

Minutes
Tuesday, October 8, 2019
3:30 pm-5:00 pm

Those present included:

- Allied Health—Kellie Camelford, George Hebert, Krystal Vaughn
- Dentistry –Suzanne Farrar, Stephen Brisco, Priyanshi Ritwik
- Graduate Studies – Suresh Alahari
- Library – Marlene Bishop via proxy
- Medicine –Jennifer Hart, Chris Taylor, Stefany Primeaux, Judy Crabtree, Sanjay Kamboj, John Hunt, Margret Moore
- Nursing – Cynthia Armstrong, Monchielie Bolds, Susan Lee, David Kalil
- Public Health –Tung-Sung Tseng, Lee McDaniel, Henry Nuss,
- Ex Officio- Rebecca Bealer

Welcome: President Crabtree welcomed Senators and Dr Hollier, Dr Moerschbaecher, Mr Colletta, and Mr Harmon to the meeting
Approval of September 2019 minutes

Dr Hollier presented to the Senate as follows:

- There have been 7 anonymous complaints over preceding 4 weeks
- Dr Hollier takes the complaints seriously and is open to discussion matters raised
- 2 complaints were regarding female employees being underpaid
- Upon review by HR, the average salaries for unclassified male and female employees were comparable, with 15 instances where female employees were paid less than males and 15 instances where male employees were paid less than female employees
- Lack of women in senior leadership positions remains a concern
- LSUHSC is looking for opportunities to hire female faculty and faculty from designated minority groups
- Regarding violation of hiring policies: Dr Hollier explained that Mr Matt Altier was VP of Business Affairs and then became CEO of LSU Health Foundations. Mr Altier has developed creative financial arrangements, eg., Algiers development district and new student housing project
- Regarding concerns that salary survey was designed to reduce salaries: Dr Hollier explained that salaries of old hires have lagged behind, disadvantaging old hires. However, rules are that any raise cannot exceed 10%. There still are inequities. Dr Hollier stated that he is continuing to consolidate positions and raise salaries.
- Regarding nepotism: Dr Hollier's response was that Ms Jesse Harmon was hired for her current job after an open application process, Mr Harmon did not have a role in the hire, no internal candidates applied for the position and Ms Harmon brings \$7-10 million to LSUHSC
- Regarding COLA given to employees who also received a raise this year: Dr Hollier stated that PM 69 was set in 2016 which gave the Chancellor authority to set raises, as

opposed to prior years when the policy was set by the LSU System office in Baton Rouge. No corrections will be made retrospectively. Dr Hollier said that he felt it was appropriate to give raises to all faculty when there are adequate reserves

- Over the last 15 years LSUHSC has seen 28% reduction in state funds, 74% increase in patient care revenues and 39% growth in total revenue.
- Dr Hollier introduced Mr Luis Colletta as the General Counsel for LSUHSC. Mr Colletta graduated from Tulane Law School
- Dr Hollier would like to see merit-based raises; existing evaluation metrics were inadequate. He is assessing methods for faculty evaluation to justify merit raises for faculty.
- Regarding flooding concerns: via dialogue with the city officials, any improvement cannot be expected for 10 years. LSUHSC is looking into creating retention pools in parking lots and green spaces as a measure to prevent street flooding and damage to vehicles of those on campus
- 1542 Tulane Avenue property has been donated to Delgado Nursing School
- Charity Hospital: approval from Board of Supervisors is anticipated for redevelopment of the property
- eAlert system to inform employees of street flooding is being evaluated. LSUSD is a part of this project assessment
- Potholes on campus: Mr Ed Murray and Ms Leslie Capo are working together to get the city's attention to these

Regular business:

Presidents Report:

Poster printer has been installed in the LSUHSC library. The website has instruction on utilization. Recurring supplies will be stocked by component schools based on rate of utilization. Printing on fabric is not an option currently.

Art collection on masks of brain trauma is on display at LSUHSC library.

Cafeteria will stop accepting PayPaw due to installation of new register system

LSUHSC students have been bringing children to class. A new CM is expected and each school will have to craft its own policy on children on campus.

Overall funding by Board of Regents has increased

Anticipate email about Heart Walk in November

Faculty performance evaluation tool: committee meeting is scheduled in October with representation from all schools. The intention is to develop a functional platform for merit raises which will also update CV

Coffee for a Cause will be hosted by the Health Care Network in October.

Reports from Assemblies:

- Allied Health – working on annual updating of faculty
- Dentistry –Alumni Day was September 20 and white coat ceremony was on September 27th. Nationally recognized faculty member, Dr Robert Barsley passed away on September 28th.
- Graduate Studies – Research Day is on 11-8-19
- Medical School-received update on construction projects from Dean Nelson; search for department chairs and faculty development are ongoing
- Nursing no report
- Public Health-Research Day is 11-8-19
- Library- poster printing is available to all and art collection is on display

Adjournment

Submitted by Priyanshi Ritwik