

**FACULTY CONSULTATIVE COMMITTEE
ACADEMIC HEALTH CENTER
ANNUAL REPORT, 2008-2009**

MEMBERS

Brian Isetts (Chair, College of Pharmacy)
Peter Davies (Vice-Chair, College of Veterinary Medicine)
Paul Olin (Chair of Finance and Planning Sub-committee, Dental School)
Susan Berry (Medical School-Twin Cities, Clinical Sciences representative)
Colin Campbell (Medical School-Twin Cities, Basic Sciences representative)
Steve Downing (Duluth Medical School)
Cheryl Robertson (School of Nursing)
Vernon Weckwerth (School of Public Health)

ACTIONS REGARDING RESPONSIBILITIES: STEERING, CONSULTATIVE AND EXECUTIVE

STEERING RESPONSIBILITIES:

1. To meet at least monthly to discuss matters of concern to the faculty.

The AHC-FCC met eleven times (once/month August 2008 to June 2009) for discussions of various activities and issues of concern to the AHC Faculty.

2. To initiate whatever studies it deems necessary and appropriate or to request such studies from the Senior Vice President (SVP) for Health Sciences or Administrative officers or from the subcommittees. (This section includes descriptions of on-going projects coordinated by the AHC-FCC)

a. The first priority of the AHC-FCC was to establish the strategic direction for 2008-09. The incoming Chair (Isetts) met with SVP Dr. Frank Cerra on July 23, 2008 to discuss the AHC-FCC's fundamental purpose and strategic priorities. The critical role of faculty governance in the AHC was reviewed and the 2008-09 theme of, "Establishing Trust and Transparency" was established. The critical role of faculty governance in the AHC was characterized as:

- i) Advising and consulting on major decisions,
- ii) Strengthening accountability and commitment to faculty as the central institutional resource and,
- iii) Establishing dialogue in the pursuit of a common vision as an approach to augmenting faculty engagement in formal consultative processes.

b. One of the most challenging tasks addressed by the AHC-FCC in 2008-09 was a proposal for reorganizing the University of Minnesota Academic Health Center. A number of economic realities precipitated the need for action within Central Administration at the University of Minnesota. University President Robert Bruininks and Kathryn Stuckert, Associate to the Office of the President, visited the AHC-FCC on December 4, 2008 to present findings from an organizational analysis of peer institutions. On January 28, 2009 a formal announcement was issued outlining the decision to combine the positions of SVP of Health Sciences with the Dean of the Medical School. This major decision prompted the AHC-FCC to engage in a re-analysis of strategic priorities. A number of new initiatives were set forth by the AHC-FCC subsequent to the AHC Reorganization Decision pursuant to an analysis of the AHC-FCC's strengths, weaknesses, opportunities and threats. To improve effectiveness in contributing to AHC decision-making in the future, it was determined that the Committee could improve communications and rapport with AHC Deans, and with faculty governance councils among AHC-member schools and colleges (e.g. improved vertical and horizontal integration). The outcome of this initiative was to schedule a series of meetings with each of the AHC Deans during the summer of 2009, and to schedule joint meetings of the AHC-FCC with Chairs of each of the AHC schools and colleges.

c. The AHC-FCC worked with SVP Dr. Cerra, Assistant Vice President for Education, Barbara Brandt, and Assistant Vice President for Research, Mark Paller to coordinate the nomination deadlines, the advertising and soliciting of nominations, the monetary incentives, wall of honor engravings, commemorative crystal blocks and the induction ceremonies for the AHC Academies for Excellence.

- i.) For the Academy for Excellence in the Scholarship of Teaching and Learning,
the AHC-FCC agreed to continue serving as the screening committee for applications. When the Academy for Excellence in the Scholarship of Teaching and Learning grows to a sufficient size to support itself, screening committee functions are expected to be turned over to members of the Academy. Nominations for the Academy for Excellence in the Scholarship of Teaching and Learning were solicited for a deadline of December 1, 2008. The AHC-FCC reviewed the nominations and made recommendations to a selection committee consisting of two outside experts and the two 2008 inaugural Academy members. The 2009 inductees to the Academy are: Melissa Avery, School of Nursing; Debra Olson, School of Public Health; James Pacala, Medical School; and, Patricia Schaber, Center for Allied Health Programs
- ii.) Nominations for the Academy for Excellence in Health Research were solicited for a deadline of April 3, 2009. The AHC-FCC invited Dr. Mark Paller to meet on April 2, 2009, and it was determined that the Academy for Excellence in Health Research is now of sufficient size and expertise that the AHC-FCC can turn over screening committee responsibilities to the Academy, in addition to final inductee selection responsibilities.

