

**LSUHSC Faculty Senate meeting minutes
January 12, 2010**

Scott Rubin, President of the Faculty Senate, called the meeting to order at 3:34pm.

Those present includes:

Allied Health – Erin Dugan, Theresa Nicholls

Dentistry – Glen Palmer, Thomas Lallier

Graduate Studies – Andy Catling, Angela Amedee

Library – Hanna Kwasik

Medicine – Johnny Porter, Erich Richter, Joy Sturtevant, Peter Winsauer- (proxy for Stephen Brierre) John Estrada, Mike Levitzky

Nursing – Veronica Barcelona (proxy for Leanne Fowler), Randy Rosamond, Cynthia Langford, Gwendolyn Stewart-Woods

Public Health – Neal Simonsen, Chih-Yang Hu, Julia Volaufova

Ex Officio – Jennifer Lloyd, Dennis Paul (Dentistry)

At-Large (President) – Scott Rubin

Guests - Ronnie Smith, Vice Chancellor; Joseph Moerschbaecher, Vice Chancellor, Steve Nelson, Dean SOM

Those absent included:

Allied Health – G. Hebert, K. Allig

Dentistry – M. Brindis, S. Brisco, D. Foret

Graduate Studies –

Library – n/a

Medicine – Stephen Brierre, C. Dimitriades, K. Reed,

Nursing – Leanne Fowler (excused), Marg Kraus

Public Health – R. Scribner, M. Thames,

President Rubin introduced Vice Chancellor Ronnie Smith, Vice Chancellor Joseph Moerschbaecher, and SOM Dean Nelson who were in attendance to address the issue of budget cuts in the State system.

- I. Vice Chancellor Ronnie Smith began by describing the current fiscal situation at LSU.
 - Beginning with the 08-09 fiscal year, the State budgeted \$118 million in general fund dollars for the HSC. Over the 2008 holidays, a new executive order freezing positions came down, and from 08-09 onward three separate budget cuts were made. The 1st was the 08-09 mid-year cut of \$5.25M. This was followed by the cut at the beginning of this FY (09-10) of about \$10M. The most recent was the just announced 09-10 mid-year cut of \$6.25M. Additionally, the Administration put together preliminary plans to deal with mid-year cuts, and global cuts, and posted

them on the LSU System website. This exercise, mandated by the current state administration and the Board of Regents required that we develop plans to show how we would implement cuts amounting to 2 different levels. The 1st was about \$18M and the second about \$30M. It is this “roadmap” of cuts that has formed the basis of the approach we have taken to the 3 cuts so far.

- We began this fiscal year with \$82 million dollars in State general funds, plus \$20 million from Federal stimulus funding. With another \$6.25 million dollars in cuts requested, we will be at around \$76 million in state general dollars to run LSUHSC (+ the \$20 million in stimulus funds). That is still a lot less than the \$118 million in general funds we received last year. Over a third of our state support has thus been lost since the prior budget year, and as mentioned more cuts are anticipated. In addition, the Federal stimulus money goes away at the end of the next fiscal year. Residency training programs and contract dollars are not included in appropriations. Most tuition dollars are part of appropriations and tuition rates require legislation to be substantially increased.
- Since Katrina, we have tried to get new funding from external sources and come up with new streams of revenue. This has allowed LSUHSC programs to continue to run despite the state funding cuts.
- The SOM Dean, Steve Nelson, then presented on behalf of his school. The SOM has absorbed a lot of the cuts because of their ability to create revenue through clinical practice and other sources. The School is limited by funding sources and is not able to move around grant funds to make up for the cuts. SOM recently received their accreditation, which is fortunate, since fiscal position and clinical income is considered in accreditation. He reminded the Senate that we have been through worse than this 5 years ago, and need to continue to work this out and weather this.
- Cuts are likely to affect all areas of the SOM, but basic sciences can't cut to the same degree as clinical sciences - because clinical sciences have much more revenue available. The SOM will absorb \$5.3 million of the total \$6.25 cut that we are facing now, and they will do this by June. Dr. Nelson shared that while this cut can be done, any future cuts are increasingly worrisome, because we can't keep cutting without affecting services and outcomes.
- Dr. Moerschbaecher added that tuition costs for LSU are much lower than the average for Southern states - LSUHSC Medical School tuition is about \$14,000 yearly, compared to the \$21,000 Southern state average. The situation is comparable for the Dental school: \$12,000/yr at LSU vs. the \$21,000/yr Southern average. The maximum increase that can be made by LSU Deans is 5% without additional legislative authority (there is present legislative authority for 2 more years to increase tuition by up to 5%).
- In any case, tuition increases are not enough to offset all of these cuts.
- VC Ronnie Smith went on to say that they are looking at research grants and other revenue sources to offset these expenses. In addition, they expect some contracts with DHH, OPH and LSU Hospitals not to be

