



FACULTY SENATE

Meeting Minutes Tuesday, May 9, 2023 3:30pm-5:00pm, CSRB 563

Those present included:

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

Absent: Larry Bates (SOD), Brittney Wright (SAHP), Sam Maudlin (SON), Adele Harrell (SON), Shelly Dolan (SON)

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

Approval of April 2023 meeting minutes: Motion by Senator Kamboj, Second by Senator Lallier, none opposed. Motion passed.

President's Report (President-elect McCauley):

The Executive Committee met with Dr. Southerland (VCAA) on 05/05/2023.

- The window for the request for proposals for Strategic Planning consultants closed on 5/4/2023. Once verified and approved, the contract negotiations will begin. Expected to begin strategic mapping in June 2023 and will likely take 8-9 months.
- Faculty Senate needs to begin envisioning our future as a faculty body. Topics to consider include, but are not limited to:
 - Do we pursue clinical, education, and research focused tracks? Do we want to promote our focus as community care, cancer care? What will we do to build toward that focus, and meet those outcomes?
 - Are there gaps in our faculty processes specifically for faculty development?
 - Should Faculty Senate develop a task force or subcommittee to support Faculty Wellness and Professional Development? Or would this be better accomplished by contracting an outside office. Consider development of "Academies" within the faculty body (ex. Academy of Clinicians, Academy of Educators, Academy of Clinical Researchers)
- Encourages the development of a Professional and Ethics Committee. This would be strictly for faculty conduct and ethics, not scientific misconduct. This committee should be a reflection of the faculty and the schools within the Health Science Center. Senators

Lallier, Primeaux, Kamboj, McCauley, Tseng, Weydert volunteered to serve on committee.

- Revised Faculty Handbook has been sent to administration. Faculty Senate will review Faculty Handbook annually.
- The use of “Stickers” to identify preferred pronouns was discussed. Dr. Southerland was in support of this option if Faculty Senate approved.
- Discussion of hiring practices and promotion and tenure tracks, with emphasis on unifying rank assignments across schools. Dr. Southerland supports clear and consistent guidelines and standards for promotion across LSUHSC-NO. Service should be an expected component of promotion and expected of all faculty.
 - The promotion process was discussed. Briefly, when applications reach her office, she will approve or not approve. The application then continues to the Chancellor to approve or not approve. The packets are not “rejected”.
 - The packet should proceed through the process and be judged by meeting the requirements or not meeting the requirements.
 - The current guideline/requirement for promotion is unclear and inconsistent among HSC schools.
 - Discussion: Does the VCAA provide feedback to faculty/departments when packets are not approved? Consensus that promotion and tenure committees need formal training. Questions raised on the timeline for updating promotion/tenure criteria and addition of an “educational” track.
- Requested that Senators review their school’s Faculty Handbooks and ensure that they are aligned with the revised LSUHSC-NO Faculty Handbook. There should be no conflicts. Please notify VCAA office if conflicts are noted.

Board of Supervisors Report (Senators Kamboj and Nuss)

- Meeting held on 04/21/2023 at LSU-Alexandria
- Recording of meeting: <https://www.youtube.com/watch?v=FCx7qSlspKc>
- Agenda: <https://www.lsu.edu/bos/docs/agendas/2023/2023-04-21-lsu-bos-meeting-agenda.pdf>
- Meeting was continued on 04/28/2023. Recording of meeting: <https://www.youtube.com/watch?v=HLIDbpPTfI0>
- LSUHSC-NO requested approval for project to replace Data Center. BOS approved.

Old Business

- Pronouns to IDs (Senators McCauley, Nair): Stickers for IDs have been proposed. Waiting to hear back from Rob Parker regarding feasibility of stickers. Action item: Ask VCAA about budget for stickers.
- Chancellor’s search listening session with search firm: Search firm asked questions regarding what attributes faculty wanted in a Chancellor (experience, training, leadership skills) and what challenges a new Chancellor could expect. The process will involve developing a job profile/announcement, looking through search firm’s database, contacting potential candidates, having candidates apply for position. Process will likely take 5-6 months.
- Juneteenth update, volunteers?: Senator Hart suggested having an event on Juneteenth to educate faculty/staff/students about Juneteenth. The Chancellor & VCAF have approved. Volunteers from Faculty Senate: President Crabtree, Senator Hart, Senator Weydert.

New Business

- Future Senate guests
 - Alicia Edwards, Registrar and Director of DEI Initiatives-Scheduled for June.
 - Other suggestions?
- Election: President Elect & Secretary-needs ballot for next meeting-email President Crabtree if interested.
 - If your Senate term is up, check with your assembly and have them fill your seat for July 1st. Update: Secretary Primeaux emailed the Assemblies (President or representative) and let them know which Senators had terms concluding June 2023.
- An incident regarding appropriate seating for individuals with larger bodies was discussed (in particular the HDC auditorium). Action Item: look around the campus and make list of areas that ADA compliance could be improved. Should there be a yearly ADA audit?

Reports from Assemblies

Allied Health –Two new courses for students at LSUHSC. American sign language I & II and communication skills for working with people visually impaired (Fall 2023); Election for Faculty Assembly Delegates and Faculty Senate in June. In May, offer free speech & hearing screens for anyone- Sent out QR code via email to all Senators.

Dentistry – no report

Graduate Studies – no report

Medicine – There will be a General Faculty Meeting on 5/10/23 and Faculty Assembly Awardees will be honored. Currently, faculty offices and labs are being moved from MEB to CSRB. Gross anatomy lab will move to CALS Bldg. During demolition classes will be moved to Lions Bldg.

Nursing – Held Faculty Assembly elections. Nurses Week in May. Simulation Center moved to CALS Bldg. Will have grand opening in June.

Public Health – Working on reconfiguring the structure of the programs. Currently have 5 programs, trying to merge into 4.

Library – Dental Library hours updated. 8am-8pm M-Th, F 8am-5pm, Sun 11:30am-8pm; New exhibit opened at Dental Library in 2nd floor lobby until 06/17/23. (AIDS posters and stories of Public Health). New process for poster printing. A form is located on the library website: <https://www.lsuhs.edu/library/services/posterprinting.aspx>

Adjourn – Motion by Senator Kamboj 4:47pm.