

December 4, 2007, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

December 4, 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). Esam El-Fakahany, Chair of the FAC presided.

Members Present: Drs. Sharon Allen, Vivian Bardwell, Gregory Beilman, Kumar Belani, Peter Bitterman, James Boulger, Pablo Castillo, Levi Downs, Esam El-Fakahany, Richard Gray, Kalpna Gupta, Marc Jenkins, Dana Johnson, Carol Lange, David Largaespada, James Nixon, James Pacala, Christopher Pennell, Yoji Shimizu, Brian Sick, Gregory Vercellotti, and Jo-Anne Young.

Dean's Office Staff Present: Allison Campbell Jensen, Dr. Charles Moldow, and Patricia Mulcahy.

Welcome and Introductions

Dr. El-Fakahany called the meeting to order at 4:05 p.m. He welcomed the Council, and reminded them that nominations are being solicited for a Medical School representative to the AHC FCC. This representative must be a basic science researcher in the Medical School, on the Twin Cities campus. Previous nominations that were collected did not yield a faculty member who was able to fulfill this duty.

Dean's Remarks

Update on Medical School Searches

- Department Head for Genetics, Cell Biology and Development: In negotiations with a final candidate.
- Department Head for Urologic Surgery: In negotiations with a final candidate.
- Department Head for Integrative Biology and Physiology: In negotiations with a final candidate, trying to resolve space issues.
- Department Head for Neurology: Dr. Timothy Ebner, Head of the Department of Neuroscience, has agreed to Chair this Search Committee, which will start in January 2008.
- Associate Dean for Faculty Affairs: This will be a full-time position. Five candidates have been identified (internal and external) and will be interviewed via videoconference this month.

The Dean informed Council that the Department of Therapeutic Radiology underwent an external review last week and the consultants have provided some excellent feedback which is helpful and useful to the Department and the Cancer Center.

The Dean also informed Council that the Medical School is continuing to work on the C-Change initiative, which is being organized by Brandeis University to improve the culture in medical schools across the country. This effort is sponsored by the Macy Foundation. Dr. Carole Bland, Assistant Dean for Faculty Development, will join Drs. Selwyn Vickers and Jonathan Ravdin in working with this group.

Report of the Medical School Research Space Utilization Committee

Marc Jenkins, Professor of Microbiology, is Chair of the Research Space Utilization Committee (RSUC), which has been charged by the Dean to complete the following tasks:

1. Produce a formula that captures how well Medical School research space is utilized.
2. Apply that formula to the Medical School research space assigned to individual faculty members at the Associate and Full Professor level.
3. Identify poorly-utilized or exceptionally well-utilized research space.

This Committee's composition includes Drs. Jenkins, Weisdorf (Medicine), Georgieff (Pediatrics), Thomas (BMBB), and Ranum (Pediatrics).

The Committee first looked at the Academic Health Center's space model formula, to determine whether or not this was an applicable formula that could be used in the Medical School. They determined that this formula is flawed because the "Grant Income" data component is very inaccurate. Additionally, it would be necessary to use other factors to measure good use of research space, such as publications.

The Committee then decided that in order to measure utilization, it would collect the "Grant Income" component by tracking grant expenditures. This was made under the assumption that each laboratory would spend approximately the same amount as it was awarded. Additionally, publications would be measured by using citation indices, looking at only those peer-reviewed publications from work performed at the University of Minnesota, from 2001-2007, where the investigator was either first or last author. H-index could then be calculated for each investigator (which is the highest paper rank that is still less than the number of citations, see handout). Additionally, the Academic Health Center collected very accurate and useful space data in 2006, which can be used to determine research square footage by investigator. With this data collected, the following three components will be analyzed:

1. H-index / square footage
2. Total Citations / square footage
3. Grant Expenditures / square footage

Poorly-utilized and exceptionally well-utilized space will be defined as those that fall in the lower and upper 10% of all three of these components.

The Dean noted that while this data is being collected and outliers will be analyzed, there will be an opportunity for explanation of outliers by the Department Heads. Additionally, she emphasized that the utilization of this data has not been completely determined. It was also noted that if this data is used to reassign under-utilized space, it would only happen on an as-needed basis. This new formula will replace an older system that was random and had problems measuring equitability. This newly developed formula will assist administrators in making decisions about space that are supported by specific data that factors in multiple parameters of productivity.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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