renewed or reduced as they increasingly feel the budget cut in their agencies. This will lead to decreased faculty practice money and direct dollars in LSUHSC budget being reduced. We have been doing more with less since Katrina, we have 850 fewer people employed, about 140 of those are faculty (not all teaching), yet we continue have the highest student enrollment in history.

- President Lombardi looks at measurable outcomes and we're doing fine in that regard. The question is how long we can continue with what we're doing on fewer dollars.
- Dr. Nelson mentioned that it's not all gloom and doom. There are 39 other states that are facing similar cuts to higher education, and some universities are instituting mandatory one day a week unpaid leave for faculty. One issue is that our well-trained students are often going out of state to practice and other students from out of state are not coming to Louisiana to replace them. We will try to avoid layoffs at all costs.
- Dr. Nelson explained that there are consequences to the budget cuts, and that is what they are trying to communicate to legislators. The SOM could potentially have to take measures such as:
 - Reduce the number of admitted students
 - Cut rural track program
 - Cut community health programs
 - Close Lake Charles Hospital

Departments also have a responsibility to look for ways to reduce unnecessary spending such as travel, food, and international conferences- to ensure that there is a direct academic benefit to faculty and students.

- One suggestion is to unite faculty in a common voice via Dr. Lombardi. Mr. Smith added that we can't function on \$20 million dollars less and provide the same service. Even if whole schools in the HSC are closed, it still wouldn't make up for the budget gaps. He also said that programs cannot end quickly enough to immediately address these cuts since we have obligations to graduate our currently enrolled students, give notice to faculty, etc. Public Health doesn't have accreditation or sufficient numbers of faculty, which makes it harder to cut their budget, but they will contribute approximately \$150,000. These cuts can be replaced by restricted funds in some areas. Nursing will cut \$200,000 - this represents a lot considering increased nursing student enrollment.
- Mr. Smith pointed out that we can't blame the national economy for all the current State financial budget crisis - there were conscious decisions on policy at the State level, like cutting taxes that contributed to the current situation.
- A question was raised regarding constitutional changes at the State level so that higher education and health care are not the only things that can be cut. Mr. Smith responded that legislative changes occur very slowly, and require multiple votes, and wouldn't go into place until 2011 at the earliest. This is because some of what is proposed would require a Constitutional change. Constitutional changes require a 2/3's vote of both

- Dr. Nelson brought up that LSU provides essential services for the State, and most providers of health care (MD, PT, Dentistry, etc.) are LSU grads.
- Another question was raised: What are the programs that are protected from legislative cuts? Mr. Smith responded that infrastructure, transportation (State receives heavy matching funds from the federal government for transportation), corrections (LA has had court orders to provide these services), and K-12 education. Most of the State's potential general fund savings thus seems to come from higher education and health care.
- The State cannot take certain student fees and federal research grants.
- DHH alone is facing about \$100 million dollars in cuts and that affects the public hospital system, which in turn affects provider reimbursement, contracts, residency training programs, and they may close 5-7 hospitals.
- Mr. Smith stated that no cuts are more traumatic than Katrina and we survived that. Our commitment was to be better than before Katrina and we have worked hard and have had lots of positive results.

II. Scott Rubin then led the group in a discussion regarding the Senate's response to the discussion with leadership today.

