

## MINUTES

University of Minnesota Medical School

Faculty Advisory Council

October 3, 2017

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, October 3, 2017 at 4:00 p.m. in Room B646 Mayo Memorial Building and 112 School of Medicine Duluth (via ITV). Dr. Sara Shumway, Chair of the FAC, presided.

Members Present: Drs. Ioanna Apostolidou, Lynne Bemis, Maneesh Bhargava, Peter Bitterman, Ben Bornsztein, Rachel Dahms, Scott Dehm, Marna Ericson, Janet Fitzakerly, Jerry Froelich, Tae Kim, Michael Lee, Steven McLoon, Stephanie Misono, Kirsten Neilsen, Jan Norrander, Maria Ordonez, Gulin Oz, Angela Panosakltis-Mortari, Mary Porter, Michel Sanders, Sara Shumway, Ramu Tummala

Dean's Office Staff Present: Kerri Miller, Director for Faculty Affairs

### AGENDA

1. Diversity Statement (Dr. Apostolidou)
2. Research Excellence Strategies (Dr. Bitterman)
3. Faculty Development
  - Sub group volunteers to recommend development opportunities for mid-career faculty
4. Master Clinician Update (if available)
5. Approval of September Meeting Minutes

The meeting was called to order at 4:05 pm by Chair, Dr. Sara Shumway

1. Diversity Statement (Dr. Apostolidou)

The FAC Diversity group worked to assess the current status of diversity and identify barriers, proposing potential solutions. The group focused on a few significant barriers which first included the current lack of ethnic/racial/gender diversity among academic ranking, throughout the entire faculty. Women were concentrated heavily on the lower academic ranks- there was found to be a noticeable lack of females in leadership positions. This data was comparable to minority representation as well. They stressed the importance of implicit bias training at all levels, not just at the higher levels of leadership. There is a need for leaders to not only promote

diversity but to commit to creating it as well. The group suggested that each department could have a “diversity officer” charged with carrying out the diversity goals within their departments. Dr. Froelich agreed that this kind of change needs to be facilitated at the departmental level and that HR should be included in the process. Kerri Miller added that a significant part of the job description for the Associate Dean for Faculty Affairs includes diversity efforts and faculty development across all academic ranks. Drs. Bitterman and Fiol recommended renaming the position to the Associate Dean for Faculty Affairs, Diversity and Inclusion. Dr. Shumway explained that the final draft of the diversity statement will be distributed to the FAC and contains language recommending the implementation of diversity officers that would work across departments under the direction of the Associate Dean for Faculty Affairs. Ms. Miller asked that the FAC condense final recommendations for Dean Jackson’s review. In a future meeting, the FAC can discuss resources and implementation processes with the dean.

**A/R:** FAC members should send any feedback on the diversity charge to [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

## 2. Research Excellence Strategies (Dr. Bitterman)

Dr. Bitterman provided the Research group’s strategies and recommendations to Dean Jackson over the end of the summer. The statement will be resent to the FAC members and will be discussed with the dean at a future meeting.

**A/R:** FAC members should send any feedback on the research excellence charge to [ms-ofa@umn.edu](mailto:ms-ofa@umn.edu).

## 3. Faculty Development

-Sub group volunteers to recommend development opportunities for mid-career faculty

Dr. Shumway asked for FAC volunteers for a potential subgroup that would focus development efforts for mid-career faculty members. Although there are other committees, in conjunction with OFA, working on development efforts it may be worthwhile to have an FAC sub-committee specifically geared for mid-career level development initiatives. Each department has a mentoring representative and the Master Mentoring Program members could come to a future FAC meeting to provide an overview of their goals and efforts to date.

Meeting discussion evolved to question the purpose of the FAC and an examination of its effectiveness. The majority of members felt that clarification from the dean is needed as to the committee’s objective/s. What is the dean’s vision for the FAC? Does it serve a redundant purpose with the AHC FCC? Is it necessary to meet monthly or more appropriate to meet quarterly? Some members expressed concern that the FAC represents the voice of faculty and should be heard to identify issues, not immediately dissolved. Consistent communication needs to be established with the dean, regardless of how the committee decides to move forward. Meeting purpose and frequency will be further discussed by the chairs.

4. Master Clinician Update (if available)

No update is available at this time.

5. Approval of September Meeting Minutes

Adjournment: The meeting was adjourned at 5:27 pm by MOTION of Drs. Bitterman and Froelich (first, seconded). The next meeting will take place on **November 7, 2017 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers  
Staff to the FAC

\*\***AR**= Action Required