

**MEDICAL SCHOOL SPRING FACULTY ASSEMBLY**  
**Thursday, May 28, 2015**  
**5:00 – 6:00 p.m.**  
**Mayo Auditorium (Twin Cities)**  
**165 School of Medicine (Duluth via ITV)**

1. **Welcome and Call to Order**

*Nancy Raymond, Associate Dean for Faculty Affairs*

The Assembly commenced at 5:00 pm

Dr. Raymond welcomed the faculty to the Medical School 2015 Spring Faculty Assembly and briefly reviewed the agenda.

2. **Medical School Committee Reports Q&A; Committee Appointments**

*Nancy Raymond, Associate Dean for Faculty Affairs*

Dr. Raymond referred the audience to the committee reports found on the Office of Faculty Affairs website and presented the final slate of candidates for vacancies in the Admissions Committee and Education Council.

3. **Revisions to Medical School Constitution and Bylaws**

*Nancy Raymond, Associate Dean for Faculty Affairs*

A MOTION was presented to change the name of the Department of Microbiology to *Department of Microbiology and Immunology*.

The MOTION was FIRST and SECONDED by members of the audience.

4. **Dean's Interpretation of Non-Tenure Track Statements**

*Brooks Jackson, Dean of the Medical School*

Dean Brooks Jackson opened his remarks by first discussing the following items:

**Human Subjects Research**

The dean stated that the implementation plan draft will be open for public comment through June 1, 2015 and that a final plan will be presented to the Regents June 11-12, 2015.

**Legislative Update**

The dean also provided an update on the latest legislative session. He stated that as a part of the higher education bill, the medical school will receive \$30 million in new funding over the next two years, with ongoing funding of \$15 million per year. The dean then provided a short overview of how those funds will be used towards meeting the goals of the Strategic Plan.

## **Update on Strategic Plan**

Dean Jackson gave a brief update on progress made towards each of the goals contained in the Strategic Plan: Scholarship, Research, Education, Clinical Care, Financial Sustainability, and Diversity as follows:

### **Enhancing Research**

Dean Jackson discussed the importance of the CTSI. He added that the medical school will be doing more using CTSI in terms of task force recommendations. A fair amount of resources will be dedicated to the support of CTSI. Dean Jackson also urged all faculty involved in research to start taking advantage of capabilities of the CTSI.

### **Enhancing Education**

The dean discussed the steps being taken to redesign curriculum to improve education outcomes, increase student research and scholarship, pilot new courses and clerkships and strengthening the MD/PhD program. The aim is to recruit the best students and make progress on tuition and debt-load.

### **Enhancing Clinical Care**

The dean detailed why the ACC is essential to increase effectiveness and access to service by reiterating the goals of Minnesota Health. Those goals include earning the “provider-of-choice” status, earning and advance reputation as a destination for clinical care, research and education, innovating and optimizing patient care models, and generating margins for continual investment in clinical, educational and research needs.

The dean also stated that good progress is being made on quality metrics. He added that we will be hearing a lot more from the M Health group soon. He also indicated that they are meeting financial targets and will be bringing more money from the system to the medical school for both research and education progress. A short discussion about the new Ambulatory Care Center (“ACC”) was held.

The dean assured the faculty that the Medical School was making good progress in all of the areas specified in the Strategic Plan. The dean stated that he will be going over additional metrics in late June that will better quantify this progress.

With regard to tuition, the Dean stated that the Medical School is keeping tuition flat this year. The fees will go down, but not significantly.

### **Financial Sustainability**

The dean provided an overview of the financial status of the Medical School, that although there was a loss, but due to fortuitous circumstance the Medical School is ahead in 2015. He confirmed that the Medical School is still well in the black and thinks that the ACC will improve this area.

The dean went on to say that with regard to philanthropy, this may be the best year ever.

## **Enhancing Diversity**

The dean described how the Medical School has a record number of diverse students this year, but he still sees room for improvement. The long-term goal is to train physician leaders who reflect the diversity of our state.

At this point in the assembly Dean Jackson moved to the topic of his expectations for non-tenure track faculty, as outlined below:

## **Scholarship**

After stating what he feels makes a top-tier medical school, the dean moved into a discussion relating to “raising the bar,” which included the following points:

**Expectations for non-tenure track faculty** – The dean explained his expectations by citing the following points

- Non-tenure track faculty should all have documented, peer-reviewed, publicly disseminated Scholarship
- Academic excellence – document the impact of scholarly work
- Not a change in criteria for promotion
- An expectation of adherence to the criteria

The dean strongly emphasized that the criteria is not changing, that faculty are being compared to peers in their field, not others in different fields. He underscored that fact that a high value will be placed on “Big Science” and that should be documented. He stressed that all faculty should be more involved in mentoring.

- Definition of “peer-reviewed scholarship”
  - All tracks are expected to have at least one first or senior-authored publication per year on average
  - Research findings
  - Review articles
  - Case reports or case series
  - Educational outcomes or methods
  - Results of quality improvement projects, etc.
- Middle authorship supports promotion but is not sufficient alone
  - Many journals now list the contributions of all authors
  - Faculty should ensure their contributions are accurately reflected in the journal

- CV listings should include faculty member's role in the publication
- We value team science - A middle authored paper may be sufficient if there is clear documentation the faculty member played an essential role
- Scholarship impact goes beyond citation counts
- Smaller fields of study can demonstrate impact through:
  - Journal impact
  - Citations
  - H-indices
- Numbers will be evaluated in context of each field of study
  - Scholarship must be available indefinitely in a searchable format

The dean then provided an overview of University of Minnesota Medical School Faculty publications for FY15, as well as defining what is expected of faculty relating to teaching and service by stating that all faculty must document educational/teaching/service contributions. The dean also provided an outline of what those contributions might be for each of the tracks. Some examples included:

#### **Research Track**

- Teaching effort will vary depending on grant work
- Teaching procedural or analysis techniques to lab personnel
- Teaching grad students on a research project
- Teaching in the lab

#### **Teaching Track**

- Evidence of excellence in teaching
- Evidence of major contribution to teaching students and/or trainees

#### **Clinical Scholar Track**

- Teaching amount will vary based on other responsibilities
- May primarily involve clinical teaching while attending

#### **Clear evidence of teaching and mentoring abilities includes:**

- Proof of teaching effectiveness
- Positive outcomes from mentoring

- Teaching awards
- Consistent and positive evaluations
- Evidence of mentoring impact – Achievements of mentees and students
- Service to the Medical School/University, health systems, and nationally are also valued
- Outstanding teaching is highly valuable
- Excellent student evaluations alone are not sufficient evidence
- Other support can include:
  - Documented citations in other instructor curricula
  - Participation in national education committees
  - Designing a mentoring or faculty development program that has demonstrated impact and has been successfully implemented elsewhere

### **Recognition (Regional/National/International)**

- All non-tenure track faculty are expected to achieve recognition as a leader:
  - Invitations to:
    - Speak at regional (outside of Minnesota) or national universities and regional or national meetings/conferences
    - Peer review work of others
    - Serve on an editorial board
    - Serve on committees or leadership positions in national organizations in their field
    - Site visit other programs
    - Review grant applications of their peers

### **Clinical Scholar Track**

- Document the number of local, regional, and national patient referrals for treatment
- Consultations for second opinions

At this point, the Dean finalized his topic of expectations and opened the forum to a Question and Answer Session.

The Assembly adjourned at 5:57 pm.