

Minutes
University of Minnesota Medical School
Faculty Assembly
May 23, 2007

A meeting of the University of Minnesota Medical School Faculty Assembly was held on Wednesday, May 23, 2007 at 4:30 p.m. in 1-450 Moos Tower, via ITV to 165 School of Medicine, Duluth. Dr. Anne Taylor, Associate Dean for Faculty Affairs, presided.

Welcome and Updates

Dean Powell welcome faculty to the Assembly and informed them of current events in the Medical School, including updates on the following Medical School searches:

- **Duluth Campus Senior Associate Dean:** The search committee was charged during the summer 2006 and is almost completed.
- **Urologic Surgery Department Head:** A search committee was charged in February, 2007.
- **Otolaryngology Department Head:** A search committee was charged in August, 2006 is almost completed.
- **Orthopaedic Surgery Department Head:** A search committee will be charged in November 2006.
- **Genetics, Cell Biology and Development Department Head:** A search committee was charged in February, 2007.
- **Integrative Biology and Physiology Department Head:** A search committee was charged in June, 2006 and should be completed in the coming months.
- **Pediatrics Department Head:** A search committee was charged in April, 2007. This will be an expedited search.

The Dean informed the faculty that a Task Force has been charged to broadly define Conflict of Interest for students, residents, and faculty at all sites. This task force will submit a report, after which the Dean will be asking for broader faculty input.

The Dean then presented awards:

- Gregory Vercellotti, M.D., Year Two Distinguished Teacher of the Year, 2007
- John Andrews, M.D. and Tun Jie, M.D., Year Three Distinguished Medical Resident Teachers of the Year, 2007
- John Day, M.D., Ph.D., Postbaccalaureate, Graduate, and Professional Education and Teaching Award, University of Minnesota.

Ratification of New Committee Members

Dr. Steven McLoon presented the following committee member nominations for ratification by the Faculty Assembly:

Admissions Committee (through 2008): Joseph Brocato, Khalaf Bushara, and William Gamble

Admissions Committee (through 2009): A. Stuart Hanson, G. Eric Bauer, Barbara Leone, Gerald Rosen, Arthur Ney, Sanjiv Kumra

Admissions Committee (through 2010): Gerald Hill, Kent Crossley, David Current, Claus Pierach, Leon Satran, Jasjit Ahluwalia, Ji-Chia (Nick) Liao

Promotion and Tenure Committee (through 2010): Khalil Ahmed, David Beebe, Joseph Keenan, Linda McLoon, Angeliki Georgopoulos

Committee on Student Scholastic Standing (through 2010): Stephen Schmechel, William Engeland, JoAnn Wood, Nancy Thorvilson, Peter Argenta

Education Council (through 2010): Timothy Walseth

Research Council (through 2010): Eric Newman

These nominations were unanimously ratified by the Faculty Assembly for membership.

Education Council Report:

Dr. Linda Perkowski, Associate Dean for Curriculum and Evaluation, presented to faculty a summary of biennial reports for courses that were reviewed. The strengths were summarized as follows:

- Course Directors' commitment to quality and continuous improvement.
- Faculty/Lecturers' ability to demonstrate clinical relevance in their teaching.
- Course materials structured to provide focus for students' learning.
- Course Directors who use multiple methods for assessing students learning of their material.
- Exams that provide USLME board-style questions.
- Courses which provide experiential learning opportunities and technology.

The following were identified as areas for improvement:

- Expanding the methods used for teaching and assessment.
- Assuring consistency in the quality and content of teaching when multiple instructors are employed.
- Integration of content between courses to minimize unplanned redundancy.
- Determining the depth and breadth of focus for individual courses/topic areas.

Dr. Jonathan Ravdin, Chair of the Education Council, presented a proposed Education Council policy to support the Medical School Faculty Teaching Effort (attached). The Council recommended six policies to the Dean (full description attached) which includes administrative support for faculty teaching efforts, resources being distributed based on teaching efforts, and Department Heads assuring that course leaders provide outstanding and appropriate curriculum. Dr. Ravdin also informed faculty that there has been a twenty percent decrease over the past decade in residents choosing primary care.

Admissions Committee Report (Twin Cities)

Dr. Leon Satran, Chair of the Admissions Committee, informed the faculty that the purpose of the Committee is to ensure that an applicant can negotiate the curriculum and is academically fit for medical school, as well as to accept those applicants whom the committee has evidence will be compassionate, caring, and excellent physicians. The goals for the Committee are to select the highest qualified medical school student for

each entering class, to enhance the diversity of the student body, and to establish policy on medical school admissions.

Dr. Satran explained to the faculty that the applicant pool increased by 22.3% for the 2007 entering class. This is at a rate much higher than the national average (4.6%). The 2006 entering class include 165 students who were 79% Minnesota residents, 49% female, 51% male, and 20% multicultural. New admissions qualifications will be introduced as part of the 2007-2008 review and new prerequisites will be introduced in the 2008-2009 selection process.