Therefore, the AHC-FCC will continue serving as the endorsing committee for the Academy with responsibility for coordinating nomination deadlines, and promoting and soliciting nominations. The 2009 inductees to the Academy for Excellence in Health Research are: Robert Bache, Medical School; Michael Mauer, Medical School; James Neaton, School of Public Health; and, Robert Vince, College of Pharmacy.

iii.) A decision was made to combine the awards reception for both Academies into a single event to be held on September 23, 2009 from 4:30-6:00 p.m. in front of the Academy Wall of Honor in the second-floor corridor of Moos Tower. The AHC-FCC moved to honor the late Carole Bland by naming the reception that immediately follows the Academy Awards Program as the, "Carole Bland Memorial Reception." Carole J. Bland was on faculty of the Medical School since 1974 and at the time of her passing on August 23, 2008 she was Assistant Dean for Faculty Development in the Medical School, and Co-director of the Leadership/Mentorship Work Group of the Committee on Excellence in Women's Health. Carole Bland was internationally renowned for her mentoring initiatives and was instrumental in helping the AHC-FCC produce the 2nd Annual AHC Faculty Forum held on November 2, 2007 titled, "Creating Successful Mentoring Relationships."

d. The AHC-FCC sponsored its third annual all-AHC Faculty Forum entitled, "Myth Busters: Fostering Interprofessional Scholarship," held on October 16, 2008 in Coffman Union 4th Floor Ballrooms. The keynote speaker was Barbara Brandt from the AHC SVP Office, a nationally recognized expert on interprofessional scholarship. A panel and workshop session of AHC faculty and students representing successful interprofessional programs were featured, and there were table discussions facilitated by members of the AHC-FCC. The Forum was extended into the October "Third Thursday" faculty social event in Coffman Union at the conclusion of the Forum.

e. Planning commenced for the fourth all-AHC Faculty Forum. After evaluating responses to a web-survey of AHC Faculty, it was decided to have a Friday afternoon forum on Oct. 30th pertaining to the topic of, "Establishing the Academic Currency of Clinical Scholars."

f. With the help of the Senior Vice President's Office and the AHC Office of Communications, a monthly AHC-Faculty social event referred to as, "Third Thursdays" was initiated in October to take place from 4:30 to 6 pm in the Campus Club at Coffman Union with refreshments funded by the SVP's office. The first session was held in conjunction with the AHC Fall Forum, and subsequent receptions were hosted by different AHC schools and their AHC-FCC representative(s). The purpose of the Third Thursday's Program is to promote interprofessional collaboration and faculty morale in a relaxed and unstructured venue.

g. It is also noted that the AHC-FCC Chair attended a meeting of each of the other AHC school's FCC's (some of which are referred to as Faculty Affairs Committees or Faculty Councils) to improve communication among AHC faculty, and to enhance the capacity of faculty governance within the AHC.

3. To advise the Senior Vice President for Health Sciences on procedures for making administrative appointments and to participate in the selection process.

Although there were no specific activities related to *making* administrative appointments, the chair of the AHC-FCC is asked to participate in *review* of AHC administrators. To that end, Brian Isetts participated on committees that conducted a regularly-scheduled review of two of the AHC-school deans.

4. To create and terminate all subcommittees of the AHC FCC.

There was no activity in this area.

CONSULTATIVE RESPONSIBILITIES:

1. To meet with the Senior Vice President for Health Sciences monthly, or at least six times per year, to discuss issues or policies of the AHC and to represent the viewpoints of faculty.

The AHC-FCC met ten times this year in consultation with Senior Vice President Cerra to discuss issues and views of the faculty and policies of the AHC. In addition to discussions related to the topics listed in Section 2 of this report, each meeting with SVP Cerra focused on a specific "Dialogue of the Day." The dialogue of the day subjects corresponding to each of the ten meetings with SVP Cerra are listed below:

8/19/08: Overview of challenges to the AHC strategic vision.

9/16/08: Training the next generation of health professionals in the face of overwhelming demands on the U.S. health care system.

10/14/08: Defining the academic currency of clinical track faculty: Specifying the AHC-FCC's role in the interface between individual academic units and the AHC.

11/19/08: Revised interpretation of Provost Procedures for Reviewing Candidates for Tenure and/or Promotion: Potential disenfranchising of non-tenure track AHC faculty contributing to the strategic vision and the University's mission.

12/10/08: Evolving roles and responsibilities of AHC Faculty Governance in the presence of

economic challenges.

