

School of Medicine Faculty Assembly  
Minutes  
March 4<sup>th</sup>, 2021

Attendance: Alahari, Suresh; Augustus-Wallace, Allison; Cameron, Jennifer; Crabtree, Judy; Creel, Amy; Gardner, Jason; Gidday, Jeffrey; Gomez, Ricardo; Guidry, Jessie; Happel, Kyle; Hart, Jennifer; Holman, Stacy; Hunt, John; James, Ernest; Kamboj, Sanjay; LeBlanc, Colleen; LeBlanc, Dana; Levitzky, Michael; Nair, Navya; Olistier, Staci; Prasad, Pinki; Primeaux, Stefany; Reilly, Leslie; Sarkar, Shubho; Stuke, Lance; Surcouf, Jeffrey; Tanner, LaNasha; Taylor, Christopher; Wisner, Elizabeth; Wu, Chunlai; Yue, Xinping; Zambrano, Regina

Proxy: Ali, Murtuza (Guidry)

Absent: Felipe, Dania; Gupta, Raegan; Houser, Marcella

Called to order: (motion Levitzky, second Hunt) 4:00PM

1. Approval of the February meeting minutes
2. Guest Speaker – Dr. Richard DiCarlo
  - a. Promotions and Review
    - i. Classifications of different roles to the University were discussed, both tenured and non-tenured tracks (attachment to e-mail to delegates on March 4<sup>th</sup>, 2021)
    - ii. Discussed structural framework for the promotions process; a multi-page document to follow after approval by administration.
    - iii. Annual Review will be 100% on-line, and the finalized product will be rolling out soon. Initially this form will be onerous to fill out, but easier to update on an annual basis.
  - b. Questions and Answers
    - i. Distinctions are being narrowed and suggested for the definition of ‘proficiency’ and ‘excellence’ with respect to promotions.
    - ii. Reclassification of the tenure system is also being evaluated. Post-tenure review may be a possibility in the future; many models are being evaluated.
    - iii. Service to the University in a DEI capacity can be listed in Promotions and Annual Review as its own category.
    - iv. 3 new department heads starting soon, and 2 additional searches are starting; Family Medicine and Cell Biology
    - v. ILH building construction timeline has shifted to be finished and occupied in 18 months. Crosswalk across Tulane will start construction soon.
3. Reports:
  - a. Executive Committee – Met with Dr. Nelson and got updates on a number of items.
    - i. Working on renewing clinical contracts with some of the hospitals.

- ii. COVID update included good numbers for New Orleans. No out-of-town rotations allowed for students because of COVID right now. About 4,000 people have applied to the medical school this year.
  - iii. Construction updates include the MEB 1<sup>st</sup> floor should be completed by Fall semester, and the bridge over Tulane should start construction soon and take 12 months. The community garden at 1542 has become an eye-sore and he is considering demolition of it if suitable conservators cannot be found; this has been elevated to Moerschbaeche's office.
  - iv. No budget concerns at this time. Departmental Heads have been asked to evaluate budgets in case a cut is coming.
  - v. All departments are being asked to be prepared for coming back full-time.
  - vi. LSU President Search update – Interview process will start soon.
- b. SOM Administrative Council – Kyle Happel provided an update; below are Judy Crabtree's notes from the meeting:
- i. DiCarlo – new email sent out to department heads with new faculty to invite them to the new faculty orientation on April 8 at 3:30pm via zoom. Program covering promotion, research, innovation, etc.
  - ii. Promotions workshops by Zoom- Mar 16, 31, Apr 5, 15 two late in day, two early in day. Worth any faculty attending, to ask about questions about CV.
  - iii. Leadership searches for Family Medicine and Cell Biology – committees meet this month, preliminary interviews in early April. Ads have been posted for about a month, almost to come down. Internal posting will stay up, but external will come down soon.
  - iv. Idea – faculty assembly has issue with part time faculty/gratis faculty wanting to be a voting member of faculty assembly. Rewriting bylaws to define that 75% effort constitutes eligibility for voting member in faculty assembly. System bylaws uses “enfranchisement” as the word to determine how invested faculty are included. Would like a more school policy that we define enfranchisement as 75%. Would mostly affect our clinical faculty. Hospital likes to hire faculty at 30% then give them a gratis appointment at LSU. Not good.
  - v. Dr. Moerschbaeche is interested in Department Heads' opinion on this. Several Department heads agreed that >75% was appropriate for enfranchisement. We want our faculty to be engaged and a part of our school and its mission.
  - vi. The majority of our part time faculty are >75%.
  - vii. Dr. DiCarlo will let Dr. Moerschbaeche know this is approved.
  - viii. Promotions/tenure – discussed with Dr. DiCarlo.
  - ix. Rewriting some of the framework documents to revise to add a tenure track for education and for pure clinical faculty.
  - x. Also looking at other schools' policies for post-tenure review, regarding something like rolling tenure.
  - xi. Thought rolling tenure would be too onerous, so they came up with a more rigorous tenure review process. Onus falls on department heads to conduct meaningful annual reviews, even tenured faculty. If tenured faculty member has 2 unsatisfactory reviews within 3 years, that triggers an automatic post tenure review process by promotion and tenure committee. Process involves a

committee review – composition includes appointees selected by department, faculty member under review, and promotions and tenure committee.

