

## AHC FACULTY CONSULTATIVE COMMITTEE

April 8, 2010

### Minutes of the Meeting

[In these minutes: Discussion with President Bruininks, Succession Planning for Senior Vice President for Health Sciences and Dean of the Medical School, AHC Faculty Assembly, Third Thursdays, Academy for Excellence in Health Research, *Dialogue of the Day*, Upcoming Election of AHC-FCC Chair, Crisis of Confidence In AHC]

*These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions, or actions reported in these minutes reflect the views of, nor are they binding on, the Senate, the Administration, or the Board of Regents.*

Present: Brian Isetts (chair), Susan Berry, Colin Campbell, Peter Davies, Stephen Downing, Paul Olin, Cheryl Robertson, Vernon Weckwerth

Guest: President Bruininks

Others attending: Patty Franklin, associate to the vice president and chief of staff, President's Office

I). Professor Isetts welcomed President Bruininks to the meeting. The Committee and the President held an hour-long discussion that covered several issues: economic challenges facing the University and the need for the institution to capitalize on its strengths, succession planning for Dr. Cerra's position, and alignment of the AHC and organizing for the future.

Professor Isetts, on behalf of the Committee, thanked the President for attending the meeting.

II). Members unanimously approved the March 11, 2010 minutes.

III). Professor Isetts requested members take a few minutes and debrief following the Committee's discussion with President Bruininks. Members' discussion focused on succession planning for Dr. Cerra's position. Professor Davies commented that the composition of the search committee to fill this vacancy would be critical.

It was noted that the decision about who to hire for the senior vice president for health sciences position would likely be different if the position rotated among the AHC deans. Up until now, the position has been about the person as opposed to the position. President Bruininks, noted Professor Olin, had mentioned that he believes the deans should be given more power.

Professor Campbell stated that, in his opinion, the vice president position should be more of an administrative appointment rather than an academic appointment. Given Dr. Cerra's administrative and academic background, it made sense that he served as the senior vice president for health sciences and dean of the Medical School, however, going forward should this same structure be retained?

Professor Davies stated that a shortfall of having a rotating vice president position is that there would be no one person who would look at the common interests of the AHC as a whole. Instead, with each rotation, the interests of the school in power would likely gain more attention.

Professor Isetts raised concern over a model that would have the senior vice president for academic affairs and provost responsible for reviewing dossiers for promotion and tenure within the AHC. Clearly, it is critical that whoever reviews these dossiers must thoroughly understand clinical scholarship.

Professor Berry reminded members that there is a case for maintaining the senior vice president and dean of the Medical School model because of its direct reporting line to the president, which, in turn, bestows a level of power that is necessary given that the AHC is driven by the Medical School. While a rotating vice president model could work administratively from a collegiality perspective, it would not work well from a planning and power perspective.

Professor Isetts asked members their thoughts on a rotating vice presidential model among five of the six AHC schools,

omitting the Medical School. Professor Weckwerth stated that in his opinion, rotating leadership leads to serial balkanizing. Members concurred that they did not favor this approach.

At the conclusion of the discussion, Professor Isetts announced that he has been identified as one of fifty plus people who will be interviewed by the executive search consultant, Susan Gebelein, who has been hired to conduct the search for Dr. Cerra's position. The purpose of these interviews will be to gather input from governance groups and campus leaders, in addition to community partners, on the critical issues and questions presented by this search. Interview results will serve to inform the composition of the search committee, completion of the job description and to determine the structure of the search process. With that said, the following questions/comments were generated by the committee, which Professor Isetts agreed to share with the consultant:

- Emphasize the importance of understanding clinical scholarship in reviewing and evaluating the scholarly contributions of AHC faculty.
- The enormous scope of the position begs the question of whether some of the responsibilities should be centralized? Is it realistic to have one person responsible for a position of this scope?
- Identify what aspects of the current AHC structure are working and which are not.
- Distinguish between the administrative process, and the power and planning processes related to the position.

