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From: "Daniel A. Feeney" <feene001@maroon.tc.umn.edu>
To: ahcfcc96-97@maroon.tc.umn.edu
Cc: courtney@mailbox.mail.umn.edu, Frank B Cerra <cerra001@maroon.tc.umn.edu>
Subject: 1/27/98 Deans Council
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Date: Thu, 29 Jan 98 16:06:56 -0600
Status: U

Hello,

My summary will be brief. There were 4 agenda items discussed.

1. The current status of the legislative request was the first item. In short, questions are being asked about the U's priorities, apparently in particular regarding the \$70M for the Biotechnology Bldg. There are apparently opponents, particularly Representative Phyllis Kahn, in the House. There are apparently fewer problems in the Senate, but there are no committed advocates for the building (except the Governor). President Yudof has avoided assigning priorities to the various funding requests in the name of campus unity. Any faculty support will be appreciated. The hope is to get this into a House-Senate Conference Committee. Apparently, the original request was to be for \$4M in planning and demolition, but Governor Carlson suggested and was willing to support "going for the big one" this year.

2. There was a relatively long discussion about the status of the Grants Management Project implementation and its various aspects. Variables such as the pending legal (civil) action against the U-MN by the Justice Department, the status of the involved parts (e.g. oversight, budget, and compliance, ? other), and the realistic thought on when the U-MN could get off "Designation" status with the NIH were kicked around. Rather than provide detail from my notes (which may have errors or oversights), if we're interested in the details we should have David Hamilton give us a full run down. David was on the strategy committee involved in the formulation of the evolving Grants Management system. As I understood it, the actual "grants management" oversight will be under Sr. VP Cerra, and the "enterprise" aspect will be under Sr. VP Bruininks. The rest of the administrative structure I'll leave for David's explanation for those interested in accurate detail.

3. The process of moving forward with and actual formulation of the Capital Budget Request for the next biennium was discussed. The topic of Risk Management particularly as related to "leveraged \$" on positions (e.g. on research \$ or clinic income) led the charge into this topic. As you might expect, the situation with the School of Public Health came up. I did not get anything concrete out of the discussion other than that leveraging is a fact of life and that with reasonable "risk management" across tht AHC, contingencies could be handled. There were concerns raised about what was the definition of a "capital item" and was there really a \$100K threshold. Further discussion came about regarding could capital improvements for recruitment or retention cases. The decision was any capital improvements \$100K fit the bill. Mr. Terry Bock will be providing the Deans with the info needed for their request and budget preparation.

4. The topic of retention and recruitment was the fourth agenda item. The feeling (primarily from Dr. Cerra) was that while these may be random, some should be anticipated and planned for. Thought will be given to better

anticipation of recruitment needs and contingency \$ available for retentions (apparently both at the AHC VP's Office and at the level of the Colleges). An investigation [covering the last 2 years] will be made by the deans into who came and who left, how successful were recruiting/retention efforts, what rank (e.g. 1,2,3,...) of candidates from the Search Committees were they able to attract. This will provide some kind of backdrop to the recruitment/retention efforts and planning.

A listing of the AHC recipients of Graduate School Research Grant-in-Aid Awards for 1996 and 1997 were provided by Mr. Bock. Apparently, this was a topic carried over from an earlier discussion.

There was a "non-agenda" discussion of when a tenure file is closed (e.g. when there can be no more additions by the candidate or anyone from the AHC). VP Cerra expressed concern at a previous AHC-FCC meeting about when in the process should "additions" cease. Concerns were raised as to whether a Department's vote or a Dean's recommendation might have been different had they been able to view the information that is currently being added (e.g. papers accepted, grants awarded, etc.) until it leaves the Sr. Health Sciences Vp's Office. Dr. Cerra indicated that a request for interpretation/advice had been sent to Mary Dempsey, current SCFA Tenure Subcommittee Chair. The information is being requested in anticipation of what will come during the last of the P & T processes this year in the Spring.

Let me know if you have any questions. Materials with a copy of this summary will be forwarded to Vickie Courtney.

Dan Feeney

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Message-Id: <56312.courtney@mailbox.mail.umn.edu>

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landx002@maroon.tc.umn.edu, courtney, senate

Subject: Agenda for the Feb. 18, AHC FCC Meeting (After meeting w/Cerra)

Status: U

AHC FCC

FEBRUARY 18, 1998

1:00 - 1:30 (immediately following the meeting with Cerra)
475B Child Rehab. Conference Room

1. Approval of the Jan. 14 minutes
2. Discussion - Governance Task Force Report
3. Update - School of Public Health ICR/O&M
4. ICR/O&M for the Medical School - Peter Bitterman
5. Comments/Reactions - Info regarding Seed Grant Application
and Review Process
6. Discussion - a) Appointing Nominating Committee for
an AHC Committee on Committees; b) April AHC Faculty Assembly
Meeting

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November 11, 1997

MEMORANDUM

TO: Academic Health Center Deans
Professor Anthony Faras
Professor David Hamilton

FROM: Frank B. Cerra, M.D. 
Senior Vice President for Health Sciences

RE: AHC-wide early-exit program

Over the last few months, we have evaluated a number of alternative plans for an AHC-wide early-exit program for faculty. I am especially appreciative of the creative proposals and assistance of Professor Hamilton and Professor Faras and the Exit Strategies Committee.

