

## AHC FACULTY CONSULTATIVE COMMITTEE

September 13, 2010

Minutes of the Meeting

[In these minutes: Academy for Excellence in the Scholarship of Teaching and Learning Process Update, Third Thursdays, Fall Luncheon with the Chairs of each School's Faculty Advisory Committee (FAC), Fall Forum, AHC Task Force on the Scholarship of Clinical Faculty Update, *Dialogue of the Day*, Individual Conflicts of Interest: Clinical Health Care - Patient Contact in the Academic Health Center, 2010 Academies for Excellence Welcome, Discuss Changing Meeting Dates with Dr. Cerra]

*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: Colin Campbell, (chair), Susan Berry, Stephen Downing, Cynthia Gross, Ned Patterson, Cheryl Robertson

Regrets: George Maldonado

Absent: Paul Olin

Others attending: Vernon Weckwerth

Guests: Dr. Barbara Brandt, associate vice president, Office of Education, and Brianne Keeney, academic and policy analyst, Office of Education

I). Professor Campbell convened the meeting, welcomed those present, and called for introductions.

II). Members unanimously approved the August 12, 2010 minutes.

III). Professor Campbell welcomed Dr. Barbara Brandt, associate vice president, Office of Education, and Brianne Keeney, academic and policy analyst, Office of Education, who were invited to provide a selection process update on the Academy for Excellence in the Scholarship of Teaching and Learning. A handout to supplement their presentation was distributed to members.

Dr. Brandt began by providing background on the Academy for Excellence in the Scholarship of Teaching and Learning award. This award, noted Dr. Brandt, was first shepherded by Professor Kathleen Krichbaum when she chaired the AHC FCC. The impetus for creating this award was twofold. First, this award grew out of a recognition that there needed to be a way to recognize non-traditional faculty, e.g., preceptors, clinical scholars, administrators. Secondly, it was felt that there needed to be a parallel teaching award to the Academy for Excellence in Health Research;

hence, the creation of the Academy for Excellence in the Scholarship of Teaching and Learning.

Dr. Brandt stated that the first Academy for Excellence in the Scholarship of Teaching and Learning awards were given out in 2008. The Senate Office is responsible for collecting the nominations and the AHC Office of Education is responsible for managing the administration of the award on behalf of the AHC FCC. Nomination packets are submitted to the Senate Office. The AHC FCC serves as the screening committee and decides which nomination packets will be brought forward for further consideration. For 2010, the AHC FCC forwarded four packets to the Office of Education to manage.

Like the Academy for Excellence in Health Research, initially there were all external reviewers. Over the years, as people are inducted into the Academies, inductees also read the dossiers and are reviewers. This year, five inductees from the Academy read the dossiers in addition to three external reviewers, Boyd Richards (Columbia University), Paula O'Neill (University of Texas Dental Branch at Houston) and Marilyn Oermann (University of North Carolina at Chapel Hill).

According to Dr. Brandt, the reviewers strongly recommended changing the rubric for how nominations are evaluated because the current rubric focuses on classroom teaching, which is narrower than the category of people who can be inducted into the Academy. Dr. Brandt reiterated that the Office of Education simply manages the process and the reviews on behalf of the AHC FCC.

Once the initial review of the nominations has been completed by the AHC FCC, the selection committee reviews the nominations, and makes its recommendations to Dr. Cerra. Dr. Cerra then makes the final decision about who will be inducted into the Academy.

For clarification, Professor Gross verified with Dr. Brandt that the AHC FCC serves as the first level of review for the nominations. Dr. Brandt stated yes, that is correct.

Dr. Brandt emphasized that this award is about the scholarship of teaching and learning, which is about scholarship and not just being a good teacher. The scholarship of teaching and learning is becoming much more defined nationally.

Regarding the review process, Professor Campbell stated that a bullet point on the handout indicates that the AHC FCC determines the internal and external reviewers. This was not the case; the AHC FCC did not recommend external reviewers. Ms. Keeney stated that Professor Isetts made this decision on behalf of the committee.

Professor Campbell stated that a concern for him is the fact that members of the AHC FCC do not have the expertise when it comes to an understanding the scholarship of teaching. Based on previous conversations, there is tremendous squeamishness and a lack of a coherent view by members of what constitutes the scholarship of teaching and learning.

Ms. Keeney stated that when she attended the March 11, 2010 AHC FCC meeting to provide the committee with an Academy for Excellence in the Scholarship of Teaching and Learning update that members asked whether the dossiers were complete, and if all the nominations were eligible. Ms. Keeney confirmed that the dossiers were complete and the nominees were eligible. She also recalled that a discussion ensued and members felt that because they were not experts in knowing what constitutes the scholarship of teaching and learning, they decided to send all the nominations forward. (For more information about what transpired at the March 11 meeting related to the Academy for Excellence in the Scholarship of Teaching and Learning discussion, the minutes can be read on-line at <http://www1.umn.edu/usenate/ahc/100311.html>.)