IV). Professor Isetts stated that the annual AHC-FCC Faculty Assembly will be held on May 11, 2010 from 2:00 – 2:45, just prior to the State of the AHC address. The theme for this year's Assembly is *Transparency in the University's Response to the New Economic Normal*. The purpose will be to receive brief budget reports (4 – 5 minutes) from each of the AHC deans on the proceedings of their respective Blue Ribbon Committees and Town Hall meetings that each school conducted. Then, the last 15 – 20 minutes of the Assembly will be earmarked for a panel discussion responding to the dean's presentations.

Professor Isetts solicited member's opinions about the format for Assembly. Professor Olin suggested the deans provide the following information:

- Projected budget deficits for the school.
- Where the school is relative to its budget goal, and how the school intends to reach its goal.
- How much faculty involvement was there in the budget process?
- What ideas are being proposed for solving remaining budget deficit issues?

Basically, summarized Professor Olin, the deans should briefly explain what they have done to address the budget challenges facing their school, and what they intend to do moving forward. Clearly, attempting to solve budget issues with one time money only defers the problem, rather than solve it.

Professor Isetts concurred that each dean should be asked to comment on the mechanism for garnering faculty involvement throughout the course of their budget process.

Professor Olin suggested soliciting faculty comments via an anonymous mechanism, e.g., Survey Monkey, to facilitate the panel discussion scheduled to follow the deans' presentations. Professor Isetts agreed to contact Maureen Lally, AHC Communications, and request this be set up. The committee agreed that any comments and questions that are collected should be shared with the deans prior to the Assembly.

Before moving on, Professor Isetts turned members' attention to the AHC Faculty Assembly flyer and solicited member's input. Members recommended one relatively minor change to a segment of the text, which Professor Isetts indicated he would share with Ms. Lally.

V). Professor Isetts announced that the last Third Thursdays event for the academic year is scheduled for April 15th. Professor Olin suggested sending an email reminder to AHC faculty. Professor Isetts volunteered to work with Ms. Lally to craft this notice.

VI). Regarding the Academy for Excellence in Health Research, asked Professor Isetts, should the deadline be extended if there is only one, or, for that matter, no nominations?

Professor Berry commented that while compiling the nominations can be quite cumbersome, in her opinion, the deadline should not be extended. At the conclusion of a brief discussion, members concurred that the deadline for the Academy for Excellence in Health Research should not be extended under any circumstance. Members agreed that nominations

can always be submitted next year.

VII). Professor Isetts asked members for their input on the selection of the *Dialogue of the Day* for the upcoming meeting with Dr. Cerra on Monday, April 19<sup>th</sup>. Members agreed they would like Dr. Cerra to articulate his opinion about the strengths and weaknesses of the AHC, and to comment on what he sees as the three most important functions of the senior vice president for health sciences position as opposed to the dean of the Medical School.

VIII). Professor Isetts reminded the committee of the need to elect a new AHC-FCC chair for the 2010 – 2011 academic year. The vote will take place at the May 13<sup>th</sup> AHC-FCC meeting.

IX). Professor Robertson asked whether the AHC-FCC would be the appropriate venue for bringing forward the crisis of confidence that is occurring across the schools in the AHC. Professor Isetts stated that this is definitely an issue that would be appropriate for the AHC-FCC.

Professor Olin suggested that a survey on faculty morale be conducted. Members agreed this was a good idea. Professor Campbell stressed the importance of involving an expert in crafting this survey in order to get meaningful responses. The name of Professor Doug Wholey was mentioned.

Professor Olin recommended asking the deans what they have done or intend to do to increase faculty morale in light of the challenging economic times. Needless to say, morale is different in each of the schools. Professor Campbell agreed and stated that it would be interesting to find out whether trans-collegiate themes are emerging.

X). Hearing no further business, Professor Isetts adjourned the meeting.

Renee Dempsey  
University Senate