

MINUTES
University of Minnesota Medical School
Faculty Advisory Council

February 2, 2010

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, February 2 at 4:00 p.m. in Room B646 Mayo Memorial Building and 146 School of Medicine Duluth (via ITV). David Ingbar, Chair of the FAC presided.

Members Present: Drs. Sharon Allen, Vivian Bardwell, Kumar Belani, Catherine Bendel, Susan Berry, Peter Bitterman, James Boulger, Colin Campbell, Paul Cleary, Eric Gross, Kalpna Gupta, Tina Huang, David Ingbar, Gerhard Johnson, Carol Lange, David Largaespada, Tucker LeBien, Walter Low, James Nixon, James Pacala, Teresa Rose-Hellekant, Yoji Shimizu, Brian Sick, Gregory Vercellotti, and Douglas Wangenstein.

Dean's Office Staff Present: Drs. Mark Paller and Roberta Sonnino

Introductions and Welcome

Dr. Ingbar welcomed the group and called the meeting to order at 4:05 p.m.

Nominations for AHC Academy of Excellence and Medical School Faculty Awards

The AHC Academy for Excellence in Health Research and the Scholarship of Teaching and Learning are accepting nominations. These are both prestigious awards that come with substantial monetary value. The nominees are peer-reviewed by the AHC FCC, and for the Health Research Academy, are reviewed by previous awardees. The Scholarship of Teaching and Learning is reviewed externally.

The Medical School also has faculty awards that will be announced later this month. The first is the Carole Bland Outstanding Mentor Award, which was established last year to honor Carole Bland's contributions to mentoring. Two new research-based awards will be announced this year; the Young Investigator Award and the Senior Investigator Award. These awards will be given out at the Spring Faculty Assembly, and a call for nominations will go out later this month.

Medical School Appointments

The Medical School has an open seat on the AHC Finance and Planning Committee for a basic scientist. This group is designed to provide input to Dr. Cerra on AHC finances. Anyone who is interested in serving or who wants to nominate others should email Dr. Ingbar. [POSITION HAS BEEN FILLED]

The AHC FCC will have an open seat next year for a Medical School faculty member who is a basic scientist. This seat is currently being filled by Colin Campbell. Please send email nominations to Dr. Ingbar, for discussion and vote at the March FAC meeting. Dr. Carole Lange nominated Dr. Colin Campbell to serve in this position again.

The University FCC needs a Medical School representative. This group meets once per week (typically Thursday afternoon), and requires a large time commitment, but is at the center of faculty governance at the University. This group is consultative to the University Senate and to the President. This position was previously held by Jeff Kahn. The FAC decided that Jeff Kahn and Susan Berry should write a brief description of the responsibilities/duties of this role, and David Ingbar would send an email to all faculty, asking for nominations. Dr. Bitterman asked if this seat could be shared by two faculty, or if there could be a "designated alternate", due to the large time commitment. Dr. Berry responded that she did not believe that the current structure allowed this, but she will inquire to see if this is possible.

Spring Faculty Assembly – Topics

Dr. Ingbar informed the FAC that the Spring Faculty Assembly will be held in May, and asked the FAC to consider any topics that could be presented at this meeting, by the FAC. This meeting is historically poorly attended, but if there are agenda items that could attract faculty it would be helpful. Dr. Ingbar asked the FAC members to consider agenda items and bring them to the March meeting for discussion.

Dr. Cleary asked if it would be appropriate/timely to discuss concerns over the leadership changes at the University and how this will affect the Medical School. Is this administrative leadership structure set in stone? Dr. Paller replied that he is not sure how definitive the plans are, but that the AHC Deans will be visiting peer institutions to look at their administrative models. This may be a timely issue for the Spring Faculty Assembly, but there is a possibility that by May, these decisions will be concrete.

Dr. Ingbar asked the FAC to email him ideas for topics to discuss at the Spring Faculty Assembly. This list of topics will be discussed at the March FAC meeting to determine which topics will be taken to the Assembly.

