

Minutes
Tuesday, February 11 2020
3:30 pm-4:55 pm

Those present included:

- Allied Health—Kellie Camelford, Krystal Vaughn, George Hebert
- Dentistry – Suzanne Farrar, Stephen Brisco
- Graduate Studies – Suresh Alahari, Diptasri Mandal
- Library – John Bourgeois (proxy for Marlene Bishop)
- Medicine –Jennifer Hart, Chris Taylor, Judy Crabtree, Sanjay Kamboj, Stefany Primeaux, Margaret Moore
- Nursing – Cynthia Armstrong, Susan Lee, David Kalil
- Public Health – Tekeda Ferguson, Tung Sung Tseng , Henry Nuss
- Ex Officio- Rebecca Bealer, Suzanne Farrar (Proxy for Bradley Spieler)

Welcome

President Crabtree called the meeting to order at 3:30 pm

President Crabtree introduced Special Guests Chancellor Hollier, VC John Harman and VC Jo Moerschbaecher.

Dr. Hollier addressed Faculty Senate:

LSUHSC has a new full time Attorney Mr. Louis Colletta. All legal services will report to the systems office.

Different Governors in the past have wanted different things concerning the systems office. As it stands now we have one President for the entire System who also serves as chancellor of the LSU main undergraduate campus in Baton Rouge.

The governor would like to see a President of the entire system and then another position as Chancellor of LSU Baton Rouge.

We are advertising for numerous positions. One position is **Vice Chancellor of Student Enrollment and Diversity**. This would be a leadership position concerning purchasing / minority business

John Harmon spoke concerning HR. He stated that personnel must be accountable and must deliver excellent service. He is looking for ways to make HR more effective.

HR needs to be customer service focused.

1. They will elevate the Director position of HR to **Asst. Vice Chancellor of HR**. There is a search. They already have appointed the committee. At this point there are 19 applications

Rosalyn Martin, past Director of HR, has chosen to leave and will go to Alabama. Feb 20 is her last day.

2. They also will have an **Asst. Vice Chancellor for Accounting Services** (general accounting , cost accounts / payroll and auxiliary) There are 100 employees that this position will supervise.
3. A 35 year employee retired Matt Gedge retired as project manager. He was replaced by Shane Johnson who is a project improvement manager and is working on process automation initiatives. Matt also used to be a FEMA person (those duties have been taken over by Rayza Carbello) and the records officer (duties now absorbed by Tara Rodrigue)

QUESTIONS

The Faculty Senate sent these questions to the Chancellor before our meeting.

- **Is there the possibility of acquiring the property that is located at 633 Roman (Club Spade/Hookah cafe)** The Chancellor stated that we are trying to acquire this property. **Also the property 2122 Tulane (Anita's restaurant)** Again the chancellor stated that we are trying to acquire this also. The question also stated that these properties tend to attract a lot of negative attention to our university area.
- Property at the corner of Galvez and So Johnson are being acquired. Dr. Hollier wants to build a hotel at Galvez and Tulane and have a 'faculty club'.
- There is new signage going up at the corner of Claiborne and Poydras. LSU has a contract with Lamar. Every 6th sign we can advertise and we get 35 % of the revenue. So it is a revenue stream. This sign can also act a warning sign (flooding, etc.)
- Al Copeland foundation gave 29 acres on the North shore to LSU Foundation. Dr. Hollier would like to build senior level housing possibly for LSU alumni and also a medical office building.

- **Can you tell us LSUHSC's role in producing/distributing CBD oil?**
We are not producing or distributing it. First we have to find out what is in it. There is a Baton Rouge company producing it. We can arrange for testing and quality control then we would have unlimited use for clinical trials using this company. We will arrange to have it tested and when we know what is in it we can do clinic trials. It comes in different forms—wafers, under the tongue, pills, suppositories, face creams, etc.
- **Faculty would like more transparency in terms of salaries. As state employees, our salaries are subject to the Public Records Act request – perhaps if there was more transparency, there would be more accountability in our programs to make sure female employees are paid equivalently as our male employees with the same rank/experience. Can you put our salaries online like the state has done in the past on the <https://louisianasunshine.org/> The most recent data available was 2015, but now even that data is not accessible.**

We are in the mid-range of peers when you consider all things like length of service/ salary compression. We tried to correct with this with raises last year. There will not be COLA this year. The Chancellor presented a power point and one of the charts showed that 38% females are in leadership positions. He noted he recognizes the problem

He stated that we need to improve leadership position concerning diversity also. He also stated that to be able to see everyone's salary, it must be approved by the systems office. This is different from public records.

