**School of Medicine Faculty Assembly**

**Minutes**

**5-5-22**

Attendance: E. Wisner, P. Prasad, A. Martin, S. Primeaux, J. Simkin, K. Gajewski, K. Happel, L. Simon, A. Augustus-Wallace, J. Cameron, S. Alahari, D. Worthylake, J. Hart, Z. Ali, H. Scott, J. Gardner, C. Taylor, S. Sarkar, M. Reinoso, L. Reilly, A. Creel, E. Mathews, N. Nair, M. Hauser, A. Farge, S. Kamboj (25)

Proxies: Jennifer Cameron for Judy Crabtree

Absent: D. Felipe, R.Gomez, S. Holman, J. Hunt, R. Zambrano, C. Leblanc, L. Stuke, L. Tanner, M. Maness, J. Simkin, S. Edwards

Called to Order: 1601

Guest speaker: Dr. Stephanie Taylor

* Vision: Leaders can’t see everything so it will depend on faculty to bring their ideas and put everything together. Faculty development email address is an example that was created. Faculty development is a focus. Faculty Development Committee: great ideas for the future. Revisions for promotion guidelines underway.
* Updates:
  + In the midst of a few department and leadership searches:
    - VC of AA: interviewing currently
    - Surgery Dept head: 13 of 25 applicants chosen for Zoom interviews. 3 brought onto campus. Interviews finished last week so decision is in hands of DiCarlo and Nelson.
    - Dept. of Pediatrics: 10 applicants; 2 internal. Have chosen 7 for Zoom interviews which started last week. Trying to be finished with these in May and will choose 3 for on-campus interviews starting in June. Will be selected in July and will hopefully fully announce in late August or early September.
      * Will be an interim who has not been selected yet.
  + International travel is open now. Students international educational experiences are available as well- Guatemala and Peru. Faculty who would like to help or are selected to help will be considered on a case-by-case basis.
  + Merit increases and evaluations are ongoing. If you have questions, email Dr. Taylor. Self-evaluation form not required this year; supervisor form is the same. Remember that there are 2 forms required: the form for HR that everyone has to fill out and then the other form for clinical faculty to cover areas not on the form. All merit forms are due on 5/20.