Admissions Committee Report (Duluth)

See attached slides.

Committee on Student Scholastic Standing (COSSS)

Dr. Michael Mauer explained to the faculty that the philosophy of the COSSS is to try to remedy problems so that the attrition rate is minimal. He presented to faculty a summary of the activities of the year for the COSSS, which included a discussion of 91 individual medical students. Of these students, 17 were interviewed to discuss academic issues, 3 interviewed to discuss USMLE failure, one was reviewed for conduct/behavior, and 7 were considered for dismissal from medical school. Of these students, 2 were dismissed from medical school, 3 were allowed to withdraw, and 6 were placed on academic probation.

Revised Constitution and Bylaws

The following issues were presented regarding the draft revised constitution and bylaws that were distributed:

- Adoption/ratification may be outdated?
- Two mentions of “Duluth Campus School Assembly” which should be changed to “Duluth Campus Faculty Assembly”
- The reporting line for the COSSS in Duluth needs to be revised
- Research Council (consisting of Research Deans in Duluth) was omitted
- COSSS (Twin Cities) reporting relationship with the Dean needs to be revised to “inform” not “recommend” to the Dean.
- Dismissals and promotions in Duluth used to be approved through the Duluth School Assembly – approval process needs to be revised

Dr. Taylor informed faculty that with final modifications regarding these comments, the Constitution and Bylaws be presented to the faculty via written ballot for vote for final approval.

UNIVERSITY OF MINNESOTA

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December 7, 2006

MEMORANDUM

TO: Deborah Powell, M.D.,
Dean of the Medical School

FROM: Jonathan I. Ravdin, M.D.
Nesbitt Professor and Chairman
Department of Medicine
Chair, Education Council

Kathleen Watson, M.D. *WW*
Associate Dean for Students and Student Learning
Co-chair, Education Council

SUBJECT: Support of Medical School Faculty Teaching Effort

Proposed Educational Council Policy:

Support of Medical School Faculty Teaching Effort for Undergraduate, Baccalaureate Graduate and Undergraduates Medical Education

Introduction:

During a biennial review of the Medical School curriculum by the Curriculum Committee it became apparent that although there are very dedicated course directors and a strong curriculum with excellent outcomes, there is a pervasive perception among Medical School faculty that teaching effort is not supported as defined by Departments recognition, contributions to compensation and adequate administrative support. In 1999, the School went through a rigorous mission-based budgeting process for all undergraduate, undergraduate medical and graduate medical educational effort. This methodology was utilized to gain enhanced support from the State ("Tobacco dollars"). After careful modeling by the Medical School Dean's Office, all departments were determined to be adequately funded by existing or new tobacco dollars support with the intent that this allocation would be adjusted annually based on actual faculty educational effort. Quality of faculty teaching efforts were recommended to be the responsibility of Department Chairs or the Dean's Office (for interdisciplinary programs) and was to be recognized as an important component of the promotion and tenure process. The School engaged in a more comprehensive mission-based budgeting process in 2003, during which the education effort metrics as defined from the 1999 process were validated and

adopted. Implementation of this comprehensive process has been delayed due to a new University-wide financial management model implemented in FY06. Feedback from the Clinical Sciences and Basic Sciences Councils indicated that at best only half of the departments currently have some form of internal mission based budgeting to support faculty educational effort and even then, fully may not be aware of existing models in their departments. In addition, the lack of any consequence, negative or positive, at a department level for changes in faculty educational effort discourages development or new programs or department commitments. Concordant with the biennial Curriculum Committee review process, the authority and responsibility of Medical School Department Chairs for the current curriculum was clarified.

In light of the feedback from the Curriculum Committee, the Educational Council's consultations and deliberations, the Council recommends the following policies to the Dean:

1. Resources should be distributed to departments annually based on current baccalaureate, undergraduate medical and graduate medical teaching efforts of full time University – based faculty.
2. All Departments should develop a transparent methodology based on mission-based budgeting principles to support the teaching efforts of University-based full time faculty and communicate this effectively.
3. Full time affiliated faculty actively engaged in teaching should be made aware of the support and allocation for education efforts at their affiliated site and adjunct faculty should be recognized by their departments for their educational efforts.
4. Department Chairs have the responsibility to assure that course leaders provide an outstanding curriculum and that appropriate and talented faculty are recruited and available to teach; to appropriately recognize faculty excellence in education, to contribute to the learning environment for students, residents, and faculty.
5. Educational outcomes at the Course and individual faculty level will be provided by the School in a timely and efficient manner to department chairs and faculty for recognition, intervention and quality improvement.
6. Sufficient Administrative support for faculty teaching efforts will be provided by the Department or the Medical School for discipline-specific and interdisciplinary courses respectively.

