

School of Medicine Faculty Assembly
Minutes
April 1st, 2021

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

Proxy: Alahari, Suresh (Guidry), Prasad P (Kamboj),

Absent: Gupta, Raegan; Reilly, Leslie

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

1. Approval of the March meeting minutes
2. Guest Speaker – Leigh Smith-Vaniz
 - a. Title IX Introduction and how it is being implemented at LSUHSC
 - i. Federal regulation in the Education Amendments Act of 1972
 - Sexual Harassment include Quid Pro Quo and Unwelcome Conduct
 - ii. Sexual Violence include
 - Stalking
 - Dating Violence
 - Domestic Violence
 - Sexual Assault
 - iii. Responsible for addressing misconduct which can include any employee and many students
 - iv. Confidential Advisors include only CAP counselors
 - v. Title IX Coordinator is Leigh Smith-Vaniz
 - vi. Steps involved in All Title IX Allegations include:
 - Reporting to a Responsible Employee
 - Reporting to coordinator
 - Meetings with complainant
 - Evaluation of complaint to see if it meets the definition
 - vii. If the complaint doesn't meet the criteria of Title IX
 - If the respondent is an employee it is referred to HR
 - If the respondent is a student it becomes a code of conduct issue
 - viii. If the complaint does meet Title IX, 3 possible options:
 - A formal complaint is made and process of investigations begin

- The complainant does not sign a formal complaint and Coordinator agrees to supportive measures only
- The complainant does not sign a formal complaint and Coordinator signs it as formal and proceed as such
- ix. Formal resolutions include notice of allegations, meetings with respondent, official investigation, prehearing conference, hearing, appeal, and a final decision & sanction implementation
- x. Informal Resolution/Mediation includes both parties agreeing to the resolution at any time prior to a finding of responsibility
- xi. Contact for Title IX information and reporting include titleix@lsuhsc.edu, lsmi30@lsuhsc.edu, 504-568-22111, and visiting the Resource Bldg. 8th floor, Room 826, also LSUHSC.edu/titleix, and the LSU Ethics Point hotline 855-561-4099.
- xii. Handling Disclosure
 - Inform them of your obligation to report
 - Be supportive and listen
 - Do not use blaming language
 - Do not ask invasive questions
 - Ask questions for safety and wellbeing
 - Maintain privacy
 - Do not guarantee actions or results
 - Let them know how to contact the coordinator
 - Contact coordinator

b. Questions:

- i. There have been an increase of social media posts that have been reported on our campus.
- ii. Students and Residents have felt harassed by patients, and there is training to help address that.
- iii. April is Sexual Assault Awareness Month.
- iv. Major regulatory changes have been made in the last year, and The Biden Administration has asked The Department of Education to review all of those changes.
- v. There is no hard deadline to reporting of Title IX violations depending on a number of factors.

3. Reports:

a. Executive Committee – Met with Dr. Nelson and got updates on a number of items.

- i. Construction Updated include finalization within 12 months.
- ii. Budget looks good this year with no cuts; possible raise
- iii. President search is ongoing and position will be a chimera president/chancellor
- iv. Return to work at 75% beginning April 1st for SOM
- v. COVID vaccines are open to the public

- vi. Possible graduation ceremony with some minimum vaccination number.
 - b. SOM Administrative Council – No Meeting
 - c. Faculty Senate – March meeting
 - i. Tim Fair updated progress since joining
 - Vaccine hesitancy diminished somewhat after he coached some of the department
 - Coordination of workgroups, a website, something else
 - ii. Construction Updates include unisex bathrooms
 - iii. Medical students have requested a meditation room
 - iv. Grant application process will move to an online system
 - v. The NIH F and K grant mechanisms will begin to offer funds for child care
 - vi. Foundation will launch a website for students to identify scholarships and opportunities online
 - vii. Commencement will be virtual
- 4. Old Business:
 - a. Historically-excluded Faculty and DEI Taskforce
 - i. Allison provided an update regarding movement in the month of March.
 - ii. Meeting is to be held in April to update task force on information from several national meetings
 - iii. Potential development of compliance module for KDS is under development.
- 5. Call for New Business:
 - a. Judy Crabtree provided an update on the Performance Evaluation System
 - i. Still creating a list of criteria and definitions that could uniformly work across campus. Discussions include how scores can be applied to divergent activities, and used universally with both clinicians and researchers alike. Very much still ongoing, and input will be requested from faculty.
 - b. New DEI Faculty Assembly Award was discussed with Dr. Nelson. He was very happy to create this award. And the DEI task force will write up a description of the award.
- 6. Adjourn: (motion Kamboj, second Levitzky) 5:02 PM