

**Faculty Senate Minutes
June 2008**

President Bagby called the meeting to order at 3:40 p.m. in the Chancellor's Conference Room on Tuesday, June 10, 2008.

Those present included:

Allied Health – Kelly Alig, Jo Thompson, Larry Broussard (proxy for Erin Dugan), Aloma Lykes (proxy for Scott Rubin);
Dentistry –Dennis Paul;
Graduate School –Angela Amedee, Andrew Catling;
Library – Hanna Kwasiak;
Medicine –Gregory Bagby, Julio Figueroa, Tonya Jagneaux;
Nursing –Ann Byerly, Marjorie Krause, Christine Langer;
Public Health –Neal Simonsen, Julia Volaufova, Chih-Yang Hu;
Ex Officio – Michael Levitzky, Jennifer Lloyd.

Those absent included:

Allied Health – Erin Dugan (proxy), Kevin Lord, Scott Rubin (proxy);
Dentistry – Thomas Lallier, Thomas Spranley;
Medicine – Robin English (excused), Daniel Kapusta, Ann Tilton (excused), Lolie Yu;
Nursing –Susan Rick;
Public Health –Ed Peters (excused).

Guests present: Chancellor Hollier and Vice Chancellor for Academic Affairs Moerschbaecher

The meeting proceeded according to the agenda.

Agenda item 1. President Bagby briefly introduced the two proxies, Aloma Lykes and Larry Broussard, for absent Senators.

Agenda item 2. The May minutes were unanimously approved.

Agenda item 3.

1. Chancellor Hollier greeted the Senate and congratulated it on a successful year. He informed the Senate about the tragic death of Colin Goodier, MD. Dr. Goodier received his MD degree from LSU and was a third year surgery resident. He died as a consequence of injuries received in an accident while riding his bike. He will be missed.

In his report, Chancellor Hollier focused on several important issues regarding ongoing discussions with legislators about:

- a. the proposed bill to move the HSC to Baton Rouge. The move would be expensive, not reasonable, and not substantiated. For now the bill will not be moving forward,
- b. Senator Cassidy's proposed bill to redistribute dish dollars to hospitals across the state,
- c. building of the teaching hospital in New Orleans. While discussions are ongoing with DHH, consultants for DHH indicate the size of the hospital should be in the area of 424 beds. This means that differences between DHH and LSU have been considerably narrowed.

After his brief report, Chancellor Hollier answered questions from Senators.

- a. The lights still on in the already shut down Charity hospital – it is FEMA's requirement that the hospital is maintained in working condition in order to be reimbursed for losses.
- b. The teaching hospital in New Orleans and the hospital to be built in Baton Rouge are not related regarding bed size. The size for Baton Rouge hospital is not set yet. Comparison of services offered by the teaching hospital in New Orleans and the future Baton Rouge hospital - The hospital in New Orleans will be the major primary teaching hospital hence it should provide a wide variety of services. The Baton Rouge hospital will expand services over those currently provided.
- c. The timeline for various construction projects was discussed. For the new Cancer Center, the land preparation will start soon; regarding the teaching hospital, the architectural planning is moving forward, hence no big delays are anticipated. The original plan was to finish it by year 2012, which may realistically stretch out to 2013.
- d. Finishing the 1st floor of the Lion's building will take approximately a year. Only recently an agreement was reached with FEMA to move forward with the construction. In the next couple of months clinical departments should start occupying the Clinical Education Building at 1452 Tulane Avenue. There is a recommendation to create a green housing area in the corner of Tulane and Claiborne Avenue. The LSUHSC Foundation is planning on selling the damaged building that they occupied on Tulane and Bolivar. The suggestion is to build a 14 floor building with the two top floors dedicated to faculty use, such as a Faculty Club on the top floor and additional dining/conference rooms on the 13th floor.
- e. Readiness for the hurricane season – we are adequately prepared for a short term emergency; improvements in communications are in place; office space and housing is identified for administrative staff in Baton Rouge. Evacuation plans for students in dorms are in place.
- f. An awareness campaign for the HSC and LSU statewide is in the planning stages.
- g. Various services provided by School of Nursing, such as vision and hearing testing stopped because of lack of contracts with corresponding schools or other organizations such as Lakeside Mall. Vice Chancellor Moerschbaecher will follow up on this issue.

