

AHC FACULTY CONSULTATIVE COMMITTEE

May 13, 2010

Minutes of the Meeting

[In these minutes: Senate Committee on Finance and Planning Update, AHC-FCC Bylaw Change, Academy for Excellence in Health Research Update, Academy for Excellence in the Scholarship of Teaching and Learning Update, AHC Task Force on the Scholarship of Clinical Faculty Update, Annual Faculty Assembly Debriefing, State of the AHC Debriefing, Succession Planning for Dr. Cerra's Position, *Dialogue of the Day*, Election of AHC-FCC Chair/Vice Chair]

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), Colin Campbell, Stephen Downing, Paul Olin, Vernon Weckwerth

Regrets: Susan Berry, Peter Davies, Cheryl Robertson

Others Attending: Ned Patterson

I). Professor Isetts called the meeting to order and welcomed all those present.

II). Members unanimously approved the slightly amended April 8, 2010 minutes.

Professor Isetts emphasized that the minutes are an important record of the meetings, and encouraged members to read them carefully to ensure they accurately reflect the committee's discussion.

III). Professor Olin provided the committee with a Senate Committee on Finance and Planning (SCFP) update. He noted that Bob Baker, director, Parking and Transportation, provided SCFP with an update at the committee's May 4 meeting. According to Professor Olin, Mr. Baker reported that no rate increases are being proposed for 2010 – 2011, except for a minor increase in the reserved contract parking rate, which will increase \$1.00/month and a \$2.00/month Metropass increase. Professor Olin explained that the Metropass was being subsidized by the University following the bridge collapse, but now needs to set the rate in alignment with what the University is paying. Parking and Transportation is sensitive to the current economic conditions, which factored into its decision to only minimally increase the rate for reserved contract parking and the Metropass, while holding other parking rates constant.

Professor Olin reported that Parking and Transportation generated slightly more revenue from football parking than it had projected despite the fact that parking utilization was less than expected. Of those who drove to the games, there were an average of 2.5 passengers per car. A considerable number of people who attended the games took the shuttle buses from the West Bank and St. Paul campuses. Next year, a decision has been made to lift the parking restrictions for contract holders on the West Bank and St. Paul campuses. Parking restrictions, however, will remain in place for East Bank contract holders who will continue to be required to park in the East River Road Garage on game days.

Light rail negotiations are continuing, reported Professor Olin. Light rail traffic mitigation construction will begin the week of May 17th.

At the April 20, 2010 Senate Committee on Finance and Planning (SCFP) meeting, the committee heard from three faculty members concerned about the size of University administration in these challenging economic times, noted Professor Olin. These faculty members called for a 'mission audit.' While there was not enough support among SCFP members for such a sweeping audit, Professor Luepker proposed at the May 4 meeting that various academic and administrative units be invited to meet with SCFP to briefly share information about their mission, accomplishments in the past year, plans for the future and staff size. It was clear from the SCFP discussion, noted Professor Olin, who cited a couple examples, that not all colleges/schools have approached their "blue ribbon committee" work in the same fashion, nor have they met with the same level of success. As a result, Professor Olin stated that he suggested inviting some of the more successful blue ribbon committees to upcoming SCFP meetings.

A discussion ensued among AHC-FCC members that based on their observations no hard decisions are being made in the

AHC and morale is waning. Instead of just talking about the imminent financial crisis, tough decisions need to be made and articulated.

IV). Professor Isetts reported that the AHC-FCC bylaw change, which was brought to the Senate on May 6th passed. As a reminder, he noted that the committee unanimously passed a motion at its February 11th meeting to revise its charge to include a statement that would be analogous to the statement in the AHC-SCC charge that stipulates the chairs of the AHC-FCC and AHC-SCC will meet each semester to discuss mutual issues of concern to AHC faculty and students.

V). Professor Isetts reported that the Academy for Excellence in Health Research received six nominations:

1. Gerald August, Psychiatry
2. Roger Feldman, Division of Health Policy and Management
3. Paul Letourneau, Neuroscience
4. Robert F. Miller, Neuroscience
5. Patrick Schlievert, Microbiology
6. Daniel Weisdorf, Medicine

Professor Isetts reminded members that the AHC-FCC is not the screening committee for this award, but rather a sponsoring agent to promote nominations.