- xii. Consequences include loss of tenure.
- xiii. Also ongoing review HSC wide for faculty review.
- xiv. Annual GME report by Dr. Hilton. 2019-2020. Site visit next month. 71 programs, 951 residents in 28 hospitals in 8 cities. Extensive data collection, over 200 performance indicators. All available for review. Data distilled down to an executive summary (98pages) so it was distilled down to 12 pages. ACGME requires presentation to governing body (admin council). Resident evaluations have improved over the last several years.
- xv. Dr. English – update on clinical students. Clinical 3rd year are doing well. There have been questions about 4th year students passing boards given the last year – no decreases in step 2 scores so they’re doing great. Not all step 1 scores are in, some allowed testing delays from Covid. USMLE step2cs has been suspended. We will continue to teach the clinical skills even though it isn’t on the board testing. good news is we’ve got no further reports to LCME until site visit in 2025, we are fully compliant.
- xvi. Cathy Lazarus – camp tiger auction Friday mar 12, virtual. Can bid now. Brief live component from m7:30-9 in the evening on mar 12. Students are planning a virtual camp tiger with creative ideas coming
- xvii. Match day mar 19, no gathering in person. Brief pregame ceremony with zoom words, then at 11am they will be able to go online and get their own match results. They’ve’ gotten Northface jackets instead of match day and they have signs they can use to advertise their match if they wish.
- xviii. ENT Nuss – L1 and L2 students want to observe/shadow – is that allowed? Is there a policy for what they should say to these students? English - No update – students would have to arrange that on their own but the preceptorships were removed from the curriculum for L1 and L2. UMC and LCMC remain concerned about the number of students in the hospital at any given time. Need to devise an updated policy about this – the Dean is going to get Julia F and Richard D involved. All the options right now are elective and it’s up to the student/hospital if they’ll allow.
- xix. Pre-commencement/commencement – no decisions from main campus in BR so this is on hold. Pre-commencement Nelson – no decision. Hollier – how many people? Still under restrictions set by the city. Expect roughly 1000 people at a pre-commencement...but they don’t know yet because they’re waiting to see what the city does. All the schools will follow the same policy across LSUHSC.
- xx. 4th years – end of January the coalition for accountability UME to GME transition group issued guidance about away rotations saying they recommend one away rotation per student. No more. Other question is whether we will be allowed to accept students from other locations – cannot advertise and accept visiting students unless we know where they’ll be rotated. AAMC website – going to issue additional guidance on April 15 including the possibility of canceled away rotations.
- xxi. Weiss – vaccine program and testing
- xxii. Much less demand for testing, opening up testing to close family members as well through campus health.

- xxiii. Vaccine – allocation from LDH. Now getting refrigerated vaccine not frozen, with a much shorter shelf life. This week only doing 2nd vaccine instead of 1st also next week. Future TBD based on what is allocated to us. Thawed Pfizer is 4-day shelf life. Give it out on Tues so we could use Wed, Thurs, Fri, but bad by Monday. Using up the refrigerated first, and keeping the frozen stored back because longer shelf life. Vaccination program expected to be continuing for quite some time – new faculty and students rotating in, booster shots for the variants.
- xxiv. Several sequencing proposals to look at variants in our area.
- xxv. Hollier - Governors budget didn't propose any cuts to higher ed. Potential 2% increase for lecturing faculty – not sure exactly what that means, meeting with Board of Supervisors this Friday. Legislature is the one who decides where this goes. No cuts is great news.
- xxvi. Roig – VA partnership. 80 new residents at VA, more faculty positions at VA, 5 grants funded by FA for 7M dollars in grant money that we weren't even eligible for before we changed the laws. Half the research building is now LSU researchers.
- xxvii. Nelson – buildings. ILH renovation is about a year and half away. Bridge over Tulane about a year away.
- xxviii. Nelson – roadblocks to clinical research, talking about a centralized clinical trials office that has more resources. Proposal for Dr. Hollier.
- xxix. Nelson Search – cancer center director 3 interviewed onsite, hope to have decision on top 1-2 in next week or two, final decision in 4 weeks, have them start in June.
- xxx. Nelson – presence on campus. Need to start getting people back on site. He will be sending out an email later today asking for 50% on site. Need to get everyone re-engaged.
- xxxi. Advanced rank appointment to vote on - Appointment of Mary Brandt, MD in gratis Professor of Surgery.
- xxxii. McLean – admissions had their large meeting and filled the class. Very diverse class. Will get together regarding scholarships by end of the month. Students must decide where they're going by April 30. Ave GPA 3.7, average MCAT 508 – both where they have been in the past.
- xxxiii. Nuss – do you object to faculty/staff contacting them about particular candidates? Faculty are welcome to forward names/info, but make it clear that you aren't on the committee. Emails have been included in the student records and the committee can see those, but it is still up to the committee.

c. Faculty Senate

- i. IPE team was the invited guest, and gave updates on IPE sessions. Working to develop a set of standards for IPE development.
- ii. Chris Taylor spoke about the High Performance Computing Grant; an NSF grant for which Chris will serve as PI. \$400,000 computer cluster for the HSC campus. Installation in late March, and then provisioning will start to happen.

4. Old Business:

- a. Historically-excluded Faculty and DEI Taskforce
  - i. Allison provided an update for a February 22<sup>nd</sup> meeting of the Taskforce, which included workshops. April 6<sup>th</sup> will be a Beta test for the workshop in The Physiology Department.
  - ii. Scholarships/Fellowships are available for helping establish funding sources for DEI objectives.
  - iii. Meeting again in two weeks.
- b. Faculty Assembly Awards
  - i. Committee reviewed nominations, and finalized award recipients.
  - ii. Awaiting a meeting with DiCarlo to finalize with admin.

5. Call for New Business:

- a. Update was requested on the Promotions process; Sanjay will provide update next meeting.
- b. Vaccines are available for family members over 65 years of age.

6. Adjourn: (motion Kamboj, second Levitzky) 5:20 PM