

AHC FACULTY CONSULTATIVE COMMITTEE

February 11, 2010
Minutes of the Meeting

[In these minutes: AHC Task Force on the Scholarship of Clinical Faculty, Meeting Date/Time Changes, *Dialogue of the Day* for the February 24th Meeting with Dr. Cerra, March 1 Meeting with President Bruininks, Senate Committee on Finance and Planning Update, AHC-SCC Update, Motion to Align AHC-FCC Charge with Charge of AHC-SCC, Report to Dr. Cerra on AHC Strategic Directions, Academy for Excellence in the Scholarship of Teaching and Learning Award and Academy for Excellence in Health Research Award, Third Thursday Update, School of Dentistry Faculty Hiring Concern]

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

Guest: Daniel Stein, chair, AHC-SCC and second year Medical School student

Regrets: Stephen Downing

I). Professor Isetts called the meeting to order. He welcomed Daniel Stein, a second year Medical School student and chair of the AHC-SCC. Members then took turns introducing themselves.

II). Members unanimously approved the January 14, 2010 minutes.

III). Members unanimously approved the notes from the January 20, 2010 meeting with Dr. Cerra.

IV). Professor Isetts distributed copies the letter that was sent out to individuals appointed to the recently established AHC Task Force on the Scholarship of Clinical Faculty. The AHC deans as well as the AHC-FCC had been invited by Dr. Cerra to suggest nominees. There was not a lot of overlap between the names submitted by the deans and the AHC-FCC.

Professor Isetts asked members for their thoughts on the Task Force for Clinical Scholars. Professor Davies stated that, in his opinion, the process for identifying candidates was messy from the onset with the deans being asked to submit their recommendations and the AHC-FCC simultaneously being asked to submit their list. Members agreed that the outcome was pretty much as they expected, and, in some members' opinions, better candidates could have been selected.

Professor Isetts reported that Professor Susan Berry has been asked to co-chair the Task Force with Dr. Barbara Brandt. He added that in light of the fact that Professor Berry and himself have been both been appointed to the Task Force, members can be rest assured that AHC-FCC input will be conveyed. The Task Force, noted Professor Isetts, is expected to launch at the end of February and has been asked to wrap up their work by May. Professor Isetts strongly encouraged members to get to know the Task Force representative from their respective schools.

Professor Olin asked whether an outcome of the work of the Task Force is to standardize the practices and policies for appointing, recognizing and promoting clinical faculty across the schools in the AHC. Professor Isetts stated that the Task Force is charged with developing guiding principles that will frame AHC policies and procedures related to the appointment, responsibilities, recognition and promotion of clinical faculty. Clearly, there is a need to better define the value of the AHC's clinical scholars so clear-cut criteria for their promotion and advancement can be established.

Professor Isetts called on Professor Berry to share her thoughts about the Task Force and her role as co-chair. Professor Berry stated that she genuinely hopes that the Task Force is effective, and that the discussions that occur are meaningful and productive. She promised to keep the AHC-FCC updated on the work of the Task Force.

V). Professor Isetts announced that there has been a slight time change for the Wednesday, February 24th meeting with Dr. Cerra. Rather than meeting from 12:00 – 1:00, the committee will meet from 12:15 – 1:15. In addition, the March 17th meeting with Dr. Cerra has been changed to Thursday, March 25 from 12:00 – 1:00. Professor Isetts asked members to adjust their calendars accordingly.

VI). Professor Isetts stated that the *Dialogue of the Day* for the February 24th meeting will be the AHC-FCC's final report to Dr. Cerra on the AHC's strategic directions.

VII). Professor Isetts reminded members of the committee's upcoming meeting with President Bruininks on March 1st. The committee will convene at 2:30, a half hour before President Bruininks is scheduled to arrive. He then asked members for their thoughts on what they would like to discuss with the president. Members proposed the following:

- The operational meaning of consultation.
- Does the administration work for the faculty or do faculty work for the administration?
- Succession planning for Dr. Cerra's position.
- How are decisions about budget cuts made?
- What is the likelihood that the AHC will maintain its current alignment, or are centralization of services being explored?

