

**AHC FCC MEETING**  
Thursday, October 1, 2009  
10:00 ~ 11:30 a.m.  
Children's Rehab Center, room 406

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), Vernon Weckwerth, Colin Campbell, Paul Olin, Susan Berry, Steve Downing, Cheryl Robertson

**Guests:** David Ingbar, Medical School, Lynn Eberly, School of Public Health, Cheryl Zimmerman, School of Pharmacy, Ned Patterson, School of Veterinary Medicine, David Bereiter, School of Dentistry

### **Finance and Planning ~ Paul Olin**

Dr. Olin expressed the importance for the University to begin planning now for the 2012 ~ 2013 fiscal year. He said there would continue to be base funding cuts and that decisions made now will stay with the University well into the future.

Dr. Olin met with Beth Nunnally, Associate Vice President, Academic Health Center, and they discussed the uniqueness of cost pools. He said the Senate Committee on Finance and Planning (SCFP) drafted a letter to President Bruininks regarding cost pools but it was not adopted. In March, the SCFP drafted another letter with a statement on cost pools that was adopted.

Dr. Olin said two seats remain open on the AHC Finance and Planning Committee. There is one open seat for the Medical School, and one for the School of Nursing. He said it has been difficult filling all the open seats on the committee. Dr. Ingbar said he would speak with Dr. Berry about possible candidates from the Medical School and get back to him.

Dr. Olin would like to be more proactive with the committee this year. He plans to extend an invitation to the finance administrators in the various AHC Schools to attend a meeting to discuss about the AHC's current financial situation and focus on the AHC's financial health moving forward.

### **Academy of Excellence Nominees**

Chair Isetts said that it is time to start finding candidates for next year's Academy of Excellence nominees. He said they could begin taking applications at any time and proposed an April 1<sup>st</sup> submission deadline for the Academy of Excellence in Health Research and a February 15<sup>th</sup> submission deadline for the Academy of Excellence in Teaching and Learning. Members reviewed the committees' role as it relates to both awards. Dr. Olin suggested the committee serve as a qualification review board for the Teaching and Learning Award and Campbell agreed. A motion was made that the AHC FCC serve as an eligibility review board for the Academy of Excellence in Teaching and Learning to determine if applicants meet the award criteria prior to forwarding applications onto the secondary review board. The motion was seconded. Discussion continued about the committees' current role as a preliminary review board for both awards, which would involve spending time and reviewing the applicants but not making the final decision. Some members did not think this was a good use of time if the committee was not going to have a role in the final decision. The motion for the AHC FCC to serve as the preliminary eligibility review board passed with three members for, one member against, and one abstention. Members agreed on February 15<sup>th</sup> as the submission deadline for the Academy of Excellence in Teaching and Learning Award.

### **AHC FCC Chair's Luncheon**

Chair Isetts asked members for their impression and success of the chair's luncheon on September 16<sup>th</sup>. Professor Patterson found it helpful to see the commonality between AHC schools. Professor Bereiter said it was an eye-opener to see the differences in operation between schools and Professor Zimmerman agreed. Members briefly discussed the differences between AHC schools in regard to FCC responsibilities and operations practices.

### **Fall Forum**

Chair Isetts reiterated the purpose of the Fall Forum, which is to focus on scholarly contributions and the value of clinical track faculty. Information about the keynote speakers was shared with members. He stated that they do presentations on this topic all over the country and that this is a good time to bring this topic to the forefront given that other universities are struggling with the same issue. Chair Isetts distributed version seven of the Forum schedule. Members proposed changes to the schedule, which Chair Isetts agreed to incorporate, and said he would redistribute the updated version via email.

### **Meetings with Dr. Cerra, etc.**

Chair Isetts asked the meeting guests who would like to be the next guest at the AHC FCC meeting with Dr. Frank Cerra on Thursday,

October 22<sup>nd</sup>. He stated that Professor Zimmerman attended the September meeting, and asked her for her impression. She said she appreciates Dr. Cerra's point of view on any given topic. She was once again impressed by the notable differences in management style between the various AHC schools. She said one issue that is becoming more concerning is that upper administration at the University does not seem to understand what is unique about the University's professional schools. She noted that consequences for employees with unfavorable behavior are considerably different between the AHC schools. She said the discipline process has changed. In the past, it was transparent, but now seems very unclear. She relayed a recent appeal in which the Pharmacy School deans were not invited to the appeal process. She stated that no one from Pharmacy was there as a representative of the school. She thinks the consequences in professional schools versus the undergraduate schools are very different.

Dr. Ingbar said there is a major move driven by Dr. Cerra to integrate the University's Health Center and Fairview, which will alter the practice plan at the University. He said at least two consulting firms have provided reports for University administration in regard to the integration. Chair Isetts said he will formally request a copy of those reports for the committees review and discussion. It was agreed that such integration would affect not only the Medical School, but also all schools in the AHC. Isetts said this issue will require more discussion and he will put it on next month's agenda.

### **AHC Strategic Direction**

Members viewed Dr. Cerra's strategic direction chart. Members agreed they would need more time to review it. They will discuss it at the November meeting.

### **Other Business**

The formal complaint regarding last summer's hire at the School of Dentistry without faculty input continues to be under investigation. Chair Isetts said that faculty can be hired prior to formal review from individual college's Promotion and Tenure Committees, even though they do not align with best practices at the University. Some members thought the timing of the hiring (summer) was very deliberate as this is a time when it is more difficult to assemble faculty for meetings at this time of the year. Faculty were not made aware of the new hire until they returned for the 2009 ~ 2010 academic year, which made it too late for faculty input.

Members discussed policy surrounding non-tenure track faculty participating in tenure-track faculty discussions. Some schools allow non-tenure track faculty to participate in the discussions about promotion whereas others do not. Dr. Berry said there is nothing in the policy that states non-tenure track faculty cannot be in the room listening to the discussion on promotions and that they are allowed to participate in the discussion. Isetts said that this is an issue that needs to be addressed.

Chair Isetts said that there was concern at the University-FCC Retreat in about communicating the value of faculty to the public. He suggested inviting Mary Koppel, Assistant Vice President for Public Affairs, AHC Communications, and Karen Himle, Vice President, University Relations, to come to the November meeting to discuss the issue and suggest ideas for communicating the value of faculty to the public.

Having time for no further business, the meeting adjourned at 11:27 a.m.

Lisa Towry  
University Senate Office