**LSUH-NO-SOM Faculty Assembly**

**Meeting Minutes**

December 3, 2015

**Opening:** Lee Engel called the regular meeting of the LSUH-NO-SOM Faculty Assembly to order at 4:03 PM in Room 7 on the 6th floor of the Lions Building.

**Present:** Murtuza, A; Campeau, L; Crabtree, J; De Silva, T; Delacroix, S; Engel, L; Farris, H; Guillory, S; Harrison-Bernard, L; Hebert, C; Holman, S; Hunt, J; Kamboj, S; Lee, O; Lentz, J; Levitsky, M; McGoey, R; Mussell, J; Neumann, D; Sherman, W; Spieler, B; Welsh, D; Winsauer, P

**Absent:** Boulmay, B; Greiffenstein, P; Happel, K; Hetzler, L (BR); Kapusta, D; Lazartigues, E; Oge, L (LAF); Polite, F; Taylor, C

**Proxies:** Hebert, C for Boulmay B;Murtuza, A for Happel, K; Neumann, D for Lazartigues, E; Welsh, D for Taylor, C

1. **Approval of the minutes from November meeting:** S. Delacroix moved to approve the minutes for November and was seconded by J. Crabtree. Motion was approved unanimously.
2. **Reports**:

* **FA Executive Committee (Engel)**
  + Letter to Chancellor regarding faculty raiseswas discussed, Dean Nelson supports and recommends listing positive things faculty are doing, # of faculty that have left and where they went.
    - Content of the letter, including merit versus across-the-board, equity, RVUs, and AVUs were discussed**.**
  + Dean Nelson shared data showing LSUHSC SOM revenue has improved. He will present budget at January general FA meeting.
  + Curriculum changes were discussed. Dean Nelson stated that he met with Basic Science and Clinical Dept. Chairs to discuss support for teaching.
    - Faculty expressed concern about the lack of a plan to implement the new integrated L2 courses - course directors have not been named, difficulty in preparing integrated courses. (McGoey/Winsauer)
* **SOM Administrative Council (Crabtree)**
  + Faculty searches were discussed.
    - Associate Dean of Student Affairs – 3 final candidates, Dean hopes to make a final determination by the end of the year.
    - OB/Gyn – advertisement is out, 12 applications received, both internal and external. Selection committee meets 12/14/15 for initial triage, phone interviews are expected to be complete by Mardi Gras, followed by first onsite interviews.
    - Dermatology – advertisement out, 3-4 applications received, plan to pursue after holidays.
* Gubernatorial election results as good as we could have hoped for. Bel Edwards and others are supportive of our mission.
* UMC Service Line Directors
  + Behavioral Health – both LSU and Tulane have candidates (5 from Tulane) and interviews have started.
  + Neuroscience – LSUHSC has 2 candidates.
  + Next – have not been determined
* Dean reiterated opportunities for growth at the VA and within service lines at UMC.
  + Next key thing is selection of UMC CEO.
  + Greg Feirn has told Dean Nelson that he next CEO will be from an academic medical center.
* Alumni Awards – 30 at $1000/award
  + Applications due 12/4/2105. Please submit.
* Clarification on the committee set up by the Dean to evaluate staff promotions. This is meant to improve transparency, set up a formal system for this process and improve the fairness in the system.
* Research Forum at UMC on February 16, 2016, spearheaded by Sen Cassidy, and includes Francis Collins (NIH) and Janet Woodcock (FDA).
* Working to get state funds to support research. A committee has been developed to put together a document. The Dean is hoping for 25% match, details need to be worked out including a floor amount and starting point.
* AAMC symposium to be held 12/10/15. Please attend.
  + Schedule almost finalized.
  + Faculty Forward Survey had ~70% participation; preliminary results 12/10/15.
  + AAMC is working on how to capture the opinions of gratis faculty regarding programs and leadership.
* Dan Kapusta, chair of the SOM Promotions and Advancement Committee, presented the candidates for advancement.
* **Faculty Senate (Sanjay)**
  + Shuttle between LSUHSC and UMC was discussed. Dean Nelson is looking to extend hours and times.
  + Salary compression was discussed. Instrument developed by Senator LaMotte can be used departmentally and across schools; but recommended to be used within departments. Committee would like to present the instrument to the Chancellor. Goal is to have each school assess the tool within the next 1 – 2 years.
  + Reorganization of the LSUHSC Finance was discussed. After an LSU-BR audit, and internal (HSC) audit was ordered. 3 people were let go because of compensation errors. Vice Chancellor of Finance (T. Ullrich) retired, Wendy Simoneaux named interim for next 6 months. A new compensation committee has been developed as a result.
  + Next meeting of the Board of Supervisors meeting is 12/11/15.

1. **Old Business**

* Suggestion Box on FA webpage (Lentz)
  + Added to agenda in Dec (ECM)/Jan (FA)
* Updates on the Assoc. Dean of Student Affairs position
  + Down to 2 candidates
* Faculty Assembly charity fundraising committee (De Silva)
  + Looking in the possibility of a faculty charity
  + Dean said approval was needed from C. Diodne (State)
  + D. Neumann suggested contacting the community outreach committee, contact Augustus Wallace and/or Maupin

1. **New Business**

* Letter to Chancellor concerning Faculty Salary Raises was discussed.
  + Merit based (Delacroix).
  + AVU’s vs RVU’s (Winsauer), 3 year average based on algorithm, ongoing discussions about how to value metrics used to determine compensation
  + Consensus among the faculty on the importance of effort based compensation
  + Items to include in the letter-
    - Salary compression across the region
    - Positive faculty attributes such as publications, increase in RVU and AVUs, increase in generating clinical funds, new grant recipients
    - Willingness to help develop a model/plan to determine merit
    - Basic and Clinical science
    - Value of retention vs cost to recruit new faculty, include data about the number of faculty that have left and where they’ve gone.
* 2016 Faculty Assembly Awards Committee
  + Outstanding Young Faculty, Outstanding Mentor, Outstanding Service to the Institution, Outstanding Service to the Community
  + Judy Crabtree will chair the committee (Ali, Sanjay)
* Do we need to move Feb meeting because of Muses parade?
* W. Sherman would like to invite the new governor to visit the campus to discuss his vision for higher education. ECM to discuss with Dean.

1. **Adjournment:** Meeting was adjourned at 5:15 PM.

Minutes submitted by: Jennifer Lentz