

MINUTES

University of Minnesota Medical School

Faculty Advisory Council

April 4, 2017

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, April 4, 2017 at 4:00 p.m. in Room B646 Mayo Memorial Building and 112 School of Medicine Duluth (via ITV). Dr. David Ingbar, presided.

Members Present: Drs. Lynne Bemis, Peter Bitterman, Ben Bornshtein, Rachel Dahms, Dana Davis, Jerry Froelich, Dan Garry, David Ingbar, Ameeta Kelekar, Mojca Konia, Steve McLoon, Stephanie Misono, Kaz Nelson, Kristin Nichol, Gulin Oz, Angela Panoskaltzis-Mortari, Mary Porter, Kiki Sarafoglou, Joseph Schuster

Dean's Office Staff Present: Brooks Jackson, Dean of the Medical School
Mark Rosenberg, Interim Associate Dean for Faculty Affairs
Jakub Tolar, Executive Vice Dean, Medical School Dean's Office

AGENDA

1. Academic Track Statement (Ingbar)
2. Associate Dean for Faculty Affairs Update (Rosenberg)
3. Work Group Updates
 - (a) Diversity
 - (b) Promoting Excellence in Research

Call to Order and Welcome

The meeting was called to order at 4:03 pm by Dr. David Ingbar.

1. Academic Track Statement Update (Ingbar)

The Academic Track Statement was approved by a significant majority of faculty. All non-tenured/tenure track faculty will be converted to the academic track effective July 1, 2017. Members going up for promotion for 2017-18 will be able to choose which track system they would like to be evaluated on (former track system or academic track). All faculty going up for promotion in 2018-19 will be evaluated under the new academic track criteria. Candidates will still have to declare an area of focus/excellence. A special committee has been established to address the needs of clinical faculty and possibly create a Clinical Track Statement. Hyun Kim

and Eric Hoggard are serving as this committee's chairs. The group will try to better define a clear pathway to promotion for clinicians. Overall, Duluth reported that faculty on campus were pleased with the outcome of the academic track vote.

2. Associate Dean for Faculty Affairs Position Update (Rosenberg)

Dr. Cliff Steer has formally transitioned from his role as Associate Dean for Faculty Affairs to his new role, Associate Dean for Industry Partnerships. Dr. Rosenberg encouraged FAC members to apply and to spread the word that the ADFA role has been posted. The search has also been launched nationally and a search committee has been formed. Dr. Rosenberg will chair the committee, with Dr. Lynne Bemis representing Duluth. The ADFA role is extremely important as it will be involved with faculty development, diversity efforts, promotion and tenure, and will assist in dealing with faculty grievances. Dean Jackson also added the position has changed somewhat in that the development component is greater and this role will be more directly involved with diversity and inclusion efforts. The reporting structure has also changed slightly; it would be helpful to the Duluth faculty to have this person also interface with members quarterly. The functions of MS-OFA will not be effected by the ongoing search; Dr. Rosenberg is serving as the interim ADFA until candidates are identified.

3. Work Group Updates (Davis, Porter, Bitterman)

Diversity Work Group

The Diversity group has met twice to primarily collect data that will help identify where pain points are and how those issues sit comparatively with other institutions. The group is also working to identify where barriers lie for URM faculty and how to recruit these professionals to the University- lack of URM faculty is a significant issue for the Medical School. The group intends to come up with some intermediate recommendations to better address these discrepancies and are beginning to work on a document that illustrates the challenges and recommendations. Dean Jackson noted that there are increased efforts to fund several URM post-doc to faculty positions; post-docs will be guaranteed 2 years funding if they accept a faculty position. More funds are also being directed towards scholarship and there has been an increase in donor estate gifts. Diversity among students in medicine is relatively good (20%) but translating this ratio into residency programs has proven challenging. It will take some time to see the same statistics for faculty. Dr. Mortari suggested adding loan repayment assistance for post-docs as a way to recruit new faculty. Dean Jackson agreed that this was worth considering.

Promoting Research Excellence Work Group

The Promoting Research Excellence group has drafted an Aims in order to identify and prioritize 3 main questions pertaining to core facilities, collaboration and mentoring, etc. Dr. Bitterman

stressed that the tendency to fragment efforts needs to be eliminated; control over academic and clinical time needs to be better structured. In order to increase the utilization of existing cores, it is recommended that there needs to be a decrease in the amount of clerical duties for faculty. Clerical support is needed for faculty as well as a greater investment in graduate education. Team Science requires promotion, as the draft reflects. Dr. Ingbar added that it seems that post-docs across departments tend to get lost in the system and there should be additional support in place for those who've successfully completed two years of residency. It was also suggested that formal exit interviews be conducted.

4. February's meeting minutes were approved.

Adjournment: The meeting was adjourned at 5:13 pm by MOTION of Drs. Bitterman and Porter (first, seconded). The next meeting will take place on **May 2, 2017 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers
Staff to the FAC

****A/R**= Action Required