

November 6, 2007, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

November 6, 2007

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 and 146 School of Medicine Duluth (via ITV). Carol Lange, Vice-Chair of the FAC presided.

Members Present: Drs. Sharon Allen, Vivian Bardwell, Gregory Beilman, Kumar Belani, Peter Bitterman, James Boulger, Linda Burns, James Carey, John Day, Levi Downs, Kristin Hogquist, David Hunter, David Ingbar, Carol Lange, David Largaespada, James Pacala, Christopher Pennell, Yoji Shimizu, Brian Sick, Ken Wallace (for Donna Forbes), and Jo-Anne Young.

Dean's Office Staff Present: Charles Moldow

Welcome and Introductions

Dr. Carol Lange, Vice-Chair of the FAC, called the meeting to order at 4:10 p.m. Dr. Lange welcomed the FAC members present in the Twin Cities and Duluth campuses. She informed Council that they have been asked to host the next "Third Thursday" event at the Campus Club, which is a cocktail event for Academic Health Center (AHC) faculty. All FAC members are encouraged to attend to interact with their AHC colleagues.

Dean's Remarks

Dean Powell informed Council of an initiative that the University of Minnesota Medical School is participating in called "C-Change". This initiative is a five year project that is based at Brandeis University, that is charged with changing the culture of medical schools across the country, paying particular attention to women and underrepresented minority faculty. There are four other schools participating in this project. Cross-school workgroups have been developed and data is being collected from faculty at all five schools. The Dean will provide the FAC with more details about this project as they become available.

Update on Medical School Searches

- Department Head for Genetics, Cell Biology and Development: A final candidate has been identified and has visited, receiving overwhelmingly positive remarks from faculty in the department.
- Department Head for Urologic Surgery: A candidate is returning for a third visit and one additional external candidate is still being considered.
- Department Head for Integrative Biology and Physiology: This search has proved to be very challenging due to space issues.
- Department Head for Neurology: This search is still preliminary. A search committee will be identified soon.

The Dean also informed Council that plans are being started for the next legislative session. Details will be provided to the FAC as they are developed.

Report of the Medical School Advancement Task Forces

The Dean informed Council that the Task Force Reports were completed on October 15, and the Steering Committee then synthesized all three reports into one report with specific recommendations which was sent to Dr. Cerra.

The specific recommendations made by the Steering Committee can be summarized as follows:

- It was recommended that more transparent evidence of the structural deficit is needed. In the current report the structural deficit is not well explained. The Dean explained to Council that she has tasked a small group to define the structural deficit. She explained to Council that the structural deficit started when the new University budget model was implemented. The Medical School pays larger amounts for administrative services because of its faculty size and budget, but these central administrative costs continue to increase. The Dean informed Council that a small committee of TC Deans have been tasked with an in depth review of administrative costs. Once this report is made available she will share their findings with the FAC.
- The Steering Committee recommended that the AHC space model be used to develop a report of Medical School space. The Dean explained that she will task a small group with doing this and their report should be very helpful in determining space priorities in the Medical School.

- The Steering Committee recommended that performance standards for faculty be implemented. They suggested that separate performance measures and metrics be developed for Research, Teaching, and Clinical Care, to be used by all faculty. The Steering Committee believes that this is essential in order for the Medical School to fix the structural deficit and grow. If clear metrics are developed, it will allow the Medical School to be more efficient with their investments. The Dean explained that this is a large task and that a separate committee will need to be charged to determine what is appropriate for the Medical School. The Dean stressed that there are several factors to consider when developing performance standards. While accountability is very important, this issue will require more thought.
- It was recommended that a more in-depth study be done to review the alignment of the Medical School, University of Minnesota Physicians (UMP), and Fairview. All three reports mentioned that this alignment needs to be reviewed and that specific recommendations for appropriate models be developed and affiliation agreements be reviewed. The Dean explained that this will be crucial for the Medical School to further develop and move into the top 20 National Institutes of Health rankings. She informed Council that UMP Committees were formed this fall and that the Medical School will wait for those Committees to conclude and make recommendations before we can move forward on this issue. It will be important for all three parties to make joint investments in faculty, facilities, and infrastructure in order to move forward. The Medical School will need to develop investment plans that include recurring dollars and multiple years of investment. The Medical School has incredible educational relationships across the State and strong affiliates in the metro area. It will be necessary for all entities to partner when making these investments.

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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