We had 200 million in reserves last year and gave that as COLA. Salary and benefits increase every year.

646 million opening budget last year 2019

12% comes from state for salary and wages –319 million

He explained IGT money. We must put out a lot of money to get our return on investment.

We still have reserves. We subsidize K-12 grade to help cover unfunded pension liability and there are rising health premiums

The unfunded pension liabilities are up 46%.

Maybe by 2032 we will be bringing in as much as we are paying out.

There is no budget reduction this year as in the past.

He stated that he wanted to give Merit raises, but there is a problem because 'every child is brilliant'. In other words, not everyone will be able to get a Merit increase.

He will talk with the Dean's and enforce there must be a bell shape curve, must be realistic—not everyone can get a Merit increase.

He spoke about street flooding especially on Gravier St. The City blames LSU for building the hospital which they say has caused this flooding. There are 3 square blocks of cement parking lot. He has asked if we could use retention ponds and then use porous cement. Two engineering firms are looking at this and also at the dental school campus.

He was also asked about elevated walkway over Tulane. Mayor Landrieu did not like it so the Architect redid it and then there was no further movement since all the bids came in over budget. HSC will help fund now -hoping to go out for bid this fall.

- Our new CEO of the Health Services Division is Rebecca Gee. There were 18 applicants, 4 were interviewed and then Rebecca Gee was chosen.
- **We hear the messaging that “everything is great” and our reserves are healthy, yet there are parts of the University that are still struggling with limited budgets, overworked staff and poor morale. Is there anything that can be done to get these struggling offices some relief?**

There were not specific answers to this question.

At 4:30 pm President Crabtree introduced Dr. Carmen Canavier.

Dr. Carmen Canavier spoke to the Faculty Senate about progress of Parental leave, leave banks, etc.

- If you are looking for Tenure clock extension information, parental leave information, lactation spaces, etc. Please go to LSUHSC Website and go to Administration, then click on FAMILY FRIENDLY POLICES.

I have included Dr. Canavier's power point in our minutes. I have also copied and pasted some of the slides into our minutes. It has much information and is very concise. It includes what is being done legislatively concerning using sick leave, the inconstancy of the laws and also has a nice explanation of Crisis Leave policy. It also states what our State law states now.



Canavier Senate
0220.pptx

LSU Health
NEW ORLEANS

Careers | Contact | Donate | Quicklinks ▼
Patient Care

Allied Health Professions Dentistry Graduate Studies Medicine Nursing Public Health

Friday, February 7, 2020 3:29 PM | 57°F

Committee on Gender and Equity in the Workplace

Mission Statement

"The committee will strive to ensure that the work environment is family friendly and equitable with respect to gender."

Committee Roster

- Angela Amedee (Graduate School)
- Zee Ali (School of Medicine)
- Sandy Andrieu (School of Dentistry)
- Mark Blanchard (School of Allied Health)
- Carmen Canavier (School of Medicine)
- Toby Cheramie (School of Dentistry)
- Jane Eason (School of Allied Health)
- Art Haas (Graduate School)
- Paula Kensler (School of Nursing)
- Edward Peters (School of Public Health)
- Todd Tartavouille (School of Nursing)
- Donna Williams (School of Public Health)

Tenure Clock Extension

There is a process at LSUHSC for extending the tenure clock when a faculty member's personal obligations or situation can reasonably be anticipated to impede progress towards tenure. The approval of the department head and Dean is required, and then request should then be forwarded to the office of the Vice Chancellor for Academic Affairs. If the request is approved, the department head is notified in writing.