AHC FCC Update

The AHC FCC is currently looking at aspects of the Promotion and Tenure process in other schools. They are also discussing the Clinical Scholar Task Force, which will be important for the future of the Medical School and the Academic Health Center. We need to do a better job of acknowledging the full spectrum of work that the Clinical Scholars do. The scope may be slightly different in other schools, but their roles are very similar.

The AHC FCC has also been providing input about the Strategic Planning documents. There is frustration and uncertainty about this, mostly because the implementation of these plans is unclear. There was a consensus among the AHC FCC that these documents have been created to implement a 10% cut across the AHC, which will be tough regardless.

Medical School – Work in Progress

Dr. Paller reminded the FAC that he relies upon them to communicate back to the faculty in their departments, and to also bring those issues from the faculty back to him. It is also particularly important to disseminate accurate information, with all of the financial decisions being made.

Strategic Planning: Drs. Paller and Cerra will have presented the Medical School Strategic Plan to all of the departments by the end of next week. There is a common concern across departments as to how this will be implemented. The Task Force for a Duluth Strategic Plan has put together final recommendations, which will be widely available after Dr. Cerra has had a chance to review this. There will be an effort to focus the research priorities on the Duluth campus, and to have a better focus and understanding of their educational roles. There will also be a priority for new technologies for education. This will help secure the future of the Duluth Campus. Dr. Ingbar asked that, as the Strategic Plan is implemented, can the administration ask for input? Dr. Paller replied that it will more immediately be applied to new investments, and will help determine where those monies go. They must be in the five strategic areas.

Finance Model: The finance model will be brought to the FAC at their March meeting. This will look at a variety of tactics for cutting costs and increasing revenues, and how to make long-term financial decisions, which is the major “implementation” piece that will require input. The tools for evaluation will be particularly important to review, which will have basic criteria to determine “strategic fit” and performance. There are general guidelines about how to increase revenue and expectations for ICR recovery. There will also be rules on managing budgets, building reserve funds, and bridge funding.

GME Task Force: The Task Force as charged with determining whether there are areas for cost savings for GME, considering that there is no income for GME. There have been meetings with the CEOs of hospitals to discuss the issue that some training programs will go away if we don’t start sharing costs. The Task Force will look at GME across the Medical School, and help determine how we maintain a

balance. The programs that are strategically aligned and that are performing well need to be maintained. Dr. Vercellotti mentioned that the financial model for GME needs to be more stable.. We keep changing the rules on people just as they are adapting to the last changes. This creates an environment of instability. Dr. Paller responded that promises made in writing by the previous administration are being kept and we are moving forward with mission-based budgeting allocation of State and tuition dollars. The problem is that even with a transparent mission-based budgeting strategy, there is not enough money to cover everything.

AHC Non-Tenure Track Committee: Dr. Paller announced that Drs. Susan Berry and Roberta Sonnino will be appointed as the Medical School representatives on this Committee. Its work will be starting soon.

Associate Vice President (AHC) and Vice Dean (Medical School) for Research: This recruitment is moving forward. The Search Committee has received a list of recommended individuals, and they are currently in discussions with a talented candidate.

Dr. Paller was asked about the hiring and wage freeze and if it was still in effect. Dr. Paller replied that this is still in effect, but moving forward and staff hired on sponsored projects will not need to be approved. The Medical School will continue to approve faculty and staff hires for academic purposes. There will not be any new hires of faculty unless they are in strategic areas. The wage freeze is also still in effect, but there are special considerations to allow for exceptions to the wage freeze, such as market adjustments and retention. Dr. Paller also mentioned that the President is continuing to recommend a 2% wage increase for faculty, but that we need to continue to have discussions as to whether or not this is appropriate for the Medical School. If the faculty in the Medical School are opposed to a wage increase for next year, Dr. Paller will take this recommendation to the President. Dr. Paller then clarified that the 27th pay period would be paid this year for faculty and P&A staff, and that the discussion surrounding furloughs had not been decided at the University level.

The meeting was adjourned at 5:20 p.m.

Respectfully submitted,
Jeni Skar
Staff to the FAC