

MINUTES

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

December 3, 2002

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, December 3 at 4:00 p.m. in Room B620 Mayo Memorial Building. Peter Bitterman, Chair of the FAC, presided.

Members Present: Robert Bache, Susan Berry, Peter Bitterman, Kathleen Conklin, David Current, Martin Dworkin, Elke Eckert, Stephen Ekker, G. Scott Giebink, Rainer Gruessner (for Blanche Chavers), Kenneth Hepburn (for Carole Blau), Elizabeth Hirsch, Richard King, Walter Low, James McCarthy, Steven McLoon, James Pacala, Deborah Powell, Michele Sanders, Patrick Schlievert, Anne Taylor, James VanVooren, and Gregory Vercellotti

Response to Faculty Consultative Committee (FCC) on Academic Unit Governance Policy

Sue Berry stated that the FAC Work Group was at a disadvantage because the Policy is continuously being revised. The Work Group established two major principles. The first is that the Policy will significantly impair and put at risk the educational mission of the Medical School that is dependent on clinical scholar faculty. Most clinical scholars are full-time faculty who are not tenured or on the tenure track--this is not financially feasible. To remove the clinical scholars' role in governance of curricular matters, their area of excellence, would disenfranchise this group and weaken the mission. It should be the faculty's decision on who gets to vote on governance issues. The second issue is that the governance structure is by academic department. According to the Policy, a unit in the Medical School would be defined as a department. The Work Group would like for the Medical School to be considered a unit. The Medical School has worked hard in all areas to become cross-disciplinary and this adds another level of bureaucracy. If the Medical School was considered a unit, non-tenure track faculty not exceeding 25 percent voting power of tenured and tenure track faculty would be less of an issue. The Work Group would like to see amendments to the document that would reflect the above concerns, working first in a collegial way through our Academic Health Center-FCC.

The latest revised Policy dated November 21 is a little more forgiving, but fundamental issues still exist. The preamble was extensively revised to reflect the philosophy behind the Policy—the role of tenure and tenure track in the preservation of academic freedom. Gone is the request that each department have a constitution. Remaining is that tenure and tenure track faculty have final authority for promotion, tenure, the search process, etc. This is not the Medical School's practice. Voting rights for Professional and Administrative (P&A) appointments shifts from not exceeding 1/4 to 1/3 of those tenure and tenure track faculty in the academic unit. Plus, the original term limit of three years for those faculty members was removed. This is still a problem for the Medical School and the non-tenure track faculty members who play a major role in the School's mission, specifically education. In addition, it would be hard to get clinical scholar faculty to fit into P&A appointments.

Jim Pacala stated that today the Education Council's response to the Policy was submitted to Anne Taylor. The Education Council was focused on curriculum/education issues, but compliments what is in the FAC Work Group Report. Council would like the response to the FCC to contain specific examples of how this Policy would compromise the mission of the Medical School (i.e., the role of P&A faculty using Medicine and Family Practice and Community Health as examples, tenure track equivalent faculty at affiliated hospitals). In addition, materials from the School's research, education, and clinical initiatives could be used to support our stance that the mission of the School is accomplished if it is viewed as a unit.

An e-mail vote will be sent to FAC members when the Work Group completes the final response to the Policy. Anne Taylor stated that she will find out when the University FCC is discussing the Policy. Peter Bitterman made a motion to adopt the FAC Work Group Report. Council was unsure about Point #2 that dealt with the Medical School being a unit rather than specific departments. Specifically the last sentence which read, "If this were the case, the 25 percent rule would be less of an issue." Since the numbers of faculty who fall into the 25 percent rule are unknown, it would be best to delete that sentence. Motion was moved, seconded, and unanimously passed with the approved amendment to Point #2.

Report on Restructuring Faculty Tracks

Due to time constraints, this topic will be discussed at a later FAC meeting.

Faculty Diversity

Walter Low informed Council of last year's general study of gender and ethnicity of faculty. The study showed underrepresentation of women in the Medical School. In addition, women are underrepresented in the ranks of professor and associate professor as well as among department heads. The next step in the process was to look at where these distributions occur. In the basic science departments, the Department of Physiology has no women faculty, but the Department of Genetics and Cell Biology and Development (GCD) has a good distribution of men and women faculty. In the clinical science departments the Department of Neurosurgery has no women faculty. Council member stated that GCD has a lot of new hires that have yet to go through the ranks and asked if this is true for other departments.

Dean Powell informed Council that the Association of American Medical Colleges' statistics illustrate that women do not get promoted to full professors like men, and women are not entering into the academic ranks. Women with a degree in medicine were starting in academics, but leaving to work in clinics. The perception is that women faculty members have to work too hard to get promoted. Having a career in academic medicine does not mean that women have to give up having a family. A chart was done illustrating the career progression for men and women over the course of their life. At age 50 progress levels were off for men, but women continually progressed and at age 52 surpassed the men. This has not changed over the last 20 years. Anne Taylor added that statistics show that even women without children are at a disadvantage. The 9+1 rule and a stop-the-clock for parental leave time have helped, but not solved anything.

In last year's study, the diversity index for ethnicity met expectations. However, when the diversity index is viewed, representation is low for African Americans, Hispanics, and American Indians. Minority women are underrepresented in the ranks of professor and associate professor. Minorities are underrepresented among department heads. Again, the next step in the process was to look at where these distributions occur. In the basic science departments, the Department of Biochemistry, Molecular Biology, and Biophysics has no minorities. In the clinical departments the Department of Family Practice and Community Health has no minorities. Council noted that these statistics only included tenure and tenure track faculty.

A much better job needs to be done with gender and ethnic diversity. Target recruitment in these areas and development strategies are needed to nurture these careers. At the next FAC meeting, strategies to increase diversity numbers will be presented. A Council member stated that less than 300 native American Indians took the MCAT last year, so the opportunities to recruit are limited. Greg Vercellotti stated that he has been meeting with Deans Ted David and Bob Elde about recruiting minority undergraduates. The numbers have already increased from six to 21 percent. Council wanted to know what denominators were and if they are national or State numbers.

Liaison Committee on Medical Education (LCME) Update

Dean Powell stated that the unitary accreditation of the Medical School-Twin Cities and the School of Medicine-Duluth by the LCME will be held March 28-April 1, 2004. Accreditation for graduate medical education will be held one month later. This is the first year we will have joint accreditation with Duluth. The co-chairs for the Twin Cities self-study are Chuck Schulz and Glenn Geisler. Subcommittee chairs appointed to address the organizational structure are as follows: Bill Jacott for the institutional setting; Jim Pacala for the education program for the M.D. degree; Tom Mackenzie, Chloe Zera (Year 3), and Alan Sabati (Year 2) for medical students; Virginia Seybold and Anne Taylor for faculty; and Jonathan Ravdin for education resources. Chairs of the subcommittee are getting together and appointing members to the subcommittees, which will include Duluth faculty. Faculty will need to be periodically updated on the progress because this involves them. A web site will be developed to inform faculty of the progress, as well as updates in "Dialogue with the Dean." The self-study will be written up by the end of summer. David Stevens, LCME Secretary, will visit the School this February to serve as a consultant. Greg added that this is a great opportunity to look at our School and make it even better.

The meeting was adjourned at 5:03 p.m.

Respectfully submitted,

Mary Schmitt
Staff to the FAC

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Last modified on Tuesday Jun 22, 2004

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