becomes-nations-sole-coordinating-center-for-interprofessional-education-and-collaborative-practice/>.

Professor Patterson stated that Dr. Barbara Brandt has been scheduled to present information on this center at the March 14, 2013 Third Thursday. It was agreed that Dr. Brandt would be invited to an AHC FCC meeting after the March Third Thursday event to provide more detailed information on the center. He added that he would like the committee to think big picture about interprofessional education, e.g., research, collaboration, interprofessional service.

Regarding the December 18 meeting with Dr. Friedman, suggested Professor Gross, the committee should hear his thoughts on whether this is a good time to renegotiate with Fairview. According to Professor Patterson, Professor Olin has been scheduled to provide a Senate Committee on Finance and Planning (SCFP) update where this topic has been discussed at the December 21, 2012 AHC FCC meeting. Professor Gross stated that she would like to be kept informed about the University/Fairview relationship. Professor Patterson stated that this topic could be combined with the budget discussion that the committee will have with Dr. Friedman on February 6, 2013; the topics are inter-related. He added that Dr. Tucker LeBien and Dr. Yoji Shimizu have also been scheduled to attend the February 15, 2013 AHC FCC meeting to talk about interdisciplinary graduate education from the research perspective.

In response to a question about whether awards and honors would be on the agenda for the upcoming AHC FCC meeting with Dr. Friedman, Professor Patterson stated that he was just going to have mentoring of junior faculty as the second agenda item for Dr. Friedman. Professor Schadewald stated that a goal of mentoring would be to groom candidates to be eligible to be nominated for national awards and honors.

Professor Gross stated that Professor Drewes had raised the subject about the reputation of the University and how in order for the institution to have a good, more prestigious reputation that it needs to offer systemic support for putting nomination packets together

for awards, fellowships, etc. Currently, the onus of putting together a nomination packet falls on the nominator, and, unless the nominator is an administrator who has staff to pull the necessary documents together, it really has to be a labor of love for faculty to do this. Putting together a nomination packet requires a lot of work.

Professor Patterson asked how are other schools finding time to nominate candidates for awards and honors. Professor Connett stated that is likely that the institution is making an effort to nominate its faculty, and making this a priority. He suggested that this should be an edict that comes down from the top requiring every school to annually nominate a specified number of faculty for national awards and honors. Professor Gross stated that if faculty had staff to help with this process, they would be more likely nominate candidates. Professor Campbell agreed that the expectation to nominate candidates is currently not in place. He added that mentoring is really important, but, in his opinion, this topic fits under the bigger umbrella of career development, which the University does not do a good job at. Leadership needs to insist that every department head has a comprehensive plan around awards and honors. Professor Gross raised the point that faculty are generally not rewarded for nominating a candidate for an award or honor.

Professor Patterson stated that he believes this would be a good question for the forum conversation with President Kaler.

VII). Hearing no further business, Professor Patterson adjourned that meeting.

Renee Dempsey
University Senate