



## FACULTY SENATE

### Meeting Minutes

Tuesday, April 11, 2023

3:30pm-5:00pm, CSRB 563

Those present included:

- Allied Health—Michael Norman, George Hebert, Amber Weydert, Luther Gill
- Dentistry—Diedra Brewer-Hohensee, Molly Rosebush, Thomas Lallier, Xiaoming Xu
- Graduate Studies— Suresh Alahari, Doug Johnston
- Library—Sharon Duffy
- Medicine—Jennifer Cameron (proxy for Stefany Primeaux), Kelly Gajewski, Navya Nair (proxy for Kelly Gajewski), Judy Crabtree (proxy for Shelly Dolan-SON), Jennifer Hart, Elizabeth Wisner (proxy for Sanjay Kamboj)
- Nursing— Cathy McAtee, Sam Maudlin (proxy for Adele Harrell)
- Public Health—Chih-yang Hu (proxy for Evrim Oral), Tung Sung Tseng, Reni Elewonibi
- Ex-Officio—Rebecca Bealer

Absent: Larry Bates (SOD), Brittney Wright (SAHP), Henry Nuss (SOPH), Evrim Oral (SOPH), Aimme McCauley (SON)

**Welcome and call to order at 3:34PM by President Crabtree**

**Special Guests: Jill Fragoso, Chief Human Resources Officer (CHRO); Michelle Sharp, Assistant Director of Human Resources Information Systems; Ben Lousteau, Interim Vice Chancellor for Administration and Finance**

- **Discussion of Leave Policies:**
  - CHRO was apprised of Senate Resolution 22.01 in favor of a parental leave policy.
  - It was pointed out that leave and FMLA run concurrently for new mothers at LSUHSC. CHRO stated that the LSUHSC policy to use FMLA concurrent with leave is consistent with other local systems' policies.
  - Faculty reiterated the negative impact of a lack of parental leave policy on recruitment and retention of faculty and staff.
  - The need for a state constitutional amendment in order to pave the way to codify a parental leave policy was acknowledged.
- **Discussion of adopting Juneteenth as an LSUHSC holiday:**
  - Proposal by administration to replace one existing LSUHSC-NO holiday with the Juneteenth holiday in 2024 (LSUH-Shreveport has already adopted as holiday)
  - Overall, faculty supported adopting Juneteenth as a holiday, however did not support sacrificing a day between Christmas and New Years. There was no consensus as to which holiday should be replaced.
  - Suggested polling the general faculty to determine what scheduled holiday would be most agreed upon.
- **Discussion:**
  - CHRO reports that HR can provide tools to assist with leadership to smooth transitions regarding exit interviews, succession plans and attrition.
  - CHRO reports that HR is operating on a "lean" model, but the VCAA is supportive of growing the staff; efforts are currently focused on creating team

structures around themes (e.g., benefits, leave, classified staff, etc.) and improving efficiency. As an example, there are currently 127 openings for classified staff, but HR lacks a recruiter to help fill these positions.

- VCAF discussed cost of living, equity and merit raises reporting that last year distribution was 3% merit, 2% equity; this year, projection is 4% merit, 2% equity. Both merit and equity raises are figured on base salary. Clinicians also receive pay through supplements based on clinical contracts. Clinical contracts differ so there will always be some inequity in supplemental pay across clinical disciplines.

Approval of March 2023 meeting minutes: Motion by Senator Maudlin, Second by Senator McAtee, all in favor, none opposed. Motion passed.

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

The Executive committee met with Dr. Southerland on 4/6/23

- **The Faculty Handbook** has been revised with Senate comments.
  - Latest version of handbook was circulated to delegates prior to the meeting via email.
  - Henceforth, the handbook will be reviewed annually (each December)
  - Discussion ensued regarding some proposed changes for next review cycle.
  - VCAA Southerland thought a number of this year's rank promotion applicants did not conform to rank standards. She is:
    - Reviewing ranks and standardizing across all Schools.
    - Clearly defining criteria for ranks/promotion.
  - Several concerns were raised by faculty:
    - A one-size-fits-all approach to defining ranks and specific criteria is not likely to work across all Schools.
    - Some Schools are not faithful to current rank standards and are unfairly denying promotions to qualified faculty.
    - Any changes to rank definitions and criteria should not be applied to faculty who are nearing or currently undergoing promotion review (i.e., criteria for advancement should not be a moving target).
    - The handbook does not currently define an appeals process for nonapproval of advancement by the office of the VCAA (following approval by Department and School level committees and the Academic Advancement, Promotion and Tenure committee).
  - A new change in the faculty handbook regarding Instructor positions was highlighted. The new change clarifies that Instructor positions cannot be advanced to Assistant Professor-tenure track positions through a change-in-rank promotion; rather, Assistant Professor-tenure track rank is an entry-level faculty position that must be secured through a new personnel hiring process.
- **Pronouns on ID badges**
  - President Crabtree followed up with Rob Parker to get cost assessment for four options below. Also considering offering in HR/ID Office and/or bookstore.
    - Some kind of vinyl/ribbon sticker to affix to the back of badges (like what people do at meetings to identify speakers or officers)
    - Lanyards printed with the various options
    - ID clip/holder that is imprinted with the various options
    - A separate, longer card that hangs behind the ID with pronouns visible below ID.
- **Faculty review and tenure in the legislature**

