

**AHC FCC MEETING**  
Thursday, August 6, 2009  
10:00 ~ 11:30 a.m.

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

**Present:** Brian Isetts, chair, Colin Campbell, Vernon Weckwerth, Peter Davies, Susan Berry, Paul Olin

**Regrets:** Cheryl Robertson, Steve Downing

**Guest:** Vickie Courtney, University Senate Office

**AHC FCC 2009 ~ 2010 Focus**

Chair Isetts said he would like to improve the AHC faculty's ability to achieve the goals and mission of the AHC. He asked members what goals they thought the committee should work towards this year. Dr. Berry said they should find a way to address the issue of disenfranchised clinical scholars. She stated that they are the backbone of the academic teaching mission from the clinical side, yet often treated like second-class citizens. She has heard from many clinical scholars who feel unappreciated and not a real member of the AHC due to the fact that they have no weight on decisions being made for hiring and promotion. She believes these drawbacks not only have a negative effect on retention of their talent at the University but also the number of people who may shy away from a clinical scholar career due to the major drawbacks that are currently at play. She would like to maximize potential for clinical scholars and tenured faculty.

Professor Campbell said he sees a college that was once governed by faculty now being run by administration. He said central administration is now dictating faculty governance instead of the faculty and he thinks faculty is angry. He thinks it is time to begin asking the tough questions regarding the AHC and operational policies of Dr. Cerra. Isetts asked about how to measure faculty anger and said he would check with Dr. Katherine Himes to see about using the University's satisfaction survey as a template to measure faculty satisfaction.

Dr. Olin said he thinks they should revisit the model of how the faculty looks like now, and what they would like to see it look like. He thinks the focus on faculty has gone by the wayside and has been overridden by administration and that focus needs to return to the faculty.

Professor Davies agreed that the focus has shifted away from faculty. He stated that there has not been a lot of activity addressing issues amongst faculty and instead sees issues trickling down from administration. He would like to see the committee move forward and shift the focus onto servicing the schools instead of being an informational receptacle for administration.

Professor Weckwerth agreed that being a representative for the colleges is a main focus but currently sees the committee as a transmitter of information from administration. He asks if that is a worthy way to spend their time. He would like to see more meaningful efforts on the part of the committee.

Isetts said he agreed that governance participation and ability for promotion for clinical scholars should be a main focus for the committee this year. He said he spoke to the Provost briefly last year about the promotion of clinical scholars. In addition, Isetts informed the AHC-FCC that the Law School has a similar issue and concern related to Law School faculty functioning in the Law Clinic who are experiencing disenfranchisement in faculty governance related to hiring and promotion decisions (University FCC meeting of 8/11/09).

Isetts said the AHC-FCC may be able to make a case for revising the system for clinical scholar participation in promotional decisions, but not in tenure decisions.

Olin suggested that they look at past and present trends in faculty tenure and clinical scholar retention. He said he doesn't know that a unanimous vote for clinical scholars to have a say in governance and promotional decisions would carry, as he has seen deans in the past override popular vote on such decisions. Berry said she thinks decisions made for faculty and clinical scholars should be voted on and decided on amongst those in their own colleges. Isetts asked members if they should pursue having non-tenured clinical scholar faculty be able to vote on tenured faculty promotion, and vice-versa, as they have important contributions and are affected by the decisions made. Members agreed that would be an excellent primary focus for the AHC-FCC this year.

Berry thinks the committee is a good voice to point out the disenfranchisement of the clinical scholars to administration and Isetts stated that they need to present the broad issues and data related to faculty disenfranchisement. Campbell said he sees the disenfranchisement as a complicated and technical issue attached to the 7.12 statements. Others are skeptical that these efforts will be successful, and Isetts stated that revising the system for clinical scholar participation in promotional decisions may be a challenge. He said they need to make a case that enhanced clinical scholar participation in faculty governance would improve quality in the AHC and the University, advance morale, retain talented faculty, and improve faculty productivity. He said they needed to make these contributions proactively.

Ms. Courtney offered members the suggestion of utilizing the governance system in their effort to address this issue, as it is not singular to

the AHC. She noted that it would be important for them to be organized in their quest. Berry stated that it would be important to assure that they are representing their intended group, clinical scholars, properly. Isetts said they needed to seek out a sounding board among our colleagues to get their input. Courtney suggested conducting focus groups as a way to obtain input from clinical scholars.

Berry said they will need to measure the success of their efforts. Isetts said that it may be time to measure AHC faculty satisfaction and develop measures of faculty disenfranchisement. Olin said there is supposed to be a task force on defining the role of clinical scholars and Berry said she was supposed to be on it but has not heard anything since. Olin pointed out that when clinical scholar positions were formed, there had to be some kind of promotional criteria associated with them. He relayed an example at his school of an employee trying to promote but cannot because administration told him the criteria is changing.

