

AHC FACULTY CONSULTATIVE COMMITTEE

January 14, 2010

Minutes of the Meeting

[In these minutes: AHC-F&P Update, Clinical Scholars Task Force, AHC Strategic Directions, Academy for Excellence in the Scholarship of Teaching and Learning Deadline Extended, January 21, 2010 Program Launch for Center for Global Health and Social Responsibility, AHC Faculty Leadership and Training Initiative Update, Meeting Date Changes, Update on Meeting with AHC-SCC Chair and Revision of AHC-FCC Charge, 2010 – 2011 AHC-FCC Chair Election Update]

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: Brian Isetts (chair), Susan Berry, Colin Campbell, Peter Davies, Paul Olin, Cheryl Robertson, Vernon Weckwerth

Regrets: Stephen Downing

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

II). Professor Isetts asked for a motion to approve the December 10, 2009 AHC-FCC minutes. Members unanimously voted to approve the amended December 10 minutes.

III). Professor Isetts called on Professor Olin, chair, AHC-Finance & Planning Committee, to provide members with an update from the December 15, 2009 AHC-F&P meeting. Professor Olin reported that in December the AHC-F&P met with Paula Buchner, COO/CFO, College of Veterinary Medicine, who provided information concerning the College of Veterinary Medicine's budgeting process. The committee intends to hear from all AHC schools about their processes. Jeffrey Ogden, chief administrative officer, School of Dentistry, will attend the January 19, 2010 AHC-F&P meeting to share information about the School of Dentistry's budgeting process.

Professor Isetts stated that he received two letters concerning the outcome of the issue involving the School of Dentistry's hiring practices, which he will provide to members. He added that as a result of this matter, the committee may want to consider crafting a white paper outlining specific criteria for faculty searches. A member commented that while hiring procedures are generally clear across the schools, they are not necessarily followed in practice.

Regarding AHC-F&P membership, the members voted unanimously to appoint Dr. Charmaine Stewart, a gastroenterologist with an active clinical research program, to the AHC-F&P for a three-year term.

IV). Professor Isetts introduced the next agenda item, the Clinical Scholars Task Force. He noted that in December 2009, Dr. Cerra charged the AHC deans and the AHC-FCC with identifying possible candidates to serve on the task force. Clinical scholars represent a group of faculty who are not on tenure or tenure track but who are fulfilling what are considered faculty functions. These faculty play a critical role in contributing to the University's missions of teaching, research, as well as clinical, community, departmental, school, and institutional service.

This task force is being formed to address the varying practices, policies and issues across the AHC related to appointing, recognizing, and promoting clinical faculty. It is clear that there is a need to define clinical faculty, and gain a better understanding of their roles and rights as faculty and recognize their valued contributions to the Academic Health Center and the institution as a whole.

Professor Susan Berry volunteered to have her name put forward as a candidate to serve on the task force.

Professor Isetts stated that being asked to suggest names to serve on the Clinical Scholars Task Force is a great opportunity for the AHC-FCC in terms of influencing the composition of the committee. The names submitted by the deans will be reconciled with the names submitted by the AHC-FCC and members will be identified. Professor Isetts reported that he would be meeting with Dr. Barbara Brandt in the next week or so to go over the names suggested by the committee. He reminded members to provide him with names of both tenure/tenure track and non-tenure/non-tenure track faculty who they believe would be good on this task force.

V). Professor Isetts stated that the committee needs to provide Dr. Cerra with a final report on the proposed new AHC strategic directions. In response, several members voiced concern that there exists a real lack of understanding about the strategic directions that the AHC community is being expected to provide feedback on. Given the strategic directions are going to drive future AHC economic and financial decisions, there needs to be clarification on what it all really means and how decisions coming out of this process will be applied. The consultation process on the proposed new AHC strategic directions is simply not working.

Professor Isetts reminded members that they will have an opportunity to ask for clarification when they meet with Dr. Cerra on Wednesday, January 20 from 12:30 – 1:30. He added that the strategic directions are being used as the basis for making difficult economic decisions in the future.

A lively and spirited discussion ensued. A variety of issues were raised, which included:

- A possible outcome of this exercise is that faculty who do not generate revenue will be let go. Whatever the outcome of this process, it needs to be fair and mission-based.
- Clearly, faculty consultation is needed to fix the economic crisis facing the AHC and the institution as a whole, given the administration, to a degree, is responsible for the University's current predicament.
- The strategic direction process is being called consultative, but in reality it is not. In order to be truly consultative, more information is needed.
- In order to achieve convergence among AHC schools, certain functions within the AHC need to be centralized. In order to save the education mission, serious thought needs to be given to streamlining the AHC's administrative infrastructure.

