

MINUTES

University of Minnesota Medical School Faculty Advisory Council

November 1, 2016

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, November 1, 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, Gregory Beilman, Lynne Bemis, Maneesh Bhargava, Peter Bitterman, Paul Bohjanen, Ben Bornsztein, Rachel Dahms, Dana Davis, Marna Ericson, Deborah Ferrington, Janet Fitzakerley, Jerry Froelich, Hyun Kim, Mojca Konia, Kaz Nelson, Gulin Oz, Mary Porter, Michel Sanders, Kiki Sarafoglou, Brian Van Ness

Dean's Office Staff Present: Jakub Tolar, Executive Vice Dean, Medical School Dean's Office
Cliff Steer, Associate Dean for Faculty Affairs
Kerri Miller, Director, Office of Faculty Affairs

AGENDA

1. MDT Update (J. Tolar)
2. Non-tenure Track Update (L. McLoon)
3. Work Group Selections (D. Ingbar)
4. Approval of October Meeting Minutes

Call to Order and Welcome

The meeting was called to order at 4:04 pm by Chair, Dr. David Ingbar

1. MDT Update

Dr. Tolar explained that the idea behind the Medical Discovery Teams is to build a high performance culture, increase retention of faculty, increase support of the research agenda. The under-served populations of MN (rural MN, American Indian, etc.) are the focus of the first team. The planned MDT teams are four groups: Optical Imaging, Addiction, Biology of Aging, and Native American Indian and Rural Health. Dr. Ebner is leading the addiction search group, has determined a top candidate and has requested additional funds to support his selection. The Biology of Aging group was offered to Dr. Belcher, but the offer was ultimately declined and the search has restarted. All groups are funded with 1.2 – 3 million dollars each. The advantage for the MDT approach is that the candidates they are seeking are coming in with R01s and will bring additional funds on their own. The main candidate pool consists of faculty recruited from outside the University. Additional information will follow but there are no specific updates from the other MDT search groups at this time. Some members of the committee did express concern that despite bringing in large grants, this will not necessarily stimulate an entire center; the University is still very "silo-ed" and people are not easily able to work together, across disciplines. Dr. Tolar agreed that silos exist, but an actual barrier does not and that it is ultimately up to departments/individuals what kind of culture they create and how they share resources. Dr. Bemis

reiterated that the process is slow, but there she very positive about the measurable progress with MDT in Duluth.

2. Non-tenure Track Update

Dr. Linda McLoon discussed the revised document, now titled the “Academic Track (AT).” She emphasized that scholarship will remain a requirement for promotion in all tracks (since this is an academic institution). The areas of scholarship were modeled a bit after “majoring” in a specific degree area. The AT statement was intended to clarify that all areas are of equal value, requiring equal rigor, but all scholarship will count towards promotion. Dean Jackson has read the AT statement and made suggestions however, there were no “red flags” from his perspective. Dr. Steer added that the clinical chiefs have reviewed the statement as well and were invited to give feedback. Dr. McLoon is taking edits into consideration and working on the final draft. There will be a final review by Dean Jackson, department heads will then share with faculty members, who will have the final vote on implementation. The goal is to have the vote accomplished in early 2017. Townhall meetings may occur prior to the vote- updates will be provided. The question of whether there should be a system for active clinician-educators who do not disseminate scholarly product in public fashion remains to be dealt with, including whether this important group of contributors is classified as faculty.

3. Work Group Selections

FAC members have been asked to sign up for work groups. The link to the sign up form will be sent out again for those people who have not yet selected a work group. The work groups are:

- Diversity
- Promoting Research Excellence
- CSC- Operational Improvement

If there is a lack of interest in the CSC group, it will likely be eliminated to focus on the other two groups.

4. Approval of October Meeting Minutes

Drs. Bitterman and Dahm moved to approve the meeting minutes from October.

Action Items:

1. Committee members who have not signed up for a work group were asked to do so via the link sent out by MS-OFA. The working groups will have Chair and Vice-Chair and likely we will develop ‘charges’ for each.
2. Additional comments or edit suggestions for the AT statement can be sent to ms-ofa@umn.edu or Dr. Linda McLoon directly.

Adjournment:

The meeting was adjourned at 5:15 pm by MOTION of Drs. Davis and Konia (first, seconded). The next meeting will take place on December 6, 2016 at 4:00pm.

Respectfully submitted,

Aubree Jeffers
Staff to the FAC