The committee proposed the following resolution passed by the Faculty Senate on leave policies, including parental leave, and tenure clock extension:
[Faculty Senate Resolution on Leave and Tenure Clock Extension](#)

Lactation Spaces

[Summary of LSUHSC Lactation Spaces](#)

Public Health
Lions 332

School of Dentistry
Room 6341 (Clinic Bldg)

School of Medicine
University Medical Center - 4 dedicated spaces in the Faculty Women's locker room (accessible by all UMCNO badges, trainee and staff)

School of Medicine CSRB 265

School of Medicine - room 717, 7th floor Lion's building

Touro Infirmary - Room A237 on the 2nd floor of the hospital.

School of Nursing
Nursing's Lactation Station is located on the 4th Floor of the SON (4B11B)

Editor Sign In

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From: **DOACommissioner** <doacommissioner@la.gov>
Date: Mon, Sep 16, 2019 at 9:02 AM
Subject: RE: Parental Leave Policies for State Employees
To: John Bourgeois <john.p.bourgeois@gmail.com>

I am aware of the situation you describe which has been under consideration for some time now. In the 2019 Regular Session, House Concurrent Resolution No. 93 charged the Legislative Auditor with responsibility for reviewing all state agency policies addressing family and parental leave for state employees. A report on his findings is to be provided by the Legislative Auditor to the Legislature no later than January 1, 2020.

I also know that the Director of the Department of State Civil Service, which regulates the accrual and use of annual and sick leave, is aware of this issue. Currently, sick leave may be utilized by an employee only for his own illness/injury or for medical, dental or optical consultations or treatment. These rules have the force and effect of law. Any change to these rules must be by formal resolution of the State Civil Service Commission. As such, I am without authority to modify the existing limitations upon the use of sick leave.

Jay Dardenne

Commissioner of Administration

Louisiana Division of Administration



DARYL G. PURPERA,
CPA, CFE

Report Highlights

Evaluation of Parental Leave Policies and Practices for State Employees

Response to HCR93 of the 2019 Regular Legislative Session

Audit Control # 40190014

Performance Audit Services • December 2019

Why We Conducted This Audit

House Concurrent Resolution (HCR) 93 of the 2019 Regular Legislative Session requested that the Legislative Auditor compile all policies relative to family and parental leave for state employees, compare the policies, and report on the status of these policies. According to HCR 93, such a review is important because offering competitive family and parental leave to employees can be an effective recruiting tool, enhance the work environment, and increase employee retention; and it is important to understand how Louisiana's policies compare with competitive best practices states.

What We Found

Overall, we found inconsistencies within and across state agencies regarding FMLA/parental leave policies and the implementation of FMLA/parental leave. Specifically we found:

- **While executive and judicial agencies are subject to FMLA, legislative offices are not. As a result, we found that the parental leave policies of most legislative offices do not mirror FMLA protections.** Although legislative offices are not required to follow FMLA, developing parental leave policies that mirror FMLA provisions would offer employees of legislative offices more economic security and stability for their families.
- **Parental leave policies for state employees vary in the level of detail and do not always include all provisions of FMLA.** In addition, most policies do not include the protections provided by Louisiana's pregnancy anti-discrimination statutes, which allow female employees who become disabled as a result of pregnancy or childbirth up to 16 weeks of leave.
- **We identified inconsistencies in leave usage for parental leave within and across executive agencies. There is no entity within the state that is responsible for ensuring consistent leave usage; instead, it is left up to the individual agencies.** For example, some agencies require employees to use FMLA for prenatal visits, while others do not. We also identified inconsistencies in FMLA usage for prenatal doctor visits within agencies.
- **Other states and some entities in Louisiana provide additional protections and benefits for parents. Adopting these protections and benefits for all state employees may improve Louisiana's competitive advantage in recruiting and retaining state employees.** These protections and benefits include paid maternity and paternity leave, and access to flexible sick leave which parents can use to care for sick children, including babies born prematurely with resulting health complications.

As of 2016, 46 states and the federal government allow their public sector employees to use their sick leave to care for family members.¹² Flexible sick leave is a policy that allows workers to use their accrued paid sick leave to care for family members, including children, parents, or a spouse. For example, parents can utilize this when babies are born prematurely and have resulting health complications. In addition, flexible leave policies are beneficial to fathers who want to take leave to take care of their disabled spouse. Currently, Louisiana state employees who fall under State Civil Service rules may only use their accrued sick leave when they are sick. They are required to use compensatory and annual leave to care for family members then go on leave without pay when these are exhausted.

