School of Medicine Faculty Assembly

Minutes

May 2, 2019

**Attendance:** L. Campeau; T. DeSilva; K. Fulton; J. Gardner; R. Gupta; J. Hart; K. Happel; S. Holman; M. Houser; S. Kamboj; D. Kapusta; B Kelly; P. Kozlowski; M. Levitzky; S. Primeaux; C. Taylor; P. Winsauer; J. Lentz

**Proxy:** J. Crabtree (S. Kamboj); M. Naljayan (T. DeSilva); P. Prasad (P. Winsauer)

**Absent:** K. Callahan; S. Delacroix; T. Goodchild; J. Hunt; E. James; D. LeBlanc; M Moore; S. Olister: G. Orangio; D. Rivera; C. Roth; B. Spieler; J. Sturtevant; J. Surcouf; L. Tanner

Meeting started: 4:05 p.m.

1. Dean Nelson was our invited guest and touched on a number of ongoing items of business:
2. Budget – the legislature is likely to pass a standstill budget, which is good because that means there will be no cuts. Nevertheless, there has been some of the usual political gamesmanship, with the staunch fiscal conservatives unwilling to recognize what has been estimated to be a $300 M surplus. The current hope for this surplus is that it will go to teacher pay raises and potentially toward increasing the lower (elementary) school budget, which has not been increased in many years.
3. If the budget stays steady, Dr. Nelson will push for merit raises.
4. Unfortunately, all merit raises are self funded (i.e., they come out of our own SOM budget, not the States).
5. Equity raises can occur and any time
6. Performance evaluations – Human Resources (HR) has developed a lengthy process for evaluating unclassified staff. The process is demanding enough that several hours of training is required for anyone who uses the system. Dr. Nelson acknowledged that the process is a headache, but that it may ultimately help with providing ready-made justifications for merit raises.
7. Promotions – promotion packages are due in Dr. DiCarlo’s office August 30th. He is currently working on some modifications to the guidelines that should make them easier to promote faculty whose focus or main mission is teaching. Part of these changes could also be the addition of “rolling tenure,” whereby faculty receive tenure, but their tenure is reviewed every 7-10 years. This would serve several purposes, one being that the Dean would have an easier time offering tenure to faculty as part of their recruitment – particularly when that individual has already had tenure at another institution. These changes to the tenure system would *not* affect anyone who is currently tenured.
8. Construction projects:
9. CSRB – this will be inconvenient to say the least, as 8 floors will be added to the back of the building. This means that everyone located on the back wall of the building will have to move out of their offices and labs for this 3-year, $75-80 M, project. In addition, this will affect anyone who conducts animal research because Animal Care will be directly affected. Almost all of the animals will need to move out, many to the Dental School or LCRC (Cancer Center building).
10. 1542 – building has largely been turned over to Delgado and they will start renovating the currently unoccupied portion of the building next January, and then move on to other areas of the building. Many departments have files/records on the 8th floor that will need to be moved. So, Dr. DiCarlo is asking all Department Heads to make sure that they review these items by June 19th and designate them for destruction or removal to another storage location.
11. MEB – construction in the MEB will likely not begin until there is a better understanding of the impact of the CSRB construction. This construction will be done is stages and mostly involve renovation of the 5th through 7th floors.
12. ILH – construction on this $42-45 M project will start in late summer or fall. This will be a really nice addition to our campus and it will have a testing center, office space for our clinical faculty, new simulation center, and a large fitness area.
13. Searches:
14. Pathology – search down to 4 final candidates and a decision will likely be made next week.
15. UMC – CEO, Danny Hardman (sp?) from Texas
16. UMC – CMO, Dr. Betelle (sp?) is a Pulmonary Critical Care doctor who Dr. Nelson says is likely to shake things up in a good way.
17. Bill Masterson has moved up in the LCMC organization, and if all goes well, will get all of the hospitals to work as a system.
18. Tulane at Children’s – obviously there are big changes going on at Tulane, and the move of their outpatient pediatric services to Children’s epitomizes these changes. Dr. Nelson met with John NIckens recently and stressed the need to engage LSU earlier in any planned changes such as the one that occurred with the outpatient unit. There is also some concern about ‘mission creep’ beyond pediatrics to pediatric surgery, psychiatry, and orthopedics. All this should not be too surprising considering that Tulane’s own downtown hospital is not in great shape. East Jefferson Hospital is also in negotiations with LCMC, as they are in need of new management and are $150 M in debt.
19. Health Care Network Expansion – recently consultants were hired by the HCN to suggest possible places for us to move or expand. Two locations that were suggested were LaPlace and our own West Bank. Therefore, HCN bought into a surgery center in LaPlace, and there is an outpatient facility in a shopping center on the West Banks. The West Bank location was thought to be appropriate because of physician’s ‘aging out’ in that area. The Metairie area stills seems ripe for some sort of expansion, but there has been no movement on that front. Awhile back Orthopedics moved out of Kenner Hospital to a clinic across the street and that is working out quite well.
20. Our relationship with the Veteran’s Administration (VA) has been very good and important for us. They actually have 80 new resident positions and six of our faculty have transitioned to the VA.
21. Approval of the April minutes
22. Reports:
23. Executive Committee – Dr. Nelson had to cancel, so there was no meeting.
24. SOM Administrative Council – Dr. Nelson largely covered what was discussed at the Admin. Council meeting. One item covered during Admin. Council, but not during our meeting, was the medical students’ complaints about the uncomfortable chairs in the library. The Director of our library did mention that some of them were very old. In response, Dr. Nelson has offered some financial support to replace some of the library furniture.
25. Senate – the Senate has drafted a resolution calling for raises. This is good news considering that many members of the Administration were granted raises, but none of the faculty or staff have been granted raises. The resolution was drafted in hopes of convincing Dr. Hollier that there is a real need for raises.
26. Call for New Business: none was brought forth.
27. Adjourn 5:00pm