**LSUHSC-SOM Faculty Assembly**

**Meeting Minutes**

December 4, 2014

**Opening:** The regular meeting of the LSUHSC-SOM Faculty Assembly was called to order at 4:04PM in Room 7 of the Lions Building by Dr. Stacey Holman

**Present:** Ali, M; Boulmay, B; Campeau, L; Crabtree, J; De Silva, T; Engel, L; English, R; Farris, H; Greiffenstein, P; Harrison-Bernard, L; Hebert, C; Holman, S; Kamboj, S; Kapusta, D; Lazartigues, E; Levitzky, M; Mussell, J; Neumann, D; Polite, F; Quayle, A; Winsauer, P

**Absent:** Catling, A; Cestia, W; Delacroix, S; Happel, K; Hunt, J; LaCombe, J; Spieler, B; Welsh, D

**Proxies:** Winsauer, P for McGoey, R

1. **Approval of the minutes from November meeting:** Dr. Ali moved to approve minutes for November and was seconded by Dr. Polite. Motion was approved unanimously
2. **Invited Guest –** Dr. Steve Nelson, Dean of the School of Medicine
	* **Raises**
		+ The Dean has recommended raises this year and has Chancellor Hollier’s support
			1. LSUHSC/SOM is operating in the black due to better contracts for clinical services under the new partnerships in New Orleans, Baton Rouge, and Lafayette
			2. Decision is up to Dr. Alexander, President and Chancellor of LSU
				1. Should know within a week or two
				2. State revenue is in jeopardy due to decrease in price of oil but Dean Nelson is hopeful
	* **Searches**
		+ Many searches remain ongoing
			1. Biggest problem is lack of defined leadership role(s) in the new Hospital
				1. Waiting on a commitment from LCMC to move forward on selection of chiefs of service lines
				2. Also main reason why Dean Nelson is waiting to open searches for current chairs considering stepping down
	* **Internal grant initiatives**
		+ Parallel Faculty Research Grants (FRGs) for Clinicians hoping to partner with a Basic Scientist
			1. Applications will be reviewed slightly differently hoping to increase the success of Clinician applicants
		+ Collaborating with the new Dean of the School of Veterinary Medicine to increase the number of FRGs
			1. LSUSOM needs to build bridges with other campuses
		+ Dean Nelson reiterated that the SOM is investing in its Faculty
	* **Questions for Dean Nelson**
		+ *Given the current funding environment what is the Dean’s, and the School’s, commitment to the MD/PhD program?*
			1. There is currently an imbalance between the funding available and the number of students being trained nationwide
			2. Dean Nelson believes it is the duty of the program to pair students with successful faculty
				1. If a faculty member with a history of funding experiences a short break at the end of the student’s time in the lab, the Dean and help to bridge the gap
				2. If a faculty member is without a history of grant funding success then the Dean is unwilling to support a student’s placement with that faculty member due to uncertainty in length of the Dean’s commitment and the institution’s responsibility to the success of the student
			3. Dean Nelson encouraged the grouping of current faculty at LSUSOM, successful in obtaining funding, in order to submit more T32’s and F awards, which have a higher percentage of funding success
		+ *What is the Chancellor’s renovation plan for the Health Sciences Center, what are the priorities?*
			1. Dean Nelson agrees there are buildings in dire need of upgrades, however, it is cost prohibitive at this time
				1. $35-40 million needed to renovate MEB, similar amount to renovate 1542 Tulane Ave.
				2. Possibility of converting ILH into outpatient surgical space
			2. Dean Nelson encouraged the Faculty Assembly to continue to reiterate the importance of cleanliness and appearance for the sake of the institution
		+ *The Faculty have heard the complaints about the public/private partnerships. What good news is coming out of these partnerships?*
			1. Clinic faculty are making more money from contracts than ever before
			2. Children’s Hospital has realized LSU is their best partner and both Our Lady of the Lake and Lafayette General have been very good partners
			3. The new hospital will open in May
				1. We will move into the new hospital with the same clinical presence that currently exists at ILH
				2. Dean Nelson had hoped to define destination programs to build and highlight at the new hospital but this hasn’t been done yet

The new hospital will have to overcome the preconceptions of the community in order to grow

* + - 1. The LSUHSC needs to focus on contracts with our partners because that is where the money and support lie
				1. President Alexander and the Board of Supervisors must support this focus to succeed
		- *While we are aware of the Dean’s financial support for the new curriculum, does he feel that LSU has an adequate number of clinical faculty that will be required for its success?*
			1. Dean Nelson reiterated his support for the new curriculum and stated he is aware that it may require the hiring of additional faculty for teaching.
1. **Reports**:
	* **Executive Board**
		+ Raises:
			1. Chancellor Hollier asked President Alexander to allow LSUHSC raises of average ~4%
			2. Will know that in December
			3. No cuts to higher education from the Governor
		+ Searches:
			1. Ortho-2 candidates- major concerns over hospital and control of service lines
			2. Genetics- offer issued, expecting the announcement any day
			3. Heme/Onc- Still dancing with Garcia. Last letter was issued and waiting on response from him
			4. More searches will be opened after deal with LCMC is finalized
		+ Hospital concerns:
			1. Still no destination programs identified, just the realignment of services for now
			2. December or January hoping for LCMC to make decisions on service line chiefs
			3. Dean states we have the resources to build the programs we need. The need is to fill the key position.
	* **Administrative Council**
		+ Leadership seminar series discussed
			1. Ideas for seminars in the spring are:
				1. Burnout/stress management
				2. Conflict management
				3. Legal issues
		+ The remainder of the meeting was devoted to SACS accreditation- Levitsky presentation
	* **Faculty Senate**
		+ Mr. Joseph Oliveri, and his assistant, were dismissed from Auxiliary Enterprises after the result of an internal audit
			1. Mr. Pegues oversaw the dismissal but did not initiate the audit
			2. Mr. Brent Herold was named interim Director
			3. Cafeteria is still having problems
				1. Catering is unreliable
		+ Governor Jindal has issued an Executive Order freezing personnel expenditures
			1. Exceptions can be made related to patient care, including hiring of new faculty
		+ The LSU Vision Meetings directed by Mr. Pegues have trickled down to the faculty level and include representatives from all Schools
		+ Recycling is in place and bins will be present by mid-November
		+ Salary compression is causing problems across the HSC and faculty and looking for how other schools have dealt with the problem
2. **Unfinished Business**
* **Communication Strategy**
	+ Delegates believed that dissemination of the meeting Top Points was a step in the right direction and one we will continue to provide
	+ Business Managers were emailed with the meeting announcement and forwarded this to their full time faculty
* **Bylaws**
	+ Faculty Assembly President Holman provided a list of proposed changes to the Bylaws for the delegates to review over the next month before discussion and voting at the January Meeting
1. **New Business**
* **Discussion concerning the new Hospital**
	+ Search for Chief Medical Officer continues
		1. 2 candidates were proposed but neither was deemed to be appropriate
	+ Children’s Hospital Consulting Groups
		1. Delegates discussed the numerous different consulting groups employed by LCMC in preparation for the opening
			1. Concerns were raised that there were too many groups and that these groups were not communicating with one another and cause disconnect
			2. Concerns were also raised at the evidence that some of these consulting groups do not understand academic medical centers
	+ Certain programs are concerned about the long term feasibility of their programs in the new hospital due to lack of space planning in the Ambulatory building
1. **Adjournment:** Meeting was adjourned at 5:28

Minutes submitted by: Jason C Mussell