VI). Regarding the Academy for Excellence in the Scholarship of Teaching and Learning, Professor Isetts noted that four nominations were received and are in the process of being evaluated by the review committee.

Professor Weckwerth asked if the AHC-FCC would be responsible for reviewing the work of the review committee. No, stated Professor Isetts, members agreed earlier that it should not be the role of the AHC-FCC to make judgments about which nominees are qualified; instead, this would ultimately be the responsibility of the review committee.

Professor Campbell stated that he hopes there has been follow-up on the nomination that had been discouraged to prevent such an occurrence from happening again.

VII). Professor Isetts reported that the AHC Task Force on the Scholarship of Clinical Faculty that is being co-chaired by Barbara Brandt and Susan Berry recently met for the first time, and will meet again on June 2, 2010. He added that a password protected Moodle site has been created that contains a wealth of resources from the 2009 Fall Forum to help the Task Force do its work. Professor Isetts then reminded members of the four areas that the Task Force is summarizing and defining:

1. Research
2. Teaching
3. Clinical application
4. Service

In response to a question from Professor Weckwerth about how members of the AHC Task Force on the Scholarship of Clinical Faculty were appointed, and whether members were cherry-picked, Professor Isetts noted that the AHC deans and the AHC-FCC submitted a list of names to Dr. Cerra, and from these lists Task Force members were selected. He stated he believes there were three names that were on both the dean's lists and the AHC-FCC list, and, to the best of his recollection, only one person who was not on any of the dean's lists was appointed. He did not recall who this person was, but would check and report back to the committee.

Professor Isetts stated that the Task Force expects to finish its work by late summer and issue their final recommendations sometime in September. He added that the value of clinical scholars and clinical faculty in supporting the mission of the University of Minnesota is being described as one of Dr. Cerra's capstone achievements.

Professor Olin stated that it would be good to get the perspective of faculty outside the AHC on the Task Force to gain an understanding of how these clinical faculty are treated and valued. Professor Isetts stated he could see, for example, where the Law School would likely be interested in the recommendations coming out of the Task Force. Professor Olin added that he believes whatever recommendations the Task Force issues should be applied uniformly across the entire University and not be unique to the AHC. Professor Weckwerth noted that all schools with a doctorate program should be involved in this process.

VIII). Professor Isetts moved on to the next agenda item, the 2010 Faculty Assembly, and requested the committee take a few minutes to debrief. Professor Campbell recognized Professor Isetts for the great job he did in facilitating the Assembly, and the dean's remarks/presentations. He added that the presentations by the deans were very informative and helpful for understanding what is going on in each of the schools. Interestingly, he commented, what the deans didn't say was in many respects more important than what they actually said.

Professor Campbell and Professor Weckwerth both commented that this same format should be used for next year's Faculty Assembly. Professor Isetts noted that by inviting the deans to present sends the message that the AHC-FCC is paying attention to what is happening in each of the schools. The deans are now on the record and will be held accountable for their remarks.

IX). Moving on, Professor Isetts asked members to take a few minutes to debrief from the 2010 State of the Academic Health Center address. The comment was made that, to a degree, the address seemed to be an apology in terms of shifting responsibility and blame for what is happening in the AHC to faculty and staff. It was also noted that the address seemed like a justification for the Biomedical Discovery District expansion. Based on the speech, if the AHC is supposed to be getting smaller in light of financial challenges, it just got bigger.

Professor Isetts stated that he had a different interpretation of the address and actually felt encouraged by Dr. Cerra's speech. If the funding projections for the AHC are not met, who will be responsible for shoring up the deficit, the entire University or the AHC?

A discussion ensued regarding the funding for the building expansion, which is based on the assumption that every researcher in these new buildings will be successful. Members concurred that such an assumption is unrealistic.

X). Professor Isetts announced that the Board of Regents will take up the presidential search process at their meeting today. As reported previously, the expectation is that the new president will be hired first and that Dr. Cerra's successor will be hired after the new president is hired. He encouraged members to attend this meeting if they were available.

