

MINUTES

University of Minnesota Medical School

Faculty Advisory Council

January 6, 2004

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, January 6 at 4:00 p.m. in Room B620 Mayo Memorial Building. Susan Berry, Chair of the FAC, presided.

Members Present: Mark Bixby, Carole Bland, David Cornfield, Blanche Chavers, Walter Hall, Marshall Hertz, Betsy Hirsch, David Ingbar, James McCarthy, Steve McLoon, Leslie Miller, Charles Moldow, Jim Pacala, Deborah Powell, Sarah Jane Schwarzenber, Elizabeth Seaquist, Ted Thompson, Greg Vercellotti

Guests: Allison Campbell, Pete Mitsch

Mission Based Management: Progress and Faculty Impact

Pete Mitsch, Director of Medical School Financial Services, handed out the Mission Based Management workgroup list. The education, research, and clinical service workgroups have been developing lists of metrics to allow the School to collect data on these three key areas of the mission. A steering committee made up of Dean's Office staff and several Department Heads has been developing a management tool to evaluate these metrics and to help Department Heads measure the success of faculty in meeting objectives. Data will be collected at different levels. The metrics are in draft form and currently being evaluated to ensure that they measure what they are meant to measure.

Council reviewed the metrics for each group. The finance and effort (F&E) study on tuition allocation is included in the education component. Resident teaching, however, is not included. Teaching of undergraduates and post-doctoral students is included to account for departments who do not teach medical students. Council felt the metrics do not yet effectively measure qualitative issues. They also noted that the educational metrics were measured on a department level while clinical metrics were individual which may hurt some departments. Dean Powell noted that the metrics are still in the developmental stage and these issues are being considered. More input from departments will be needed before they are finalized.

Neuroscience and Pediatrics served as test departments for data collection. The Department Heads were asked to estimate time faculty spent on each of the three areas. These numbers are based on Department Heads best efforts.

The data gathered will be useful in making management decisions and will help departments decide what areas to support. For example, if a request is made to hire clinicians, the information can be used to examine if the department is clinically productive and in what areas to ensure that the money is spent where it is needed.

Academic HealthCenter Faculty Consultative Committee Update (AHC FCC)

March Jenkins, Chair of the AHC FCC, updated the FAC on their activities. All AHC Schools are represented on the FCC and the Committee deals with issues of relevance to all AHC schools. Tasks include nominating faculty for the Academy of Excellence in Health Research. Winners are chosen by faculty at other universities and receive \$10,000 a year for five years. Last year, 23 people were nominated and the FCC chose 9 to be submitted to the final committee. They are working with Barbara Brandt to develop a similar award for teaching.

The FCC's Budget working group is examining the graduate school and its utility. They have also reviewed and streamlined the AHC Constitution. Faculty have contacted them regarding budget cuts. The FCC encourages them to take part in the compact process, where many of their concerns are dealt with. He noted that faculty seem to be unaware that compacts are being developed. It should be stressed that they need to take part in their development.

The meeting adjourned at 5:02 p.m.

Respectfully submitted,

Kristine Olson

Staff to the FAC

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