

DULUTH CAMPUS FACULTY ADVISORY COMMITTEE (DFAC)  
March 3, 2015  
3 pm Rm 162

**\*\*MINUTES\*\***

**Present:** Jon Holy, Emily Onello, Terri Rose-Hellekant, Melissa Walls

**Guests:** Alan Johns

- I. **Call to order** – 3:02 by Terri Rose-Hellekant
- II. **Review of minutes** – February 3, 2015. Moved by Walls. Second by Holy.
- III. **Old Business** –
  - a) Post-Tenure Review – Ken reported to Alan the reviews are on hold due to policy reviews occurring in the TC. We will not conduct the reviews as previously discussed.
  - b) Trachte replacement – Jane Hovland has agreed to replace George on the Faculty Advisory Council. She planned to attend her first meeting this afternoon.
  - c) Grant funding data from Blue Ribbon report as requested by Faculty Assembly (request to Laurie D.) -- The request was made by Ben and Alan said he would follow-up with a report that he has seen recently regarding funds into the school. Discussion included the revenue streams (teaching, research, etc.) that should be clear and regularly reported.
  - d) Faculty data reported to LCME – Alan Johns said he would update. Alan has not done this yet so the remains an OPEN ACTION ITEM.
  - e) (Out of order/not on original agenda) Merit raises – metrics and school policy. Discussion continued on department procedures to address merit raises, based on amounts received by departments, methods for distribution and ways to inform Dean Termuhlen of the desire to reduce inequities within the school. Terri suggested FAC receives information regarding the total amount available schoolwide, by department, and how it is distributed. Melissa suggested each department handle discussions regarding methods of distribution during faculty meetings.
- IV. **New/Reviewed Business** –
  - a) Dean's Update – Alan Johns reported his weekly phone call with Dean Termuhlen:
    1. Indicated that she will be visiting on Friday, March 6. She will meet with the Dean's group Friday morning at 8am, and will be unscheduled for the rest of the day.
    2. She will assess needs within the school by talking with people and prioritizing her start-up package based on those conversations.
    3. Alan distributed the Rural Research Task Force Report and the Indigenous Health Care Task Force Report to her. He said the mission is extremely clear in terms of teaching focus but is very unclear regarding the research focus.
    4. Indicated that she is looking to rent a home initially.

- b) Alan said the two new faculty searches have been “approved/released” to the department heads for action at their discretion
- c) Shared about Gail Boatman’s retirement today.
- d) Reported that Dean Jackson is writing a new non-tenured track statement that will amalgamate portions of the current research, teaching and clinical scholar track statements. Dean Jackson is raising the bar and there was discussion about policies that may be reviewed to determine how faculty have input into those changes. Alan indicated that the new materials will be distributed to medical school faculty this month, and senior administration has already had an opportunity to provide input.

V. **Adjourn** – 4:09pm

Respectfully submitted,  
Jeannette Lang