



## FACULTY SENATE

### Minutes

Tuesday, April 12, 2022

3:30pm-5:00pm, Zoom

Those present included:

- Allied Health –Brittney Wright, Luther Gill, George Hebert, Amber Weydert
- Dentistry – Stephen Brisco, Xiaoming Xu, Diedra Brewer-Hohensee
- Graduate Studies – Doug Johnston, Suresh Alahari
- Library – Marlene Bishop
- Medicine – Judy Crabtree, Jennifer Cameron, John Hunt, Stefany Primeaux, Kelly Gajewski, Jennifer Hart, Sanjay Kamboj, Elizabeth Wisner
- Nursing – Cathy McAtee, Aimme McCauley, Susan Lee (proxy for Adele Harrell)
- Public Health – Andrew Chapple, Evrim Oral (proxy for Lee McDaniel), Chih-yang Hu, Henry Nuss
- Ex Officio - Rebecca Bealer

Absent: Larry Bates, Rodmistical Allen, Rachel Chappell

Welcome and call to order 3:32 pm by President Crabtree

**Special Guest:** Dr. Steve Nelson, Interim Chancellor

- COLA vs merit raises – merit was implemented since a vote of faculty senate and deans preferred merit raises over an across-the-board COLA.
  - This is an ongoing cost of \$10M, raise to be implemented July 1
  - Faculty evaluation process through department chairs and program directors. A statement from HR will be provided late June so faculty/staff know exactly what to expect in a raise. Appeal possible at this time.
- Safety/security
  - Bridge over Tulane back to drawing board
  - We are woefully understaffed in our police force, has approved hiring of new people, trying to increase pay scales
  - Hired private security to patrol – armed officers who report incidents to LSUPD or NOPD unless emergency
  - Has ordered 65-70 new cameras – better resolution, but subject to supply chain challenges and backordered for several months. New cameras will be visible as a deterrent.
  - E-alert system – police have been hesitant to send out alerts because they want to make sure it is a real threat before they alert. Changing the policy to send out an alert that there has been a “report of a threat” and it is being investigated, then follow up with more information.
  - There has also been a concern about responsiveness to reports from faculty/staff – Dr. Nelson is following up on this by bringing in a past NOLA FBI director to tell us what we should be doing better and how.
  - Discussed closing off streets to contain our campus now that the hospital is not on our campus – city considering “selling” us the streets
  - Has purchased emergency call stations to be put around campus

- Senator Cameron asked about the RAD program – Rape Aggression Defense program – that does outreach and training. He is receptive to having a program like this on our campus. Senator Cameron to follow up and send Dr. Nelson information.
- Senator Oral question: We've only had 3-4x COLA raises since she has been here, worried that this will be a one-time thing for merit. Can he guarantee this will happen more often?
  - Dr. Nelson can count merit based raises count on one hand in 37 years he has been here.
  - Many salaries for staff and faculty are not what they should be
  - Economics – When Dr. Nelson became Dean, the LSUHSC got 135M of state general funds, SOM would get 40M. This year 72M SGF to HSC, SOM gets 12-14M. If you add up the cuts over the past 14 years, its over 200M. The way we've been able to make up for the loss of SGF is by Intergovernmental transfers (IGTs) through LDH and the federal government. The problem is these are year to year and the feds keep talking about stopping them, so it isn't a stable revenue source. We need more SGF invested in us to make up the difference. What we're planning now for raises is a \$10M ongoing cost. Dr. Nelson can't assure it will happen next year, it's his intent, but he can't promise. Looks like state is good for at least 2 years but many of tax measures expire in 2-3 years so after that things may change. His intent is to get salaries up to be competitive not only with Tulane or Ochsner, but also in the region.
- Plans for awards recognition of Chancellor's Excellence Awards?
  - A Town Hall meeting is planned for May and we may recognize winners at that event as well as putting on the electronic boards.
- VCAA ongoing – search firm Isaacson Miller, paid for by money from the HCN, Dr. Richard Dicarlo, Dean SOM is chair, they're down to 5-6 candidates
- Dean of Dental search – several weeks behind VCAA, also using Isaacson Miller, still evaluating a larger pool of candidates. Chaired by Dr. Chris Winters, VC Clinical Affairs.
- Last weekend there was a memorial service for past Dental School Dean Dr. Henry Gremillion
  - Dedicated a memorial garden.
  - Colleague of Dr. Gremillion donated a bronze statue of Dr. Gremillion sitting on a bench by the garden
  - Roughly 150 people in attendance
- Seeking new funds to repair infrastructure at the Dental School – he has asked for capital outlay from the Board of Supervisors and he is also submitting to another pot of money available from the federal government for health care infrastructure support.
- Board of Supervisors meeting last Thurs/Friday was held in SHV
  - President Tate had put out an RFI and asked the major hospital systems (LCMC, Ochsner, The Lake) what their support would be for three major initiatives: sports medicine (BR 150M), cancer (LCMC 75-100M) - total amount raised was 250M dollars. 10-20M was carved out for nursing specifically because of the statewide nursing shortage.
  - They did announce a search for chancellor position, formed committee, Larry Clarke is chair. Unclear what they are calling the new "leader" – whether it is a chancellor or something else.
  - All has to do with elevating rankings in NSF and research. LSUHSC-NO + LSUHSC-S would add 75-100M dollars to that of BR campus and improve our ranking. Not really a fix, just reshuffling what we've got. Legally this will be

challenging since there was a legislative act in the 70s that created autonomy for both the medical schools. Combining would also impact COBRE grants, accreditation by SACS, etc.

