

## **April 19, 2005, the Medical School at the University of Minnesota**

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

April 19, 2005

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

Members Present: Drs. Susan Berry, Peter Bitterman, Carole Bland, David Cornfield, Elke Eckert, Patricia Ferrieri, Gregory Filice, David Ingbar, Carole Lange, Steven McLoon, James Pacala, Virginia Seybold, Clifford Steer, and Douglas Yee.

#### **AHC Translational Research, Plan and Search**

Dean Powell told Council that three names would be forwarded to her from the Search Committee the following week.

#### **Medical School Admissions Task Force**

Dean Powell informed Council that she will be developing an Admissions Task Force. The purpose of the Task Force will be to review the entire admissions process in the Medical School. She explained that the Task Force will look at the admissions processes from other universities that have good practices of admissions, and possibly hire consultants from those schools. Eventually, the Task Force will become a search committee for a new Director of Admissions, as Dr. Marilyn Becker will be leaving that position to assume other responsibilities within the Dean's Office.

Dean Powell requested Council to suggest names of faculty who could serve on the Task Force. A request will be made to all Council members, via email, for these nominations. Council also suggested that Dean Powell consider faculty from other universities, particularly those that provide outstanding candidates for our applicant pool, such as The College of St. Katherine's, University of St. Thomas, Carleton College, and MacAllister College. Additionally, it was suggested to Dean Powell that the University of Minnesota Law School be consulted as they are one of the top 20 law schools in the country with an incredibly diverse student body. It was requested by Dr. Pacala that prerequisites for admissions be discussed at a future FAC meeting.

#### **2004-2005 Promotion and Tenure Summary**

Dr. Susan Berry informed Council that two successful Promotion and Tenure Information Sessions occurred on April 18, 2005. The sessions were open to all faculty and were found to be an excellent resource for faculty at all levels. Drs. Berry, Ingbar, and Taylor presented information to the participants regarding tracks and the promotion process. Information sessions similar to these will occur twice a year in the future.

Dr. Berry informed Council that the Medical School Promotion and Tenure Committee reviewed 44 dossiers this year in which 60 percent of the dossiers were for promotion to Associate Professor. About half of the dossiers were for tenure track faculty and half for Clinical Scholar track faculty. All Committee meetings were highly attended by members which provided a more concise review of each dossier. It was suggested by Council that the Faculty Affairs Office put a timeline on the Promotion and Tenure website to outline the process in a more comprehensive manner. Dr. Taylor explained to Council that Patricia Mulcahy, a recent hire in the Dean's Office, will help to create a faculty handbook on promotion and tenure. It was also suggested by Council that there be an annual session for Department Heads to remind them of the promotion and tenure cycle, as well as a merit review committee. This should be brought back for discussion for Council early next year.

#### **Teaching Professors vs. P&A Appointments**

The Medical School has many affiliate faculty who do a large portion of our teaching who have no way of advancing. Dr. Taylor informed Council that "Educational Portfolios" are being considered as a way of developing teaching standards. Additionally, she presented Council with a faculty designation of "Teaching Professor". This faculty designation is used within the University, specifically in the Humphrey Institute for Public Policy, the College of Human Ecology, and the College of Biological Sciences. Dr. Taylor asked Council if this should be added as a third track for faculty whose primary role is teaching. This track would be equally rigorous in criteria for advancement, but be specific to teaching. Specific standards of excellence would be defined as well as specific definitions of "teaching". Other medical schools use a similar track, and have found that it has been successful in raising the standard of excellence in teaching. The response from Council was mixed, and it was noted that this track would be very good for certain departments, namely the Department of Family Medicine and Community Health.

#### **Academic Health Center Faculty Consultative Committee (AHC FCC)**

Dr. Ingbar informed Council that Marc Jenkins's role as a member of the AHC FCC has ended, and another basic science faculty member should be nominated to serve in this role. Dr. Ingbar requested that Council submit names of possible faculty to fill this position.

**Duluth Integration**

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

**Clinical Scholars Committee – Update**

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

**Transitional Research Building Plans and Status**

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

The meeting was concluded at 5:10 p.m.

Respectfully submitted,

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Jeni Skar  
Staff to the FAC

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