



School of Medicine Faculty Assembly
Minutes
Thursday, August 14, 2025
4:00pm-5:00pm
Zoom Meeting

In Attendance: A. Abreo (proxy for C. Leblanc), Z. Ali, G. Athas, A. Augustus-Wallace, A. Bennett, J. Berthelot, J. Calandria, J. Cameron, T. Castellano, M. Cook, J. D'Souza, L. Davis, J. Gardner (proxy for L. Simon), S. Garner, M. Harrington, J. Hart, S. Kamboj, M. Korah-Sedgwick, N. Loganantharaj, L. Marrero, B. McGee, J. Patrick, L. Pelaez, P. Prasad, S. Primeaux, M. Reinoso, T. Reske, J. Schoen, A. Smith, L. Tanner-Sanders, C. Taylor, V. Vaitaitis, E. Wisner, A. Wolfe

Absent: J. Crabtree, R. Zambrano

Welcome and call to order at 4:00pm by President Reinoso

Guest: Dr. Stephanie Taylor, Senior Associate Dean for Faculty & Institutional Affairs, SOM

Reviewed the new promotion and tenure guidelines, which were updated this year and are in effect for the faculty undergoing the promotion/tenure process for July 2026. Dr. Taylor has received valuable feedback from different departments about the new guidelines and will be updated as needed for the next year. The current guidelines are found on the SOM Office of Faculty & Institutional Affairs website. Dr. Taylor will host workshops in the Spring to discuss the process, the guidelines and any updates or changes.

https://www.medschool.lsuhschool.edu/faculty_affairs/promotions_and_tenure.aspx

Questions from Faculty Assembly: Teaching evaluations: since our faculty teaches across multiple schools, Faculty Affairs is piloting a peer review process to get faculty feedback related to teaching. Timeframe for promotions: there is no "upper limit" on years before someone decides to go up for promotion, additionally, there is no obligation to go through the promotion process. Pathway determinations: departmental committees are weighing in on pathways and discussing with department heads about switching pathways. Moving forward, the plan is to hire a new faculty on a specific pathway.

Guest – Dr. Richard DiCarlo, Dean, SOM

Merit raises will be reflected in the September paycheck, retroactive to July 1. Renovations of 5th, 6th, 7th floors of MEB are still on track to be finished in March 2026 (funded by the State of Louisiana, SOM, and LSUHSC-NO). Construction of the walkway between CSRB and CALS has begun and is scheduled to be finished by next summer. Preparing for the site visit, October 20-22nd. A contract with LCMC was signed on June 30th for a July 1st start. LCMC supports our LSUHSC compensation strategy and will be adjusting salaries within the next 6-12 months. Basic Science Restructuring- discussions with Department Heads began over a year ago. A model was proposed and circulated to faculty in May and followed by multiple discussions with departments and a Town Hall meeting. The restructuring will address our research enterprise, focusing on areas of research strength, which comes from our strategic plan, which aims to become better known as a research institute. The plan is to focus our efforts on our strengths. Departmental consolidation will be necessary; the plan is to consolidate from 7 to 5 departments (MIP/Genetics and Pharmacology/Biochemistry will merge). Currently, there are three Interim Department

Heads; the plan is to recruit 2 new Department Heads. Plan to create a center for Basic Science Education, which will house faculty who are predominantly teachers. This center will guide how teaching time is allocated, promotion, and funding, but it is not a department; but is an administrative unit. Also, plan to have a new Data Science Center, which will serve to consolidate our expertise. The new Basic Science plan has been submitted to Board of Supervisors, received feedback, and the thought that department mergers are a good idea, but require the final names of departments before moving forward. Currently on the BOS Agenda for the October meeting.

Approval of the June meeting minutes. Motion to approve by Dr. Kamboj, second by Dr. Cameron, none opposed. Meeting minutes are posted on SOM Faculty Assembly Webpage. https://www.medschool.lsuhsu.edu/faculty_assembly/FA%20Minutes%206-5-25%20final.pdf

Thank outgoing members of the Executive Committee & welcome new Delegates

Reports:

- a. **Executive Committee** (Reinoso) did not meet in August.
- b. **Administrative Council** (Augustus-Wallace): Dr. Taylor discussed the announcement of the new Department Head of Radiology, updates on the OB/GYN Department Head search. Provided an overview of the promotion and tenure guidelines. Dr. DiSilva announced the reopening of the student-run clinics. Dr. McLean gave an overview of the previous 5 years of admissions and average MCAT scores. Commented that we lose students to LSUHSC-Shreveport, Tulane, UAB, Arkansas. Dr. Molina gave an update on the Basic Science restructuring and the return of Research Café.
- c. **Faculty Senate** (Cameron): Updates to Permanent Memorandum 23 have been posted <https://www.lsu.edu/administration/policies/pmfiles/pm-23.pdf> An Instruction Track has been approved and was official as of July 1, 2025. LSUHSC-NO Faculty Handbook will be revised to include this track. The SON will be hosting a Wellness Fair with health testing. The LSUHSC-NO Staff Senate has been formed and has been meeting on regular basis. A representative has been attending Senate meetings. Student Health Services has hired a 60% effort clinician, LPN and coordinator to restore some services, the plan is to be able to offer employee health services soon. The VCAA has been reviewing policies and standing committees. Some committees will be dissolved, and others may be formed. The Office of Research Services has hired a new grants manager. The IRB now has 5 analysts (some still temporary) and will continue to hire permanent positions. Actively looking for a Clinical Trials Manager and reviewing applications for Executive Director of ORS.

Old Business

- a. GraphPad-faculty can have 2 licenses. Student licenses are on multi-use computers. There will be a single sign-on using LSUHSC login/password. There is a form to complete to request access.

Call for New Business

- a. Nominations and Voting for President-Elect (Basic-Sci), Secretary, Faculty Senate-Clinical, Admin Council members (2, 1-Basic Sci, 1-Clinical)
 - a. President-Elect (Basic Sci): Judy Crabtree, non-opposed.
 - b. Secretary: Allison Augustus Wallace, non-opposed
 - c. Senate Representative (Clinical): Laura Pelaez, non-opposed
 - d. Admin Council Members: Basic Sci: Allyson Bennett, received majority vote; Clinical: Jessica Patrick
- b. IRB updates-delays are often due to problems with compliances, etc. protocols are

moving through now. Suggest asking Dr. Jessica Rivera (Chair of IRB) to next Faculty Assembly Meeting.

Adjourn: Motion by Dr. Kamboj, 5:27pm