

November 4, 2008, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

November 4, 2008

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, September 2, 2008 at 4:00 p.m. in Room B646 Mayo Memorial Building and 146 School of Medicine Duluth (via ITV). Carol Lange, Chair of the FAC presided.

Members Present: Drs. Aviva Abosch, Robert Acton, Sharon Allen, Vivan Bardwell, Gregory Beilman, Peter Bitterman, Paul Bohjanen, James Boulger, Joseph Brocato, John Day, Levi Downs, Gwen Halaas, Gerhard Johnson, Dan Kaplan, Stephen Katz, Carol Lange, Theresa Nick, James Pacala, Christopher Pennell, Teresa Rose-Hellekant, David Rothenberger, Gregory Vercellotti, and Jo-Anne Young.

Dean's Office Staff Present: Dean Deborah Powell, Drs. Charles Moldow, Roberta Sonnino, and Ms. Patricia Mulcahy.

Guest: Dr. Brian Isetts, Chair of the AHC FCC

Welcome

Dr. Lange called the meeting to order at 4:04 p.m.

Medical School Policy for Faculty Review

Dr. Roberta Sonnino, Associate Dean for Faculty Affairs, presented the draft Medical School Faculty Review Policy to the FAC again, and informed the Council that departments and faculty had provided feedback, which would be incorporated into the document. Five departments were highly favorable of the document, but six individuals provided feedback regarding the amount of paperwork that was involved. Dr. Sonnino informed Council that this policy would not require new paperwork except for a personal statement. Dr. Sonnino reminded the FAC that these documents were written by taking the existing policy from the *Board of Regents Policy on Faculty Tenure*, and adding specific requirements to make this Medical School specific. She asked the FAC again for feedback.

Dr. James Pacala, Professor in the Department of Family Medicine and Community Health, mentioned that the terms "Outstanding", "Satisfactory", and "Unsatisfactory" were difficult to define, and while most faculty will fall into a satisfactory category, this term is often seen as derogatory by faculty. He asked for clear guidelines that defined what absolute qualities would be required for these categories. Additionally, Dr. Pacala requested that there be careful instructions to Department Heads, so that there is quality across departments. Dr. Sonnino thanked Dr. Pacala for the feedback, and said that additional text would be added regarding departmental criteria, and that care would be taken with regards to oversight of these criteria across departments. She also mentioned that this document is not static, and can and will be changed to meet the needs of the faculty.

Dr. Sonnino mentioned to the FAC that this document will be brought to the faculty for final review at the upcoming Faculty Assembly on November 17, 2008.

Academic Health Center Faculty Consultative Committee (AHC FCC)

Brian Isetts, Associate Professor in the College of Pharmacy and Chair of the AHC FCC, introduced himself to the FAC and explained their role in faculty governance. He explained that his goal for the AHC FCC is to provide trust and transparency to faculty governance. He is required to attend University FCC meetings, which has direct interaction with President Bruininks. The AHC FCC also acts as a screening committee for the AHC Academy of Excellence, and sponsors the Fall Faculty Forum and Third Thursdays.

Dr. Isetts then asked the FAC for agenda items that the AHC FCC should consider to help achieve the common vision of the University. In the past this group has examined effective teaching of students and role of clinical faculty in faculty governance. Dean Powell requested that the role of clinical faculty be reviewed again by the AHC FCC, with input from the Medical School. She explained that the Medical School has a large number of clinical faculty whose faculty rights may be limited due to University governance. Because the Medical School has a tripartite mission and values all faculty equally, this issue should be looked at more closely. Drs. Carol Lange and Roberta Sonnino agreed to meet with Dr. Isetts to discuss this issue further.

Conflict of Interest (COI) Taskforce: Timeline and Discussion

Dean Powell again presented the Conflict of Interest Task Force Report to the FAC, and reminded the FAC that this taskforce met for more than a year, and this report presents their findings. This document is not official policy, but their recommendations and

the feedback of faculty to these recommendations will be used to help create a Medical School-wide policy on Conflict of Interest. While this document has received attention from the local press, it is not in the final format that will be adopted by the School.

The Medical School has received public attention regarding this document, and the University is pressing for the Medical School to take action. The Dean has requested that faculty provide feedback before the end of the fall semester, and has encouraged departments to look at this document and provide consensus statements.

Dr. Peter Bitterman suggested to Dean Powell that the tone of the Medical School policy should state that academic institutions must work with industry for the translation of discovery and technology into clinical cures. This cannot happen without relationships to industry. Dean Powell added that faculty have the right to consult and are encouraged to work collaboratively with industry. While there was negative press feedback from certain members of the industry, Dean Powell pointed out that industry representatives were asked to be members of this task force, but were not able to participate. She also added that a major area of concern regarding COI surrounds preceptors and medical education.

Dr. Gerhard Johnson, FAC representative from the VAMC, asked the Dean if these policies would apply to faculty at his affiliate site. The Dean affirmed that faculty at affiliate sites, especially at the VAMC, would be held accountable to the COI policies of their hospital, which are highly stringent.

Dean Powell informed Council that medical education needs to be looked at differently to meet current needs. Med 2010 will change how we educate residents, but the status quo in medical education cannot be preserved. The Medical School does not want to interfere with a faculty members' job of translating discovery. This will require the School to create a new paradigm for medical education and clinical care. She encouraged the FAC to continue to discuss this with their colleagues, but provide feedback before the end of the year.

The FAC requested that a discussion regarding Medical School finance, as related to research, education, and the clinical enterprise, be presented at the December meeting.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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