

AHC FCC

April 6, 2006

Minutes of the Meeting

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

Present: Peter Davies, Stephen Ekker, Jeff Kahn (Guest), Kathleen Krichbaum (Chair), and Nelson Rhodus

Professor Krichbaum by saying the Academy for Excellence in Research would hold its awards ceremony in the fall. The Academy of Distinguished Teachers Award Ceremony will be held April 24th, at the McNamara Center.

Professor Ekker discussed the issue of tracking alumni, as a key issue related to strategic positioning, with the committee.

Professor Jeff Kahn, Co-chair, Faculty Culture Task Force then discussed the preliminary report from the task force. He began by noting the scope of the report does not include community faculty, addressed in the Health Professionals Work Force Task Force report, and clinical faculty, which is under the purview of the Clinical Sciences Enterprise task force. Professor Kahn then read from the report the four core values identified by the task force as necessary to the transformation of faculty culture at the University.

- Excellence—the faculty culture at a top three public research university must define excellence in a manner that is recognized not only within the institution but also among the scholars that constitute its peers.
We believe that although academic excellence may look different from discipline to discipline, it always involves intellectual curiosity, engaged teaching, innovation, visible and influential research of the highest quality, and intellectual risks. At the University of Minnesota, we recognize that excellence is simultaneously selective in its focus and inclusive of diversity. Furthermore, excellence necessitates regular reviews and strategic investments in those programs and practices that advance the institution's objectives.
- Collaboration—the faculty culture at a top three public research university must draw on the strength of its diverse faculty by fostering and encouraging collaborations that make the whole greater than its parts. We believe that at the University of Minnesota collaboration requires commitments to collegiality, intellectually challenging environments, professional relationships based on mutual respect and friendship, supportive administration, and policies that facilitate cross-disciplinary and collaborative efforts.
- Academic Citizenship—the faculty culture at a top three public research university must sustain a citizenship that links the individual careers and reputation of faculty to the University's evolution and reputation. We believe that true faculty citizenship values engagement, stewardship, academic freedom, responsibility, ownership, and accountability. At the University of Minnesota faculty status comes with many privileges but also with significant responsibilities including the need to engage colleagues within and across the university system, participation in the institution's governance, and

service to the communities that the University serves.

- Leadership—the faculty culture at a top three public research university must have strong and effective leadership at all levels. We believe that strong leadership includes clear and consistent explanations of the University’s values and objectives, a commitment to pursue the institution’s vision and goals, the consistent application of policies that reflect the University’s rhetoric, and the will to make hard choices when necessary. At the University of Minnesota, leadership is the responsibility of senior faculty, department chairs and heads, deans, senior administrators, the President, and the Board of Regents.

The committee then discussed the following points as related to the core values.

- Promotion and tenure
- Faculty Review
- Review of the 7.11 and 7.12 statements
- Interdisciplinary appointments
- Incentives that promote the four values

Professor Krichbaum then asked members to read the preliminary task force reports and submit feedback via the web.

Hearing no further business Professor Krichbaum adjourned the meeting.

Sara Balick
University Senate