After reviewing the options, we will not be proceeding with the development of a new AHC-wide early exit program, and will continue to employ the existing University programs. This decision is based on the assessment that a new program, AHC-wide, is not necessary to achieve the stated goals of financial stabilization and faculty revitalization. This conclusion was reached after consultation with the AHC-FCC, several discussions at the AHC Deans Council and the analytic work of the Exit Strategies Committee.

If an individual school continues to feel that an early exit program, other than what is already available is necessary, my office stands ready to work with you and to consider such an option.

FBC/bmg

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November 10, 1997

MEMORANDUM

TO: Academic Health Center Faculty Consultative Committee (AHC-FCC)
FROM: Frank B. Cerra, M.D. *[Signature]*
Senior Vice President for Health Sciences
RE: Review Committee for Review and Evaluation of AHC Dean

In preparation for our continuing dialog, I provide the following regarding the Review Committee:

- 1) Review Committee General Functions:
 - a) gather information
 - b) analyze and interpret information
 - c) prepare report to responsible administrator
- 2) Review Committee Composition:
 - a) Chair: AHC Dean
 - b) Members:

Tenured faculty in school	2
Tenured faculty outside school	3
Staff in school	1
Staff outside school	1
Senior Vice President for Health Sciences staff	1
 - c) Support staff 1
- 3) The Senior Vice President for Health Sciences will appoint the committee in consultation with the dean being reviewed and the governance system operational in the school of the dean being reviewed.

Concern raised about proposed composition

I have previously provided to you the process/procedures for a comprehensive review of a dean. I will now provide you with a document called "Helpful Information." This document summarizes guidelines, roles and responsibilities, and procedural clarifications.

I look forward to our discussion and moving forward with this process.

FBC/bmg

Attachment

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To: ahcfcc96-97@maroon.tc.umn.edu
From: "sheila corcoran-perry" <corco001@maroon.tc.umn.edu>
Subject: 1/21/97 Deans' Council
Date: Wed, 22 Oct 1997 12:32:08
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MIME-Version: 1.0
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I attended the Dean's Council meeting yesterday. An agenda item for the 10/28/97 Council meeting is "Exit Strategies" (addressing issues relevant to the "Faculty Revitalization and Renewal Program"). I am concerned that for this meeting next week, the deans will not have the faculty's revised proposal. Can we do anything in the next week?

Quick summary of the Council meeting:

I was excluded from the first 1 3/4 hours where the Council meet in executive session to: (a) discuss & approve the legislative investments in research, and (b) discuss the issue of managing intercollegiate units.

After I joined the Council, they addressed four items:

(a) 1997-98 Dean's Council goals and work plan: the goals and work plan are being updated.

(b) Sharing of ICR on sponsored projects: Dean Leyasmeyer presented a proposal addressing three principles to guide the sharing ICR among collaborating academic units. Mark Brenner was present at the time and was surprised to learn that currently units are experiencing difficulties with ICR sharing. He said that he would pursue this.

(c) Role of department heads and deans: Mark Brenner presented an overview.

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To: Frank B Cerra <cerra001@maroon.tc.umn.edu>
From: "sheila corcoran-perry" <corco001@maroon.tc.umn.edu>
Subject: Deans' Review Committee Composition
CC: ahcfcc96-97@maroon.tc.umn.edu
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Frank,

Your comments yesterday to the University Senate Task Force on Consultation were very helpful, particularly your distinction between consultation and communication.

I want to follow-up on a consultation illustration that you used. The example was the recent discussion that you had with the AHC-FCC regarding the composition of review committees' for comprehensive evaluations of deans. Following the illustration, you told the Task Force members that you took the an innovative suggestion from the AHC-FCC meeting to the AHC Deans' Council and the deans reacted positively.

What I am wondering - and I assume the AHC-FCC would wonder about - is what did you bring to the Deans' Council? As I recall from the last AHC-FCC meeting on 10/15/97, many possibilities were put on the table regarding Review Committee composition; but no consensus was reached. Interest was expressed about the process described by Muriel Bebeau, but they were insufficiently developed at the meeting. FCC members agreed to pursue this issue via email dialogue. This has not happened yet. So, from my perspective, the consultation is incomplete and AHC-FCC needs more deliberation and input.

