

Duluth Campus Faculty Assembly  
Tuesday December 16, 2014  
**DMED 165 – 3:00 PM**

**Faculty Present:**

Ben Clarke, Chair  
Amy Prunuske  
Barb Elliott  
Emily Onello  
George Trachte  
Jake Prunuske

Jane Hovland  
Janet Fitzakerley  
Jean Regal  
Jim Allen  
Jim Boulger  
Lynne Bemis

Matt Slattery  
Melissa Lewis  
Melissa Walls  
Sarah Beehler  
Terri Rose-Hellekant

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

1. **Call to order – 3:05p**
2. **Minutes from previous meeting –** Motion to approve, Regal. Second, Hovland. (Please see secretaries note below)
3. **Committee Reports –** discussion as requested
  - a. (Drewes--email) **AHC-FCC** spent significant time and effort on the *AHC Goals and Priorities* document. Subsequently, we sent him the attached letter and he received it and responded that it was "very helpful". Also, there will be a State of the AHC address by Dr. Jackson on January 27 at 5:00 PM (to Duluth via videoconferencing). He will report on a number of things, but including the *Blue Ribbon Committee* (Gov. Dayton's initiative for the Medical School) report.  
Comment on Goal #4 in the letter by Jim Boulger is that Essentia is not "our" health system. Discussion that the AHC goals & priorities are very similar (the same?) as the medical school's strategic plan.
  - b. Jim Boulger responded to a request for an update on the **Blue Ribbon committee work**. Summary points: five meetings are completed, with one more to go; Jim's role on the committee was clarified as a "rural" representative as opposed to a "university" representative; the objective to increase tenured positions in a priority for Dean Jackson as attrition has an issue for the past (one based on the Duluth campus); not clear the process for the report – once it goes to the governor it is his to act on; HERSA funding will be at a greatly reduced level.
  - c. **UMD Facilities Committee** – Jane Hovland reported that Kirby renovations are planned for summer with detours for asbestos abatement; temperature standards for buildings are being reviewed; a bike trail is near completion; CSAM building will be

started in 2015; no mention about the Native American building during the meeting.

- d. **Unit Change Team** -- Jim Allen mentioned topics that are being address identifying the work plan and members of the team.

#### 4. **Old Business**

- ✓ *Annual Reviews, faculty evaluations and appraisals* – Discussion was continued that the subcommittee was not formed following the last meeting. The topic will be discussed at the CDH meeting on January 5<sup>th</sup>. Summary comments: metrics created by the TC may not be accurate for Duluth campus; Duluth faculty may prefer to have additional information; what are the consequences if Duluth faculty do not comply with data requests; morale is an issue regarding the topic; post-tenure is in the 7.12 specifying policy and procedure; there is an “other” section of the new data request that can be amended for what Duluth faculty want to include; consistency across departments is an issue; evaluations should be made according to collegial comparison as opposed to simply “across the board”; merit committees common on the TC campus, and could be used in Duluth; faculty should give input to their department heads prior to the CDH meeting on January 5<sup>th</sup>. The motion from last meeting was reviewed, volunteers were requested, no one volunteered.

#### 5. **New Business** – All tabled due to time constraints

- ✓ *UM Senate seat (replacement for R. Ziegler/P. Ranelli)* – tabled from last meeting due to time constraints.
- ✓ *Review of DFAC Discussion with Dean Johns.*
- ✓ *Discuss transitions for our new Duluth Campus Dean, Dr. Paula Termuhlen*

#### 6. **Adjourn** – 4:00p

Note: Minutes from November meeting were amended regarding Post-Tenure Review.

Respectfully submitted,  
Jeannette Lang