

**MINUTES
University of Minnesota Medical School
Faculty Advisory Council**

April 6, 2004

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, April 6, 2004 at 4:00 p.m. in Room B620 Mayo Memorial Building. Susan Berry, Chair of the FAC, presided.

Members Present: Peter Bitterman, Mark Bixby, Carole Bland, Blance Chavers, David Current, Elke Eckert, Marshall Hertz, David Ingbar, Walter Low, James McCarthy, Steven McLoon, Wesley Miller, James Pacala, Deborah Powell, Sarah Schwarzenberg, Elizabeth Seaquist, Anne Taylor, Theodore Thompson, Douglas Yee
Guest: Allison Campbell

Comments and Updates

Dean Powell announced that the Liaison Committee on Medical Education (LCME) and the Accreditation Council of Graduate Medical Education (ACGME) site visits went well.

The first draft of the LCME report is favorable. The list of the School's strengths includes the faculty and departments, integration of clinical and basic science faculty in the curriculum, the Dean's leadership, Duluth's commitment to educating Native American physicians and providing family practitioners to rural Minnesota, the Education Council and their curriculum work, return of tuition dollars, and the turnaround of the financial situation. Weaknesses cited included objectives for the clinical education programs, preparation for residents to become teachers, resources for evaluation and management of curriculum, and facilities for small group and study space. They also cited the lack of diversity among students and staff as an area in transition and expressed concern that the School had one of the highest tuitions of any medical school in the country.

Duluth Integration with the FAC

Duluth has selected Senators who will serve on the FAC. Next year they will be included in meetings via Polycom.

Update on Affiliate Faculty

The Associate Deans from Hennepin County Medical Center and the Veterans Administration Medical Center have been asked to select faculty located at their hospitals to serve on the FAC. They will join the FAC next year.

Nominations Committee

The FAC serves as the Medical School Committee on Committees and responsible for nominating members of the Research and Education Councils, the Committee on Student Scholastic Standing, and the Admissions Committee. Members of the FAC are encouraged to email nominations to Dr. Berry.

Tenure for Clinical Scholars

Dr. Anne Taylor has formed a committee to review whether or not it would be possible to grant some clinical scholar faculty tenure. Clinical scholar track faculty are the fastest growing group of faculty within the Medical School. They contribute importantly to all elements of the Medical School mission but are not eligible for award of tenure. This inequality has created a feeling of "second class citizenship" for faculty in this track due to a sense of lesser commitment on the part of the School towards them, as well as a sense of vulnerability with respect to appointment. The purpose of this committee is to 1) examine whether or not tenure should be expanded to cover faculty on the clinical scholar track and, if so, what promotion and tenure parameters will be used in the awarding tenure; and 2) to examine the issue of tenure for faculty at affiliates.

If these faculty members were to receive tenure, scholarship and productivity will need to be redefined within the Medical School and departmental 7.12 statements. It would also have financial implications for the School as tenure is tied to base salary. However not all clinical scholar faculty would be eligible or interested in pursuing tenure and the receipt of tenure would still be based on scholarship and research productivity.

The Committee would like to have a recommendation for the Dean by the fall.

The meeting adjourned at 5:04 pm.

Respectfully Submitted,

Kristine Olson

Staff to the FAC

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