

## AHC FACULTY CONSULTATIVE COMMITTEE

June 20, 2014

### Minutes of the Meeting

[In these minutes: Provost Hanson, Senate Committee on Finance & Planning Update, AHC FCC Meeting and Third Thursday in Duluth, AHC FCC Ex-Officio Seat on Senate Committee on Finance & Planning, AHC FCC Meetings with Dr. Jackson, 2014 – 2015 Third Thursdays]

*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: Kathleen Krichbaum, chair pro tem, Paul Bohjanen, John Connett, Sandra Myers, Ned Patterson, Wendy St. Peter

Others attending: Sue Berry for Robert Kratzke

Regrets: Les Drewes, Robert Kratzke

Guests: Provost Hanson and Professor Olin

I). Professor Krichbaum, acting as chair pro tem, convened the meeting, welcomed those present and called for a round of introductions.

II). Professor Krichbaum welcomed Provost Hanson to the meeting. She suggested Provost Hanson start by responding to the questions/topics that were sent to her prior to the meeting.

Regarding the status of the collegiate constitutions, reported Provost Hanson that a template, or set of guidelines, would be sent to the deans relatively soon, but at this time they are still in her office. The intent is to get the collegiate constitutions aligned with University policy and get them all into more manageable form because in the past they have varied considerably from one college to the next, and some contain stipulations at odds with Board of Regents policy. This is not to say, however, that there cannot be variations in the collegiate constitutions because there can be. The constitutional guidelines will be sent to the deans to review this summer, and staff from the Provost's Office will work with the collegiate offices. Then, in the fall, the expectation is that the deans will solicit faculty input on their respective school's constitution. The goal is to have all the constitutions approved and finalized by December 31, 2014 so they can be posted and maintained for reference in the Uwide Policy Library.

Professor Krichbaum asked about the role the Office of the General Counsel (OGC) played in this project. Provost Hanson stated that their role was strictly advisory to the process.

Is the revised template inline with the recommendations put forth by the ad hoc Committee on College Constitutions, asked Professor Krichbaum? Yes, the template is completely inline with the recommendations coming out of that report, stated Provost Hanson.

Professor Patterson asked about whether the recommendation that faculty have a mechanism for expressing “no confidence” in their dean was included in the constitution template. This was included in the template, stated Provost Hanson; however, faculty cannot remove a dean. The “no confidence” vote would simply be advisory to the Provost.

Professor Patterson also asked whether the constitution template allows faculty to meet without administration, if they so choose. Provost Hanson believes the recommendations are silent on this issue, but she does not see how it could be forbidden. The issue, stated Professor Krichbaum, is faculty calling a faculty-only meeting and administrators attending. There are faculty, particularly non-contract/clinical faculty, who are reluctant to voice their opinions when administrators attend faculty meetings given they are on annually renewable contracts.

Professor St. Peter asked about evaluations of intermediate administrators and if this could be written in the collegiate bylaws. Provost Hanson believes this would be possible, however, she noted that such a recommendation would be advisory to the dean. Deans have the authority to have whichever associate deans they want. Language that could change should not be written into the constitutions. For example, language having to do with the administrative structure of a school would be better off in a school’s bylaws rather than its constitution.

In response to a question from Professor Krichbaum about the status of the 7.12 statements, Provost Hanson stated that it is her understanding that in every case where the 7.12 statements are not done, it is in the court of the school and not the Provost’s Office. Professor Patterson stated that based on FCC discussions about the 7.12 statements, he believes all the school’s 7.12 statements are approved, however, there are some departmental statements that have not yet been approved. He added that the issue of clinical-track/contingent faculty is still an issue for the FCC. Professor Berry recalled that the Clinical Faculty Task Force issued a report back in the fall of 2010 that seems to be forgotten. There is information in this report that remains relevant now. Professor Patterson stated that he would like to discuss this report with Dr. Jackson at a fall AHC FCC meeting. In addition, he recommended sharing the report with the FCC before their retreat in August when this will be a topic of discussion.

Professor Krichbaum asked about where health science professional students fit into the findings of the Special Committee on Graduate Education (<http://academic.umn.edu/provost/vpoffices/graduate.html>), and what role, if any, Provost Hanson thinks the AHC FCC could potentially play. Provost Hanson reported shopping around a template to the schools this summer to get a sense of how each school thinks

their degrees should be characterized. The basic idea is to divide administrative responsibilities along the lines of the research degrees, e.g., Ph.D. and research MA's and MS's, and professional degrees. Research degrees will be aligned under the Graduate School, which will also have responsibility for some all-University degrees and programs. The Graduate School is also interested in playing an informal role in activities like social events, receptions, etc. for all post-baccalaureate students and for post-docs. There needs to be clarity about the overarching policies for all post-baccalaureate education, research degrees, etc.

Professor Krichbaum asked for clarification about whether the directors of graduate studies (DGSs) would or would not be involved in the policies related to professional degrees. Provost Hanson stated that the DGSs will be involved, but the policies will ultimately be sorted out by the individual schools. The oversight role will be handled at the provostal level. The new structure will focus on the content of the degrees and what is best given the particular field of study and its market.

