

**Health Sciences Faculty Consultative Committee (HS FCC)**  
**November 17, 2020**  
**Minutes of the Meeting**

*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.*

[**In these minutes:** Systemwide Strategic Plan/MPACT 25 Discussion with Dr. Jakub Tolar; Miscellaneous Committee Business]

**PRESENT:** Barb McMorris (chair), Mansur Ahmad, Jeffrey Bishop, John Deen, David Jacobs, Kyriakie Sarafoglou, Cliff Steer, Kendall Wallace, Stephen Wiesner

**GUESTS:** Dr. Jakub Tolar, vice president for clinical affairs, Office of Academic Clinical Affairs, and Medical School dean

**OTHERS ATTENDING:** Vickie Courtney, director, University Senate Office

1. **Systemwide Strategic Plan consultation:** Professor McMorris convened the meeting and called for a round of introductions. Following introductions, Professor McMorris welcomed Dr. Jakub Tolar, vice president for clinical affairs, Office of Academic Clinical Affairs, who was invited to share information about the systemwide strategic planning efforts that are underway, and to solicit member feedback on the plan.

To give context to the discussion, Dr. Tolar began by providing [historical information about the systemwide strategic planning process](#) to date. Dr. Tolar noted that the Board of Regents (BOR) approved MPact 2025, the University's first Systemwide Strategic Plan, in June 2020. He added that work to implement MPACT 2025 is currently in progress, and part of this work includes updating the University Progress Card and developing a new University of Minnesota Dashboard, a set of metric measurements to determine whether strategic planning goals have been achieved.

With that as background information, Dr. Tolar turned members' attention to the draft metric measures associated with the five Systemwide Strategic Plan Commitments, and solicited members' feedback on the metrics. Comments/feedback included:

- The Blue Ridge Institute for Medical Research ranking, an independent, non-profit, scientific research institute, does not seem like the best ranking measure for all the health science schools. There must be a better composite measure for all the health sciences schools rather than Blue Ridge, which is focused on the Medical School.
- Regarding patient satisfaction, it is not only the provider who is responsible for patient satisfaction, it is everyone involved in the various aspects of the health care process, e.g., scheduling, health care coordination.
- Failure to retain under-represented faculty, students and staff is of considerable concern.

- The culture in the health science schools needs serious attention. While some faculty, students and staff stay despite not being treated well, others leave.

Throughout the discussion, Vice President Tolar said that health care across the country needs to be changed from a fragmented, unequal, expensive system to one that is personalized, but not scaled. There is no reason that healthcare should be as expensive as it is and as inaccessible as it is.

Dr. Tolar also agreed about the importance of diversity of opinion, background and experience on medical care teams. He cited examples of work being done in this regard. In his opinion, racism is a moral and social disgrace that must be repositioned.

Professor McMorris thanked Dr. Tolar for his time. Dr. Tolar welcomed further feedback from the committee on the metrics discussed today.

**2. Committee business/announcements:** The committee spent a majority of the remainder of the abbreviated meeting time debriefing from the conversation with Dr. Tolar regarding the strategic planning metrics. While a majority of members felt the Systemwide Strategic Plan commitments were commendable, most thought they were 'pie in the sky' goals that lacked specificity. Additionally, concerns about the budgetary process were raised and their implications for the goals being put forward and whether they are realistic. Overall, members felt the metrics were a good blueprint from which to start strategic planning discussions.

Members also spent a few minutes talking about their concerns about governance in the health sciences and questioned whether the faculty voice was still being represented like it had been in the past. While no conclusion was reached, it was agreed that this would remain a topic of discussion for the HS FCC.

At the conclusion of the discussion, members agreed to convene again prior to their next meeting in December to draft feedback/thoughts to Dr. Tolar about the strategic planning metrics before President Gabel goes to the Board of Regents in December. They further agreed that given Dr. Tolar took the time to meet with them, they should reciprocate and continue the discourse he initiated.

At the request of Professor McMorris, Renee Dempsey, Senate staff, reported that she took the Retirement Incentive Option (RIO), and that her last day at the University of Minnesota Senate Office would be January 15, 2021. Vickie Courtney, director, University Senate Office, thanked Ms. Dempsey for her service, and said she would be staffing the HS FCC beginning in January 2021.

Hearing no further business, Professor McMorris adjourned the meeting.

Renee Dempsey  
University Senate Office