

MINUTES

University of Minnesota Medical School

Faculty Advisory Council

September 5, 2017

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, September 5, 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, Ann Arens, Vivian Bardwell, Gregory Beilman, Maneesh Bhargava, Richard Bianco, Lynne Bemis, Peter Bitterman, Ben Bornsztein, Rachel Dahms, Scott Dehm, Marna Ericson, Janet Fitzakerly, Jerry Froelich, David Ingbar, Hyun Kim, Michael Lee, Steven McLoon, Stephanie Misono, Kristin Nichol, Kirsten Neilsen, Jan Norrander, Maria Ordonez, James Pacala, Angela Panosakltsis-Mortari, Mary Porter, Sara Shumway

Dean's Office Staff Present: Mark Rosenberg, Interim Associate Dean for Faculty Affairs
Kerri Miller, Director for Faculty Affairs

AGENDA

1. Introduction: Dr. Marna Ericson voted as FAC co-chair
2. Reminder: Physician Burnout Survey Completion
3. Master Clinician Track Statement Update (Drs. Hyun Kim and Eric Hoggard)
4. Diversity: Update and Implementation Strategies (Dr. Ioanna Apostolidou)
5. Updates to Constitution/Miscellaneous Items

Call to Order and Welcome

The meeting was called to order at 4:06 pm by Chair, Dr. Sara Shumway

1. Introduction: Dr. Marna Ericson voted as FAC co-chair

Dr. Marna Ericson was introduced as the 2017-18 co-chair for the FAC.

2. Reminder: Physician Burnout Survey Completion

Dr. Shumway reminded faculty members to complete the recent survey sent from Levi Downs via UMP regarding burnout.

3. Master Clinician Track Statement Update (Drs. Hyun Kim and Eric Hoggard)

A draft of the most recent version of the Master Clinician Track Statement was distributed to the group for review and additional feedback. Next steps will include providing a final version to Dean Jackson, followed by October town hall meetings (for all faculty). The committee has targeted the final vote to occur by the end of the year. They also hope to distribute a brief summary of this proposed track statement that highlights the differences between the Master Clinician Track and the Academic Track. The objective of the Master Clinician Track is to promote and reward excellence in clinical work, not just longevity or scholarship through publication. The three required areas of teaching, education and service will remain and there must be excellence in at least two of the areas to be considered for promotion. The committee drew from different institutions around the country to determine a consensus on various criteria. Appendix 1 from the statement illustrates broad examples of what constitutes excellence in each area. The criteria examples are intended to be comprehensive and do not mandate a certain number of requirements. Dr. Hoggard clarified that this track is intended for faculty members, not UMP only physicians (who are not faculty members). UMP only physicians wanting to be placed on the Master Clinician Track would need to be rehired as faculty with UMN. Some FAC members expressed concern regarding the promotion process for clinical faculty. Ms. Miller advised that there would likely need to be a subcommittee to examine the promotion process for clinicians on this track. Expectations of departments will still need to be determined. Dr. Lee suggested that it would be difficult to create a metric for this track. Additionally, if someone wanted to switch from the Academic Track, especially those who have started publishing, that process would need to be established. Dr. Ingbar expressed some concern that one of the examples provided, patient satisfaction surveys, may not be the best metric of excellence.

A/R: FAC members were asked to review the statement again and provide feedback via the website or by emailing OFA.

4. Diversity: Update and Implementation Strategies (Dr. Ioanna Apostolidou)

Dr. Apostolidou was not able to attend the first portion of the meeting so Dr. Rosenberg provided an update regarding the dean's Diversity + Climate Expert Panel (DCEP). The dean's DCEP with the FAC Diversity Work Group several times over the course of the last few months and will continue to touch base throughout the year. The FAC's group did provide a document of findings and recommendations to Dean Jackson last June but the draft is still open for comments. The document will likely need to be further refined to include any feedback given thus far. Dr. Dahms added that the FAC will need to determine resources available to uphold

the suggested recommendations as well. Dr. Shumway suggested that after all statements are completed, it would make sense to have an officer in each department (and maybe a vice dean) who's focus is diversity. The recent diversity statement will be reviewed again at the October FAC meeting.

A/R: FAC members should send any feedback on the diversity charge to ms-ofa@umn.edu.

5. Updates to Constitution/Miscellaneous Items

It was determined that the constitution language was updated. After a consensus among the group, it was agreed that Dr. Shumway would work with OFA regarding any outstanding items related to these updates. A work group is not needed at this time.

The Medical School New Faculty Orientation will take place at McNamara Alumni Center on Tuesday, October 17 from 1:30-5:30 pm. Please spread the word as this cannot be over-communicated.

2017-18 FAC goals pertaining to faculty development include:

- Grant writing
- Medical Educator faculty development
- Mentoring
- Women in Leadership
- Rothenberger Leadership Academy

Dr. Rosenberg also provided an update on the search for the Associate Dean for Faculty Affairs. Three finalists have been selected by the search committee and two have already presented and one more will present their vision for the Office of Faculty Affairs this month. A total of seven candidates were interviewed, with these final three interviewing in person. All three candidates will have skills in different areas and be lacking in other areas. Faculty is encouraged to view each presentation online and submit their feedback via the website.

Adjournment: The meeting was adjourned at 5:15 pm by MOTION of Drs. Shumway and Dahm (first, seconded). The next meeting will take place on **October 3, 2017 at 4:00pm**.

Respectfully submitted,

Aubree Jeffers
Staff to the FAC

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