

MINUTES

University of Minnesota Medical School

Faculty Advisory Council

May 2, 2017

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, May 2, 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. Ioanna Apostolidou, Vince Barnett, Maneesh Bhargava, Ben Bornshtein, Rachel Dahms, David Ingbar, Ameeta Kelekar, Mojca Konia, Steve McLoon, Stephanie Misono, Kaz Nelson, Kristin Nichol, Gulin Oz, Angela Panoskaltis-Mortari, Mary Porter, Marc Pritzker, Colleen Rivard, Kiki Sarafoglou, Sara Shumway, Ramu Tummala

Dean's Office Staff Present: Mark Rosenberg, Vice Dean, Education and Academic Affairs
Interim Associate Dean for Faculty Affairs
Kerri Miller, Director, Office of Faculty Affairs

AGENDA

1. Clinician Pathway Update (Kim)
2. Work Group Updates
 - (a) Diversity
 - (b) Promoting Excellence in Research
3. Governance Items (Ingbar)
 - (a) Admissions Committee
4. Approval of April Meeting Minutes

Call to Order and Welcome

The meeting was called to order at 4:00 pm by Dr. David Ingbar.

1. Clinician Pathway Update (Kim)

The Clinician Track Task Force is comprised of 16 faculty members, chaired by Drs. Hyun Kim and Eric Hoggard. The dean has provided a deadline of July 2017 for this group to produce a draft statement that clarifies and considers the needs and requirements of faculty members who are mainly clinicians. Many of those individuals with extensive clinical hours struggle to meet many of the requirements for promotion and tenure; they would like their clinically focused

efforts (including teaching and service) responsibilities to be considered as basis for promotion. The group is meeting every 2 weeks and is currently refining the initial draft of the track statement. Generally, there are 3 areas of accomplishment; clinical expertise, teaching and service. Letters of recommendations from colleagues, trainees, awards, evaluations from learners and having a regional/national reputation are evidence of success in the clinician track. Professionalism and leadership experience is also necessary. External recommendation letters from outside (non-faculty) physicians may be included. The group is working to specifically outline the requirements for each area of excellence, keeping in mind the need to set standards and not promote longevity automatically. There also needs to be clarification as to the differentiation between this track for UMN faculty versus UMP only clinicians. The draft will be shared with FAC committee members when further developed but the task force would appreciate any feedback in the meantime.

2. Work Group Updates (Porter, Apostolidou)

a) Research Excellence

Dr. Porter reviewed the group's statement draft and noted where language was added. Nationally competitive searches need to be an essential part of the recruitment process for faculty hiring going forward. The group is working to narrow down several key pieces that could be presented to the dean for approval and implementation. The group believes that specific action items will take some time to implement, likely extending into next year. They would like to have approval from the FAC and Dean of the general principles, before working on delineating the specific action recommendations. The group believes that one opportunity to increase faculty productivity is to focus faculty time more on academic activity with more efficient utilization of additional administrative assistance. FAC members were encouraged to send any feedback of the draft to ms-ofa@umn.edu or to Dr. Porter.

b) Diversity

The group is working on a draft of recommendations for the dean that will focus on race and gender of faculty (e.g. not students or other trainees). They've confirmed that most leadership positions are held by white males whereas women had more opportunity in nursing and OBGYN. Dr. Apostolidou explained that there are several barriers to advancement and promotion within the Medical School likely contributed to lack of community, resources, etc. to the underrepresented populations. URM faculty are more readily recruited and retained in other states. The group has reached out to the Office of Equity and Diversity to gather data as well. Training programs, recruitment efforts, diverse search committees, etc. have proven more successful at the student level but it will take time for these efforts to work up to the faculty level within the Medical School. Dr. Rosenberg added that at the student level, after interviewing those who chose to attend school elsewhere, one of the major reasons cited was that those students did not feel that faculty represented them (i.e. looked like them). He also noted that the FAC's

recommendations concerning diversity efforts will be impactful. Any feedback from FAC members can be sent to ms-ofa@umn.edu.

3. April's meeting minutes were approved.

Adjournment: The meeting was adjourned at 5:22 pm by MOTION of Drs. Mortari-Panoskaltis and Dahms (first, seconded). The next meeting will take place on **June 6, 2017 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers
Staff to the FAC

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