VIII). Next, Professor Isetts requested Professor Olin provide the committee with a Senate Committee on Finance and Planning (hereafter SCFP) update. Professor Olin reported that Professor Russell Luepker, chair, SCFP, recently sent a letter to President Bruininks on behalf of the SCFP concerning the University's FY11 budget. The letter addressed specific budget-related matters, including, but not limited to, the proposed 2% pay increase for FY11. SCFP believes this pay raise is more symbolic than economically substantive and is concerned about the public and political perception of such an increase. People may assume the University has enough money to absorb State cuts and still be in a position to give pay increases.

In terms of furloughs, noted Professor Olin, SCFP is of the opinion that making furloughs work will be problematic given the diversity of funding sources and appointment terms for faculty, staff and student employees. A two week unpaid furlough represents a 3.8% pay cut. Professor Berry commented that that a lifetime of retirement depends on steady changes in salary. If a cut occurs, the basis for retirement is lowered, while with a furlough, the pay rate remains the same, however, employees just don't get paid.

Professor Olin concluded by stating that Governor Pawlenty has not yet announced his plans for funding cuts for FY11. The University, however, based on historical experience, is bracing for a \$36 million cut.

IX). Moving on, Professor Isetts provided information about the meeting he had with Daniel Stein, chair, AHC-SCC. He explained that Mr. Stein reached out to make contact with him based on the AHC-SCC charge, which stipulates that its chair will meet each semester with the chair of the AHC-FCC to discuss issues of concern to both faculty and students. Professor Isetts stated that their meeting was very productive, and a mutually agreed upon outcome was that the charges of the AHC-FCC and AHC-SCC should be aligned to reflect the meeting of the two chairs. Currently, the AHC-FCC charge does not have an analogous statement.

Professor Isetts stated that he and Mr. Stein talked about a variety of topics of mutual interest to both committees such as the administrative Individual or Business Conflict of Interest policy, competition between the AHC schools, succession planning, the Task Force on the Scholarship of Clinical Faculty, interprofessional education, the financial challenges facing the AHC and the University as a whole, and the need to align the charge of the AHC-FCC with the AHC-SCC charge.

Professor Isetts called on Mr. Stein to provide information about the AHC-SCC. Mr. Stein stated that the AHC-SCC is comprised of 15 student members (2 from the Medical School-Twin Cities, and 1 each from Dental Hygiene, Dentistry, the Medical School-Duluth, Medical Technology, Mortuary Science, Nursing-Rochester, Nursing-Twin Cities, Occupational Therapy, Pharmacy-Duluth, Pharmacy-Twin Cities, Physical Therapy, Public Health, and Veterinary Medicine). Members are elected/appointed by their respective student board if one exists, or, if not, by a program advisor. He noted that the committee meets on monthly basis. Topics the committee has taken up this year include student health insurance, collaborative teaching/interprofessional education, and learning about the work of the Center for Health Interprofessional Programs (CHIP). At the committee's next meeting, Lynn Zentner, director, Office of Institutional Compliance, will provide information about the draft Individual Business or Financial Conflict of Interest Policy.

In terms of interprofessional education, Professor Berry commented on the AHC's unsuccessful attempts at meaningful collaborative teaching efforts thus far. Professor Isetts added that in his opinion, the best interprofessional education opportunities come from outside the curriculum and are managed by students. In response, Mr. Stein stated that the concept of interprofessional education is important, but different models need to be developed. He then reported on the interprofessional education efforts that Associate Dean Judith Buchanan is spearheading.