In the discussion, Senators (or proxies) Jagneaux, Lykes, Krause, Broussard, Langer, Lloyd, and Catling participated.

2. Vice Chancellor Moerschbaeher in his update,
- a) talked about progress on the changes in the Faculty Handbook. Dr. Jordan Kurland, Associate General Secretary of AAUP, informed Dr. Moerschbaeher that subcommittee A of AAUP has been informed that our Faculty Handbook has been modified using recommendations from the AAUP. He further stipulated that a favorable response from AAUP is anticipated,
 - b) appreciated the Senate's effort to establish a Committee Coordinating Committee to help identify faculty who might serve on HSC standing committees.
 - c) related that the search for the Dean of the Dental School is moving forward; there have been four candidates already interviewed and two additional will come in,
 - d) discussed the establishment of the Strategic Planning Committee on the HSC level and noted that in preparation of the report, the input and collaboration of the Senate will be needed and appreciated.

Agenda item 4. President's report included

- 1) Mr. Ray Lamonica, General Council for the LSU System, has assured us that the changes to our Faculty Handbook recommended by AAUP and endorsed by the Faculty Senate as discussed earlier this year are in compliance with the Bylaws of the System. This means that the changes are approved. Dr. Moerschbaeher informed AAUP of this decision by letter. This is good news for the HSC. I also believe the Senate's resolution on this matter, the interaction between the Senate and the Chancellor's Office through meetings of the Executive Committee with Dr. Hollier, and Dr. Moerschbaeher's decision to invite President Bagby to the meeting of the Faculty Handbook Committee resulted in a stronger document on behalf of the faculty.
- 2) Other resolutions: There are currently 3 resolutions under consideration by the Chancellor's Office (Modify CM-51; Student Security Clearance; Student Misconduct). These are issues that therefore remain open and the Senate should follow up on these in the fall.
- 3) Efforts are in place to improve intercampus communication among faculty by identifying representatives including Presidents of Faculty Senates on the different campuses.
- 4) Ann Tilton, Senator from SOM, is one of 2 women in Louisiana selected to participate in the Executive Leadership in Academic Medicine (ELAM) Program for Women which is promoting and preparing women as leaders in academic health centers.

Agenda Item5. Old business:

- a) Vote for new officers – secret ballots were distributed and votes counted for the only two candidates for Senate offices, resulting in a unanimous re-election of Julia Volaufova as Senate secretary and election of Scott Rubin as president-elect. At present, the Senate has 26 voting members. 17 Senators or their proxies were present.