1. **Approval of September Minutes**: (Motion: S. Kamboj, second S. Primeaux)
2. **Reports**:
   1. **Executive Committee**:
      1. Discussed department head searches (details above)
      2. Email regarding intramural research support: Basic sciences dept. is heavily funded by Dean. Trying to incorporate grants to help. Grace period for 2 yrs and then research enhancement grants. If unable to get funding after, will discuss what the next steps should be.
      3. Nelson is planning Basic Science Town Hall in June. Would also like to have Faculty Meeting but probably won’t happen this year.
      4. FA awards announced.
      5. Merit raises discussed as above. Equity based salaries: difference in base salaries between medicine and pediatrics. Most depts are more equitable than they used to be.
      6. Contract security- not a long term solution but hopefully making a difference. Will eventually hire new head of security.
      7. Construction updates: Specific office assignments being made at this time.
   2. **SOM Administrative Council:** 
      1. Searches: Dr. Spieler has been selected as Assistant Dean for Student Affairs. If interested in participating in administration, there are internships available. His position was direct result of this.
      2. ACGME visit 6/10 Dr. Grigsby for faculty development. Will be another one coming in the future. If asked to participate, please do so.
      3. 5/13: Daniels lecture. Chief Diversity officer Bill McDade with ACGME will be speaker. Lunch is provided. Small group sessions are planned but more for GME for house officers.
      4. Annual AAMC conference for professional minority development in June. Looking for 1-2 candidates to participate. Speak with diversity office if interested. Instructor or Assistant Professors only.
      5. Backes: Changes to research space policy. 1) Annual space report will assess space allocation by total cost per square foot. Current benchmark is $350 per square foot of total research costs. 2) Space for clinical and translational grants handled on case-by-case basis. Lots of moving will be happening. If you are concerned about your area, need to specify this early so that renovation needs can be known. Equipment and instruments grants to be coordinated through Dean’s office.
      6. Lazarus:
         1. Clinical workshop for career advisement for students for pre-career advising.
         2. Plea by Dr. Lazarus for more clinical help for this for our L1 and L2s. Also need basic scientists to help identify research needs for those students. Research needed for competitive residencies. Non-NOLA-based students need access to research and scholarly activities.
            1. Sharepoint folder for faculty for resources that let medical students know who is interested/available for research.
         3. No guidance overall about what will happen this year for residency interviews. Different specialties may do different things. When you know what your specialty is going to do, let student affairs know so that students can be prepared. No overall statement for uniformity yet.
         4. Pre-commencement on 5/18. Do not need regalia for hooding but for commencement, do need regalia for this.
      7. Dr. Hilton reported that ACGME is in receipt of racial mistreatment complaint for a hospital and program. Not many specifics given. Program is required to submit report by 5/16 and there will be a full site visit of the institution/program soon after. Very serious allegation. Letter to LSU came from President and CEO from ACGME.
      8. VC AA interviews happened this Tuesday and Wednesday. Have 6 candidates now and will be finalists for on-campus interviews.
      9. HR interim person is in place now to help us understand what changes and policy changes we need.
      10. LCRC: Looking for scientific director (PhD). Offer being made this week and will be announced soon (LSU, Tulane, Xavier). Allocating space and resources.
      11. Website: currently developing departmental and faculty pages. We will be responsible of making contact current.
      12. Construction updates as above
      13. Merit increases: self-funded from HSC; no external funding. Really want evaluations to drive the raises. Equity raises: 1-2 million for equity raises. Not affecting SOM as much. School of Dentistry has least equity.
      14. There is ongoing search for UMC CEO: Dr. Nelson on search committee. Many talks regarding UMC and LSU. Dr. Nelson has been involved on dean level and now on chancellor level. Want increasing granularity: time sheets are how SOM receives reimbursement for clinical faculty. If you are cheating yourself on time sheet, you are cheating the school. Eventually, this will get down to RVUs. Goal is that salaries we are contracting for will be at AAMC median.
      15. Dr. Molina: Mentioned that we have lost lots of non-faculty (ABM’s, BM’s, RA’s, clinical RA’s) for 1-2k higher offers to other places. Need to make sure we are competitive.
      16. Promotion- Dr. Elizabeth Avegno- off-site request made.
      17. Security chief stepping down in June. 15-20 emergency call stations around both campuses. Consultant being paid to see what else we need to do.
      18. Dr. Winters thanked for being dean of dental school search.
      19. Search for new chancellor for Shreveport also underway.
   3. **Faculty Senate:** 
      1. Met with Dr. Nelson on 4/12. Talked about raises that are pending and about finances in general. Over course of his term as dean, state has cut over $2 million. Funds have been replaced with federal programs. Hoping to have state support our programs and higher education again. Surplus in state budget currently so we will seek this support again.
      2. Talked about merit raises. $10 million going towards this. Vision is that this will continue on an annual basis.
      3. Security: Additional cameras. Looking into security practices. Outside contracted entity to be looking at these practices. Getting new emergency call stations around campus. In the past, he has inquired closing some campus streets off to make whole campus more pedestrian-friendly. Thinking about re-visiting this but got pushback from city. Air space for walkway was very expensive and a long-term commitment so street purchase will not be inexpensive. Chief Joseph stepping down in June.
      4. Increased interest in other entities from LSUHSC to increase # of nurses. Partnering with Shreveport to start nursing program there. Interest in starting this in BR as well.
      5. SACS accreditation: 5 yr interim response submitted. Preparing for site visit.
      6. President Tate will speak at commencement on 5/19. Will be in-person at UNO. Need to be present at 0930 if interested.
      7. Paid parental leave: Senate resolution passed and sent to Dr. Nelson. He has discussed it with Senator Murray- can’t do anything without a change in the state law before anything can be implemented on campus.
         1. Dr. Nair asked what can we do to help fix this? Were able to work through AWIS to allow sick leave to care for other family members, so maybe this could be something to explore.
         2. Crisis bank has come up previously.
      8. Dr. Nelson wanted senate to create campus disaster relief committee for those affected by things like the tornado damage etc. Hoping to continue to have these funds available for future disasters. Committee will review applications.
      9. Can put faculty accomplishments on E-boards around campus. Same format as the seminar announcements etc.
         1. https://911.lsuhsc.edu/eas/dsdocs.aspx
      10. HR director: hiring a consultant for HR to help us navigate.
      11. Judy checked on website updates. Last year, Campo talked about new website. Work has been continuous. Content migration has been started and is nearing completion with Graduate Studies. SOM is next and will be anticipated to be updated by July.
      12. Chancellor’s Exceptional Service awards are finished. Will be meeting with Dr. Nelson on Tuesday to discuss how to announce them (Town Hall meeting in June).
3. **Old Business:** 
   1. Faculty award winners were announced.
   2. Faculty Assembly Nominations: if term is ending and you want to self-nominate, need to fill out a form.
4. **Call for New Business:** none
5. **Adjourn:** Motion: 1719 H. Scott