

## AHC FACULTY CONSULTATIVE COMMITTEE

October 21, 2011

### Minutes of the Meeting

[In these minutes: Update on AHC FCC Report to FCC on October 6, 2011, Spring Forum, Agenda Items for November 2 Meeting w/ Dr. Friedman, Fall AHC FCC/Collegiate Chairs Luncheon, November 2 Student Leadership Summit]

*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: Colin Campbell, (chair), Susan Berry, Cynthia Gross, Leslie Lytle, Cheryl Robertson

Regrets: Paul Olin, Ned Patterson

Others attending: Vernon Weckwerth

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

II). Professor Campbell updated members on his report to the FCC on October 6, 2011 on the AHC FCC's formal response to the AHC Executive Steering Committee Report. While it was clear that the FCC was not happy with the Executive Steering Committee's report, it was unclear whether their discontent was directed at the report itself or the Steering Committee's recommendation that the AHC should continue to exist, or both. Professor Berry reminded members of the long-standing tension/resentment between the University and the AHC, and, in particular, the Medical School. Many people do not understand the unique combination of the clinical enterprise as an educational activity within a professional school. Professor Campbell added that he believes much of the discontent has to do with the fact that it is a resource allocation issue.

Members continued this discussion, which eventually segued off onto the topic of how the nursing schools and increasingly pharmacy schools are being viewed by the American Medical Association (AMA) in a very sexist way. Professor Gross noted that currently the University's DNP program is the only program in the state, but it will soon be one of many. Therefore, whoever is speaking as the voice of the AHC needs to stand up for the School of Nursing and its Doctor of Nursing Practice (DNP) program. Professor Robertson added that in addition there is also the issue of advanced practice nurses being able to practice at the top of their degree. Members agreed to have this topic as an agenda item for the upcoming meeting with Dr. Friedman on Wednesday, November 2<sup>nd</sup>.

Professor Campbell reminded members of the December 1, 2011 FCC meeting that the AHC FCC has been invited to attend. Given the number of issues facing AHC clinicians/practitioners, it will be particularly important to have their voices represented

at that meeting as well as AHC non-clinicians. Professor Campbell thinks that the question that may be raised at this meeting is what binds the AHC schools together. Professor Gross noted she believes it is important to have an entity that supports both academic practice and practice in general.

III). Professor Gross, who chairs the subcommittee for the 2012 spring forum, stated that she believes that AHC faculty would be very interested in hearing from the new administrative leadership on an AHC-related topic(s). She then voiced concern over the status of the AHC 712s, many of which still are in limbo. For example, to date, Vice Provost Carney has returned only two of the five College of Pharmacy 712 statements. While clearly Vice Provost Carney is very busy, it would behoove her to delegate, when appropriate, some of the work so the 712s can be completed. It is simply indefensible that this process is taking so long. With that said, Professor Gross proposed inviting Dr. Karen Hanson, the new provost, to talk about her vision for promotion and tenure at this spring's forum.

Professor Gross went on to propose that the forum be titled, "A Vision for Promotion and Tenure at the University of Minnesota," and that President Kaler, Chief of Staff Amy Phenix, and Provost-Designate Hanson be invited to present on and discuss this topic.

Professor Berry reminded the committee that choosing this topic could impede any further progress on the work that has been done by the Clinical Scholars Task Force. The work of the task force should somehow be woven into the forum. She added that she heard anecdotally that Dr. Friedman made the decision that non-tenured faculty statements would not go outside the AHC. In Professor Berry's opinion, this was an appropriate decision, but it means that the rest of the University will continue to never fully understand what AHC contract faculty do. AHC contract faculty are the heart and soul of the AHC.

Professor Campbell thanked Professor Gross for taking the lead on the forum and stated that he believes her choice of a topic is very appropriate and will draw a lot of interest from AHC faculty. Several members suggested sharing this idea/topic with Dr. Friedman at the November 2 meeting.

Professor Berry voiced concern over the fact that this topic is very similar to the forum two years ago, an outgrowth of which was the Clinical Scholars Task Force. While members agreed that there might be some overlap, they felt it was worth pursuing given there is a new administration. Professor Gross stated that in her opinion the forum goes beyond the Clinical Scholars Task Force to tenure. Professor Campbell agreed with Professor Gross and stated that he has been following what is happening in Texas and Florida related to faculty accountability. He stated that he would like to hear the new leadership articulate enduring values. President Kaler has publically come out and stated in so many words that the University needs to be more cautious and mindful about which faculty it should promote. In response to a question from Professor Gross, Professor Berry stated that she is fine with the topic as long as the committee can articulate the progression from the fall 2009 forum to the spring 2012 forum. If the spring 2012 forum

focuses on issues relevant to tenure and tenure track faculty only, it will not be relevant to a vast majority of Medical School faculty. In order to be successful, the spring 2012 forum topic will need to be articulated as a general faculty issue. Whatever the topic, it needs to have broad application to all faculty otherwise the AHC FCC should not be sponsoring it.

