

Mar. 7, 2006, the Medical School at the University of Minnesota

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

March 7, 2006

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, at 4:00 p.m. in Room B646 Mayo Memorial Building. Susan Berry, Chair of the FAC, presided.

Members Present: Felix Ankel, Susan Berry, Gregory Filice, Donna Forbes, Elie Gertner, Betsy Hirsch, Walter Low, Steven McLoon, Joseph Neglia, Wesley Miller, Todd Tuttle, and Douglas Yee

Dean's Office Staff Present: Allison Campbell, Patti Mulcahy, Deborah Powell, and Anne Taylor

Diversity Report

Dr. Anne Taylor explained to Council that the Dean charged the Diversity Task Force a year and a half ago, to consider the cultural paradigm at the Medical School. The membership consisted of a broad group of representatives from University faculty and students, local medical societies, local hospital affiliates, and community. The Task Force sought consultation from corporate settings and universities that have successfully implemented diversity plans. The Task Force then considered these three areas of focus: students, graduate medical trainees, and faculty, and split up into working groups to consider the focus areas for each group and write recommendations.

Dr. Taylor then presented Council with the draft Diversity Report. Dr. Taylor explained that the Report consisted of a definition of diversity, data collected, and recommendations. Dr. Taylor requested that Council submit any comments regarding the Report, and would specifically like Council to recommend an administrative structure for the recommendations made in the Report and how best to track the issues across the Medical School. Additional strategies and issues are also welcome.

Dean's Announcements

Dean Powell updated Council on the following searches currently underway in the Medical School:

- Department Head of Surgery – the last second round candidate will visit the Medical School tomorrow. The second round candidate pool is rich with very talented candidates.
- Division Director of Cardiology/Lillehei Heart Institute Director – currently in the middle of second round candidate visits. Candidates have both strengths and weaknesses.
- Stem Cell Institute – the search committee has had problems identifying second round candidates due to a variety of reasons. The committee has agreed to stay active for one to two months to work on potential candidates for the pool, but if they are unsuccessful, the search committee will be dissolved and the search will start over. There are a number of current national political issues that are making this search difficult.
- Admissions Director – originally the position description required a doctoral degree for this position, but the Dean's Office will change the parameters of this description to broaden the criteria.
- Duluth Leadership – Rick Ziegler, Dean of the Duluth Campus, has announced his decision to step down from his role effective September 2006. The Dean's Office will be starting a search for a new academic leader for the Duluth Campus.
- Department Head of Otolaryngology – Dr. George Adams has announced that he will step down as Department Head after 16 years of service to the Department. Dr. Jay Krachmer will chair the search committee which will start soon.
- Department of Integrative Biology and Physiology – this is the proposed new name for the current Department of Physiology (see next item). Once a new name is established, a search will begin for a Department Head.

Department of Integrative Biology and Physiology

Ms. Patti Mulcahy, Director of Faculty Services, introduced a proposal to rename the current Department of Physiology. This proposal was unanimously approved by the Department and pending Council approval, will be presented to the Faculty Assembly for comment and to the Executive Faculty for vote. The Dean's Office would like to bring this to the Regents for approval by the end of the academic year to be effective July 1, 2006. The program in Anatomy, which is currently being housed in the Dean's Office, will move into this new Department. The Dean expressed that she would like to have five new faculty positions for the new department head to recruit in this new department.

The FAC voted unanimously in favor of this proposal (11 Yes, 0 No).

Research Initiatives

Dr. Steven McLoon presented a draft document entitled, "Reinvigorating Our Research Enterprise" to Council for consideration. This document was assembled with parts of the dialogue from the December FAC meeting. Dr. McLoon asked Council to read the document (which will be sent to the entire Council electronically) and provide feedback. Particularly, Dr. McLoon is interested in learning from Council whether or not this type of proposal is appropriate for this group. He also explained that this proposal would not work unless there was synergy amongst all faculty members.

Teaching Track

Dr. Anne Taylor presented two documents proposing to implement a third track. Within the Medical School, there are currently two tracks (Tenure Track and Clinical Scholar Track) that are used with clearly defined responsibilities and criteria for advancement. The proposed track would be a "Teaching Track" and would help faculty who do not currently fit into the two tracks used, and would create a path for each of the parts of the Medical School mission. If the Teaching Track were implemented, faculty would be required to have external evaluations of their teaching in order to advance along this track. Other colleges within the University already use this distinction, so a new job code would not need to be created. Dr. Taylor requested that Council review and make comments on this proposed track.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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