Professor Connett stated that the School of Public Health (SPH) implemented post-tenure review a number of year's ago and these reviews have been conducted roughly every five years. Recently, the school heard that these reviews are supposed to be conducted annually, is this correct? The policies speak of post-tenure review as an annual process, stated Provost Hanson. These reviews, however, can be subsumed under the process that each school has in place for merit reviews for salary increases. If an issue/problem is uncovered during a review, would the division head alert the dean, asked Professor Connett? This would be a first step, but there are other relevant elements in current University policy, stated Provost Hanson. If a problem is uncovered requiring a performance improvement plan, a faculty committee (APT or other) would need to be convened. Such a problem would not be a matter just between the department/division head and the dean. The work on salary equity has prompted the schools to think more about involving faculty in annual reviews. Professor Patterson stated that it is his understanding that in the newly approved 7.12 statements there is language about how post-tenure reviews are supposed to be conducted and the Provost concurred.

Professor Krichbaum stated that the AHC FCC is interested in having a good working relationship with the Provost's Office, and asked Provost Hanson her thoughts on how to cultivate this relationship. She asked if Provost Hanson would be agreeable to meeting with the committee once or twice a year, and, if in the meantime, an issue arises that the Provost would like to consult with the AHC FCC that she would request time on their agenda. Provost Hanson stated that she is happy to meet with the committee. In Professor Krichbaum's opinion, given the administrative changes in the AHC structure, it seems more important now than ever that there be regular AHC FCC/provostal meetings. She then cited examples of what the AHC FCC is trying to accomplish, e.g., clarifying the role of professional students, clarifying the AHC FCC's role relative to the University and work on improving across the colleges, clarifying the process for clinical track faculty promotion.

Provost Hanson thanked the committee for a good discussion, and members, in turn, thanked her for meeting with them.

III). Next, Professor Krichbaum welcomed Professor Olin, the AHC FCC ex-officio representative on the Senate Committee on Finance and Planning (SCFP), who was invited to provide the committee with an update on issues the SCFP took up this past year that were relevant to the AHC. Before hearing from Professor Olin, Professor Krichbaum called for another round of introductions.

Professor Olin began by distributing a handout, *Sustainability of Higher Education* by Kevin S. Lang, Ph.D. candidate and representative to the Board of Regents. Sustainability of higher education has been a big issue for SCFP. Professor Olin suggested members bring the student debt issue to the attention of their colleagues and raise awareness of the issue. Professor Krichbaum asked Professor Olin to provide an electronic copy of this handout to Renee Dempsey, Senate staff, so she can distribute it electronically to members.

Another topic addressed by SCFP, noted Professor Olin, was the Ambulatory Care Center (ACC). Professor Bohjanen stated that one of his concerns has to do with integration of clinical care with research. It is unclear if the planners/designers of the ACC gave this much thought. It seems as if the ACC was driven by a business model rather than a clinical care/research model. Another related issue, noted Professor Berry, is the move from hospital-based clinics to freestanding clinics, which is problematic for practitioners. People who will be working in buildings should have input into building design, equipment, etc., noted Professor Olin, and suggested the AHC FCC monitor this issue.

Professor Olin also relayed to members that the SCFP has been assured by the Enterprise System Upgrade Program (ESUP) staff that there will be a successful implementation of ESUP when it is launched in February 2015. According to ESUP staff, a lot of lessons were learned from the implementation of the Enterprise Financial System (EFS) some years back.

Professor Krichbaum thanked Professor Olin for his report.

IV). Professor Krichbaum asked Ms. Dempsey whether the September 25 AHC FCC meeting and Third Thursday in Duluth works for all committee members. Ms. Dempsey reported that the date works for all members, but that she is waiting to get confirmation from Professor Drewes who is contacting the Duluth faculty to make sure they can participate.

V). Professor Olin was nominated to continue serving as the AHC FCC ex-officio representative on the SCFP. Members voted unanimously to elect Professor Olin to fill this seat for the 2014 – 2015 academic year.

VI). Professor Krichbaum stated that the AHC FCC meeting dates with Dr. Jackson have been set for next year. The fall dates are Wednesday, September 17 and October 15 and

Tuesday, November 4 and December 2. At a future meeting, the committee will discuss whether they want to continue meeting with him on Tuesdays or Wednesdays in the spring or whether there is a better day of the week.

Professor Krichbaum also mentioned having alternates attend the AHC FCC meetings with Dr. Jackson if regular members are unable to attend. Professor Patterson agreed.

VII). Professor Krichbaum spent the remaining time providing a 2014 – 2015 Third Thursday update. Members agreed they would like to invite Dr. Bruce Blazar to present at either the October or November Third Thursday. Professor Krichbaum stated that Third Thursdays would be put on the September agenda for further discussion.

VIII). Hearing no further business, Professor Krichbaum adjourned the meeting.

Renee Dempsey  
University Senate