

## AHC FACULTY CONSULTATIVE COMMITTEE

June 21, 2013

### Minutes of the Meeting

[In these minutes: AHC FCC Retreat, Meeting and Third Thursday in Duluth, Debrief from Discussion with Provost Hanson, Tenure/Tenure-Track Versus Clinical/Clinical-Track Faculty Ratios, Debrief from June 5 Meeting with Dr. Friedman, Request to Change Monthly Meeting Dates with Dr. Friedman, Thank You to Colin Campbell and Cynthia Gross for their Service]

*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), John Connett, Cynthia Gross, Robert Kratzke, Kathleen Krichbaum, Sandra Myers

Regrets: Les Drewes

Absent: Colin Campbell

Others attending: Vernon Weckwerth

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

II). Members unanimously approved the May 17, 2013 minutes.

III). Professor Patterson proposed the committee hold a retreat to plan the committee's agenda for next year. He suggested the August 23<sup>rd</sup> meeting be a combined committee meeting and retreat and extend the time accordingly, e.g., 9:00 – 12:00 or 9:00 – 1:00 (to be finalized at a later time). Members liked this idea, and Professor Patterson asked Renee Dempsey, Senate staff, to reserve a meeting room in Coffman Memorial Union.

IV). Professor Patterson reminded members that the committee had talked last month about holding a meeting and a Third Thursday event in Duluth in September, and asked Ms. Dempsey whether she heard back from Professor Drewes about a date. Ms. Dempsey indicated she had not yet heard from Professor Drewes but would follow-up with him next week when he is back in the office.

V). Professor Patterson asked members for their opinions about how the conversation with Provost Hanson went at the last meeting. Professor Gross stated that she felt the committee covered a number of substantive topics with Provost Hanson, and suggested following up on certain items that were mentioned.

Professor Patterson asked members about how frequently the committee should meet with Provost Hanson in the future, and if once a year is sufficient or whether they should meet with her twice a year, once in the fall and once in the spring. In Professor Gross' opinion, once a year is probably sufficient, but the committee should make sure to follow-up on any outstanding issues and ask her to provide a written update on these issues, e.g., status of collegiate constitutions, 7.12 statements.

In Professor Krichbaum's opinion, given there will be a new vice president for health sciences and dean of the Medical School and the fact that the reporting structure for the AHC deans has fairly recently changed, it will be important for the committee to meet at least once a year with the Provost. She added that given all the Graduate School changes that it would also be a good idea to meet annually with Dean Henning Schroeder. Professor Patterson stated that he would also like to invite Vice President and Chief Information Officer Studham as well as Professor Lanyon who was recently appointed by the FCC and Provost Hanson to chair an ad hoc committee looking at graduate education. Another possible agenda item idea for next year, noted Professor Patterson, are MOOCs. Professor Gross stated that while MOOCs are important, she does not believe they are central to the committee's charge, the same way that other issues are such as tenure/tenure track v clinical/contract faculty ratios, and promotion and tenure of contract faculty. On a related note, Professor Patterson also mentioned following up on the collegiate personnel plans that each school was asked to develop.

VI). The committee went on to talk about the issue of tenure/tenure-track faculty to clinical/clinical-track faculty ratios that it had talked about previously. Professor Gross suggested looking at this issue in terms of nationwide trends. Professor Patterson agreed and suggested talking with Provost Hanson about this issue both from a nationwide perspective, and specifically as it relates the University because of the importance of having enough tenure/tenure-track faculty to meet the research mission goals of the institution. This same topic, noted Professor Gross, could be discussed with Vice President for Research Brian Herman as well as the new vice president and dean of the Medical School.

Another issue, at least for the School of Dentistry, stated Professor Myers, is the promotion of associate professors to full professors, which is extremely rare. Professor Krichbaum reported that the University has now mandated four-year reviews of associate professors to address this issue, which is an issue not only in the AHC but across the institution as a whole.

The discussion continued with a number of members sharing specific information about how their school deals with tenure/tenure-track, clinical/clinical-track, contract and adjunct faculty. Professor Patterson stated that it would be interesting to get national trend information on this issue without creating a lot of work for members. Professor Kratzke stated that at least for medical schools this data would likely not be hard to obtain. Professor Patterson asked members to take 15 minutes to half an hour and see if they can get national trend information and send it to Ms. Dempsey, who will compile it for the committee. Professor Gross stated that it will be important that the comparison

data be for like-institutions doing research, e.g., CIC, Big 10, versus, for example, community colleges.

VII). Members then spent a few minutes talking about the June 5 meeting with Dr. Friedman where the discussion focused on the Affordable Care Act (ACA). Professor Weckwerth asked about proposed changes to the UPlan resulting from the ACA. Professor Patterson stated that there will be changes to the UPlan beginning in 2014 to make sure the plan does not incur the Cadillac tax, which goes into effect in 2018. The plan value needs to be made less rich and this will be accomplished by shifting more out of pocket costs to employees in the form of a deductible, higher copays, etc. In addition, the couples' tier and family tier will be combined so that there will only be three tiers instead of four going forward beginning in 2014. The largest financial impact will be on couples who will have to pay, on average, about \$800 more a year for their premiums. The administration recognizes that these changes will negatively impact employees, and is doing its best to minimize the impact these changes will have on employees. Professor Patterson stated that a number of governance groups are being consulted with on this issue.

VIII). Professor Patterson stated that because Vice President for Research Herman was unable to attend today's meeting that unless members have other issues to raise, the meeting will end early. Professor Kratzke stated that he likes the fact that the committee meets on a regular basis with Dr. Friedman, but noted that the 12:00 – 1:00 time on Wednesdays was problematic for him. He wondered whether another time could be identified. After some discussion, members asked Ms. Dempsey to check and see if the monthly meetings could be changed to Tuesdays from 12:00 – 1:00.

Professor Patterson then took a couple minutes and thanked both Professor Campbell and Professor Gross on behalf of the committee for their service and noted that their terms are ending on June 30, 2013. Hearing no other business, he then adjourned the meeting.

Renee Dempsey  
University Senate