

## MINUTES

University of Minnesota Medical School

Faculty Advisory Council

December 6, 2016

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, December 6, 2016 at 4:00 p.m. in Room B646 Mayo Memorial Building and 112 School of Medicine Duluth (via ITV). Dr. David Ingbar, Chair of the FAC, presided.

Members Present: Drs. Ioanna Apostolidou, Vince Barnett, Kumar Belani, Peter Bitterman, Paul Bohjanen, Ben Bornshtein, Dana Davis, Marna Ericson, Deborah Ferrington, Janet Fitzakerley, Jerry Froelich, Dan Garry, Steve McLoon, Stephanie Misono, Kaz Nelson, Kristin Nichol, Gulin Oz, Mary Porter, Marc Pritzker, Colleen Rivard, Michel Sanders, Kiki Sarafoglou, Joe Schuster, Sara Shumway, Ramu Tummala, Meghan Walsh

Dean's Office Staff Present: Brooks Jackson, Dean of Medical School

### **AGENDA**

1. Women In Leadership Committee Update (Anne Joseph, Yoji Shimizu)
2. Work Group Selections
  - a) Review Dean's Charge on Diversity
  - b) Review Draft of Charge on Promoting Excellence in Research (Ingbar)
3. Approval of November Meeting Minutes

Call to Order and Welcome

The meeting was called to order at 4:06 pm by Chair, Dr. David Ingbar

1. Women In Leadership Update (Joseph, Shimizu)

Dr. Joseph explained that in 2015, Dean Jackson initiated the formation of a committee to examine the barriers that exist for female faculty within the Medical School. The committee compiled 17 recommendations as many issues were identified. The overall consensus was to apply more effort and support into recruiting women faculty and then retaining them, ensuring they are brought up effectively through the medical school. Some of the recommendations included providing implicit bias training (especially for heads of search committees), making positions as equally appealing to women and men, addressing the mentorship gaps and also

examining the reasons female faculty are leaving the University at mid-career. Salary equity was also examined although this will take longer to change. From these recommendations, the 2016 Women In Leadership committee was formally established. Dr. Shimizu added that WIL has been meeting monthly for roughly 6 months and it has focused on 3 major components of the recommendations: recruitment and retention, mentorship and salary equity. Each subgroup created 5 questions which have been combined to form a comprehensive survey that will be sent out by the Office of Measurement Services the second week in December. The survey in and of itself will bring issues forward and also give people the chance to participate in effecting the culture. Some FAC members agreed that if the survey comes from the Dean's Office or OFA, results could be less than honest for concern of anonymity or political retribution. WIL will take this into account and work with OMS to remedy that issue. The salary equity group also met specifically with Dean Jackson and are in the process of creating a study to address the disparities within the departments. There is a basic sense that the basic science departments may be easier to assess so they may serve as a starting point before branching out to the clinical departments; it hasn't been determined yet. WIL will distribute the committee's report and recommendations to the FAC. Dr. Shimizu asked that the FAC assist by encouraging completion of the WIL survey. Several members would like to see the implementation of formal exit interviews for faculty leaving the institution.

## 2. Work Group Selections

Dr. Ingbar proposed working synergistically with Dr. Rosenberg's diversity committee. FAC members are currently split as to whether there is consensus on this approach. There remains concern that the leadership group itself lacks diversity and that important perspectives would be neglected. Dr. Ingbar will be meeting with Dr. Rosenberg to assess any need or opportunity to potentially collaborate on diversity initiatives. Ingbar will provide feedback to the FAC and members can evaluate the best way to move forward. It was suggested that the FAC have its own diversity work group and then meet with Rosenberg's committee on a quarterly basis.

Dr. Ingbar also distributed a draft of the charge for the Promoting Research Excellence work group. Members felt it was important to distinguish between PhDs and MDs as roles and responsibilities tend to differ significantly. The group needs to determine if the right questions are being addressed, if resources at the "big U" level are being used effectively, how can we retain opportunities for collaboration internally? FAC will review the draft and provide edits to [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

## 3. Approval of November Meeting Minutes

Drs. Bornshtein and Rivard moved to approve the meeting minutes from November.

Action Items:

Review draft of charge for Promoting Research Excellence work group and provide any feedback to [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

Adjournment: The meeting was adjourned at 5:22 pm by MOTION of Drs. Ferrington and Bitterman (first, seconded). The next meeting will take place on **January 10, 2016 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers  
Staff to the FAC