- State Senator Stewart Cathey has proposed Senate Bill 174 which would put annual faculty review and tenure revocation processes into state law: <https://fastdemocracy.com/bill-search/la/2023/bills/LAB00020826/>
- Faculty may write to their legislators as private citizens to express their support or disapproval of the proposed bill.
- **RFP** has been approved for the Strategic Planning Consultant, hope to have this company selected by May 15.
  - Expecting a rework of basic sciences by the addition of BioMedical Education department with chair wherein faculty do no research, just teaching.
  - Support would also include instructional technology staff.
- **Chancellor's Search**
  - Search firm Isaacson-Miller is conducting listening sessions, then will establish the search committee.
  - Doodle poll will be circulated to determine a date for listening session with Faculty Senate delegates. (Update: Senators met with Isaacson-Miller on 05/02/23)

### **Board of Supervisors Report (Senators Kamboj and Nuss)**

No report.

### **Old Business**

- Disaster Relief Committee Meeting report
  - \$500 award approved for one applicant.
- Senate Wellness and Development Committee Update
  - Working on consolidating themes from the survey results.
  - Will send to senate for review before sharing with general faculty.
- Pronouns to IDs
  - working with Rob Parker on cost assessment of various options.
- School of Allied Health report on town hall meeting with Interim Chancellor Nelson
  - Faculty shared results of climate survey with Dr. Nelson.
  - Faculty brought good questions to the discussion.
  - Concerns were expressed that the Health Science Center is historically very School of Medicine-centric, which fails to recognize the unique needs of the other Schools.
- 360 evaluations of administrators
  - Letter on behalf of Faculty Senate was sent to Interim Chancellor Nelson.
  - Letter was received, accepted, and some processes have already begun.

### **New Business**

- Faculty Handbook
  - Motion to approve current version: Kelly Gajewski
  - Second: Amber Weydert
  - Vote: motion passed.
- Juneteenth proposal (discussed with special guests, see above)
- Future Senate guests
  - Alicia Edwards, Registrar and Director of DEI Initiatives

### **Reports from Assemblies**

Allied Health – Faculty awards were given; passed revision of bylaws; notable change to bylaws now forbids administrators from attending Faculty Assembly meetings.

Dentistry – Recent shooting near Dental School campus caused damage to buildings, with bullets penetrating windows in at least 5 places. Interim Chancellor Nelson was on the scene shortly after the incident. The emergency response was suboptimal, with faculty/staff/students working in the clinic unable to receive text notifications. They were told not to use the intercom system because it might incite the shooter. Lockdown vs shelter in place was a point of confusion. Chief Blackman wants to implement emergency response drills. The physical structures of the buildings are not ideal for emergency plans. Metal detectors when entering buildings have been discussed, particularly for the public facing clinical areas.

Graduate Studies – Held a strategic planning workshop; developed an overarching plan to improve many key aspects of the Graduate programs. The plan is a 3-yr plan with multiple strategic goals. Six students have committed to the Fall 2023 class.

Medicine – Discussed campus construction project updates and faculty raises. Faculty awards recipients have been selected and will be announced shortly.

Nursing – Held a general faculty meeting to discuss question format changes to the NCLEX nursing licensure exam. Enrollment is rising but not back to pre-COVID levels.

Public Health – Faculty expressed uncertainty in re-organization. There has been some attrition but the School is continuing to hire. The Interim Dean is discussing “what’s next”.

Library – The 5<sup>th</sup> floor of the library is being converted into an IT data center and 7<sup>th</sup> floor space is being converted to IT office space. Library would like to create more study space. The library reports to the VCAA but VCAF must approve hires; VCAF has denied hires because of reduction in available space despite having 3 open positions. A need to work on communication lines was identified to solve the barriers to hiring staff. Library reports another expansion in JOVE (video resources).

**Adjourn** – Motion by Sam Mauldin, 5:01PM