

MINUTES

University of Minnesota Medical School Faculty Advisory Council

September 6, 2016

The meeting of the Medical School Faculty Advisory Council (FAC) was held on Tuesday, September 6, 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, Paul Bitterman, Paul Bohjanen, Ben Bornsztein, Rachel Dahms, Scott Dehm, Marna Ericson, Deborah Ferrington, Jerry Froelich, David Ingbar, Ameeta Kelekar, Mojca Konia, Linda McLoon, Steven McLoon, Stephanie Misono, Kaz Nelson, James Pacala, Angela Panoskaltzis-Mortari, Mary Porter, Marc Pritzker, Kiki Sarafoglou, Joseph Schuster, Sara Shumway, Ramu Tummala, Jakub Tolar

Dean's Office Staff Present: Brooks Jackson, MD, Dean
Cliff Steer, MD, Associate Dean for Faculty Affairs
Barbara Daniels, MD, UMP

AGENDA

1. Comments re: Integration (Jackson)
2. UMP Working Groups (Daniels)
3. Non-tenure Track Update (McLoon)
4. Goals and Focus Items for 2016-17

Call to Order and Welcome

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

1. Welcome and Introduction of FAC Members

2. Comments re: Integration (Jackson)

Dean Jackson explained that two of the issues that collapsed the integration process were reserve powers of the Regents and the VPHS. If the new health system was to be sold or change major academic affiliations, the Board of Regents' approval would be required. However, Fairview argued that if the BoR exercised those powers, they should have the ability to unwind the agreement. There were also issues regarding management of the faculty, especially in terms of future changes that would likely materially and adversely affect faculty's ability to perform their academic mission. Fairview would not agree to a requirement for joint health system and University approval for changes that would affect UMN faculty, as they wanted the ability to move quickly, without necessarily considering the nuances of faculty dual employment. The final and best offer was presented to Fairview by UMP and the University and it was ultimately rejected and negotiations were closed. There is still an affiliation agreement in place

through 2026 and there are contractual obligations to maintain interaction with them. Although the agreement is not ideal, it remains positive in many aspects. The University and UMP now are seriously considering whether or not Fairview is the right long-term partner. The Board of Regents have asked for a strategic plan over the next few months and Dr. Daniels pointed out that this will be a robust plan, along with UMP. An RFP has been written with the intention of seeking out proposals from a variety of national firms that help academic health systems plan strategically.

3. UMP Working Groups (Daniels)

Dr. Daniels explained that working groups will be established in the future to look at focused aspects of strategic planning for UMP and at the University's interaction with other health systems in order to get an understanding of how UMP can be a strong partner. The internal infrastructure of UMP will also be examined and reconsidered. For example, the UMP Board of Directors includes several department chairs - which can create issues within departments. UMP is also looking at partnering with the other Twin cities childrens hospitals as the community recognizes the importance of providing integrated children's services. Going forward, key things to consider are the University's contribution to innovation and services and how patients' needs are being met on a broad level. Dr. Daniels also discussed the CSC. She said it generally is doing well although there are some issues with the lab (that Fairview is running) and with a smaller than expected procedure volume. There are some areas where improvement is needed such as a slow credentialing process and overall lack of outpatient surgical cases completed there. There is an action plan in place to address these challenges and they are optimistic a neutral cash flow will be achieved by the end of the year. In the future, once the work group structure is established, UMP will reach out to Dr. Ingbar and the FAC for FAC representation.

4. Non-tenure Combined Achievement Track Update (L. McLoon)

A draft of the single track statement was distributed among the committee. Dr. McLoon noted that the group started the draft process by pulling from each track statement and identifying overlaps, renaming these areas "combined achievement." Scholarly product will still be required but this will be clearly defined in the statement to avoid the confusion that currently exists within some tracks. Dr. Panoskaltis-Mortari also added that with the combined achievement structure, the area of scholarship chosen will not necessarily wed faculty to having their scholarship and other activities all in the same area when going up for promotion. FAC members were encouraged to provide any feedback regarding the draft to OFA, as the draft will be finalized in the next two weeks. Dean Jackson reminded the group that faculty will still need to provide evidence of nationally recognized work.

5. Goals and Focus Items for 2016-17

The group was asked to suggest topics for the FAC to work on during this academic year. FAC members were asked to email in additional suggestions after the meeting. Some of the specific topics suggested were:

- Re-energize the academic mission
- Diversity Initiatives
- Strengthen relationship with Duluth
- UMP/Fairview issues - have FAC representation

Adjournment:

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

Respectfully submitted,

Aubree Jeffers
Staff to the FAC