

MINUTES

University of Minnesota Medical School Faculty Advisory Council

October 4, 2016

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, October 4, 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. Ionna Apostolidou, Vince Barnett, Gregory Beilman, Kumar Belani, Lynne Bemis, Maneesh Bhargava, Peter Bitterman, Paul Bohjanen, Ben Bornshtein, Rachel Dahms, Dana Davis, Jerry Froelich, David Ingbar, Ameeta Kelekar, Hyun Kim, Mojca Konia, Steven McLoon, Stephanie Misono, Kristin Nichol, Guilin Oz, Angela Panoskaltis-Mortari, Marc Pritzker, Colleen Rivard, Michael Sanders, Kiki Sarafoglou, Sara Shumway, Ramu Tummala

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

AGENDA

1. Prioritizing FAC Goals; determine work groups (D. Ingbar)

Call to Order and Welcome

The meeting was called to order at 4:03 pm by Chair, Dr. David Ingbar

1. Prioritizing FAC Goals; determine work groups (D. Ingbar)

- I. **Diversity**

- a. This group will develop strategies to help better diversify the medical school faculty. Some committee members suggested that a consultant be hired to investigate successful diversity implementation models at other institutions that could be imported to UMN. Other FAC members felt this would not be cost effective. Several members expressed the view that the diversity situation has remained stagnant and that proactive steps needs to be taken to achieve change. The goals of the diversity group will be to recommend additional strategies to increase recruitment and retention of a diverse faculty at UMN and to raise awareness of our needs in this area. Improving faculty diversity will secondarily will help deal with an ongoing area of weakness in training grants. In addition the group may recommend active strategies to address implicit bias.

- II. **Promoting Research Excellence**

- a. This group will focus on improving communication across departments, considering climate and environment. Are there opportunities to collaborate between departments and with the “big U?” In reviewing the previous strategic plan, this group will determine if there are measureable accomplishments or if there are additional opportunities for progress. It was also noted that junior faculty often lack the preparedness to take over future senior roles and many leave the University once mid-career level is achieved. Another specific area for consideration is the current status and function of Centers and Cores; for example, are there key functions that are needed to augment faculty research?

III. CSC- Operational Improvement

- a. This group will generate suggestions that may improve the daily operations of the CSC. It will examine how to best utilize resources, space, etc. to provide the best care possible to patients, ultimately benefitting the University as well.

Action Items:

Committee members were asked to review each work group and determine where their interests are so groups can be formally established at the next meeting. An email signup will be sent out for FAC members to participate in one or more of these working groups.

Adjournment:

The meeting was adjourned at 5:25 pm by MOTION of Drs. Bielman and Bornzstein (first, seconded). The next meeting will take place on November 1, 2016 at 4:00pm.

Respectfully submitted,

Aubree Jeffers
Staff to the FAC