Professor Campbell stated that rather than putting it in terms strengths and weaknesses that the rationale be put in the form of what it costs to have a senior vice president for health sciences. Once the cost is calculated, then an informed decision about whether it is worth it or not can be made. Professor Olin stated it is not so much a question of needing to have a senior vice president for health sciences, but whether there may be a different way to configure the position.

Professor Isetts reminded members of the committee's discussion with Dr. Cerra on April 19 when Dr. Cerra shared his thoughts on the strengths and challenges facing the AHC, and the important functions of the senior vice president for health sciences position. Professor Weckwerth added that an advantage for having the senior vice president for health sciences position is that it gives the AHC a direct reporting line to the president.

Professor Isetts reported being interviewed by the executive search consultant, Susan Gebelein, about Dr. Cerra's position. In response to a question regarding how many faculty are being interviewed, Professor Isetts stated that he believes at least three if not more faculty are being interviewed, but he did not know who they were. Professor Campbell was appalled that of the 50 – 60 interviews being conducted, roughly only three faculty are being interviewed. He added that there needs to be significant faculty representation on the search committee.

Members briefly went on to talk about other options for configuring the leadership position(s) in the AHC. It was noted that the current system does not work for some schools. For example, noted Professor Weckwerth, the current system may not work for the School of Nursing because the dean of the School of Nursing might not be able to report to the Medical School dean for accreditation purposes.

Professor Campbell stated that he is concerned that if the new president has a different vision for the senior leadership of the AHC that the search process will be too far along to change course.

Professor Isetts then referenced a letter from the department chairs in the College of Pharmacy to President Bruininks taking the position that the dean of the Medical School and the senior vice president for health sciences positions be separated once Dr. Cerra leaves. With this said, Professor Olin and Professor Campbell questioned the rationale behind requiring the senior vice president position to hold a medical doctorate. In fact, an argument can be made that the position should not be filled with a M.D.

XI). Segueing into the next agenda item, Professor Isetts announced that the next AHC-FCC meeting with Dr. Cerra is Wednesday, May 19th. He then requested members' input concerning the *Dialogue of the Day* for that meeting. Given the committee's previous discussion, members agreed they would like to have Dr. Cerra talk more about succession planning and the future of the AHC, and to get his opinion about whether the next senior vice president candidate needs to hold a medical doctorate.

XII). Professor Isetts noted that three individuals had initially been informally discussed for chairing AHC-FCC in 2010 – 2011. He noted that since this discussion, one of the candidates has declined the nomination. With that said, Professor Campbell and Professor Olin have agreed to be nominated. Professor Isetts then asked to hear from each of the candidates. Professor Campbell stated that he and Professor Olin have talked and would like to propose a chair/associate (vice) chair structure. He stated that he is open to serving as chair and Professor Olin as associate (vice) chair. Professor Campbell added that he and Professor Olin talked about a co-chair structure, but agreed that one person ultimately needed to be responsible, and, therefore, settled on a chair/vice chair structure. Members agreed that they liked this idea, and voted unanimously to elect Professor Campbell as chair and Professor Olin as associate (vice) chair. Professor Isetts congratulated each of them and shook their hands.

Professor Isetts noted that beyond chairing the meetings, the chair had other responsibilities such as, but not limited to:

- Setting the agendas.
- Serving as an ex-officio member of the Faculty Consultative Committee.
- Third Thursdays.
- Faculty Assembly.
- Final report.
- Fall Forum (not mandatory).
- Meet with Dr. Cerra at the beginning of the academic year to outline priorities for the year.

Professor Olin stated that the AHC-FCC should discuss at its June 10 meeting whether or not there should be a Fall Forum in 2010.

XIII). Professor Isetts stated that Professor Olin has offered to host an informal AHC-FCC gathering to recognize outgoing members. Professor Olin stated that given this gathering will be outdoors, he wondered whether members would prefer to do it in June rather than May. Members were open to a June date, and tentatively discussed some Thursday evening in June. Professor Olin agreed to identify a date and get back to members with this information.

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

Renee Dempsey
University Senate