

(May 6, 1982)

1  
LPH FACULTY

LPH General Faculty Meeting Minutes

From

April 14, 1982

General

New "focal points" will occur in our funding on July 1 and on December 31. However, only 1 out of 11 anticipated lay-offs for July is not yet accounted for in terms of future employment. This is due to everyone's effective concentration on this as an internal issue; faculty and administration are to be congratulated.

LPH administrative "specialization" has been deferred until decisions about a Senior Administrator and the recruitment of that person, to allow his/her input into future decisions.

Upgrading our evaluation of faculty, supervisors, specialists and other Civil Service staff was discussed. New forms and guidelines on evaluations were circulated and all faculty and civil service supervisors are now identified for all Laboratory personnel. Timelines and responsibility are assigned for the initiation and completion of such evaluations. "Grade inflation" in evaluations was discussed which tends to preserving mediocrity rather than advancing superior staff and also creates severe difficulties when lay-offs and "bumping" are necessary.

Laboratory funding sources from NIH were discussed in light of the overall diminishing competitive posture due to (the very low competitive scores now required for funding with the shrinking of NIH budgets, the current 3-4% cutbacks on all existing grants, and the recent cutback of still another \$10,000 from the basic School of Public Health allotment to the Laboratory, all of which erode our

flexibility). Unaccounted for future support for faculty is being addressed with each individual as a result of thorough documentation presented by G. Newman through the 1982-83 fiscal year.

#### School of Public Health Organization

A new division of Community Public Health Programs is created with Acting Director Dr. ten Bensel. The indication is that this will be the largest division within the School to be reckoned with, in terms of numbers of faculty, tenured slots, funding and the most (250) students. This should strengthen that division in the School greatly, which has heretofore consisted of 1-2 person programs which had reduced opportunity in their small configurations.

#### Merger with Epidemiology

Dr. Blackburn announced that mechanisms were in place for appointments of some of LPH staff to the graduate faculty in Epidemiology. Graduate School faculty in Epidemiology is meeting regularly with Drs. Prineas and Blackburn to make upcoming decisions on teaching, advising and admission of students. A mechanism is also in place for a transitional team of Drs. Schuman, Blackburn, Mandel, and Prineas to address important administrative issues of space, housing, faculty support and function and of principal investigators for existing and new research applications in Epidemiology.

Dr. Blackburn pointed out a basic dichotomy between LPH faculty continuing their predominant research roles but with continued uncertainty of School support and research (even for tenured faculty), versus some improved tenured school support on shifting percent efforts to teaching in Epidemiology. It is hoped that all those qualified in epidemiology will make these necessary shifts in effort and that those not directly involved will be aware of the continued need to achieve self-supporting research programs. This "unfairness" in regard to School sup-

port is required to meet our commitment to Epidemiology teaching, in the absence of greater stable funding.

Dr. Blackburn reiterated his strong support to maintaining and upgrading our sections on nutrition, physiology and health behavior, but indicated the need for closer collaboration with him in planning, funding and development of sustained NIH-supported research programs and fellowships in all these fields.

Dr. Blackburn outlined major upcoming tests and deadlines for upgrading the Laboratory's work and competitive position: The end of 1983 is a "deadline" for an expanded, self-sustaining research and training program in nutrition and physiology being in place; 1983 is a deadline for an Epidemiology institutional training program; 1983 is renewal time for MMMP; 1984 for renewal of MHHP.

These are needed for future researches to maintain our important central administration and services (Chemistry Laboratory and Data Processing, etc.).

Dr. Blackburn emphasized the need to invest thought and energies and upgrade communications during grant proposal preparation to include LPH central services, with the proper costing of these services (Data Processing, Chemistry, Survey, Electrocardiography, and Central Administration), so that the Laboratory continues to thrive as a unit. With proper costing and contributions from all sections and studies, the principal investigators have a "right" to high quality services from the central administration, services which have heretofore not been adequately funded. It is essential in the next period that we build and strengthen these services and support them properly, as well as to demand of them good performance.

Dr. Blackburn discussed the potential for funding in areas of health behavior with the new RFA, from NHLBI on Demonstration and Education, and the extensive National Cancer Institute prevention undertakings.

Reports were given from the Epidemiology Section by Dr. Prineas and from the Behavioral Section by Dr. Mittelmark. The nutrition-physiology section report was not given in the absence of Dr. Leon. Dr. Mittelmark reported on progress in development of a core curriculum for Behavioral Epidemiology with good initiatives being taken by Drs. Pechacek and Jeffery.

There was a general discussion on development of flexible funding for the Laboratory with the following decisions:

Dr. Blackburn will explore the organizational and legal aspects of a non-profit foundation. Investigators are immediately free to set up flexible funds under University budgets in which there would be voluntary participation under individual arrangements with Gretchen Newman for accountability of these flexible funds as Acting Chief Laboratory Administrator. The faculty member will decide what proportion of his/her personal funds, fees, honoraria, etc. would be personal income and what put in University accounts. Checks for fees and honoraria may be requested to be divided into one check for personal income and one check made out to the University of Minnesota. Gretchen would in turn divide the University resources according to an agreed schedule with the individual faculty member, in which at least 25% of the fee would be available to the Laboratory for needed central laboratory functions such as recruitment, faculty travel, publications, shortterm faculty support, business entertainment, and the development of new income and enterprise. Another percentage (25 to 75% according to the wishes of the investigator earning the fee), is allocated to a separate but flexible University budget used at the discretion of the contributor but under flexible and proper University guidelines as administered by Gretchen Newman.

There was open discussion of an earlier suggestion for a more ambitious non-profit corporation in the Laboratory which might include the LPH providing con-

sultation at worksites, production of educational materials, performance of specialized tests, solicitation of private donations, and activities of a referral preventive clinic.

/jml