

**Academic Health Center Faculty Consultative Committee (AHC FCC)  
Meeting with Administrators and Faculty at UMD  
Summary of Meeting  
October 11, 2016**

(Note: This summary was composed by Professor Kathie Krichbaum, chair, AHC FCC, with input from other committee members)

**Overview:**

The AHC FCC traveled to the University of Minnesota Duluth (UMD) on October 11, 2016. Members who attended included Kathie Krichbaum, chair; John Connett, Lester Drewes, Angela Panoskaltis-Mortari, Kyriakie Sarafoglou, Wendy St. Peter, and Paul Jardine

The agenda was sent in advance and focused on discussions with both administrators and faculty related to the overall goal of AHC FCC to improve communication, connectivity and collaboration between faculty and administration, between faculty and the AHC FCC, and across campuses.

What follows is a summary of items discussed.

1. There were comments on the search for a new Dean of Pharmacy (Randy Seifert, Paula Termuhlen). The search committee is being chaired by Dean John Finnegan of the School of Public Health, and there is representation on the search committee by several people from Duluth. The search appears to be progressing well. Provost Hanson wants the names of at least two recommended candidates, unranked. Key criteria for a new dean includes but is not limited to extensive administrative experience (>5 years), knowledge of pharmacy practice and research/basic science, and capable of operating in a large system with research units. The search committee should consist of representatives from across the AHC, half being women. Of the applicants who applied, there were no under-represented minorities and not many women. UMD search committees actively work against unconscious bias – making sure that everyone gets the same questions. Provost Hanson will make the final decision. One candidate has said they will not come unless there is a CTSI.

2. There were positive comments regarding the role of the AHC FCC in the handling of the job family restructuring (Grant Anderson). This was a source of numerous complaints from staff in Duluth as it was on the Twin Cities campus.

General consensus was that the AHC FCC via the University FCC should continue to revisit this topic with the Office of Human Resources and President Kaler.

3. There was extensive discussion related to the procedures for promotion of non-tenure-track and clinical track faculty as well as salary equity.

4. The question of what ‘shared governance’ means was raised. In some units, voting on proposed procedures by the faculty comes after review of the proposal by the dean; the opposite order may make more sense. Professor Mortari on the AHC FCC said she serves on a committee in the Medical School developing recommendations for new policies with regard to promotion of ‘non-regular’ faculty. People expressed an interest in having this be a template for an AHC-wide solution.

5. A Duluth faculty member (Neil Henderson, a Native American) has received a \$12 million Medical Discovery grant related to health equity. A proposed one-year post-baccalaureate program was described, and a one-year Master’s program (overall goal: to assist graduates to get into the Medical School). See also the discussion of the CTSA below.

6. Dean Paula Termuhlen noted that UMD Medical School is considering starting an open-access journal that will focus on regional campuses (like UMD) with science, clinical and educational topics.

7. There was discussion of the CTSI/CTSA and its interactions with UMD. It was noted that one of the College of Pharmacy dean candidates would not be interested in coming to Minnesota if the University does not have a CTSI. Biostatistics support from the CTSI has not been completely responsive to UMD needs, and there has been variable experience in receiving support. More information regarding the KL2 program and other aspects of the CTSI are needed. A presentation last fall on the KL2 by David Ingbar was well received, but was not very specific with regard to UMD. Young faculty in the Medical School at UMD may have trouble participating in KL2 given they basically have only 6 years to make tenure, and K awards by themselves do not count for much in their tenure cases. There was a suggestion to extend the timeline for promotion of these faculty. UMD faculty have been advised that a K award alone is not sufficient for promotion (as told by Cliff Steer).

8. Three specific suggestions were made regarding the CTSI at UMD:

- a) Appoint a CTSI liaison person in Duluth, perhaps 10% time (Les Drewes)
- b) Have an annual orientation to the CTSI, open it up to all faculty; CTSI should consider differing needs of new and mid-career faculty (Wendy St. Peter)
- c) The CTSI should conduct an environmental scan of Duluth faculty so that the programs it offers can benefit Duluth College of Pharmacy and Medical School faculty (Grant Anderson)

9. The review of the (unsuccessful) CTSA application submitted to NCATS in early 2016 had several comments that may relate to UMD. One was that the application did not say much regarding UMD's role in the CTSA. Another comment, more general and not specific to UMD, was that the Community Engagement component of the CTSA was not well developed. There were also comments regarding the lack of diversity in both AHC faculty and in the KL2 scholars. There may be ways that UMD could contribute in these areas and in the Community Engagement component as it might relate to rural health (could provide a "quick-fix"). There was discussion of a need to increase UMD involvement in the re-application, targeted now for submission in January or February 2017. Visits to Duluth by CTSA leadership may be helpful.

10. There was a question regarding unionization of University faculty (Tim Stratton). The status with regard to the AHC is the following. Because of a vote in the AHC taken about 20 years ago, AHC faculty are not eligible to participate in a vote on unionization. However, this could change if at least 30% of the AHC faculty sign a petition in favor of participating. At present it is not clear who would be eligible to vote on this: tenure-track faculty only, P&A, etc. There is an ELC meeting related to this on October 25.

11. There were several faculty and administrators who discussed the lack of space in the current buildings at Duluth for faculty and for programs. It is impossible for some existing and any new programming to occur without upgrading current buildings and creating additional space. Paula Termuhlen commented on continued issues with connectivity, electrical power issues, space and space planning issues; the Duluth health sciences campus is not a part of facility planning initiatives right now. The new Medical Discovery Team leader has a team of 20 people, but there is no space to house them. Along these lines, they need to plan for a new education learning center building akin to what is planned for the Twin Cities campus. There was also concern that there are facilities funds owed to

UMD; the cost pool monies are collected and pay for central administrative costs, but no money is returned to the Duluth campus specifically (Grant Anderson).

12. New faculty expressed the importance of the development of a faculty handbook/guidebook.

13. Suggestions were made regarding things that might be useful to include on the AHC FCC website including links to research seminar pages, faculty development opportunities, faculty mentoring information or opportunities and websites where faculty can search for other faculty with various research expertise and to have a central repository for available communication apps with instructions on how to use them. Note: Sean Hall has established a central repository for communication apps/platforms for the College of Pharmacy. He noted that key people to work with to continue to work on connectivity are Colby Reese (Office of HLSCI Health Sciences Senior VP), Peg Brown (Office of AHC Facilities), and Interim Vice President Bernie Gulachek (Office of Information Technology).

#### **Summary and Follow-up:**

Members of the AHC FCC will continue to focus on improving communications and specifically will:

1. Pursue improving IT connectivity related to publicizing and offering seminars offered at either site to the other site.
2. Discuss with Dr. Jackson the need to upgrade ITV and to assure that the publicity and broadcasting of seminars crosses sites.
3. Design and post a webpage that will serve to alert faculty to the activities of the AHC FCC, to offerings/seminars on both campuses throughout the AHC schools, and to promote the opportunity for faculty to interact virtually with the AHC FCC about topics of interest. A follow-up meeting is scheduled with AHC IT to create this page.
4. Present the suggestion of a paid partial appointment of a faculty member on the Duluth Campus to oversee the CTSA activities there and to assure ongoing connections with Duluth faculty.