LSUHSC SOM Faculty Assembly Meeting Minutes

Meeting held Thursday, June 2, 2016

**Opening:** L. Engel called the regular meeting of the LSUHSC SOM faculty to order at 4:00 p.m. in Room 7 on the 6th floor of the Lions Building.

**Present:** Ali, M., Crabtree, J., De Silva, T., Delacroix, S., Engel, L., Gidday, J. (guest), Harrison-Bernard, L., Hebert, C., Holman, S., Hunt, J., Kapusta, D., Lazartigues, E., Levitzky, M., McGoey R., Mussell, J., Neumann, D., Spieler, B., Taylor, C., Winsauer, P.

**Absent:** Greiffenstein, P., Guillory S., Happel, K., Hetzler, L., Kamboj, S., Lee, O., Oge, L., Polite F., Sherman, W., Welsh, D.

**Proxies:** Crabtree, J. for Lentz J.; Hebert, C. for Boulmay, B.; Mussell, J. for Campeau, L.

1. **Approval of Minutes from the May meeting:** Dr. Levitzky moved to approve the minutes for May and was seconded by Dr. Kamboj. Motion was approved unanimously.
2. **INVITED GUEST:** Dr. Robert Maupin, M.D., Associate Dean for Diversity and Community Engagement discussed diversity initiatives for the School of Medicine.
   1. Dr. Maupin circulated a draft of the SOM Diversity Policy, and requested feedback from the faculty assembly.
   2. Dr. Maupin discussed Faculty Forward data on diversity.
   3. Dr. Maupin reviewed the LCME requirements on diversity
      1. Key points:
         1. Effective policy
         2. Mission appropriated diversity outcomes
         3. Senior administrative staff
   4. The leading causes of non-compliance was reviewed.
      1. Diversity policy failure – accounts for 50% of schools that are not compliant.
      2. Failure of effort – documentation deficiencies account for 61% of schools that are not compliant.
      3. Failure to have outcome related data – 4% of non-compliant schools.
   5. Dr. Maupin has a draft of the SOM Diversity Policy and he felt it should be reviewed by the Faculty Assembly.
      1. He requested input from the Faculty Assembly.
      2. Time frame – by August.
      3. Draft sent to Lee Engel (President) in Word format.
      4. The draft should be approved by the Faculty Assembly, Administrative Council, and the Dean prior to finalization.
3. **Reports**
   1. **Executive Committee** (Lee Engel)
      1. Discussed budget cuts.
         1. 15 million on school side
         2. 7.5 million on hospital side
      2. Discussed Department Head searches.
         1. Negotiations ongoing for Head of OB/GYN and Dermatology.
      3. Discussed Faculty raises.
         1. Dr. Nelson continues to discuss the topic of faculty raises with Chancellor Hollier.
      4. Discussed OMERAD.
         1. Stated that Dr. Sheila Chauvin is retiring in the near future.
         2. He is looking to increase the number of students and faculty being helped by the office.
      5. Discussed ongoing salary equity analysis.
         1. Dean’s office is conducting its own analysis and no longer relying solely on Human Resources.
      6. Research Incentive Plan cap was increased to $30,000.
      7. Discussed facility improvements.
         1. Who is prioritizing facility improvements in our buildings?
         2. Faculty would like to have representation.
         3. This should be put on as a meeting agenda item, because it would be beneficial to have a faculty and student representative to help prioritize projects.
   2. **SOM Administrative Council**
      1. There are 8 applications for Dr. Letourneau’s replacement.
      2. Faculty advancement packets due in September.
      3. Renovations - MEB lecture rooms are getting new carpeting and this should be completed by July 26.
      4. Camp Tiger was a huge success.
         1. 130 campers
         2. Largest camp tiger ever.
         3. There is concern that the SOM never gets enough publicity for this terrific program.
      5. Dr. Delcarpio retired June 1.
   3. **Faculty Senate** 
      1. Discussed elections.
      2. Faculty Senate has an ad hoc committee that is looking into the potential for 9- or 10-month appointments for some faculty.
         1. Would get 9/11ths of an annual salary.
         2. The LSU Veterinary School and the undergraduate campuses already have this in place.
      3. There is a new (free) App for the shuttle between LSUHSC and UMC hospital that gives the location of the shuttle.
4. **Old Business**
   1. Cross walk safety was brought up by Dr. Happel because lights on Tulane Avenue were not working as a result of the street repair/construction.
      1. Dr. Happel sent me a letter after the meeting
      2. There are now new lights that are working at the cross walk, but the crosswalk remains poorly marked and in a construction zone.
   2. Faculty Assembly delegate nominations and voting
   3. Dean’s reception to honor the year’s award winners will occur on June 23rd
      1. Copping Award winner
      2. Faculty Assembly Award winners
      3. Aesculapian Excellence in Teaching Awards
      4. Alumni Assoc. Award winners
      5. Gold Humanism Award winners
      6. AOA faculty inductees
   4. Proposal to form a committee that will have input into facility improvements in our institution.
      1. Suggested a Faculty Assembly subcommittee review.
      2. May be a Faculty Senate issue.
   5. Faculty Forward
      1. Briefly discussed ongoing process.
   6. New curriculum updates
      1. Briefly discussed that the system blocks were set.
      2. There will be a few changes to first-year blocks based on feedback.
   7. Faculty Assembly Charity Fundraising Committee
      1. There appears to be some “red tape,” although the FA could use its Foundation account to facilitate this effort.
         1. Possibly make it more service-based than collecting money.
         2. Dr. De Silva requested Faculty Assembly delegates contact her if they have any ideas.
5. **New Business**
   1. Subcommittee was formed to review Diversity Policy draft.
      1. Levitzky, Engel, Kamboj
   2. Discussed SOM holiday work schedule and lack of compensation for working a holiday.
      1. PM20 – no compensatory annual leave
      2. PM5 – all classified employees should have same number of holidays
      3. Faculty assembly feels this is an issue to be discussed by the Faculty Senate as it affects more than the faculty from the SOM.
   3. Discussed methods to improve faculty morale.
      1. Feature faculty achievements.
      2. Suggest faculty be allowed to participate in football and baseball ticket lottery for LSU games.
      3. Allow faculty to take sick leave days to deal with family issues – may require changes to PM 20.
6. **Adjournment:** Move to adjourn by Dr. Levitzky, seconded by Dr. Crabtree; meeting adjourned at 5 p.m.

Minutes submitted by Lee Engel.