

## **February 5, 2008, the Medical School at the University of Minnesota**

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

**February 5, 2008**

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, Peter Bitterman, James Boulger, Linda Burns, Donna Forbes, Kalpna Gupta, Kristin Hogquist, Marc Jenkins, Carol Lange, David Largaespada, Tucker LeBien, Brian Sick, Julie Switzer, Gregory Vercellotti, Jo-Anne Young, and Craig Weinert (alternate).

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

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#### **Welcome and Introductions**

Dr. Lange called the meeting to order at 4:10 p.m., and informed the FAC that Dr. Colin Campbell was elected to serve as a Medical School representative to the Academic Health Center Faculty Consultative Committee. She thanked FAC members for their nominations and for participation in voting for this position.

#### **Carole Bland, Ph.D., Assistant Dean for Faculty Development**

Faculty Development is a division of the Office of Faculty Affairs that was created in the summer of 2007 to address the need for early and ongoing issues of faculty vitality, including: research productivity; technology and the classroom; faculty wellness; leadership development and; institutional policies.

Dr. Bland explained to Council that her educational and career background has been in the area of faculty development and how to facilitate faculty success. She has done several research studies on faculty and institutional productivity and published her work in this area. This includes a Medical School Climate Survey in 2005 as well as a study that was conducted in 2006-2007 of faculty who left the institution. Using the information collected in these studies as well as other University and AAMC surveys, Dr. Bland's office has worked to develop faculty vitality plans based on identified areas of need.

With the Dean's approval, Dr. Bland has been tasked to focus on three main areas: clear and consistent appointment and promotion processes for all appointment types and all ranks; mentoring and; family friendly policies. Dr. Bland also wanted to confirm that her work on faculty development does not make the assumption that departments are not already facilitating these processes. As Assistant Dean for Faculty Development, Dr. Bland hopes to create programs that are additive to those programs already being offered within the departments.

Dr. Bland informed Council that the first area of need, concerning the appointment and promotion processes across tracks, was being worked on with the development of the teaching track. This track will allow the Medical School in creating uniform policies with unique criteria for each track. The Dean also added that improvements must be made in annual appraisals for faculty. Faculty deserve a better process that fosters their development.

Dr. Bland has asked each Department Head to identify a mentoring liaison with whom she will work to develop and/or bolster departmental mentoring programs. Departments have been provided with guidelines on setting up their programs as well as guidelines for mentor/mentee relationships. She will continue to work with this group to ensure that the Medical School is meeting the needs of the faculty in this area.

Family friendly policies is an issue of need that is Institution-wide. The Dean has asked Dr. Bland to investigate the creation of a "Park-Time Tenure Track" appointment in the Medical School, to allow for faculty with parental or eldercare responsibilities to work at 2/3 time, and have a tenure clock that is proportional to their percent time. Other institutions, such as the University of Michigan, have on-site child care and sick-child care programs for their faculty. Dr. Bland will look at these institutions to determine the added value of this type of program. Dr. Bland pointed out that in order for these types of programs to become available, the culture in the Medical School and University-wide needs to change. We need to become a culture where the leadership values faculty development, and where colleagues can value the importance of renewal and vitality. We will need to encourage clinical departments to make sabbaticals and single-semester leaves available to their faculty. This will mean that other departmental clinicians will have to assist with additional patient care to make this available to their peers. It was

suggested by Council that we also look at creating regional sabbatical programs with other institutions (University of Wisconsin and Mayo) to allow for acquisition of new skills locally. Opportunities such as this might be easier for faculty with families.

Dr. Bland concluded her presentation by requesting that she come back to Council in one year to present her outcomes on these initiatives.

#### **Dean's Comments and Updates**

The Dean informed Council that the Medical School Advancement Task Force reports had been submitted and an executive summary would be distributed to Council. She requested that while this document is public and could be shared with colleagues in the Medical School, this document should not be shared with those outside of the Medical School community.

The meeting was adjourned at 4:48 p.m.

Respectfully submitted,

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Jeni Skar  
Staff to the FAC

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