- Several faculty senators spoke up with ideas for unifying our voices as faculty across the LSU system to affect change.
 - Writing "talking points" or a letter for faculty to use as a template to write to our legislators about the budget cuts
 - Marching on capitol steps
 - Talking to the press
 - Talking to mayoral candidates
 - We can ask to be on the agenda at the next Board of Supervisors meeting, the press attends those meetings.
- Scott suggested the following steps:
 - i. The executive committee can draft a resolution from the Faculty Senate and send via email and ask for a vote. The executive committee can then disseminate to other organizations after the vote is done.
 - ii. Contact Kevin Cope regarding a multi-campus level presentation of the Council of Faculty Advisors to the Board of Supervisors
 - iii. Public education campaign about the need for taxes to support State funding for higher education and health care
 - iv. Writing a template letter that we disseminate to all Faculty to encourage them to write their legislators.
 - v. Faculty can also meet with State senators and representatives as private citizens.

- MOTION: John Estrada made a motion that the executive committee should draft the talking points and a letter with an eventual component. The motion was seconded by Erich Richter, and passed unanimously.
- MOTION: Dr. Richter made a motion for the executive committee to do a vote by email if necessary for a public education campaign. Dennis Paul seconded the motion, and it passed unanimously.
- The action items were then summarized by Scott Rubin:
 1. Executive committee will draft a resolution, letter, and talking points, and disseminate via email to go back to Senate for vote.
 2. Scott will contact the president of Baton Rouge's Faculty Senate and Council of Faculty Advisors to discuss a unified response of the LSU system.
 3. Scott will also contact Shreveport about Tenure and an approach to creating a unified voice.
 4. A letter will be produced as a template with talking points for faculty.
 5. Resolution will go on website, can go to legislature and in a press release.
 6. Public education initiative will be discussed, please submit your ideas via email, where we will also hold a vote on this issue. Scott also asked for volunteers to participate on this item.
 7. Meet with Leslie Capo informally to seek advice. Neal, Dennis and Scott will work on this.
 8. Attempt to get on the agenda at the next Board of Regents meeting.

III. The next item on the agenda was addressed: the issue of the Tenure Clock proposal.

- Scott spoke with two representatives from Shreveport committee (made up of 2 deans, 2 clinicians and others) who helped prepared the document we received from VC Moerschbaeher. The Baton Rouge Faculty was just presented with the document that we have had available for some time regarding the Tenure clock being extended from 7 to 9 years. The document was intended to be sent to our Faculty Senate so we could make changes in the document and the result will be a unifying document between New Orleans and Shreveport to go for vote with everyone. The Chancellors at both campuses can act on it only if both Faculty Senates come together on this.
- Faculty currently in the system can opt out of 9 year tenure clock and be grandfathered into existing 7year tenure system. Faculty can go up for tenure after 4 years of service. Some concern was expressed by Faculty Senate at Shreveport as some administrators can pressure faculty to wait 1-2 years before going up for tenure to save money with this extended timeframe.
- The medical school wanted to extend this discussion to all tenure issues, like tenure review. This document doesn't apply to clinical faculty as they can go up for review at any time.

- There was much discussion around whether or not this change will benefit our faculty or not. Several senators expressed opinions. The document does not require the 9 year timeline, and it would be most hurtful to faculty with a negative department head who doesn't support them going up for tenure.
- Dennis shared that 50% of medical schools nationwide have this 9 year tenure track system. It could help people who need a R01 to get tenure, especially in the current funding climate.
- The medical school faculty assembly recent met and Peter Winsauer said that few people expressed dissatisfaction with the current system, which doesn't require a R01 grant for tenure, only department levels can require R01's.
- Scott Rubin will speak with Shreveport Senate and report that we as a Faculty Senate are interested in the proposal, and prefer to discuss further before deciding on it - considering our current bigger issue of the budget cuts. We will discuss it further in each individual School's faculty assembly.

Meeting was adjourned approximately 5:20pm.

Minutes respectfully submitted by Veronica Barcelona, MSN, MPH, RN, on 1/12/2010, School of Nursing faculty, and proxy for Leanne Fowler, Faculty Senate Secretary.