

MINUTES

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

January 7, 2003

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, January 7 at 4:00 p.m. in Room B620 Mayo Memorial Building. Peter Bitterman, Chair of the FAC, presided.

Members Present: Gregory Beilman, Susan Berry, Peter Bitterman, Blanche Chavers, Scott Crow, Martin Dworkin, Elizabeth Hirsch, Walter Low, James McCarthy, Charles Moldow, James Pacala, Deborah Powell, Michel Sanders, Sarah Schwarzenberg, Elizabeth Seaquist, Virginia Seybold, Anne Taylor, James VanVooren, and Gregory Vercellotti

Special Guests: Denis Clohisy and Peter Mitsch

Progress of Major Searches

1. Dean Powell told Council that she would be happy to answer questions about the search for a chief of staff. While she was dean at Kansas there were projects that she wanted to do, but could not due to lack of time and help. The chief of staff would be an important position in the Dean's Office assisting with projects and operations. Since Cherie Perlmutter is no longer working within the Medical School, this hire will be budget neutral. This is a regional search, has been posted locally, and is not a physician position, but one that require management/operations experience.
2. Korn Ferry, a search firm, will be used to recruit additional candidates for the Head of Pediatrics. Currently, there is a pool of nine to ten candidates. Hennepin County Medical Center (HCMC) is also looking for a head of pediatrics and this would be a good opportunity to work with HCMC. Dean Powell has discussed this opportunity with Mick Belzer, Medical Director at HCMC. Though early in the process, coordination with Fairview and a discussion of their plans is underway. Dean Powell met with the new Chief Executive Officer of Allina and they are also interested in collaborating with us. Council asked if any attempt has been made to bring in Children's Hospitals. Dean Powell not met with representatives from Children's, but they are represented on the search committee and will participate in the search process. Council must remember that the strength of a candidate as viewed by Children's may not match with the School's view. The Department of Pediatrics is collaborative and research intensive. Some Pediatric faculty would like to build a hospital in conjunction with Children's, while others want a separate hospital. This is a complicated issue that needs to be resolved. Jim Moller is stepping down as head in April and an interim head will be appointed.
3. The Search Committee for the Department Head of Neurosurgery has interviewed a number of good candidates and is progressing well.
4. The candidate that was being pursued for the head of Radiology has decided to stay in Madison. Dean Powell has met with the Radiology faculty and Fairview and will finalize the search within the next couple of weeks.

Liaison Committee on Medical Education (LCME) and Education Update

Dean Powell told Council that Chuck Schulz and Glen Geisler have put together a tentative schedule for preparation of the LCME visit. A lot of data will be collected that faculty will have to review. The data will be sent to departments and groups to review for strengths, weaknesses, and opportunities. A letter will be sent to each department requesting a coordinator be appointed to assist with the data. There will be a retreat in the Fall. All work will be done in conjunction with the School of Medicine in Duluth.

David Leach, M.D.,

Executive Director of the Accreditation Council on Graduate Medical Education, did a pre-site visit of our Graduate Medical Education Program. He was impressed and gave the Program good marks.

A survey will be sent to the Medical School graduates from 1990 to present asking what they are doing, where they are, are they board certified or not, and what could have been done better in educating them. This survey will keep us in touch with our graduates and give us a chance to receive feedback.

Report of the Academic Health Center (AHC) Faculty Consultative Committee (FCC) and University FCC

Peter Bitterman stated that at the University FCC meeting, the Policy on Academic Unit Governance was discussed. The Law School presented their case against the Policy first and covered the concerns the Medical School had about the Policy. Denis Clohisy, member of the AHC FCC, stated the AHC FCC met with Dan Feeney, Chair of the University FCC, who is responsible for drafting the Policy. They discussed the concerns addressed by this group, the FAC working group, and Anne

Taylor. Marc Jenkins went to the next meeting of the University FCC where no one was publicly willing to support the Policy. This Policy is not dead and if it surfaces again, a more proactive approach will be taken. If you have any questions or comments, e-mail Denis.

Budget

Dean Powell stated that Senior Vice President Frank Cerra discussed the budget yesterday when he met with Medical School faculty, staff, and students. There will be an immediate rescission for the University this fiscal year. The State will experience a \$356 million (M) deficit this fiscal year. The University's proportionate share would five percent, and of that the AHC's proportionate share would be 16 percent. Of the AHC's share, the Medical School's share varies but it is estimated at \$1.5 million (M) for this year. The exact amount will be known this week. This is recurring money received from the State. The State is estimating a \$4.5 to \$5 billion (B) shortfall for the 2004/05 biennium. The Governor's budget proposal to address this shortfall will be coming shortly.

A lot of attention will be paid to tobacco and education endowments. The Governor authored these endowments and takes great pride in them. If those funds are in danger, we need to mobilize our friends across the State to keep it. The School is not totally dependant on State dollars, so we need to continue to make investments and focus on our education and research goals. Across the board cuts do not do well and this route will not be chosen. No freezes are being proposed on hires, salary, *etc.* We may have to decelerate the pace, but it is important to continue to work together and have guiding principles to move forward.

In the University of Minnesota Public Opinion Poll, the 2nd highest priority for the public was to make the Medical School stronger. This can be used to our advantage with the legislature.

Pete Mitsch added that planning for the impact of these cuts cannot be done until the exact numbers are known. There is talk about a double-digit increase in tuition. The Medical School is already one of the most expensive public medical schools and such an increase would be detrimental. Charlie Moldow stated that the Dean's Office will be asking department heads and this group for suggestions on how to address these shortfalls. We must focus only on items we can control. Items to explore include fringe benefits. Items not negotiable are a change in retirement packages or buy-outs. Dean Powell stated that the Translational Research Facility is still moving forward. The donor is on board and preliminary drawings have been done. This is the kind of item that has to be kept 'on the table.' Peter Bitterman added that FAC would play an active role in keeping items 'on the table.' President Bruininks is going to circulate some general principles in dealing with the budget shortfall. Dean Powell reminded Council that we are not alone. Every state is hurting and private institutions as well.

The meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Mary Schmitt
Staff to the FAC

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