

April 22, 2008, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

April 22, 2008

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, at 4:30 p.m. in Room B646 Mayo Memorial Building and 146 School of Medicine Duluth (via ITV). Esam El-Fakahany, Chair of the FAC presided.

Members Present: Drs. Sharon Allen, Robert Bache, Vivian Bardwell, Peter Bitterman, James Boulger, Pablo Castillo, John Day, Levi Downs, Esam El-Fakahany, Donna Forbes, Richard Gray, Kalpna Gupta, David Ingbar, Dana Johnson, Carol Lange, David Largaespada, Tucker LeBien, Christopher Pennell, Yoji Shimizu, Brian Sick, Julie Switzer, Gregory Vercellotti, Carol Wells, and Jo-Anne Young.

Dean's Office Staff Present: Drs. Carole Bland, Deborah Powell, Charles Moldow and Patricia Mulcahy.

Guests Present: Drs. Leo Furcht, Department Head of Laboratory Medicine and Pathology and Douglas Yee, Director of the Cancer Center

Welcome and Introductions

Dr. Esam El-Fakahany called the meeting to order at 4:35 p.m.

Faculty Affairs Newsletter; *Catalyst*

Dr. Carole Bland, Assistant Dean for Faculty Development, asked the FAC to provide feedback about the Office of Faculty Affairs newsletter *Catalyst*, which was sent to faculty in early April. The FAC suggested that the email have headlines with links to full articles rather than having the entire newsletter in a PDF. Many thought the tools were helpful while some had not reviewed the full newsletter yet. Dr. Bland requested that the group send her feedback after full review.

Dean's Comments and Updates

The Dean updated Council on the Medical School Advancement Project. Four Task Forces have been charged to consider Recruitment, Facilities, Clinical Metrics, and All-Funds. Drs. Daniels, Krachmer, Neglia, and Vickers are chairing these committees. They will prepare reports in mid-May.

The Dean informed Council that three senior administrative appointments have been made in the Medical School Dean's Office:

- Lindsey Henson has been appointed as Vice Dean for Education, an appointment which began in March.
- Kathleen Brooks has accepted a position as Associate Dean for Primary Care, which is also a 60% time appointment as Director of the Rural Physician Associate Program (RPAP). There will be two Associate Directors of RPAP who will be appointed soon.
- Roberta Sonnino has been appointed as Associate Dean for Faculty Affairs, starting May 19, 2008. Dr. Sonnino will begin work on the final revisions to the departmental 7.12 Statements in the Medical School, as well as dealing with the issues surrounding the newly revised Promotion and Tenure Guidelines.

Education Council Leadership

Dean Powell informed Council that Dr. Kathleen Watson, Associate Dean for Students and Student Learning, has been serving as interim Chair of the Education Council, due to the departure of Dr. Jonathan Ravdin. Dean Powell will appointment a faculty member to this leadership position during the summer, and would like the FAC to submit names of potential candidates for this position.

The Dean explained to Council that this appointment is very important. With Dr. Henson's arrival, MED 2010 will be fully initiated and the Education Council will be an important advisory group to that process. The Chair of the Education Council needs to be a senior faculty member who cares about medical education, understands the implications of education, and who is committed to working for the next two to three years with the Education Council. The Dean would like a broad spectrum of candidates to choose from. Please send your suggestions to her.

Committee Nominations Solicitation

The FAC is responsible for nominating members to the Admissions Committee, Education Council, Committee on Student Scholastic Standing, Research Council, and Promotion and Tenure Committee. Duluth FAC members will make separate

nominations through a special nominating committee. Please submit your nominations for Twin Cities faculty members by May 2, 2008 to msfacaff@umn.edu.

Basic Scientist Appointments in Clinical Departments

Dr. Leo Furcht, Head of the Department of Laboratory Medicine and Pathology (LMP), informed Council that his department is unique in that there are Ph.D. faculty who have clinical responsibilities and M.D. faculty who focus mainly on research. Because of this composition, a mutual respect among all faculty for the work being done is crucial. The Department accomplishes this community with a strong series of lectures during Grand Rounds.

Dr. Furcht also commented that with a reduction in overall NIH funding for research, it is critical to create collaborative teams of research to receive priority scores on grants. He is amazed at the collaborations that have developed within his department, where clinical work has strengthened basic science research.

While this works in the departmental environment of LMP, Dr. Furcht mentioned that this model does not exist in other departments. Smaller clinical departments are at a disadvantage simply because of their size and lack of resources. And even larger clinical departments do not necessarily have an advantage because of their heavy clinical responsibilities. Additionally, the composition of the faculty and the multi-faceted research culture may not exist in other departments. But, Dr. Furcht believed that strides could be made in other departments to make deliberate and thoughtful hires to ensure that new hires will fit into a collaborative team approach.

Dr. Douglas Yee, Director of the Cancer Center, also emphasized that as funding gets tighter, there needs to be a more collaborative oriented funding approach. Research dollars are still available in disease oriented research, which further necessitates the need for team work when applying for grants, across the spectrum of basic and clinical science. Dr. Yee said that it could be argued that these teams of faculty do not necessarily need to have appointments from the same department, but most grants that receive high priority scores are from the same department. The Cancer Center assists in pulling these faculty together from different departments who have similar research goals.

Dr. Furcht mentioned that before the creation of the Cancer Center, the Medical School had "Interest Groups" that would meet over lunch to present their work. This would pull faculty together who wouldn't typically see each other. These types of community building activities need to exist to encourage collaborations.

The panel and the Dean agreed that deliberate and specific attention should be paid to new hires. These hires must benefit the faculty member, the Center, the Department(s), and the School. The Cancer Center clusters by specific disease to ensure that the hire is a good fit. Additionally, it may be necessary to appoint a mentoring committee, with clinical and translational research mentors who can assist with networking amongst peers.

Council mentioned that a change is occurring in the culture of basic scientists. What was viewed as meritorious ten years ago has changed to include the study of disease mechanism. This change will help build these connections amongst faculty.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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