

**LSU Health**  
NEW ORLEANS  
FACULTY SENATE

**Minutes**

**Tuesday, January 10, 2023  
3:30pm-5:00pm, Zoom**

Those present included:

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

Absent: Larry Bates, Luther Gill, Adele Harrell, Xiaoming Xu

Welcome and call to order 3:30pm by President Crabtree

**Special Guest: Dr. Janet Southerland, Vice Chancellor for Academic Affairs:**

- VCAA office is planning to work on a new Strategic Plan for LSUHSC-NO. Will be hiring consultants to help with this process and will plan to get feedback from faculty, staff and student groups. Planning for this to occur in 2023.
  - One goal will be to centralize some processes so that programs will be able to align better through common policies, procedures, and programs.
  - Plan to develop a ROADMAP, implement the strategies, track progress and have measurable goals.
  - Wants to be a way to determine and develop where we want LSUHSC-NO to sit in the “landscape” and she wants us to be at the top .
- Faculty evaluation process: The process for the current evaluation is similar to previous year’s process. In the coming year, the focus for the evaluations will be different, with different expectations for faculty based on their roles at the LSUHSC-NO. Expects the new version of evaluations to represent the faculty’s contributions and defined roles.
  - Would like to update the rating system to include “meets expectations”, “exceeds expectations”, “doesn’t meet expectations”
  - Expects the faculty evaluation process to be used for development and not for punitive purposes.
  - Concerns were raised regarding the “fairness” of the timing of the evaluations, with particular discussion about the snapshot of a single year, as opposed to a more long-term, continuing evaluation.
  - Concerns were raised regarding clinical faculty evaluations not representing what clinical faculty are actually doing, specifically, importance of clinical/patient care vs. importance of research and scholarly activities.
- Question asked about future of the DEI office. Alicia Edwards is the current liaison for DEI. In the future, the DEI office may be configured differently (than current configuration) and integrated into every aspect of the LSUHSC-NO.

Approval of December 2022 meeting minutes: Motion by Senator Kamboj, Second by Senator Lallier, no objections

Senator Andrew Olinik (library) will be leaving the Senate and was thanked for his service. New Senator, Sharon Duffy (library), was welcomed.

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

- Executive Board met with Dr. Southerland on 1/5/23
- RFP drafted for a consultant on Strategic Planning
- HR Director Search has been initiated through a Search Firm
  - Interviewing in the next two weeks
  - Plan to have Director identified by end of February
- Evaluations this year will happen as last year
- Conducted meeting with Academic Affairs and Student Affairs cochair
  - Defined roles for each department
  - Working with compliance, legal and titleIX/disability
    - Student professionalism and misconduct policy
    - Wants to distinguish between professionalism and misconduct
- Faculty Affairs – looking at behavior and conduct processes and policies
- Faculty Handbook – revisions in progress, will send to Faculty Senate to review.
  - Please make sure to read and provide input!

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

-No meeting, next meeting will be held February 10, 2023

<https://www.lsu.edu/bos/meetings/schedule.php>

### **Old Business**

- Senate Wellness and Development Committee Update
  - Kamboj, Lallier, Nuss, Norman, Olinik, Mauldin, Alahari
  - Survey results? Do we have themes?
    - Senator Nuss sent survey to other senators on the committee. Only SON and SOPH have sent it out so far. 15 responses received from SOPH, 2 from SON. From SOPH- focused on admin, transparency, trust.
    - SAHP created their own survey. SAHP has a robust response.
    - The committee is expected to meet and develop campus-wide themes to discuss with Dr. Southerland.

### **New Business**

- Senator McCauley suggested adding preferred pronouns to faculty/staff/student badges. This may be something that HR can assist with offering as optional.
- A listening tour organized by President Tate is planning to visit our campus. Pres. Tate's trusted advisors will attend. They will spend the day meeting with different groups of people to discuss issues. The Senate Executive Board and representatives from each school will meet with this group. Opportunity to voice concerns to Tate's office. Discuss "fixable" things that would be broad.
- Future Senate guests
  - Caesar Ruffin, Director of Campus Security & Richard Blackman III, Chief of Police
  - Alicia Edwards, Registrar and Director of DEI Initiatives

- Other suggestions?

**Reports from Assemblies**

Allied Health – Bylaws have been revised and will be presented to full faculty for approval.

Dentistry – Didn't have Faculty Assembly in December. New Dean will be meeting with faculty in early January.

Graduate Studies – No updates

Medicine – A working group has been formed to discuss changing the grading system of the medical student courses (changing to P/F). Dean DiCarlo was the guest and discussed recent IT issues, construction updates, and new hires.

Nursing – No updates

Public Health – New Dean of SOPH

Library – Reminder that if having trouble accessing resources to contact the library. They have multiple ways to access resources. Added 20 new journals and expanded some.

Adjournment at 4:28pm: Senator Wisner and Senator Weydert