

Feb. 1, 2005, the Medical School at the University of Minnesota

MINUTES University of Minnesota Medical School Faculty Advisory Council

February 1, 2005

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

Members Present: Drs. Susan Berry, Peter Bitterman, Carole Bland, Blanch Chavers, David Cornfield, Elke Eckert, Patricia Ferrieri, Gregory Filice, Richard Gray, Jon Hallberg, Marshall Hertz, Betsy Hirsch, David Ingbar, Virginia Lupo, Steven McLoon, Charles Moldow, James Pacala, Jose Pardo, Bruce Peterson, Deborah Powell, Sarah Schwarzenberg, Elizabeth Seaquist, Virginia Seybold, Clifford Steer, Anne Taylor, and Theodore Thompson
Guests: Ms. Allison Campbell

Mission Based Management

Dean Powell presented an overview of proposed allocation model for that was presented by the Mission Based Management consultants. Dean Powell explained that the consultants are now completed with the project and they have proposed new plans for allocation of Medical School dollars. The Medical School Finance Committee, established during the Mission Based Management process, determined four major categories within the Medical School that included: clinical enterprise, education, research, and academic administrative activities. The clinical enterprise is self sustaining, so the focus on the funding allocation was on the remaining three areas.

Dean Powell explained that the proposed allocations does not include resident and graduate student education, which will need to be added. This addition will only be for didactic teaching of graduate students.

Within the four documents that were presented to Council included an overview of proposed allocation, a proposed approach for supporting faculty research effort, a proposed approach for supporting educational overhead, and a proposed approach for support administrative overhead. Council was most interested in the faculty research effort piece, which states that in clinical departments, faculty research should account for 35 percent of their salary. If 35 percent of annual salary is derived from outside dollars (grants and industry dollars, but not including endowments or foundation monies from Minnesota Medical Foundation or University Foundation), the Medical School will support 50 percent of the remaining salary to the department. If a faculty member derives 100 percent of their salary from these outside dollars, the fifty percent will still be provided to the department to use for growth within their department.

Discussion surrounding the proposed approach to support educational overhead was brief, as much of this proposed allocation will change greatly with changes in the Medical School curriculum which are expected in the next several years. Some departments will benefit greatly, some will conversely get a very big decrease in dollars because their distribution was historical and due to new model metrics, that would change.

Dean Powell informed Council that the Dean's Office is setting up annual departmental compact meetings. During those meetings, she will inform departments what their proposed increase or decrease will be under proposed Mission Based Management allocations. After the compact meetings, she will meet with the departments that would stand to lose a significant amount of money under the new model to try and strengthen weak areas within those departments. The proposed allocations would start to be phased in during 2007.

Voting Rights for Clinical Scholars

Due to the letter designation of "I", faculty on the clinical scholar track have not been allowed to vote by the University. Dr. Taylor informed Council that the Medical School members of the University Senate must draft a letter that goes to the FCC, requesting that clinical scholars that receive a component of their salary from the University be allowed to vote. The content should cover who is currently allowed to vote in the Medical School faculty and how clinical scholars contribute to the three core objectives of the Medical School mission. Dr. Taylor also added that a strong lobbying effort should be made by Medical School members of the FCC on this issue.

Dr. Ingbar asked Council for a vote on this issue, and there was a consensus among Council to move forward. Dr. Ingbar requested that Dr. Taylor draft a letter for the next meeting for Council to review.

Collaborative Research Across Sites

Due to time constraints, this topic was not discussed.

Augmenting Research Efficiency

Due to time constraints, this topic was not discussed.

The meeting was concluded at 5:01pm.

Respectfully submitted,

Jeni Skar
Staff to the FAC

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