

facmin090302, the Medical School at the University of Minnesota

MINUTES

University of Minnesota Medical School Faculty Advisory Council

September 3, 2002

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, September 3, 2002 at 4:00 p.m. in Room B620 Mayo Memorial Building. Peter Bitterman and David Ingbar, Chair and Former Chair of the Faculty Advisory Council, presided.

Members Present: Susan Berry, Peter Bitterman, Mark Bixby, Blanche Chavers, Kathleen Conklin, Scott Crow, David C. Martin Dworkin, Elke Eckert, Kenneth Hepburn (for Carole Bland), Elizabeth Hirsch, Paul Iaizzo (for Gregory Beilman), David Ingbar, Richard King, Walter Low, James McCarthy, Steven McLoon, Charles Moldow, James Pacala, Michel Sa Patrick Schlievert, Virginia Seybold, Anne Taylor, Roby Thompson, and James VanVooren

Announcements and Comments

David Ingbar congratulated Peter Bitterman on his election as the Chair of FAC and Sue Berry on her new role as the Vice Chair of the FAC. FAC members introduced themselves and David announced the names of those newly elected senators present (Robert Bache, Alan Hirsch, and Betsy Seaquist). Included in the handouts was a list with the name, department, e-mail address, office telephone, and mailing address of the Medical School Senators.

David announced the Executive Faculty ballot results on the changes to the Bylaws (132 yes, 2 no), the changes to the Constitution (134 yes, 1 no), and the creation of a Department of Emergency Medicine (130 yes, 7 no).

Agenda for 2002-2003/Reports and Status of FAC Subcommittees

FAC Subcommittee on Promotion and Tenure Revisions

Anne Taylor explained that the Dean's Office began an initiative last year to look at restructuring academic tracks. A retreat was held in April to discuss academic appointments for the purpose of aligning faculty roles with the mission of the Medical School and clarifying expectations for faculty. Participants in the retreat included members of the Basic Sciences Council, Clinical Sciences Council, Education Council, Research Council, FAC, and representatives of the affiliated hospitals (*i.e.*, Hennepin County Medical Center, Regions Hospital, and Veterans Affairs Medical Center). Feedback from all participants has been submitted and a synthesized draft of proposed changes will be sent to retreat participants for review, modification, and discussion. Selected issues will require working groups in order to develop metrics. Proposed definitions or modifications to the academic tracks used by the Medical School will then be submitted for review and approval by the Medical School Dean and the Senior Vice President for Health Sciences.

Anne mentioned that the proposed Medical School Collegiate Plan for Academic Appointments describing the current tracks used by the Medical School is under review by the Tenure Subcommittee of the University Senate Committee on Faculty Affairs. That Committee is expected to complete its work in Fall 2002. The Collegiate Plan has been reviewed and supported by the FAC. Dr. Taylor has reviewed the Collegiate Plan issues and the work underway on redefining academic tracks. Dean-designate Deborah Powell.

FAC members were reminded that Medical School Senators are members of the University Senate. Senators are in the position to advocate for promotion and academic appointment issues and should be as fully informed and involved as it develops. The greater the consensus among informed FAC members regarding academic appointment issues, the more effective they can be as University Senators.

FAC Subcommittee on Mentoring

In the absence of Subcommittee Chair Scott McIvor, David stated that the Subcommittee's report on mentoring is appropriate, but generic (handout of the report was provided). The next issue to work on is the implementation of mentoring.

FAC Subcommittee on Compact Follow-Up

Subcommittee Chair Carole Bland is on sabbatical, so David acknowledged that Senators had been assigned to a special department to meet with a departmental representative/s to find out if survey results were put into the department's Compact. A preliminary draft of the results was included in the handout.

FAC Subcommittee on Medical School Relationships and Liaisons with the University and AHC

Subcommittee Chair Marty Dworkin stated that an attempt was made to formulate a modest curriculum course in the Medical School that would be interdisciplinary. The Subcommittee decided to focus on chronic disease and their idea was presented to Senior Vice President Frank Cerra and Assistant Vice President Barbara Brandt. For many reasons, including financial, the proposal evolved into a multi-collegiate physiology course. But the Lilliehei Heart Institute will be doing a course that is along the line of the original proposal.

FAC Subcommittee on Retention and Rewards/Mid-Career Issues

Subcommittee Chair Betsy Hirsch would like for the FAC to pursue retention and rewards/mid-career issues. Council concurred. Issues include, but are not limited to: where in a faculty member's career should they be retained/when let go, what are the needs of mid-career faculty, and when do mid-career issues surface and at what level.

FAC Subcommittee on Communications

Subcommittee Chair Jim Pacala asked members to look over the handout that listed the assignment of each Senator to a department for the purpose of communication and representation of that department's faculty. If there is some reason you cannot represent your assigned department, contact him or Mary Schmitt. Jim urged Senators to contact their assigned departments as soon as possible to inform them who we are and what we do. Council noted that they were not assigned to their own departments. Council members did not want to attend another department's faculty meeting due to time constraints and being viewed as an outsider. In addition, some members thought they could better communicate with their faculty in their department. Jim stated that not every department has a faculty member in the Senate, so some departments would not be represented. Departmental assignments given last year did not align Senators with their own departments. The reasoning was that faculty would appreciate some anonymity when presented with the results of the faculty survey for discussion. The year before that, each Senator was given a list of faculty members that were divided without concern for rank or department. That was not a successful means of communication. Jim reminded Council that the faculty survey showed that faculty felt disenfranchised from decisions, department specific and institutionally, and the purpose of the FAC communicating with faculty was to resolve this issue. Council felt that how Senators communicate with faculty is issue dependent and flexible when necessary. Jim will go back to the Subcommittee in an effort to address Council's concern for the next FAC meeting.

FAC Subcommittee on Diversity

Subcommittee Chair Walter Low stated that women, African Americans, Hispanics, and Native American Indian are underrepresented in the Medical School. Where these distributions occur should be viewed. Is it in individual departments or is it a rank issue? Once this is decided, a course of action needs to be devised. Diversity is being discussed in the Dean's Office and the Academic Health Center (AHC).

Peter proposed that agenda items for the next meeting would include: 1) M.D./Ph.D. Program (Marty Dworkin), 2) recruiting and improving the composition of our faculty, and 3) assigning Senators to faculty members for communication with a goal of reducing discomfort (Jim Pacala). For the FAC agenda in the future, Peter would like to look at how to facilitate and develop a program to promote faculty initiative clinical research. The University was known and is famous for faculty driven clinical research. Peter asked Council how the creation of the biomedical sciences was going and if anything needed to be addressed. Members stated that department heads are doing a good job representing their faculty. The nine vs. twelve-month appointment is an issue that needs to be resolved. The benefits to students have yet to be seen. Students are a valuable resource and should be actively recruited into the Medical School. It is important for the Medical School to get the biological sciences undergraduate laboratories. More promotion is needed to get faculty to use students in the laboratories. Charlie Moldow stated that the opportunities in Medical School research laboratories is available on the Medical School website.

Roby Thompson informed Council that effective January 2003 new Medicare regulations on reimbursement favor hospital based clinics vs. independent clinics. Because of these new regulations, Fairview-University Medical Center would continue to own the clinics, but the University of Minnesota Physicians (UMP) would be paid to operate the clinics. It is UMP's intention to move into a new clinic facility in next four to five years. Prebidding for the facility is in progress. The facility will be within a five-mile radius of the health sciences complex.

Faculty Governance

Faculty governance will be discussed at the next FAC meeting.

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

Respectfully submitted,

Mary Schmitt

Staff to the Faculty Advisory Committee

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