

3. Executive Session

At the request of Professor Bloomfield, it was moved, seconded, and unanimously voted to close the meeting for a discussion of issues related to the Academic Health Center (AHC). The DAILY reporter present asked that the minutes record her objection to being excluded; she was informed that Senate rules permit the Committee to close its meetings. Those present at the closed session included FCC members, staff, and, by invitation, Associate Professor Carolyn Williams, School of Public Health (and President, Twin Cities Chapter, AAUP).

Professor Bloomfield explained that the focus of the discussion would be on faculty rights and how the problems in the AHC can affect the University as a whole (and are thus of concern to this Committee). In his view, he said, there are big issues in the AHC that require attention, and that may require a number of discussions with the central administration, if the Committee believes action is required. He noted that President Yudof would be joining the discussion in an hour, and suggested the Committee focus upon the issues it wished to raise with him when he arrived. President Yudof joined the meeting after the Committee had discussed the issues for an hour.

The Committee had received earlier a copy of a memo from Senior Vice President Frank Cerra concerning funding of faculty lines in the School of Public Health. Professor Hamilton reported that the AHC Faculty Consultative Committee had discussed the memo and had grave concerns about it.

Professor Williams explained the background of the memo. State (0100) funds for the School of Public Health have been cut in half, and ICR funds have been substituted for 0100 funds in paying the salaries of tenured faculty. In addition, the memo from Dr. Cerra provides that Public Health faculty will be expected to raise sufficient grant money to pay their own salaries, plus more; this will require doubling, from \$400,000 to \$800,000, the amount of research funding each faculty member must obtain. Professor Williams told the Committee that there had been no consultation on these arrangements, and the faculty were alarmed at both the substance and the process.

In the ensuing hour, Committee members touched upon a number of related issues:

- the requirements of circular A21 governing the use of ICR funds, effort certification, the extent to which the University had discretion in spending ICR funds, and the extent to which there could be problems in complying with federal regulations
- the wisdom of allowing tenured faculty salaries to be funded by non-

recurring (e.g., ICR) funds, the implications of doing so in the event there were insufficient such funds available in the future, and whether FCC should consider recommending to the administration and regents a policy requiring that all tenured and tenure-track faculty be paid only on recurring (0100) funds (recognizing at the same time that there would be a significant problem in providing such funds to many tenured faculty already in place)

- the question of whether faculty should be expected to raise through grants all the money required to pay their salaries, and what that would mean for demands on faculty time for teaching, advising, and so on
- how IMG has had a sharply adverse impact on the School of Public Health, and whether or not adjustments in the ICR system should be made to accommodate the needs of units that are harmed by it (i.e., whether the assumption of risk implied by IMG could be spread more evenly across colleges, rather than placing some units at much greater risk of funding fluctuations than others)
- the management style in the AHC
- whether the pressure to produce revenues in the clinical departments has affected the ability or willingness of those units to carry out their academic mission
- whether department heads in the Medical School should presumptively hold their positions indefinitely, and whether turnover at some interval would not help to reinvigorate departments
- the need to identify leading academic medical centers around the country and to obtain consultants who could talk directly with President Yudof, in part to respond to his question about whether the University of Minnesota is any worse off than its peer medical centers; this could include reviewing data assembled by the Association of American Medical Colleges about funding and tenured faculty; Professor Bland agreed to obtain and provide the information to the President
- the need to visit with Provost Bruininks on these issues

The President and FCC agreed that the discussion had been productive, and that they would return to the matters after each had accomplished certain tasks.

4. Other Issues

Professor Bloomfield turned to other issues. He reported that the summary of the health care task force report had been received, and that certain information was needed in order to make a decision; to obtain that information, some resources would be needed. President Yudof

promised to provide the funds or staff, as appropriate, to obtain what was required.

On the graduate and professional teaching award, Professor Koch reported that the only issue remaining is funding. President Yudof said he would provide the funding because he did not believe the teaching faculty received sufficient visibility, remuneration, or esprit. He said he was not concerned if the academy concept was the mechanism by which to achieve the objectives; he only urged that something serious be done to provide the recognition. Professor Koch agreed to move forward quickly.

Professor Bloomfield adjourned the meeting at 4:00.

-- Gary Engstrand

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