In light of the fact that all members are not present today, Professor Campbell asked Renee Dempsey, Senate staff, to email members on whether or not they approve of the topic, "A Vision for Promotion and Tenure at the University of Minnesota." Assuming the topic is approved, Ms. Dempsey was asked to extend an invitation to President Kaler, and Provost Karen Hanson.

IV). Ms. Dempsey reported that she will be polling members as well as the AHC collegiate chairs to identify a date for a fall AHC FCC/Collegiate Chairs Luncheon. The date that is chosen will be based on whichever date the highest number of people are able to attend.

V). Next, Ms. Dempsey informed members of the upcoming Student Leadership Summit being hosted by the AHC Student Consultative Committee (SCC) and the Center for Health Interprofessional Programs (CHIP) and sponsored by the AHC Office of Education, which will take place on Wednesday, November 2<sup>nd</sup> from 5:00 – 6:30 in Mayo Auditorium with ITV connections to Duluth and Rochester.

Professor Gross was less than enthusiastic about the event and commented that this kind of event makes the University of Minnesota seem like the human resources department for industry. Other members had similar reactions, and agreed that the event totally disregards research, and focuses on churning out graduates to work in industry. Professor Gross stated that this event begs the question, if the University is simply churning out graduates to work in industry, does it really offer graduate programs in the true sense of the term.

In the AHC FCC charge, noted Professor Campbell, the chairs of the AHC SCC and AHC FCC are supposed to meet to discuss issues of mutual concern to both faculty and students. He asked Ms. Dempsey to invite Sean Corvin, the current AHC SCC chair, to an upcoming AHC FCC meeting.

Professor Campbell asked members if they planned on attending this event, and reported that he would try to go. Ms. Dempsey added that faculty and student attendance is being encouraged.

VI). Moving on, the committee revisited its earlier discussion about the disparities between AHC programs that are male dominated versus female dominated, and the disparities between how male and female faculty are paid. Professor Gross informed members about a fairly recently issued report written by Professor Anne Joseph, which confirms the male/female disparity.

Professor Lytle voiced her disappointment that the University's recent salary-equity study, which did not include AHC statistics because it was supposedly too hard to determine AHC salaries given faculty members have multiple sources of revenue. This view propagates the notion that all faculty in the AHC are assumed to be in the Medical School. In Professor Campbell's opinion, the salary-equity study clearly points out that there is a class action problem at the University with females as a class being paid less than males as a class. Professor Gross suggested raising the salary disparity issue with Dr. Friedman. Professor Campbell agreed that he would really like to hear Dr. Friedman's position on this issue at the committee's meeting with him on November 2<sup>nd</sup>.

Professor Weckwerth added that later that afternoon, AHC FCC members who are available can then attend the Student Leadership Summit, also known as the corporatization of interprofessional education. Professor Campbell stated that he feels it is important that at least one member of the AHC FCC attend the event because the flyer may not adequately encapsulate/convey what information will be shared. He reiterated that he would do his best to attend, and encouraged other AHC FCC members to do the same.

Professor Gross noted that both the College of Pharmacy and School of Nursing have leadership institutes led by Joanne Disch, Professor Lowell Anderson and Professor Todd Sorensen. She suggested that the AHC FCC send a copy of the Student Leadership Summit flyer to all the leadership institutes within the AHC. According to Professor Gross, it is incumbent on the AHC FCC to bring this event to their attention. Professor Lytle also suggested sending it to Associate Dean Debra Olson in the School of Public Health. Professor Weckwerth also mentioned sending it to Professor James Begun. Professor Gross requested Ms. Dempsey find out who should receive this flyer in Vet Med and Dentistry and distribute it to all the leadership institute contact in the AHC.

Professor Lytle summarized the agenda items for the meeting with Dr. Friedman that were discussed today:

1. Status of the AHC 712 statements.
2. Topic for spring 2012 forum.
3. Public support for the DNP program, segueing into a discussion about salary disparities within the AHC.

VII). Because some members had not read the September 7 meeting notes and the September 16 minutes, which had been attached to the agenda, a decision was made to approve them via email.

VII). Hearing no further business, Professor Campbell adjourned the meeting.

Renee Dempsey  
University Senate

