

## AHC FACULTY CONSULTATIVE COMMITTEE

April 9, 1998

### Minutes of the Meeting

These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes reflect the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

PRESENT: Cynthia Gross (chair), Muriel Bebeau, Carole Bland, Sheila Corcoran-Perry, Judith Garrard, Dan Feeney, Peter Bitterman

REGRETS: Fred Hafferty, David Hamilton

The minutes of the last meeting were approved.

### REPORT FROM THE AHC FACULTY AFFAIRS COMMITTEE

Professor Carole Bland, chair of the AHC Faculty Affairs Committee, reported that the committee had its first meeting. Members of this committee include Bernie Feldman, Jean Forster, Ted Oegema, Rick Purple and Bert Stromberg. Kent Bales, chair of the Senate Committee on Faculty Affairs also attended the meeting and provided them with an overview of SCFA's agenda. Professor Bland also spoke with Jeannette Loudon, Human Resource Director (AHC) about other items the committee may want to consider such as Faculty Revitalization. The Faculty Revitalization plan has not made its way through the governance structure. However, Professor Bales thought it would be appropriate for it to start with the AHC since that is where it originated. Professor Bales encouraged the AHC FAC to look at a Sabbatical Leave Program. There seems to be an issue of how to fund it, particularly if the majority of the college/units funds are not State dollars. Other issues the committee talked about addressing include post-tenure review and the full time clinical track

With respect to the full time clinical track, Professor Bland explained that the Medical School has a full time clinical track that means you can be a regular faculty, with all of the privileges of a regular faculty except tenure. This is currently being refined in the Medical School because they want to add the benefit of a rolling contract once the faculty gets to associate professor. A lengthy discussion ensued regarding this matter. The group resolved that this would set a precedent for all AHC schools and therefore the AHC FAC must look into it further and have the issue discussed AHC-wide.

Members then spent some time talking about the Faculty Bill of Rights and faculty revitalization. One member thought it would be helpful for AHC FAC to try to separate out what is an entitlement; what is a right; what is an exit strategy and all of the implications of the exit strategy and being up front about it. After a lengthy discussion, there remained uncertainty as to whether there is movement afoot to put a Faculty Revitalization Plan in place. The FCC charged the Professor Bland's committee with going ahead on the aforementioned issues. Specifically, she should find out the status of the Faculty Revitalization Plan. The FAC was also asked to look into honors and awards available to recognize faculty for their accomplishments.

### OTHER BUSINESS

Professor Gross brought before the Committee for its review a draft letter to Mary Dempsey regarding the importance of the AHC FCC continuing a formal reporting link to the University Senate/Assembly structure and a draft letter to Frank Cerra regarding a recognition event for retirees. Members offered some suggestions for revisions. Professor Gross indicated that she would circulate the revised letters to members prior to sending them.

Vickie Courtney reported on the nominating process for electing a Committee on Committees for the AHC. Members were asked to provide her with at least three names (6 for Medical School) from each of their respective schools to serve as a nominating committee. This nominating committee comprised of representatives from each of the schools will be charged to generate the names of twice as many faculty/academic professional candidates from each college for the committee. An election will take place during spring quarter. Members of the AHC Faculty will be asked to vote (via mail ballot) for one individual from each college (2 from the Medical School). Results of the election will be reported at the Spring Faculty Assembly meeting.

Members talked about the agenda for the April Faculty Assembly meeting. Professor Gross will report on what the FCC has been doing (ICR, School of Public Health; status of subcommittees; that consultation has been sought; administrative

reviews; RSO; seed grants; attend the deans meetings; and in the future, plan to review the ESO and the larger grants); the status of the Governance Task Force Report; approve the slate for the nominating committee; grants management; and discussion with the Senior VP (administrative annual reviews and legislative update).

Professor Gross will raise the issue again with Vic Bloomfield regarding faculty members serving as ex officio on the Twin Cities Campus Deans Council.

Hearing no further business, Professor Gross adjourned the meeting.

Vickie Courtney  
University of Minnesota!

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