Members agreed that the purpose of this exercise is to ultimately save money and streamline the AHC's focus, and, as a result, painful decisions will need to be made. Cuts are inevitable.

At the conclusion of their discussion, Professor Isetts encouraged members to review the strategic directions document again, and be prepared to make recommendations on the bold-faced points at the January 20 meeting with Dr. Cerra. He emphasized the importance of providing Dr. Cerra with concrete recommendations. This is the committee's opportunity to give meaningful advice to Dr. Cerra on the AHC's strategic directions. If the committee fails to do so, it will lose the opportunity.

VI). Professor Isetts stated that he received a request to extend the deadline for the Academy for Excellence in the Scholarship of Teaching and Learning award to March 1, 2010. The original deadline for this award was February 15. Members voted unanimously to extend the deadline to March 1 citing that doing so would increase the likelihood of getting better qualified candidates.

VII). Professor Isetts announced that the program launch for the Center for Global Health and Social Responsibility will take place on Thursday, January 21 in Coffman Memorial Union (CMU). He noted that Linda Watson, director, Health Sciences Libraries, has inquired about partnering with the AHC-FCC on this event, and has asked to bring the traveling exhibit from the National Library of Medicine, *Against the Odds: Making a Difference in Global Health*, which the Library is hosting. This exhibit serves to tell the story of the revolution that is taking place in global health around the world - (<http://www.nlm.nih.gov/hmd/about/exhibition/travelingexhibitions/ato.html>).

In light of the fact that one of the goals of the Library's traveling exhibit is to focus on students because global health is such an important part of their education, Professor Isetts asked members whether they would be open to inviting students to the January 21 program launch, which had previously been targeted at faculty. If so, he will ask Ms. Watson to verify that the Campus Club has procedures in place for serving alcohol in the presence of minors. Assuming the Campus Club has a way of handling this, asked Professor Isetts, are members open to partnering on this event with the Library? Members unanimously supported expanding the event and partnering with the Library.

Professor Isetts then asked members whether the program launch should be a Third Thursday event or not. Members agreed that the January 21 Third Thursday should be cancelled in lieu of the program launch.

Regarding the launch of the Center for Global Health and Social Responsibility, a somewhat skeptical member stated that the program will need to be watched closely to verify measurable outcomes are actually being accomplished.

VIII). As follow-up on the AHC Faculty Leadership and Training Initiative that was discussed at the December 10 meeting, Professor Isetts stated that AHC Human Resources has heeded the committee's advice and will hold focus groups as opposed to conducting a survey to determine what would make an effective program and what would motivate participation. Terry Bock, AHC associate vice president, and Fred Owusu, director, AHC Human Resources, will meet with the AHC-FCC at a future date to provide information on their refined proposal.

IX). Professor Isetts stated that he has a schedule conflict on February 17, and, therefore, the AHC-FCC meeting with Dr. Cerra on that day has been rescheduled for February 24 from 12:00 – 1:00. He asked Renee Dempsey, Senate staff, to send out an email notice about this change. In addition, noted Professor Isetts, the AHC-FCC meeting with President Bruininks on February 17 will need to be rescheduled if the committee feels his attendance is important. Members concurred that Professor Isetts should be in attendance at the meeting with President Bruininks. Professor Isetts stated that once a new date to meet with President Bruininks has been identified, members will be notified.

X). Professor Isetts reported having met with Dan Stein, chair, AHC-SCC, and having had a spirited discussion. He stated that he would be inviting Mr. Stein to an upcoming AHC-FCC meeting in an attempt to facilitate a more formal connection between the two committees.

An outcome of this meeting, stated Professor Isetts, was that a discrepancy between the AHC-SCC and AHC-FCC charges was discovered. Whereas the AHC-SCC charge stipulates that its chair will meet each semester with the chair of the AHC Faculty Consultative Committee to discuss issues of concern to both faculty and students, there is no analogous verbiage in the AHC-FCC charge. Professor Isetts suggested the committee look into updating its charge soon.

XI). Professor Isetts noted that committee vacancies will need to be filled soon, and this includes election of a new chair. He asked Ms. Dempsey to send members the current membership list, which should include terms.

XII). Prior to adjourning the meeting, Professor Isetts asked members to prepare for next week's meeting with Dr. Cerra to discuss the proposed new AHC strategic directions. Hearing no further business, Professor Isetts adjourned the meeting.

Renee Dempsey
University Senate