AHC FACULTY CONSULTATIVE COMMITTEE (AHC FCC)
February 16, 2016
Minutes of the Meeting

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 represents the views of, nor are they binding on, the Senate, the Administration or the Board of Regents.

[In these minutes: April 14, 2016 Third Thursday; Agenda Items for February 23, 2016 AHC FCC Meeting with the AHC Collegiate Governance Chairs; Job Classification System Redesign; Agenda Items for March 7, 2016 AHC FCC Meeting with Dr. Jackson; Request by AHC Deans to Receive the AHC FCC Agendas; Unionization]

PRESENT:  Paul Jardine (chair pro tem), Paul Bohjanen, John Connett, Ned Patterson, Kyriakie Sarafoglou, Wendy St. Peter

REGRETS:  Kathleen Krichbaum, Les Drewes

1. Call to order:  Professor Jardine, chair pro tem, called the meeting to order and welcomed those present.

2. April 14, 2016 Third Thursday:  Professor Jardine asked members for ideas for topics/speakers for the April 14 Third Thursday.  Professor St. Peter suggested a Twin Cities and Duluth collaborative effort such as the Research for Indigenous Community Health (RICH) Center - [http://www.pharmacy.umn.edu/centers-and-institutes/research-indigenous-community-health-center](http://www.pharmacy.umn.edu/centers-and-institutes/research-indigenous-community-health-center) as a possible topic.  Members agreed this was a good idea.  Professor St. Peter volunteered to connect with the RICH Center and extend an invitation.

3. Agenda items for February 23, 2016 AHC FCC meeting with the AHC collegiate governance chairs:  Members agreed that the starting point for the meeting would be to open the floor to the collegiate governance chairs to talk about issues in their respective schools.  Other possible agenda items mentioned included:
   - Discuss the fallout/aftermath of the Job Classification System Redesign with a focus on the appeal process, impact on morale and system campuses.  Data on the outcome of the study, e.g., demographic data, campus-to-campus issues, appeals data, will need to be obtained from the Office of Human Resources to know if the redesign accomplished what it set out to do,
   - Provide information concerning the recently released Psychiatry Department report that members learned from their February 15 meeting with Dr. Jackson.
   - Discuss the pervasive culture of intimidation across the University and whether there is a need for an ombudsperson.  Ask each collegiate chair to share their perspective on their respective school’s culture.

4. Job Classification System Redesign:  Regarding the concern by a College of Pharmacy faculty member about the fallout of the Job Classification System Redesign, Professor St. Peter reiterated her earlier suggestion that in order to fully understand the implications of this effort that the committee will need to get outcomes data from the Office of Human Resources.  Based
on what the committee has heard, this project may have disproportionately impacted the smaller system campuses or certain age, gender or race categories. It is important for the AHC FCC to understand how appeals were handled, how many were granted, and whether further appeals are possible. Reclassifications have hurt staff morale in the AHC and changes in job descriptions have affected what staff can do for faculty. Professor St. Peter suggested that the AHC FCC ask either the FCC to ask for this information, or, if they are not interested in doing so, the AHC FCC could ask Vice President Kathy Brown for the data. Professor Connett said after the committee gets the data, it should invite Vice President Brown in to discuss it.

5. **Agenda items for March 7, 2016 meeting with Dr. Jackson:** Next, members talked about agenda items for their next meeting with Dr. Jackson. Ideas mentioned included:
   - Fairview merger update.
   - Search for an executive vice dean for the Medical School.
   - Non-tenure track faculty issues, e.g., promotion.
   - Administrative Policy on Individual Conflicts of Interest.
   - Learning & Education Center update.
   - Fetal tissue.

Professor Jardine said if members come up with other ideas for agenda items to contact Professor Krichbaum, chair, AHC FCC, and Renee Dempsey, Senate staff. Ms. Dempsey asked if members would like her to contact Dr. Jackson to see if he has any items he would like to discuss with the committee, and they said yes. Professor Jardine added more agenda items will likely be generated from next week’s meeting with the collegiate governance chairs.

6. **Request by AHC deans to receive the AHC FCC’s agendas:** After a brief discussion about the AHC dean’s request to receive the AHC FCC’s agendas, Professor Bohjanen made a motion that the AHC FCC should allow the AHC deans to see the AHC FCC’s meeting agendas. The vote was five in favor and one opposed. Professor Jardine suggested having Professor Krichbaum respond to this request, and have her ask them to share topics they are talking about, as appropriate, particularly items they would like a faculty perspective on.

On a different topic, Professor Bohjanen asked whether the AHC FCC would be interested in taking on the issue of education in the soon to be newly integrated AHC, M Health, especially as it relates to interprofessional education and interactions, and graduate education. The proposed integration, explained Professor Bohjanen, is primarily of University of Minnesota Physicians (UMP) as a physician group and the Fairview Health System. While the integration involves the Medical School and the University given they are partners with UMP, the legal documents and other aspects of the integration involve only UMP and Fairview. This merger creates an opportunity for interprofessional educational activities, and many people feel that this should be embedded in the new health system as it is being planned. Professor Bohjanen said he and Dean Connie Delaney (School of Nursing) served on the M Health education work group, which was primarily comprised of UMP people, and Dean Delaney repeatedly would bring up broader issues that UMP had not thought about. He said his concern is if it is left up to UMP that some of these issues such as interprofessional education may not come to the forefront in terms of academic issues. Professor Jardine said he likes this idea for the AHC FCC to take this on this issue. Professor Bohjanen added that the other area that has been neglected in the M Health planning is basic science; the integration work groups have failed to acknowledge the existence
of basic science. Naturally, UMP is looking out after its interests versus the interests of the University, Medical School, or the AHC. Professor Jardine commented on the significant cultural differences between caregivers and academicians.

Members suggested additional possible topics to be discussed with the collegiate chairs and/or Dr. Jackson:
- Cultural differences between caregivers and academicians as it relates to the hospital merger.
- Lack of faculty development.
- Unionization efforts.

7. **Unionization**: Professor Jardine said the last item is a general discussion about the unionization efforts that are underway. He began with his observations, which included 1) representation of non-tenured faculty could be valuable but 2) the separation of faculty who are unionized from those who are not unionized as it relates to governance is a disturbing thought. If the rest of the University faculty unionize and the AHC and Law School do not it could be divisive. He added that apparently the AHC and the Law School voted many years ago to reject the idea of unionization; however, this vote occurred in the late 1990s so whether this vote should still be considered valid is questionable. Professor Jardine said this is a false argument. It seems manipulative that significant portions of the faculty are being excluded from voting. Professor Connett added it seems odd that the AHC and Law School faculty who voted over twenty years ago not to unionize would preclude these faculty from ever voting again.

Members went on to speculate what unionization would mean for University faculty. There were a number of questions raised that no one could answer. Professor Jardine suggested the AHC FCC ask for guidance from the FCC. Ms. Dempsey said she would share the approved FCC minutes with the AHC FCC where this topic was discussed. Professor Connett said this is an issue AHC FCC members should also try to find out what their colleagues think about it.

8. **Adjournment**: Hearing no other business, Professor Jardine adjourned the meeting.

Renee Dempsey
University Senate Office