

September 5, 2006, the Medical School at the University of Minnesota

MINUTES

University of Minnesota Medical School Faculty Advisory Council

September 5, 2006

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, at 4:00 p.m. in Room B646 Mayo Memorial Building. Steven McLoon, Chair of the FAC presided.

Members Present: Drs. Gregory Beilman, Susan Berry, Carole Bland, Peter Bitterman, Jim Boulger, Linda Burns, Donna Forbes, Richard Gray, Kristin Hogquist, David Hunter, Dana Johnson, Tucker LeBien, Steven McLoon, James Pacala, Christopher Pennell, Gregory Vercellotti, Paul Bohjanen (alternate), and Paul Cleary (alternate).

Dean's Office Staff Present:

Allison Campbell, Louis Ling, Charles Moldow, Dean Deborah Powell, Anne Taylor, Roby Thompson, Kathleen Watson, and Paul White.

Welcome and Introductions

Dr. Steven McLoon, Chair of the FAC, welcomed Council to their first meeting of the academic year. Dean's Office Staff introduced themselves and informed Council of their respective roles in the Medical School. Council members then followed with introductions.

Dean's Comments and Council Charge

Dean Powell explained to Council that they act as a major conduit between the Dean's Office and the Medical School faculty. Throughout the academic year, the Dean will present different issues and questions to Council, and values the opinions they can provide.

Dean Powell provided an update to Council about major activities that are currently happening within the Medical School as follows:

Searches/Recruitments

- Dr. Jonathan Slack, new Director for the Stem Cell Institute, has been recruited from England, and will be coming to the University in the coming months.
- Dr. Selwyn Vickers, new Department Head for Surgery, was recruited and started at the University in August.
- Dr. Paul White, new Director of Admissions, was recruited from Johns Hopkins University and started at the University last week.
- The search for a Director of the Division of Cardiology/Lillehei Heart Institute Director is winding down and has one candidate currently in negotiations with the Medical School.
- Search for Senior Associate Dean for the Duluth Campus is underway under the direction of Dr. Macaran Baird, Head of Family Medicine and Community Health.
- Search for Department Head of Integrative Biology and Physiology is underway under the direction of Dr. David Bernlohr, Head of Biochemistry, Molecular Biology and Biophysics.
- Search for Department Head of Otolaryngology is currently in its second round of candidates, under the direction of Dr. Jay Krachmer, Head of Ophthalmology.
- Search for Department Head of Orthopaedic Surgery will soon be underway under the direction of Dr. David Rothenberger, Professor of Surgery.

New Administrative Structure in the Dean's Office

The Dean's Office administration has gone through changes in title and structure. The Medical School will now have only one Senior Associate Dean, which is reserved for the leader of the Duluth campus. Additionally, Drs. Charles Moldow and Roby Thompson have been appointed as Vice Deans in the Medical School. The purpose for this change was to ensure that if the Dean was not present, one of the Vice Deans could ensure proper

Medical School reporting at the Academic Health Center and University levels.

Agenda Topics for FAC

The Dean next identified specific issues she would like the FAC to address during the year. The issues are as follows:

MedicalSchoolCommittee Appointments

The FAC is responsible for recommending faculty members for appointment to the various standing Medical School committees. She also asked the committee to design a system of terms for each committee appointment so as to ensure regular turnover of committee members. This would ensure that the committee workload is spread among the faculty. The Dean indicated that Patti Mulcahy, Director of Faculty Services and Human Resources, and the Office of Faculty Affairs will serve as a resource to the FAC for this initiative. The Dean indicated that all faculty should be expected to serve in some capacity on Medical School committees. Additionally, Council should consider working with Department Heads to design a reward system for service to committees, as membership on various committees can be very time consuming. Dr. McLoon stated that finding individuals willing to serve on the more onerous committees will be difficult but is important. He indicated that many of our committees have a significant impact on our work and ultimately the 'quality' of our School.

Restructuring of Academic Tracks

The Provost has charged all Deans in the University to revise departmental and collegial 7.12 Statements as part of the President's Strategic Positioning initiative. In turn, Dr. Frank Cerra, Senior Vice President for the Health Sciences, has requested that all AHC colleges prepare to take on this task, but to think of promotion and tenure in a more broad manner. The Dean explained that this would be an excellent opportunity for the Medical School to think about the present structure and improvements that could be made to ensure that the Medical School is on a path of excellence. The Medical School currently has a tenure track, a non-tenure Clinical Scholar Track, and a proposed non-tenure Teaching Track. The Dean then posed several questions to Council as follows:

- If a teaching track is adopted by the Medical School, should we consider a non-tenure research track?
- If a non-tenure research track is adopted, should it have modified titles?
- Should there be criteria to promote and grant tenure based on excellence in teaching?
- Should there be criteria to promote and grant tenure based on clinical activities (such as health services research)? An FAC member commented that health services research is research not clinical services. Clarification of what the AHC meant by clinical services is essential.
- Should we have a modified title for faculty at our major affiliate teaching sites? This would include changing the current "adjunct" title that is granted to some faculty at these affiliate sites.
- Could we have just two tracks (tenure and non-tenure) to encompass all faculty, or does this oversimplify? or
- Should we have one tenure track and four non-tenure tracks (Clinical Scholar, Teaching, Research, and Affiliate), or is this too specific?

Miscellaneous Topics

Dean Powell also informed Council that she will be seeking their assistance with the upcoming legislative requests. Additionally, there will be more activities surrounding the Strategic Positioning that will require input from Council to Dean Powell.

Dr. McLoon reminded Council that this faculty group could go in many directions, and urged Council members to email him [mcloons@umn.edu] with any issues that members would like Council to address.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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