Members agreed that the committee focus for the 2009 ~ 2010 academic year would include:

\*Equity for clinical scholars in decision-making and promotion.

\*Faculty participation to enhance representation and status of the AHC.

\*Increase academic satisfaction and faculty productivity as well as faculty consciousness.

Olin stated that he thinks some faculty feel powerless in changing things they do not like within their work sphere because they do not think there is anything they can do to change current situations. Berry said that is the disenfranchisement she is talking about. Isetts said they needed to measure faculty satisfaction but that it will be challenging. Courtney offered to assist them in finding someone to do the survey once they have devised it. Berry suggested a short and specific survey that is audience-focused. Isetts asked members that they each submit to him a couple of names of clinical scholars and other faculty they know who may be a good resource for the survey.

Members agreed to email him their suggestions. Professor Davies agreed to work on the survey.

Isetts reminded members of the upcoming faculty chairs luncheon on September 16, 2009 and said that would be a good time to have some of these discussions about what the AHC faculty would like to see in the future. Courtney pointed out that if the faculty community understood the purpose of the survey, they could be more inclined to participate. Berry had concerns of inciting anxiety among faculty before a solid plan has been made and is ready to be carried out. Olin does not think the portion of returns on surveys is truly representative of those being surveyed. He referenced the last tenured faculty survey in which only ¼ of the target population actually completed the survey.

#### **University Senate Office ~ Vickie Courtney**

Isetts introduced Vickie Courtney. She gave members a brief synopsis of the University Senate Office and how it relates to the AHC FCC. Courtney talked about the importance of the AHC members connecting with people at their schools and said that the fall and spring luncheons will be one vehicle to help make that happen. She said she liked the fact that the upcoming Faculty Fall Forum topic of the academic currency of clinical scholars coincides with their governance goals for the year. She noted the importance of follow-up to their faculty satisfaction survey and that they will need to decide what to do with the information and then follow through in order to make their efforts worth their time, as the faculty who participated will be interested in the results.

#### **Academies for Excellence**

Isetts distributed the final program for the Academies for Excellence Scholarship Awards program to members, scheduled for 4:30-6:00 pm on September 23<sup>rd</sup>. The Awards Program will start at about 5:00 p.m., followed by the Carole Bland Memorial Reception.

#### **AHC Fall Faculty Forum**

The 4<sup>th</sup> Annual AHC Fall Faculty Forum is scheduled for Friday, October 30<sup>th</sup>. Isetts said that the invited keynote speaker is be Luanne Thorndike from Penn State University, College of Medicine, who will be speaking on the attributes that provide metrics for promotion among clinical scholars. Isetts said he wants the round table discussions to all be inter-professional to foster richer conversation with a variety of professionals.

#### **Transition Advisory Group ~ Berry, Olin and Campbell**

The July meeting was cancelled, so there is nothing to report this month.

#### **Dialogue of the day with Dr. Cerra**

The scheduled dialogue of the day topics with Dr. Cerra will be how to measure AHC disenfranchisement and faculty satisfaction.

#### **Annual Report**

Isetts distributed a draft of the AHC-FCC 2008-09 Annual Report to members and asked that they review it and send him their comments. He said that he would send it out electronically as well.

#### **Subcommittee on Finance & Planning**

Olin said he met with Dr. Cerra on Wednesday, August 5<sup>th</sup> to ask for assistance in determining agenda topics for the coming year that coincide with the changes to the current financial structure of the AHC. He said Cerra will assist with the agenda.

Cheryl Robertson submitted two names of possible candidates from the School of Nursing.

Olin asked Isetts if there were any items he would like to see addressed by the Finance and Planning Committee. Isetts said he would like to see the committee look at how disenfranchisement and faculty satisfaction relate to F&P.

Courtney asked members what they are hearing from employees at their respective schools in regard to finances. Berry said people are worried about an increased workload due to layoffs without an increase in pay. She said some departments discourage employees to do anything they are not getting paid for, which she thinks hinders desire to participate in governance.

#### **Other Business**

Olin and Weckwerth agreed to forward departmental satisfaction surveys from their schools to Isetts.

Isetts informed members that Thursday, August 13<sup>th</sup> would be the Medical School Dean's meeting with Dr.s' Cerra, Berry, Ingbar, and himself.

Having no further business, Chair Isetts adjourned the meeting at 11:29 a.m.

Lisa Towry  
University Senate Office