1/20/09: AHC Faculty Assembly preparation: Sharing the wealth in times of unprecedented economic challenges.

3/18/09: Relevance of the AHC-FCC moving forward: Explaining the role of faculty governance to our AHC faculty peers.

4/14/09: What should the AHC faculty of the future look like?

5/19/09: Relevance of AHC-FCC in the AHC Reorganization Plan.

6/16/09: AHC-FCC Role in the Medical School Reorganization Plan.

Additional issues discussed with SVP Cerra included:

- a. Concerns about the effect of the proposed Light Rail Transit line upon traffic patterns affecting University and AHC hospitals access, and the vibrational effect on AHC laboratories.
- b. Copyright policy and implications regarding intellectual property and in particular, electronic educational materials.
- c. Review of the revised 7.12 statements.
- d. Problems associated with implementation of the Enterprise Finance System.

2. To consult with the Senior Vice President for Health Sciences or Administrative officers on planning and on the annual budget and the biennial request.

Periodic updates were presented by Dr. Cerra to the AHC-FCC regarding budgetary issues and the biennial request. Additional information regarding these issues was discussed by the AHC-F&P committee. Tuition rates, state support, gubernatorial "unallotment," economic conditions, practice plans, external funding, research money and costs, program reductions, and ways to economize continue to be issues of concern.

3. To receive notification of concerns that may require consultation with the Senior Vice President for Health Sciences or Administrative officers from any faculty member, academic professional, or student.

- a. The economic issues concerning the University and the AHC were discussed at great length in 2008-09 including decreased state funding, the University's "hiring pause," the early retirement program, and the salary freeze.
- b. The AHC and Medical School Reorganization were discussed at great lengths, as described in Section 2b of this Annual Report.
- c. The other major administrative decision requiring attention of the AHC-FCC was the decision to close the Graduate School. The University-FCC devoted substantial time and resources to this concern, and implications of this decision on AHC graduate programs were discussed by the AHC-FCC.

4. To receive recommendations of any faculty member, academic professional, or student who wishes to present a proposal to the AHC-FCC and to refer or act upon such recommendations as it deems appropriate.

Other than informal input that was obtained in regards to the topics discussed in this Report, no such formal requests or recommendations were made this year.

EXECUTIVE RESPONSIBILITIES

1. To serve as a deliberative body of the AHC Faculty Assembly on all major items it deems necessary and appropriate and to call meetings of the AHC Faculty Assembly as needed.

The 2008-09 AHC Faculty Assembly was held on February 19, 2009 in the Mayo Auditorium in conjunction with the State of the AHC Address delivered by SVP Cerra. The program commenced with an overview of AHC-FCC activities delivered by AHC-FCC Chair Isetts, followed by the State of the AHC Address. An extended question and answer session followed the State of the AHC Address. Questions were solicited in advance of the program on-line, and questions were submitted in writing on note cards during the State of the AHC Address. Other than the annual meeting in February, no additional special meetings of the AHC Faculty Assembly were called.

2. To act on behalf of the AHC Faculty Assembly when a decision is required and when it would not be possible to convene a special meeting of the AHC Faculty Assembly in a timely fashion.

No action was necessary in this area.

3. To report regularly on any matters which, in its judgment, should be brought to the attention of the AHC or specifically to the attention and consideration of the AHC Faculty Assembly.

No action was necessary in this area.

4. To examine any action taken respecting the AHC by the Board of Regents, the central administration, or by another individual or body having any relationship with the University.

a. The AHC-FCC Chair serves as ex-officio member of the University-FCC. The AHC-FCC Chair attended the majority of University-FCC meetings in 2008-09. Our role on this committee is to represent the interests of the AHC and provide an avenue of communication between the faculty of the AHC and rest of the University. In addition, as representatives of this committee, we are asked to think and act broadly in the best interests of the University as a whole.

Among the many issues discussed were: revision of the tenure code, intellectual property and copyright policies, issues of metrics and measures of the University's progress, student feedback on classes, large classroom utilization and replacement of classroom space, tensions regarding administrative decisions driving educational policy, the proliferation of administrators, concern about the proportions of support for athletics and academic activities, the implementation of the Enterprise Finance Plan, concerns about the budget model, and concerns about public funding of higher education and rising tuitions.

b. The University-FCC consults regularly with President Bruininks, Provost Sullivan, and SVP's Cerra and Jones on the strategic repositioning of the university in light of the goal to become one of the top public research universities in the world, on the budget request to the legislature, and on recommendations from various committees and strategic positioning task forces.

Respectfully submitted,

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