- b) Proposed change to Constitution and Bylaws – Senator Simonsen presented the proposed amendment to the LSUHSC Faculty Senate Constitution and Faculty Senate Bylaws to incorporate a Committee Coordinating Committee within standing committees of the Faculty Senate. He read the full text of the proposed description of the new committee. The floor was opened for discussion; it was clarified that the new committee will be a Senate committee, however, it will not be restricted to current Senate members when it identifies and nominates faculty for the Center’s standing committees. The vote on proposed changes will take place at the August Senate meeting. In the meantime, an ad hoc committee established from the Executive committee with an additional Senator from the School of Nursing will during the next several weeks help with identifying faculty for the Center’s standing committees for the next academic year.
- c) Financial exigency and force majeure – President Bagby reported: One of the stated goals at our first meeting last August was to address this issue. Modifications to the Faculty Handbook that, among other things, identify a role of the faculty through the Faculty Senate, if a state of financial exigency needs to be declared, has been achieved this year. However, in some respects, the process of financial exigency was not followed in the aftermath of Hurricane Katrina in order to meet the severe and immediate financial problems of the HSC particularly as it affected the School of Medicine. We have not addressed this issue because AAUP recommendations did not deal specifically with force majeure; I viewed the issue to be complex; and we were not successful in identifying someone to effectively chair the Committee of Professional Rights, Responsibilities and Faculty Welfare. It therefore remains an open issue that will need to be addressed by Senate in the coming year. Today I would like to give my perspective on the complexity of the issue.
- In my opinion, the complexity of this issue involves the fiscal soundness of the HSC, the infrastructure of the HSC including its hospitals and healthcare clinics, and policies that assure that we have a faculty executing its triad of responsibilities, education, research and healthcare service, with excellence. The state of Louisiana, the LSU System and the HSC were caught in difficult circumstances where none of these complex issues were on sound ground. Therefore, “authorities” in Louisiana adopted force majeure to meet an immediate and substantial financial problem faced by the HSC with the closure of our campus and more importantly the permanent closure of Charity Hospital on Tulane Avenue. This led to furlough and termination of faculty and others on our campus with little notice. That is the past and I believe we have the responsibility to look forward. What should the Senate do on this issue in the coming year? In my opinion, the Senate should develop recommendations that clearly identify the role of the faculty as consultants to the Chancellor and the Deans in developing any emergency plan arising from any disaster that necessitates a reduction of expenses that cause faculty terminations or interrupts our ability to perform our responsibilities with excellence. In general, the procedures on financial exigency should be followed at least in principle though the time table of deliberation may need to be shortened. Regarding more complex issues identified above, if the HSC is financially strong, has an infrastructure that reduces recovery time, and has a faculty of excellence, it means that actions taken as a consequence of an emergency would be minimized. It is also my opinion that the Faculty Senate should evaluate

and make recommendations to the Administration that will give the faculty confidence that these complex issues are being addressed. It is further my opinion that our greatest role should be in addressing fair and equitable ways of developing faculty of excellence as means of minimizing fiscal problems we face in the aftermath of a devastating event such as Katrina. This would include the development of comprehensive faculty orientation and development programs that allow our faculty the opportunity to develop their full potential. It also includes the development of fair and equitable means of evaluating and reviewing faculty performance including post-tenure review as identified as a general policy in PM-35. I realize that these are difficult issues for us to address, but also would prefer the faculty take ownership of these issues for the betterment of the faculty which is LSUHSC. I encourage you to read PM-35 and a related document on the Baton Rouge campus (PS-36-T) titled "Tenure-Track and Tenured Faculty: Appointments, Reappointments, Promotion, Tenure, Annual Review, and Enhancement of Job Performance". We have a large number of faculty that are not in the tenure track and similar plans and policies should be adopted for them as well. This of course is my opinion and I offer my perspective in hopes that it will start a dialogue among the faculty.

- d) Discrepancy between base salary and supplemental salary – No report
- e) Ombudsman proposal – No action

Agenda item 5. New business

- a) Starting July 1, 2008, Senator Dennis Paul becomes the new Senate president. He addressed the Senate, first thanking President Bagby for his hard work during the past academic year. He promised to continue with pursuing the imminent issues during the next year

There was no additional new business.

Agenda item 6. Reports.

- a) Faculty advisory committee representatives: Senator Alig reported about HB179, which we can expect to be revisited next year. In preparation for that, faculty input is needed, particularly regarding benefit issues.
- b) Assemblies:
 - i. Allied Health – Larry Broussard reported that Senator Lord is leaving and they will elect a replacement;
 - ii. Dentistry – no report;
 - iii. Graduate School – no report;
 - iv. Library – Jennifer Lloyd reported that construction in the library is moving forward;

- v. Medicine – President Bagby reported that most of the activities of the School of Medicine Assembly were devoted to strategic planning preparation.
- vi. Nursing – Senator Langer reported that election took place and effective July 1, 5 new Senators will join the Senate from the School of Nursing. However, they have to elect a new Senator since one of the elected already resigned from the School.
- vii. Public Health – Senator Simonsen reported that changes in SPH Assembly Bylaws were adopted; the administrative faculty is no longer eligible to be voting members of the Faculty Assembly. The changes became effective May 30, 2008.

There were no additional reports from Senate committees.

The meeting was adjourned at 5:00pm

Submitted by
Julia Volaufova
Faculty Senate Secretary