

## MINUTES

University of Minnesota Medical School

Faculty Advisory Council

February 7, 2017

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, February 7, 2017 at 4:00 p.m. in Room B646 Mayo Memorial Building and 112 School of Medicine Duluth (via ITV). Dr. Dana Davis, presided in Dr. Ingbar's absence.

Members Present: Drs. Ioanna Apostolidou, Lynne Bemis, Maneesh Bhargava, Peter Bitterman, Ben Bornsztein, Rachel Dahms, Dana Davis, Scott Dehm, Deborah Ferrington, Janet Fitzakerley, Jerry Froelich, Hyun Kim, Mojca Konia, Steve McLoon, Stephanie Misono, Kaz Nelson, Kristin Nichol, Angela Panoskaltzis-Mortari, Mary Porter, Colleen Rivard, Kiki Sarafoglou, Joseph Schuster, Ramu Tummala, Brian Van Ness, Cliff Steer, Associate Dean for Faculty Affairs

Dean's Office Staff Present: Jakub Tolar, Executive Vice Dean, Medical School Dean's Office

### AGENDA

1. Collegiate Personnel Plan (Cliff Steer)
2. Clinician Track Statement (Cliff Steer)
  - (a) Key Considerations
3. Work Group Updates
  - (a) Diversity
  - (b) Promoting Excellence in Research
4. Approval of January Meeting Minutes

Call to Order and Welcome

The meeting was called to order at 4:12 pm by Dr. Dana Davis as Dr. Ingbar could not be present.

1. Collegiate Personnel Plan (Cliff Steer)

Dr. Steer briefly reviewed the updates made to the Medical School Collegiate Personnel Plan. This document establishes standards and procedures for appointments of individuals who have teaching functions. It was last updated in 2008. This is enforced by the Office of the Vice Provost for Faculty and Academic Affairs, as well as Faculty Senate Committee on Academic

Freedom and Tenure. Updates made to the plan this year include language that reflects that the University has become one medical school so Duluth and the Twin Cities campuses now share a plan. The Vice Provost's office also requested justification for each department that exceeds 25% of the number of tenure system faculty (this is all clinical departments). The introduction and appendices now sufficiently address these elements. There was a slight order change to the documents due to the appendices. A section was included and updated that notes the current system of three tracks and appointment definitions.

## 2. Clinician Track Statement (Cliff Steer)

The AT statement has now been sent to all FAC members and faculty for review. Those who wanted to be contacted about their feedback are receiving follow up from Dr. Steer. An additional committee is currently being formed to address faculty's needs who have a heavy clinical load. For this essential group of the Medical School, publication requirements are extremely challenging, if at all possible. This Clinician Track statement will address primarily adjunct/affiliate groups. Dean Jackson is currently reviewing the charge for this committee and once complete, the group will meet to begin work on the statement. Dr. Steer and Dean Jackson are well aware that this statement will require time due to nuances and variables but are confident that there will be a tangible draft by this coming summer. He assured the group that Dean Jackson is fully supportive of the endeavor.

**A/R:** FAC members may submit questions or considerations they feel are important about the Clinician Track statement to [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

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

### Diversity Work Group

The Diversity group is still in the early stages due to scheduling challenges of members. Their goal is to create a final report in May and discuss during the FAC meeting. Dr. Apostilidou explained that they would like to collaborate with Dr. Rosenberg's group and would like to expand membership to faculty outside the FAC. They plan to meet in late February or early March.

The Promoting Research Excellence group had a successful meeting in early February. Dr. Porter circulated their charge to the group and asked members for feedback. They are looking to prioritize 3 main questions pertaining to strategy. When they meet again, they will come up with specific action items regarding core facilities, collaboration and mentoring, etc. Dr. Tolar added that the idea should be to bring energy into the departments and school at large in order to generate magnetism for those faculty who are already here and working. He believes one strategy is to locate areas of excellence that already exist and strengthen them.

Dr. Davis noted that a previous strategic plan may assist either group going forward because it can be used as a guide.

**A/R:** If anyone has not signed up yet for a work group, they may do so at [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

4. January's meeting minutes were approved.

Adjournment: The meeting was adjourned at 5:15 pm by MOTION of Drs. Bitterman and Dahms (first, seconded). The next meeting will take place on **March 7, 2017 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers  
Staff to the FAC

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