**LSUH-NO-SOM Faculty Assembly**

**Meeting Minutes**

March 3, 2016

**Opening:** L. Engel called the regular meeting of the LSUH-NO-SOM Faculty Assembly to order at 4:05 PM in Room 7 on the 6th floor of the Lions Building.

**Present:** Ali, M; Campeau, L; Crabtree, J; Delacroix, S; Engel, L; Farris, H; Guillory S; Harrison-Bernard, L; Hebert, C; Sanjay K; Lazartigues, E; Lentz, J; McGoey, R; Neumann, D; Taylor, C; Winsauer, P

**Absent:** De Silva, T; Hetzler, L; Kapusta, D; Lee, O; Mussell, J; Oge, L; Polite, F; Sherman, W; Spieler, B; Welsh, D

**Proxies:** Ali M for Holman S; Guillory S for Boulmay B; Winsauer P for Levitzky M

1. **Approval of the minutes from January meeting:** K. Sanjay moved to approve the minutes for February and was seconded by R. McGoey. Motion was approved unanimously.
2. **Invited Guest –** Dean Nelson

* SOM Finances are reviewed regularly with chairs.
* SOM Revenue –
  + >60% are from clinical operations; doubling clinical operations since Katrina has been critical to surviving current state budget shortfalls
  + Largest portion of clinical revenue comes from patient care, hospital contracts, and supervision
  + Worked to raise tuition, but for every dollar increased, same decrease in state general funds; hoping new legislation will prevent this in the future
  + Investments are reserves that sit with main campus that are invested
* SOM Expenses –
  + Compensation, Fringe Benefits and Operating expenses have all gone up since Katrina
  + We’re almost back to pre-Katrina #’s of faculty/staff, so we have rebuilt, doc’s have stepped up, collections has grown, expenses cut, more from the HC network
  + Compensation – have not been able to increase salaries, issue has been turned over to central admin; Dr. Nelson has been able to increase research incentive to help basic and physician scientists; also funds FA awards to help basic science and teaching faculty; Other mechanisms, like the Alumni Awards, help teaching faculty
    - Supplements/salaries are based on value, which includes RVUs, teaching, and other metrics; largely decided on by Chair.
  + Operating Expenses –
    - Research – ~ $50M basic science expenses, stable over the last 10 years; however, grant revenue has gone down (fewer are funded), so SOM support has gone up
    - Teaching - 79K is the cost / medical student; they pay 31K
    - Clinical operations cross-subsidize everything
* Dr. Nelson’s/SOM Top Priorities:
  + Equity in merit raises –
    - Willing to try another compensation committee
    - Could give merit raises up to some percentage
    - Dr. Nelson encourages FA to push the issue, even in current state budget shortfall; “if you don’t speak no one hears you”
  + Upgrade infrastructure
    - Redo labs/offices in MEB
    - Renovate ILH into offices, student affairs, move 1542 over
    - Animal care expansion might begin w/in the year
  + Focused recruitment to build strength
  + Strengthen partnerships – LCRC, OLOL, VA
    - VA opportunities –VA is looking for young/junior faculty (funded) to build long-term relationships
* Challenges – budget and bureaucracies
  + Hiring freeze – Hires that fulfill our clinical mission, and funded investigators are exempted; would be difficult in this environment to hire unfunded investigators
  + Fringe rate change – went up to 46%; half of the fringe rate goes to the retirement system (10B deficit)
* CLER visit – don’t know how it went yet; will get a score card in ~ 3 months
* Research Day – went well; lots of interest; good press
* Faculty forward – biggest negative – 1) frustration w/ clinical partners; concerned about building programs and investing; working with G. Fern and others about how to develop a more stable environment; 2) lack of top-down communication – Dr. Nelson has repeatedly offered to come to department meetings
* Dr. Nelson reiterated that the Faculty Assembly and Senate have more power than they think to bring up issues and follow through. “If you don’t say anything, nothing gets fixed.”
* Dr. Nelson communicated that his job is be an advocate for the faculty/staff; and believes that the faculty needs to voice for themselves as well.

1. **Reports**:

* **FA Executive Committee (Engel)**
  + No meeting
* **SOM Administrative Council (Crabtree)**
  + Faculty Searches
    - Associate Dean of Student Affairs – Cathy Lazarus
    - Assistant Dean of Student Affairs – Ham Farris
    - OB/Gyn & Derm in progress
    - ID – 2 candidates
  + Budget
    - SN will be at meeting – leave this to him.
    - Hiring freeze – exceptions are available, but must be judicious in hiring that is consistent with mission.
  + UMC Service Line Directors
    - Behavioral Health – still under review
    - Neuroscience – will be announced tomorrow.
    - The next service lines most likely to be Oncology
* CEO of UMC – SN interviewed one “very qualified” candidate this week from Parkland, now at Hopkins in Baltimore.
* Faculty Forward and initial planning for AAMC reaccreditation has begun
* Task force has been formed, beginning to review the FFS data (mountains of it)
* Meeting last night
* Skeleton plan and initiatives outlined
* FA delegates on this committee are helping define how/when data is disseminated.
  + Faculty Advancement Workshops
    - First basic science workshop completed, good feedback
    - Limited panel discussion: SOM committee member, faculty who just completed the process (basic/clinical as relevant) and admin person
    - Future dates:
      * Clinical: March 16, 7:30am, UMC
      * Clinical: April 12, 4:30, UMC
      * Children’s: April 11, 4pm, Children’s Auditorium
      * Baton Rouge: April 21, time and location TBA
      * Lafayette: April 21, time and location TBA
    - Modifications to the advancement guidelines approved which would allow for exceptional postdoctoral fellows to be promoted to Instructor or Assistant Professor-Research track.
  + Report from Scott Embley – CAP Fitness for Duty Referrals
    - The most ever administrative CAP referrals
    - Reminded group of how they function, what they do
    - Fitness for duty assessment requires faculty member/resident to be removed from their work environment until cleared.
    - Also looking to implement preventative services in addition to interventional services for med school students/residents – since depression, suicide, addiction, etc is very high in this group.
  + Safety on campus
    - Working to generate an app that shows shuttle locations, should be available soon
    - Trying to get more obvious presence of police officers on Tulane Ave
    - Still working on parking issues
* **Faculty Senate –** Chancellors coming to Tuesdays meeting; hoping for resolution on budget issues; ie closed 83M gap

1. **Old Business**

* Faculty Assembly Awards
  + Identified winners in every category; working with Dean on how to hand out (hoping for reception)
  + Lee Engel thanked Judy Crabtree for work
* New Curriculum Updates - none
* Letter to the Chancellor concerning Faculty Merit raises/HR review
  + Moving forward
* Faculty Assembly website updates/responses
  + Send requests to J Lentz
* Faculty Assembly Charity Fundraising Committee
  + No meeting, Taniya is still out

1. **New Business**

* Faculty Forward survey results
  + Summation of results – communication concern; anxiety about partners;
  + FA tasked with the best plan for disseminating results.
* April to start soliciting nominations for new FA positions/delegates

1. **Adjournment:** Meeting was adjourned at 5:43 PM.

Minutes submitted by: Jennifer Lentz