- President Tate has agreed to be our commencement speaker on May 19<sup>th</sup> at UNO. Planning for in-person commencement.
- CALS building (old ILH) – new construction is remarkable inside. Move in late fall. Funded by SOM \$25M, state \$35M.
- MEB renovation SOM \$11M asking state for \$40M, hope to have renovated in next 3-4 years.
- HR – hiring a consultant until a suitable full time candidate can be identified in a national search. Consultant is past head of U Mississippi health sciences center
- Disaster relief funds have been collected through the Foundation. \$7500 so far. Want to make this a long term standing fund for supporting our own people. Received one application so far for tornado relief.
- Paid parental leave – still looking into that.

**Approval of March 2022 meeting minutes** – motion by Senator Kamboj, Second by Kelly Gajewski, motion passed.

### **President's Report:**

Executive committee met with VCAA Porche on 4/7/22

- Faculty accomplishments on electronic boards – all set up and ready to go. There is now a dropdown for “Congratulatory” in the submission portal.
- System-wide information
  - We're under pressure to increase production of nurses. The Lake wants a partnership to get some of our nursing students there along with the ones here. Also talking to ULL.
  - LSU-Shreveport is beginning a certificate program and a separate BS program in Non-Profit Administration. A third new program is an MS in Media to support the increased film/movie production work happening in SHV.
- New Legislation we're watching:
  - The board of regents is currently over a group called the LA Health Works Commission that is chaired by Dr. Porche and has membership from all the different health groups within the state. This group oversees a state allocation of \$5M to implement programs to increase the numbers of nursing and AHP in the state. A new bill that has been introduced seeks to establish a Health Care Workforce and Training Council that is under the LDH and would have significant overlap with the activities of the current LA Health Works Commission. The bill was drafted to mimic a law/program implemented in California. The Council would have a different membership mix than the current Commission and appears to include primary care and other health related realms to expand health disciplines. May be of interest and impact the SOM.
  - A second bill that is under consideration addresses student grievances. Currently, students with a grievance may bring an attorney to the investigation meetings if they so choose, but the attorney must be a silent observer. The new bill would allow the attorney to advocate for their client in these meetings. If it passes, this would impact our policies and require changes to how we conduct due process, notably providing attorney support for faculty and HR in grievance investigative meetings.

- The Chancellor is working on policy changes to allow some scholarships to be managed by the School instead of via the Foundation.
  - UPDATE 4/11/22 – this has come out as an amended CM72 – link below
  - [CM-72 Administration of Institutionally-Funded Scholarship Programs](#)
- SACS Accreditation – the 5-year interim response has been submitted. Christine Manalla is working on a list of policies and procedures that need to be in place before our site visit. Data collection standards changed in 2018 and we need to address these standards. Attempting to hire someone to conduct the data collection/analysis.
- Dale Prince has provided, at the VCAA's request, a vision for the future of the library that is ready for VCAA review.
- Student Health – still reviewing procedures and assessing the function of this group. One topic has been the requirement of physical exams for all incoming students and are they really necessary? If they are necessary, the paperwork should be standardized since each school has different forms. Some schools have asked to waive the physical exams for their non-clinic students. They are trying to hire an additional person who would be 50% in Student Health and 50% in Healthcare Network to evaluate and establish workflow processes.
- President Tate has agreed to be the Commencement speaker this year.
  - We will ask him to join us for a town hall meeting later in the year.
- HR Director. The recent search was unsuccessful so the administration is hoping to bring in a consultant to set a structure for a year or so (one who has no interest in being permanent HR Director but has relevant experience in medical campus HR administration).