There are many variations of implementation of flexible sick leave found across the 46 states, particularly in the amount of sick time employees are allowed to take to care for family members. For example, Connecticut allows employees to take three days per year to care for family members, while other states, such as Georgia and Ohio, have no maximum. The majority of states with flexible sick leave policies specifically allow workers to use their sick leave to care for a spouse disabled by pregnancy. In Louisiana, State Supreme Court and Circuit Court of Appeals policies allow their employees to use up to 20 days per year of sick leave to care for an employee's immediate family. Some of Louisiana's legislative branch offices also offer flexible sick leave.

At least 15 states have enacted some form of paid leave for new parents that can be used for bonding with or care of a new child including for birth, adoption, and fostering. However, the details of these programs vary by state; including who is covered, the amount of pay covered, length of time of the benefit, and how the benefit is paid for. For example, in eight states,¹³ the leave is paid via insurance that is funded through payroll deductions. In some states only the employee contributes, and in other states both the employee and employer contribute. The amount of the benefit varies by state, but in general employees are paid a percentage of their average weekly wage. For example, in New Jersey, the weekly benefit is 66% of a worker's average weekly wage. Paid leave ranges from four to 14 weeks. Eligibility requirements, exemptions, and restrictions, such as maximum payments, vary by state and not all public sector workers are covered in each state.

LSU A&M (Main Campus) Crisis Leave Policy

XVII. CRISISLEAVE PROGRAM

A. Purpose

The CrisisLeave Program is a means of providing paid leave to an eligible employee who has experienced a catastrophic illness or injury to themselves or eligible family member. The intent of the program is to assist employees who, through no fault of their own, have insufficient paid leave to cover the crisis leave period. ...

Catastrophic Injury or Illness is a severe condition or combination of conditions that:

- a. affects the physical or mental health of the employee or the employee's eligible family member; and
- b. requires the services of a licensed medical service provider for a prolonged period of time; and
- c. prevents the employee from performing his/her duties for a period of more than ten consecutive days and forces the employee to exhaust all appropriate leave described in other parts of this policy and to lose compensation from the state. ...

1. an employee may donate a minimum of 4 hours of annual leave, donations beyond 4 hours must be made in whole hour increments;

- **President's Report**

January 2020 meeting minutes were approved.

- March meeting to be held at SOD
 - Looking to increase animal holding space by renovating existing space in the MEB (Dental is full, investigators encouraged to move to LCRC sooner rather than later since will be full soon)
 - Dr. Moerschbaecheer is drafting a general policy for student maternity leave (focusing only on maternity leave at this point, not “parental” or paternity leave)
 - Commencement speaker for 2020 is Dr. Beverly Malone, CEO of the National League for Nursing
 - Governor Bel Edwards will be at commencement to make a few comments.
- Coffee for a cause
 - February 14: SAHP
 - April: CIECP (One downtown and one at the Dental School)

Reports from Assemblies:

- Board of Supervisors:
 - Meeting February 6, 2020: No Report
- Allied Health –
 - No Report
- Dentistry
 - 5 International UG Dental students. They will begin clinic in July2020 and will enter as Junior Dental Students.
 - The next Faculty Senate will be held at the Dental School on Tuesday March 10.
- Graduate Studies
 - 5 candidates for PhD
- Medicine
 - Working on t Faculty Assembly Awards which will be given out in April.
 - March 20 is Match Day at the Convention Center.
- Nursing
 - Conducting on-campus interviews of Jo Ellen Tenet Endowed Chair for Nursing Research
 - Conducting search for Associate Dean for Nursing Research Office
 - Launched our new strategic plan in January.
 - BSN program conducting an evaluation of the curriculum to plan for release of new BSN competencies in 2021.
 - Planning has started for the pre-accreditation of a DNP program in nurse midwifery.

- BSN program exploring expansion of enrollment.
 - Nursing school bylaws will be opened for revisions in the coming months.
 - Nursing week activities are being planned for the week of May 6.
 - Planning Year of the Nurse and Nurse Midwife educational "white paper" series.
- Public Health
 - BSPH Program will start this fall

- Library

No Report

Adjournment at 4:55 pm

Respectfully Submitted by
Senator Suzanne K. Farrar