Professor Gross stated that in her opinion, the administrative review of the dossiers by the AHC FCC makes a lot of sense. Ms. Keeney clearly conducted this review on behalf of the committee this year, noted Professor Gross, and reported her findings to the committee last spring. If Ms. Keeney would have had questions about nuances of eligibility, for example, she would have brought those to the committee who would have taken responsibility for deciding whether a nomination was eligible and not waste reviewer's time reviewing ineligible nominations. Professor Gross stated that, in her opinion, if the committee abstains from participating in this process, its involvement in this award will eventually fade away.

Professor Weckwerth recalled that members also felt they did not have a clear understanding of the expanded boundaries of who is eligible to receive this award. The committee did not know what the expanded boundaries entailed. He added that each member brings to the table the terminology from their own schools, and it is clear from previous discussions that the homogeneity of the definitions of these terms varies from school to school.

Professor Weckwerth also reminded members that there were only four nominations last year. Dr. Brandt stated that this award is significant and noted that it comes with a recurring annual augmentation of \$10,000 for five consecutive years. Every effort should be made to get as many nominations as possible. If the nomination process is deemed too onerous, the committee may want to revisit the nomination requirements. Ms. Keeney reiterated Dr. Brandt's earlier comment that the internal and external reviewers suggested the AHC FCC may want to look at the rubric for how nominations are evaluated. Ms. Keeney volunteered to compile a list of the feedback she received from the reviewers for AHC FCC members.

Professor Campbell stated that this item will be put on a future agenda for further discussion. He thanked Dr. Brandt and Ms. Keeney for providing this update.

IV). Professor Campbell reported that Dr. Cerra has agreed to fund Third Thursdays again for the 2010 – 2011 academic year. He added that he has a standing obligation every Third Thursday, which prohibits him from getting to this event on

time. With this said, he will not be able to act as the host as Professor Isetts did in the past as AHC FCC chair.

The committee was asked for their ideas for this year's Third Thursdays. Last year, noted Professor Campbell, a center from each of the AHC schools was showcased. Professor Gross suggested using the Third Thursday venue as a means of integrating disenfranchised groups within the AHC. For example, she suggested that Third Thursdays could be a time to herald new faculty, etc.

Professor Campbell stated that Renee Dempsey, Senate staff, would solicit members' ideas for this year's Third Thursdays. He added that it will be very important that each school take a turn hosting a Third Thursday.

V). Professor Campbell asked members their thoughts on whether the AHC FCC should host a fall luncheon with the chairs of each school's Faculty Advisory Committee (FAC). After some discussion, members agreed they benefited from the spring 2010 luncheon discussion with the FAC chairs, and that they would like to host another luncheon this fall. Members further agreed that the luncheon date should be later in the fall semester after each school's FAC have had an opportunity to convene and identify issues they plan to work on during the year.

VI). Professor Campbell stated that following the August AHC FCC meeting he sensed a wide spectrum of interest or lack there of in holding a fall forum. With that said, he asked members if they wanted to move forward with a fall forum on faculty governance this year or whether the forum should be cancelled or postponed.

Professor Berry stated that, in her opinion, the committee has not been particularly effective at focusing the fall forum in a less adversarial/angry way. She stated that the fall forum has taken on a very angry tone, which makes some members uncomfortable. While there are real problems within the AHC that people have a right to feel angry about, she believes the committee should take a step back and plan a forum that will be more useful.

Professor Campbell noted that the purpose of the forum was to bring University faculty together to let them know they have a voice in faculty governance. He added that he does not want stridency or anger as an outcome of the forum. Professor Gross stated that given the unknowns around the University's future leadership that the forum should be postponed until the spring when the AHC will have an interim senior vice president of the AHC in place, and maybe a new president too.

Professor Weckwerth stated that he circulated an email to members about an upcoming AAUP conference on shared governance, which will take place November 12-14, 2010 (<http://www.aaup.org/AAUP/about/events/govconf/>). Professor Weckwerth stated that part of the problem with the forum topic has to do with the fact that governance and government are viewed as being very much alike, and, as a result, people see the structure, but not the function. In reality, he added

governance is viewed as being not particularly exciting. He noted in order for the forum to be effective/useful that it would need to focus on the functioning of governance.

Professor Campbell asked members about having a spring rather than a fall forum. Professor Berry agreed with Professor Gross and stated that given the uncertainty about the relationship of the faculty to the new administration that it would be a mistake to go ahead with this topic for the fall. She too believes the forum should be held in the spring. On a semi-related note, Professor Berry posed the question of whether the committee should consider permanently holding its forums in the spring rather than the fall.

Professor Gross suggested using the forum as an opportunity for meeting the new interim dean of the Medical School and senior vice president of the AHC as well as the new president of the University. She suggested using the time to get their views on how they perceive consultation. What is the channel for faculty input and how will it be facilitated?

Professor Campbell stated that this item will be put on the October 14 agenda for further discussion.