Sheila

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Date: Mon, 6 Oct 1997 16:24:36 -0500
To: "Vickie Courtney" <courtney@mailbox.mail.umn.edu>
From: Judy Garrard <jgarrard@maroon.tc.umn.edu>
Subject: Re: Dean's Council Meetings

Vickie, I just got a fax from the Sr. VP's office about the agenda tomorrow at the COD's meeting. They also sent along some agenda items. Would you pass this along to the AHC-FCC?>

>October 14 -- Meeting canceled

>
>October 21--Agenda: Enterprise Project
1997-98 Sr VP's Goals and Work Plan
HealthPartners Educaiton Institute and AHC Affiliation Agreement
Combined Charitable Campaign
Review Proposals for Legislative Investments in Research
Allied Health TAsk Force Report

>
>October 28 -- Finalize 1997-98 Deans' council Goals and Work Plan
Graduate Health Professional Education Funding
Compatibility of computer systems across the AHC and University
Commong management information systems and databases across the AHC
Clairty system report and demonstration

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>November 4

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>November 11

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>November 18

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>November 25 Judy Garrard

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>December 2 Mickey Bebeau

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>December 9

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>December 16

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>December 23

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>December 30 Judy Garrard

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Date: Mon, 18 Aug 1997 07:43:13 -0500
To: Muriel J Bebeau <bebea001@maroon.tc.umn.edu>,
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Cynthia R Gross <gross002@maroon.tc.umn.edu>, fhaffert@d.umn.edu
From: "David W. Hamilton" <dwh@lenti.med.umn.edu>
Subject: Letter to Frank Cerra
Cc: courtney@mailbox.mail.umn.edu
Mime-Version: 1.0
Content-Type: text/plain; charset="us-ascii"

Hello all,

As per our last meeting I am circulating to you the following letter to Frank. Please make any suggestions you want, but I need them fast since we meet with him on Wednesday.

David

Dear Frank,

At the meeting of the AHC FCC last week we discussed the agenda that we would like to propose for our meeting with you on Wednesday. To wit:

1. Impact of loss of Medica Premier on faculty and staff access to university physicians. What can be done about the severe financial burden imposed? Etc.
2. We have had reports that compensation policy varied quite significantly from school to school in the AHC. Did schools develop written criteria for compensation? What are they? Was there faculty input?
3. What is happening about distribution of money received from the legislative initiative?

Anything that you would like to add would be welcome.

Regards,

David

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David W. Hamilton, Ph.D.

AHC FCC MEETING WITH VP CERRA
Executive Summary
August 20, 1997

PRESENT: Frank Cerra, David Hamilton, Sheila Corcoran-Perry

REGRETS: Cynthia Gross, Pete Bitterman, Dan Feeney, Judy Garrard, Fred Hafferty, Muriel Bebeau

ABSENT: None

Professor Hamilton identified three main agenda items to be discussed with Sr. Vice President Cerra.

1. The impact of loss of Medica Premier on faculty and staff access to University physicians: Sr. VP Cerra agreed this is a big issue and that faculty need to be involved in discussions regarding what can be done about the severe financial burden imposed by the loss of Medica Premier. Cerra spent some time talking about why Medica is dropping Premier - the main reason is that the cost for this particular population of about 3,500 is too high. Professor Hamilton expressed concern for university employees who may not be able to afford 5% of their incomes to support their health care. The only other option would be to drop their physician. Dr. Cerra agreed that a meeting with Carol Carrier to discuss this issue would be helpful. Professor Hamilton suggested inviting Professor Richard McGehee (Chair, SCFA's Health Care Subcommittee) to the meeting. Vickie Courtney agreed to coordinate this meeting.

1a. Boynton Health Service - A brief discussion ensued about Boynton Health Service and why Group Health is in Boynton. The Academic Health Center needs to take the lead in an effort to explore the population bases, gather information, and involve faculty to determine why Boynton is the way it is, one suggested and other agreed.

2. Compensation Policies: It has been reported to the AHC FCC that compensation policies varied quite significantly from school to school in the AHC. Members of the AHC FCC expressed interest in how money is distributed to schools and in turn how schools distribute it. Dr. Cerra said that he told the Deans in May that he would be requesting the criteria used for compensation. He added that he would bring this up at the Dean's Council meetings on August 26 and would share the information with the AHC FCC.

2a. Professor Hamilton told Dr. Cerra about a report of a department not distributing bonus money until this July. Dr. Cerra suggested that Professor Hamilton talk to Kathryn Johnston about this issue. He said he would let Kathryn know that this is an AHC FCC project.

3. Distribution of money received from the legislative initiative: Members were interested in hearing about the consultative process used with respect to the legislative initiative. Earlier it was suggested that a group of distinguished faculty review the proposal outlining the process to be used to determine how the funds would be used. Dr. Cerra explained that originally the pool was \$19 million - but has been reduced drastically - it is now \$4 million (\$2 million recurring). The question is whether a long involved process is necessary to determine how to utilize the \$4 million or should the final decision rest with the Sr. Vice President based on recommendation made by the Deans. Dr. Cerra indicated that he thought he might stop the current process, gather information, talk to the Deans and decide from there. He commented that he didn't want the process to hold up the use of funds.

3a. Interdisciplinary: Some time was spent discussing the meaning of "interdisciplinary." What is interdisciplinary curriculum? It was agreed that a standard definition is needed.

Professor Corcoran-Perry suggested the AHC FCC talk about issues relative to Promotion and Tenure at one of its upcoming meetings.

The meeting was adjourned at 1:00 p.m.

**- Vickie Courtney
University of Minnesota!**