



Minutes
Tuesday, December 13, 2022
3:30pm-5:00pm, Zoom

Those present included:

- Allied Health—Michael Norman, Brittney Wright, George Hebert, Luther Gill, Amber Weydert
- Dentistry—Diedra Brewer-Hohensee, Larry Bates, Thomas Lallier, Xiaoming Xu, Molly Rosebush
- Graduate Studies—Doug Johnston (proxy for Suresh Alahari)
- Library—Andrew Olinik
- Medicine—Elizabeth Wisner, Jennifer Cameron (proxy for Navya Nair), Judy Crabtree, Kelly Gajewski, Jennifer Hart, Stefany Primeaux
- Nursing—Adele Harrell, Aimme McCauley, Cathy McAtee, Shelly Dolan
- Public Health—Chih-yang Hu, Henry Nuss, Tung Sung Tseng, Reni Elewonibi
- Ex-Officio—Rebecca Bealer

Absent: Sanjay Kamboj, Sam Maudlin

Welcome and call to order 3:30 by President Crabtree

Welcome to New Senator Reni Elewonibi from SOPH.

Approval of November 2022 meeting minutes: Motion by Senator Cameron, second by Senator Weydert.

President's Report:

- Still pursuing a consultant for Strategic Planning. Met with one and due to the price of retainer, we now need to do an RFP and review proposals from consultants
- Faculty Handbook review and updating is in progress – hope to have a draft by mid-January. This draft will be circulated through Senate, Deans etc. for approval.
- Big themes are Student Success and Faculty Recruitment, Development, and Retention
- Focused on setting up Student Affairs and Academic Affairs
 - As a part of this, she would like Senate to delve into best practices and process for a professionalism/ethics/behavior peer review complaint resolution process. Student complaints would have a separate process
 - What are other Senates doing? How do they do it? What is the reporting process?
 - She is thinking a committee of peers with input from compliance and legal
 - I would like to set up a committee to work on this topic. Volunteers?
 - Adele Harrell (SON), Xiaoming Xu (SOD), Cathy McAtee (SON), Amber Weydert (SAH), Tung Sung Tseng (SOPH), Senator Xu will serve as Chair. President Crabtree recommends that Dr. Xu set up meeting with Dr. Southerland to discuss.
 - Update: Dr. Xu has declined chair

- Overall, she would like us as a Senate body to look into best practices for Faculty Senates to see what standing subcommittees should be in place, etc. Any volunteers for this activity?
 - Shelly Dolan (SON), Diedra Brewer-Hohensee (SOD), Doug Johnston (SGS), Aimee McCauley (SON), Judy Crabtree (SOD)
- Senator Norman reports that “Ethics Point” is an agency that LSU contracts with and where employees can report ethical issues. The report is screened, and then brought to LSU administration as needed. Ethics Point is for use by the entire LSU System. <https://www.lsuohsc.edu/administration/ocp/hotlines.aspx>

Board of Supervisors Report (Senators Kamboj and Nuss)

BOS met on December 9, 2022 in Eunice, LA.

<https://www.lsu.edu/bos/docs/agendas/2022/2022-12-09-lsu-bos-meeting-agenda.pdf>

- Approved request from LSU Health Sciences Center New Orleans to Establish an Undergraduate Certificate in Categorical Medical Laboratory Science
- Approved request from LSUHSC-NO to authorize a cooperative endeavor agreement with the LSU Healthcare Network for Seton Hall. To determine an acceptable University purpose for the lease of immovable property by the LSU Healthcare Network (LSUHN) in New Orleans. LSUHN to use currently unutilized space in Seton Hall to operate medical clinics.
- Approved request by LSUHSC-NO to authorize an intent to lease agreement with the LSU Real Estate and Facilities Foundation for HSC-NO property redevelopment (“Charity-Area Properties”, near Charity Hospital, including Clinical Education Bldg, 1542 Tulane, Stanislaus)

Old Business

- Electric car chargers – system is designed – 3 Tesla, 3 generic to be installed against the facility building on 4th floor of Roman parking garage. Construction will begin soon.
- BioRender - <https://biorender.com/>
 - Implementation instructions have been disseminated.
- Senate Wellness and Development Committee
 - Kamboj, Lallier, Nuss, Norman, Olinik, Mauldin, Alahari
 - SOPH survey to be sent to all schools
 - Goal to identify 4-5 quick wins to focus on in the next year
 - Propose to disseminate anonymous survey to faculty via Faculty Assembly to provide feedback to determine themes for each school
 - Senator Norman says school of Allied Health has already been surveyed
- CM67 vs CM73 – Senator Cameron
 - N. Honoree unable to join until Jan – table this until next month? Agreed
 - To see updated versions, search CM from website <https://www.lsuohsc.edu/administration/cm/>

New Business

- CM-12 Neptism Policy revised look over and get back
- Matt Altier, CEO of LSUHSC Foundation has stepped down citing health concerns. Tim Hemphill named Interim CEO. Is the Chief Financial Officer for Foundation
- Faculty/Staff Evaluation Process Concerns
 - The employee appeal process is outlined on our [FAQ page](#).

- Another evaluation will be planned for March/April. Dr. Southerland would like evaluations to occur on an annual basis and will work towards defining a better process. For the upcoming cycle, we will continue with the current process. The intent is to have a permanent cycle for 2024.
- Senator Xu attended the HR presentation on faculty evaluations and reported that there will be no changes this year. Senator Xu suggested polling faculty for suggestions/issues, reporting back to the Senate to discuss and make recommendations for change. President Crabtree has received feedback on the process from numerous faculty members. Notes that there are currently short-term goals that they will try to implement for 2023, and trying to implement long-term goals for 2024. Proposes to bring the topic up with Dr. Southerland at the January Senate Meeting. Senator Oral says SOPH didn't have a chance to voice input on the Faculty Evaluation process and noted that there is an appeal process under the FAQ. There is concern that merit raises are tied to this evaluation process.
- Senator Lallier asked if the HSC faculty evaluation is supposed to replace the standard department evaluation. Senator Rosebush says not what SOD was told. SOM is using the same form from last year.
- Future Senate guests
 - Nicole Honoree
 - Caesar Ruffin, Director of Campus Security & Richard Blackman III, Chief of Police
 - Alicia Edwards, Registrar and Director of DEI Initiatives
 - Dr. Janet Southerland – invited for January, confirmed
 - Other suggestions?

Reports from Assemblies

Allied Health – Long-term planning survey sent out. Continues to be a lot of distrust and hesitancy of faculty relative to administration.

Dentistry – New Dean of SOD will start in January. Site visit coming up soon. Repairs to building are in progress, but slow. The purchase of new dental chairs is proposed, but still pending.

Graduate Studies – Graduate Advisory Council met, Dr. Southerland attended part of meeting. Graduate Research Day was a huge success with ~ 50 presentations; Currently have 3 IDP students.

Medicine – No new business, received construction updates. Drs. DiCarlo and English will attend January meeting

Nursing – Starting a committee restructuring process; curriculum restructuring, numerous nursing scholarships available

Public Health – Strategic planning process beginning, looking to hire new faculty; DEI committee sending out climate survey; looking for SOPH faculty to serve as DEI director

Library – Two new librarians have started: Rowan Marye and Chandler Smith

Adjournment at 4:31: Senator McCauley and Senator Xu