
The University Senate

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UNIVERSITY OF MINNESOTA

Faculty Advisory Committee for the Health Sciences (FACHS)

September 17, 2024

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:** Welcome and Introductions; Senate Committee Orientation; Committee Discussion with Christie Martin; Co-Chair Selection; Committee Business]

PRESENT: Pawel Mroz (co-chair), Jessie Barnett, Corey McGee, Julie Olson, Carolyn Porta, Brian Sick, Cliff Steer, Tim Stratton, Jeffrey Todd

REGRETS: Donna Eull

ABSENT: (none)

OTHERS: Christie Martin, assistant professor, School of Nursing

1. Welcome and Introductions

Pawel Mroz, co-chair, called the meeting to order and invited attendees to introduce themselves.

2. Senate Committee Orientation

Jaclyn Adair, senate associate and assistant to the director, University Senate Office, provided a [committee orientation](#) for new and returning members.

The purpose of the orientation was to provide an overview of the University Senate governance structure, focusing on how it works, particularly the role and functioning of its committees. Adair highlighted how committees contribute to the broader university system and affect change within the institution. By emphasizing shared governance, which includes collaboration, inclusiveness, and advisory roles, the orientation illustrated how committees can influence university policies and decision-making processes, even though their recommendations are advisory to the administration.

3. Committee Discussion with Christie Martin

Next, Mroz turned the floor to Christie Martin who is representing the School of Nursing for Donna Eull during the fall semester. Martin led a discussion on contract renewals and termination procedures for clinical faculty members. Each college was asked to outline their procedures.

Several faculty members, especially those newer to their positions, were unaware of how the renewal process works. For clinical faculty, contracts are renewed annually, and in some cases, individuals are unaware of their contract status until the renewal notice is issued. The tenure-track process is more structured, with assistant professors being given advance notice if a non-renewal is being considered.

Martin asked if other schools or departments have established guidelines for handling non-renewals. It was noted that while clinical faculty typically operate on yearly contracts, other faculty members, like those in student-based roles, have begun advocating for longer contract periods (two or three years).

Jeffrey Todd from the College of Veterinary Medicine mentioned that their clinical faculty are on annual renewable contracts, but there has been discussion about offering longer contracts to provide more stability. Jessie Barnett from the Rochester campus mentioned that after advocacy, their contracts moved from one year to two and three years.

The Office of the Executive Vice President and Provost was discussed, noting that while it focuses heavily on non-clinical faculty policies, there isn't a University-wide guideline for clinical contract renewals. It was suggested that individual schools might have more autonomy in deciding the length and renewal process of contracts.

Mroz proposed gathering more information to compare procedures and potentially propose a more unified approach to clinical contract renewals. The Office of Faculty Affairs was mentioned as a possible resource to contact for more information on this topic. The committee plans to continue this discussion next month.

4. Co-Chair Selection

The FACHS committee composition requires leadership by two co-chairs, traditionally consisting of one tenured faculty member and one contract faculty member. Last year the charge was amended to state one of the co-chairs "shall" be a tenured faculty member to account for the fact that the committee may primarily consist of contract faculty members.

Mroz shared his experiences serving as co-chair over the last two years, highlighting responsibilities such as monthly agenda planning meetings with the senate associate and attending the Faculty Consultative Committee (FCC) meetings. The role also includes a \$5,000 compensation, which can be used for University-related expenses or taken as salary, though it would be taxed.

Julie Olson volunteered to be the new co-chair, citing her experience chairing the Senate Research Committee. She received an endorsement from Cliff Steer. A formal vote was conducted through a Zoom poll resulting in 7-yes and 0-no votes.

5. Committee Business

With the remaining meeting time, Mroz led a discussion on the committee's progress and future meeting topics. He reflected on their successes in raising awareness about their work, particularly with the FCC and Board of Regents. The committee has built valuable relationships, having held productive meetings with these groups, which they aim to continue. Mroz

emphasized the importance of maintaining engagement with the Regents and exploring opportunities for discussions with President Cunningham, given her medical background and potential interest in the committee's work.

Christie Martin raised concerns regarding the lack of clear guidelines for clinical faculty who practice weekly, particularly tenure-track faculty who do so beyond their regular duties. Martin expressed interest in incorporating her clinical practice into her contract post-tenure, which had not been discussed at the time of her hiring. Brian Sick and Carolyn Porta offered insights into how different colleges manage clinical faculty roles, with Porta noting the importance of consulting guidelines and policies specific to each college.

Mroz suggested ongoing meetings with various health science deans, updating them on developments and seeking their input. Last spring, Connie Delaney, dean of the School of Nursing, attended a meeting. Additionally, the possibility of expanding the committee's focus to include the new University of Minnesota Medical Center and its impact on faculty was discussed.

Mroz notified members that the committee has been invited to provide input on the Center for Interprofessional Health's 2024-2025 strategic plan. Sara North will attend the November 12 meeting to provide additional information. Mroz shared the [CIH strategic plan spreadsheet](#) with the committee.

Corey McGee and Sick highlighted the need for more information on the [CentraCare Regional Campus St Cloud](#) and how it could impact other health science programs. Sick noted that details remain vague around interprofessional education. Steer suggested inviting the regional dean, Christopher Fallert, for additional information.

Other suggested guests included Melisa Lopez Franzen from Government and Community Relations and the CEO of UM Physicians, Bevan Yueh.

Mroz opened the floor for new business or issues, discussion, questions, comments, or complaints. Olson recommended a continued discussion on clinical faculty guidelines on renewal/non-renewal of contracts and suggested inviting someone from the provost's office or the Office of Human Resources to provide additional information. Mroz suggested that the committee compile a table of clinical faculty contract renewal procedures across each college.

Hearing no further business, Mroz adjourned the meeting.

Jaclyn Adair
University Senate Office