VII). Professor Campbell called on Professor Berry to provide the committee with an update on the work of the AHC Task Force on the Scholarship of Clinical Faculty. Professor Berry noted that the decision to have promotion and tenure in all the AHC schools except the Medical School handled by the Provost's Office is making the work of the task force more challenging. In addition, noted Professor Berry, this change has implications for the AHC FCC because this group, as constituted, will not have the same relevance as it currently does. The AHC FCC has always been advisory to the senior vice president for health sciences, which encompassed all the AHC schools, including the Medical School, but now this structure will be changing.

The AHC Task Force on the Scholarship of Clinical Faculty was predicated on the idea that AHC schools had common interests when it came to sorting through the issue of the scholarship of clinical faculty, noted Professor Berry. Now, with the change in the structure of the AHC and having the Provost's Office handle promotion and tenure, for example, for all the AHC schools except the Medical School, the evaluative process for the Medical School and the other AHC schools will be different. The work being done by this task force benefits not only the AHC schools but other schools as well. Clearly, there are other parts of the University where experiential teaching is important too, and people have clinical practices, e.g., Law School, School of Architecture.

While it is unclear where the final report of the AHC Task Force on the Scholarship of Clinical Faculty will go, stated Professor Berry, the task force still believes it is important to get at the commonalities between the AHC schools when it comes to how clinical faculty are appointed, their responsibilities, and how they are recognized

and promoted. To date, the task force has received information about the nature of clinical school activity from each of the AHC schools, which varies from school to school. She added that there needs to be sustained and appropriate expectations for faculty to do the work they are doing and to be rewarded appropriately. There needs to be a way to acknowledge the advancement of clinical faculty.

In summary, Professor Berry stated that the AHC Task Force on the Scholarship of Clinical Faculty will continue its work because members believe it is very important to define how clinical faculty should be recognized and promoted. The task force hopes to wrap up its work sometime this fall. The goal is to give Dr. Cerra the report before he leaves otherwise it is unclear who the recipient of the report should be.

Professor Gross asked whether the AHC FCC should send a letter to the Provost's Office voicing the committee's concern about the proposed changes and to find out the status of the AHC's 712 statements that are still being reviewed by that office. She also suggested inviting Vice Provost for Faculty and Academic Affairs Arlene Carney to an upcoming meeting to discuss the matter further.

VIII). Professor Campbell asked members if they would be interested in getting Dr. Cerra's perspective on the implications of the new AHC structure as the *Dialogue of the Day*. Professor Berry stated that she would like to hear from Dr. Cerra about the rules of engagement, and to get his perspective on this matter as well as his thoughts on the implications for the AHC FCC once these changes take place.

IX). Professor Campbell reported that the overarching University-wide Individual Conflicts of Interest policy is still under construction and has technically not been officially approved; however, the Individual Conflicts of Interest: Clinical Health Care - Patient Contact in the Academic Health Center (Appendix A)- [http://www.policy.umn.edu/Policies/Operations/Compliance/CONFLICTINTEREST\\_AP\\_PA.html](http://www.policy.umn.edu/Policies/Operations/Compliance/CONFLICTINTEREST_AP_PA.html), has been approved. At issue with the appendix, is the lack of consultation by the administration with faculty on this document.

Members took a few minutes to discuss how restrictive and unrealistic the appendix is. Professor Gross suggested that approval of the appendix be rescinded so it can be presented in a more positive way in an effort to get broad faculty support. The perception of faculty currently is that the consultation process was not sufficient, and, as a result, there is a lack of faculty support. After a brief discussion, members agreed to talk to Dr. Cerra about this issue at the September 22 meeting and to ask him whether he would be open to circulating the appendix for proper consultation. Members agreed that this would be another *Dialogue of the Day* topic for the September 22 AHC FCC meeting with Dr. Cerra.

X). Professor Campbell stated that Professor Isetts did the welcome portion of the Academies for Excellence event last year. Now, AHC Communications is wondering if either the AHC FCC chair or a member of the committee is interested in doing the welcome for this year's event on September 28. Professor Campbell stated that in

his opinion, it would be more appropriate for a member of one of the Academies to do the welcome. Professor Berry agreed and recalled that the goal was to make the Academies mature to a point where they would be able to operate outside of the AHC FCC. Another point to consider, noted Professor Campbell, is that if the welcome is done by a member of the AHC FCC this would be an opportunity to raise the visibility of the AHC FCC. Members did not believe that this was a viable argument. Renee Dempsey, Senate staff, stated that in her communication with Maureen Lally, administrative manager, AHC Communications, that if no one from the AHC FCC was able or interested in doing the welcome that more than likely Dr. Cerra would do it. Professor Berry commented that this would actually be more appropriate than having a member of the AHC FCC do the welcome.

XI). Professor Campbell raised the question of whether members are interested in exploring the possibility of changing the committee's meeting dates with Dr. Cerra because some members have conflicts on Wednesdays. After a brief discussion, members decided to keep the dates that have been set for this semester.

XII). Professor Robertson stated that because of her extensive travel schedule that she will look into finding someone from the School of Nursing to attend the AHC FCC meetings when she is unable to do so. Professor Campbell stated that the committee will welcome whoever attends on behalf of the School of Nursing.

XIII). Hearing no further business, Professor Campbell adjourned the meeting.

Renee Dempsey  
University Senate