Professor Berry asked Mr. Stein to comment on the concerns that AHC students have with respect to the draft conflict of interest policy. Mr. Stein used the example of a required Medical School textbook that was published by a drug company. He noted that at the committee's last meeting the issue of why some groups receive "free" gifts from companies and others do not was raised, e.g., a vet med student who gets "free" dog food and a physical therapy student who wonders why he has not been approached with an offer of "free" goods. In response, Professor Berry stated that rather than offering goods to support medical education, companies should give money, which is not attached to products/goods. Mr. Stein stated that AHC-SCC members debated whether all schools should fall under the same conflict of interest policy or whether each school should have their own. Professor Berry stated that she believes stringent conflict of interest guidelines will be applied University-wide.

Professor Isetts thanked Mr. Stein for his report.

X). Given that the AHC-FCC charge does not have an analogous statement that the chairs of the AHC-FCC and AHC-SCC should meet each semester to discuss issues of concern to both faculty and students, Professor Isetts called for a motion to amend the AHC-FCC charge to align it with the charge of the AHC-SCC. A motion was made and seconded to add the following language to the AHC-FCC charge under the duties and responsibilities section: "The chair shall meet each semester with the chair of the AHC Student Consultative Committee to discuss issues of concern to both faculty and students, and the two committees shall meet jointly as deemed necessary by the chairs." Members unanimously passed this motion.

Renee Dempsey, Senate staff, at the request of Professor Isetts, explained that this motion will be brought to Committee on Committees for review, and then on to the Faculty Senate for approval.

XI). Pursuant to the formal request by Dr. Cerra that the AHC-FCC provide him with input concerning the proposed AHC strategic directions, Professor Isetts turned members' attention to a draft final report. He noted that this document incorporates the changes members suggested. Members spent time wordsmithing and making final changes to the document.

The general tone of the document, agreed members, should acknowledge that the AHC-FCC values being part of the process for dealing with succession planning, and guiding the allocation of resources across the AHC during challenging financial times. With that said, the AHC-FCC expectation is that the process will be honest and transparent. There is also the expectation that final decisions coming out of this process are not being made under the pretense that faculty input is being taken into consideration, when in reality it is not. The report needs to be overt, and share the AHC-FCC's concerns; it should be a document that members are proud to share with their colleagues.

Professor Isetts stated that members have 24 hours to review this final report, which incorporates the changes discussed today. The final report will be sent to Dr. Cerra shortly thereafter. In addition, Professor Isetts announced that the report will be linked to the committee's website, and a copy will be sent to President Bruininks. He added that he will work with Maureen Lally, administrative manager, Academic Health Center -Office of Communications, to have the report distributed via email to all AHC faculty.

XII). Professor Isetts reminded members that the deadline for the Academy for Excellence in the Scholarship of Teaching and Learning award has been extended to March 1, 2010. It will be important for the AHC-FCC Screening Committee to receive nomination packets prior to the committee's March 11 meeting to ensure that nominations meet the nomination requirements. On a semi-related note, Professor Isetts stated that he will not be able to attend the March 11 AHC-FCC meeting as he will be traveling for business, but that Professor Peter Davis will serve as chair pro tem.

In addition, noted Professor Isetts, the deadline for the Academy for Excellence in Health Research is April 12, 2010.

XIII). Professor Isetts stated that the next Third Thursday program will take place on February 18. Future Third Thursday meeting dates are March 18th and April 15th.

XIV). Regarding the faculty hiring issues that have arisen at the School of Dentistry, Professor Isetts asked Professor Olin for his opinion on whether there is anything further that can be done. Professor Olin stated, in his opinion, more can be and needs to be done. The current School of Dentistry's faculty hiring policies are the result of a debilitating hierarchical

structure. Members agreed that if the School of Dentistry is unable to correct its on-going hiring issues then the matter needs to be forwarded on to the AHC-FCC. The committee agreed that the investigation that was conducted out of the Office of Education was not thorough enough and that they should conduct their own investigation. Professor Weckwerth commented that the mechanism by which the FCC would conduct such a review is unclear.

XV). In light of time, Professor Isetts reminded members to review the AHC-FCC report on the AHC strategic directions, and provide any final comments by 3:00 p.m. on Friday, February 12th. Hearing no further business, Professor Isetts adjourned the meeting.

Renee Dempsey
University Senate