

MINUTES

**University of Minnesota Medical School
Faculty Advisory Council**

March 5, 2002

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, March 5 at 4:00 p.m. in Room B620 Mayo Memorial Building. David Ingbar, M.D., Chair of the Faculty Advisory Council, presided.

Members Present: Gregory Beilman, Susan Berry, Carole Bland (excused), Scott Crow, Martin Dworkin, G. Scott Giet Kenneth Hepburn (for William Jacott), Elizabeth Hirsch, Walter Low, James McCarthy (excused), R. Scott McIvor (exc Charles Moldow, Theodore Oegema, James Pacala, Cherie Perlmutter, Michel Sanders (excused), Virginia Seybold, Anne Taylor, James VanVooren, and Douglas Wangenstein; special guests: Allison Campbell and Roby Thompson

Update on Medical School Dean's Search

Roby Thompson reported that the search committee has reviewed the 45 curriculum vitae that were submitted. Thirteen candidates were invited for initial screening interviews and four candidates will be returning for a two-day on campus visit. Returning candidates will give a public presentation on the future of medical education as they see it, followed by a reception. Invitations may be extended to other candidates as the search progresses.

Clinic Building

Dr. Thompson stated that University of Minnesota Physicians (UMP) has developed long and short range plans for the practice with the assistance of the UMP board, department heads, and program directors. At the last session, the group came away with these four imperatives for the Medical School practice plan: 1) we must own our practice; 2) increase focus marketing; 3) maintain state-of-the-art equipment; and 4) search for new facilities to practice in. A task force has been appointed to look at facilities plans and another task force has been charged with the financing of the facilities.

The Facilities Task Force is chair by Scott Giebink with individuals from facilities management, Fairview, and faculty and staff from the University and UMP. The task force has identified nine sites that are close in proximity to the Mississippi River—two sites on the west bank and five on the east bank. In regard to patient access, it was stated that any site is better than what we have now. There maybe two major sites—one large clinic site and one site remaining on campus.

The Finance Task Force has consulted with individuals from US Bank and Piper Jaffrey about issuing bonds to help pay for the new building. To qualify for building bonds it is required that there be a successful financial record for one year. This means that it would be 2005 before there is any move. Senior Vice President Frank Cerra, Michael Dougherty, and Roby Thompson met with President Mark Yudof and his financial officer to discuss using the University's financial position to assist in obtaining tax-exempt bonds with carrying charge to cover the cost of issuing the bonds to build a new clinic. President appeared receptive to this request.

Council observed that there has been no official link with the Facilities Task Force and the Educational Council. Council concerned that due to the physical distance it would be difficult to bridge clinical and basic sciences missions as well as research, education, and clinical missions. Council was reassured that discussions are ongoing and there is no space on campus for another building.

Report on the Academic Health Center (AHC) Faculty Consultative Committee (FCC)

Ted Oegema reported that Marc Jenkins has been looking at ways to measure performance in regard to faculty evaluations. Dr. Jenkins is questioning if this information is going to produce anything useful. The implementation of post tenure review is being evaluated. Groups in the Academic Health Center are being interviewed. Areas where faculty members need assistance are being identified, where the resources need to come from to provide such support, and the process for those that need help.

Subcommittee Reports

Promotion and Tenure Revision. Sue Berry stated that the Subcommittee has been waiting for the Education Council's request. Anne Taylor has provided the Subcommittee with information on academic tracks from other medical schools. The Subcommittee will convene soon and discuss with information with Dr Taylor.

Dr. Taylor stated that she is asking for written recommendations from each of the groups that were asked to review our academic tracks. By nature, each group has a different area of interest and will review from that perspective. recommendations have been received, they will be re-synthesized and given back to all groups at the retreat, then presented to the Medical School Faculty Assembly. Dr. Taylor will look at concerns and issues they have in common.

The FAC Subcommittee on Promotion and Tenure Revision will be put on the agenda for the next FAC meeting and the Report on Educational Criteria for Promotion from the Education Council will be circulated to the FAC via e-mail. Council was told that the Education Council reviewed the document from the view of supporting and recognizing those who teach. A Council member suggested that it might be helpful to get the perspective of fellows. The change in policy would require that faculty members in flux be given a choice as to what policy they would adhere to in regard to the criteria for promotion and tenure. Much ongoing work is still needed to have the University acknowledge that our non-tenure faculty is not the same as their non-tenure faculty.

Mentoring. Chair of the Subcommittee, Scott McIvor, was unable to attend. No report was given.

Compact Follow-Up. In the absence of Chair Carole Bland, Dr. Oegema and David Ingbar gave a brief report. Senators will be asked to review their own department compact and the department currently assigned to the Senator by the FAC Subcommittee on Faculty Communication (handout given at meeting). Dr. Bland will e-mail Council a set of specific questions that she would like you to answer as you review your compacts.

Medical School Relationship and Liaisons with University and Academic Health Center (AHC). Marty Dworkin stated that no progress or discussion has taken place with regard to the connection of the Medical School and the University. Dr. Dworkin, Tim Ebner, and Scott Giebink did discuss putting together some kind of AHC interdisciplinary educational effort. As stated at a previous FAC meeting and agreed to by Senior Vice President Cerra, there would be no unfunded mandates. AHC Assistant Vice President Barbara Brandt and Drs. Dworkin, Ebner, and Giebink will focus on a small, modest intercollegiate educational effort that is general but far reaching (i.e., chronic disease, medical inaccuracies) that will include the AHC schools/colleges. A course such as this would give the students an idea of how to go about working in an interdisciplinary mode.

Faculty Retention and Rewards/Mid-Career Issues. Chair Betsy Hirsch has yet to convene a meeting of the Subcommittee, will do so as soon as possible.

Faculty Communication. Jim Pacala announced that the Subcommittee has not yet met. Faculty communication is not initiative but an ongoing effort. The charge of the Subcommittee is to communicate with faculty about the activities of the FAC. One attempt involved Senators e-mailing updates to assigned faculty members—this was not successful. Faculty members are not familiar with this group which makes communication rather difficult. Last year Senators were assigned specific department/s and were asked to give a report—this was reasonably successful. This year Senators have been assigned to a new department/s. Drs. Mark Bixby, Pacala, and Jim Van Vooren will put together a short document listing subcommittees are working on as well as the compact process for distribution at the departmental meeting/s.

Diversity. Walter Low went over the data that he has collected on diversity in the Medical School. In short, there representation of women faculty and the diversity index for ethnicity is doing well. However when the diversity index is viewed in detail, African American, Hispanic, and American Indian representation is low. Dr. Taylor pointed out that women and the previously mentioned minority groups are under represented in the ranks of professor and associate professor.

FAC Nominations Subcommittee

FAC serves as the nominating committee for the Admissions Committee, Education Council, and the Committee on Scholastic Standing. Council members were asked to volunteer to serve on this Subcommittee.

The meeting was adjourned at 5:09 p.m.

Respectfully submitted,

Mary Schmitt
Staff to the Faculty Advisory Committee

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