### **Board of Supervisors Report (Senator Primeaux)**

- Approved to change name of the Department of Rehabilitation and Counseling to Department of Counseling
- NCI designation – the initial submission (a type I submission) has to go in as a single entity. LSUHSC NO was selected as the lead. Once designated, the renewal (a type II submission) can be a consortium effort based on evidence of collaboration and synergy. So continue to collaborate with other cancer researchers
- Sanjay email regarding Association of Louisiana Faculty Senates – for review by Dr. Crabtree

### **Old Business**

- Faculty Raises – addressed by Dr. Nelson
- Moodle subcommittee report (Senator McCauley)
  - Testing platforms
  - No recent meeting since exam soft meeting. SOM doesn't really need another exam system so they're looking at Questionmark and what will serve other schools better than Moodle for testing.
  - Very happy with changes to Moodle in terms of look with the new update
  - Moodle 3.9 is opening for last phase final testing on 4/18/22
    - <https://dev.moodle.lsuhs.edu/moodle39/login/index.php>
- Paid Parental Leave
  - All documentation was elevated to Dr. Nelson for review.
  - Senator Cameron emailed LSUBR Faculty Senate President Mandy Lopez to see if they will consider an updated version of their resolution from 2017.
  - Documentation also forwarded to Faculty Senate at LSUHSC-Shreveport to see if they can support the initiative as well.

- LSUHSC-wide Chancellor's Exceptional Service Awards (Senator Alahari)
  - HUGE THANK YOU to the Awards Committee of Senators Alahari (chair), Oral, Brewer, Kamboj, Gajewski, Xu, McCauley, and Wright – this was a herculean task to review more than 170 applications.
  - We have winners!
  - Need to follow up with Dr. Nelson to decide how to announce.
  - Committee to write up guidelines for how they selected winners and how the deliberations were conducted for future senate committees.
- Facilities services needs at SOD. Hurricane Ida damage has not been repaired yet. Laboratory fixtures (hoods) have not been repaired.
  - Dr. Crabtree followed up with Interim Dean Sandra Andrieu. Kirk Deslatte visited the SOD campus on 3/10 to inspect Ida damage. Follow-up emails indicate plans are in place to have the plastic sheeting/damage from Ida removed in May with repairs that will take about 6 months to complete.
  - Hood has been repaired.

### **New Business**

- Campus Disaster Relief Committee formed: Aimme McCauley, chair (SON), Doug Johnston (SOGS), Diedra Brewer (SOD), Evrim Oral (SOPH) and Amber Wydert (SAHP) will serve on this committee along with members of the Foundation to evaluate applications for campus-based relief after the recent tornadoes.
  - Email went out from Leslie Capo with a link to apply for assistance if you were affected by tornadoes.
  - Committee Meeting scheduled 4/13/22 with the Foundation to outline expectations.
- Keep thinking about leadership roles in Senate – elections will be in May/June – will need Pres-Elect, Secretary, and Board of Supervisors Representatives
- Matt Altier and Steve Nelson will join our May 10 meeting to discuss the LSUHSC Foundation and their role in supporting the university.

### **Reports from Assemblies**

#### **Allied Health**

- Met 4/12/22
- Lots of discussion about raises/performance evaluation form. There are many unknowns across departments to standardize.
- Would like to implement a process for faculty to evaluate leadership
- Looking towards Interim Dean Dugan meeting with departments, trying to boost morale
- Planning a summer kickoff in person to get networking going on again and reconnect as they outline future goals for school.
- Some discussion about campus-wide DEI office – Erica Severn-Webb is leaving as of April 22. Darvell Hutchins still there. Dr. Crabtree to ask Dr. Porche about the plans for that office.

#### **Dentistry**

- Faculty meeting this month major portion is to form committees
- Dedication of the garden for Dr Gremillion.
- Periodontics department and hygiene program and GP residency program participated in the UMC health fair, GP residency program will be site visited for accreditation in two weeks on April 26<sup>th</sup> and half day on 27<sup>th</sup>.

### Graduate Studies

- Interviewing candidates for PhD and MS programs. Candidates aren't great.
- Updating curriculum for every department.
- 6MD/PHD students starting this summer.

### Medicine

- Finalizing winners of awards
- Begin electing new delegates later this month, elections held in May.

### Nursing

- Graduate program enrollment has skyrocketed since they dropped GRE requirement
- School lost their PR coordinator
- Working on evaluations this week, due on Thursday.
- Why aren't there AEDs on campus anywhere?

### Public Health

- Meet Thursday with Dean to go over evaluation form for merit raises. Were told they are using a form with a 1-10 scoring system instead of the 1-5 recommended by Chancellor.
- Lee McDaniel will be leaving LSUHSC in mid-May and will be replaced as a Senator when they conduct their annual elections.

### Library

- New Research and Education Librarian, Sharon Duffy, started on April 6.
- 2 librarian positions currently advertised: Scholarly Communications Librarian and Head of Circulation.
- Evaluating feasibility of Institutional Repository.
- Medical Library Association 122<sup>nd</sup> annual meeting in NOLA May 3-6, all of our librarians will be participating.
- Had another flooding/water damage on 5<sup>th</sup> floor of library on Friday end of day. Restroom water ran into stacks. Senator Beale turned off the water, then facilities helped clean up. No damage to collection or facility.

Adjournment – motion to adjourn by Senator Kamboj 4:53pm

Respectfully submitted by President Crabtree