**Faculty Assembly Meeting August 2, 2018**

**Attendance:** J. Crabtree; K. Fulton; R. Gupta; J. Hart; S. Holman; M. Houser; E. James: S. Kamboj; D. Kapusta; B. Kelly; P. Kozlowski; M. Levitzky; M. Moore; P. Prasad; C. Roth; J. Sturtevant; L. Tanner; C. Taylor; P. Winsauer

**Proxy:** J. Gardner (M. Levitzky); J. Hunt (M. Moore); S. Primeaux (M. Levitzky); B. Spieler (P. Prasad)

**Absent:** K. Callahan; L. Campeau; T. De Silva; T. Goodchild; K. Happel; D. Leblanc; M. Nalijayan; S. Olister; G. Orangio; D. Rivera; J. Surcouf

Meeting called to order 4:03pm

1. Annette Arboneueax from Human Resources – Guest speaker
   1. LSU First is campus funded plan; there isn’t any outside financial coverage
      1. NO dental coverage; need to buy separate policy
   2. Restrictions regarding LSU First Plan; prescriptions for family and self-treating are now being scrutinized
   3. If you want to write a script for family then insurance will not pay for it
   4. LSU First will be looking back through the past year and make people back pay for scripts that they wrote
   5. Not a new policy, policy has been in place in the past
   6. J. Hart: is there anything we can do as a group?
      1. Could we provide a remediation plan to LSU First so if there is someone abusing the privilege then they can receive a warning?
      2. Is there data on how many abuses are there?
         1. Examples:
            1. Flu season hitting Tamiflu being prescribed for whole family
            2. Duoaccess – high dose of Ibuprofen and Famotidine; very expensive and prescribed multiple times by same person to family members
            3. Opiates: only 7 days at a time (state policy versus LSU First policy)
   7. If faculty switch over to other plans is there a similar rule or restriction?; Per Annette other plans are not monitoring as closely
   8. Other issues brought up:
      1. Response to Employees:
         1. Not receiving responses in timely fashion (FMLA is a 5 day response time)
         2. On average FMLA 10-15 a day
         3. Same person is in charge of workers compensation and needle sticks
         4. Auto-response messages
      2. I f has an urgent request; please put URGENT in the subject line
   9. HR has undergone a lot of personnel changes
   10. 403B
       1. 5 vendors (Voya and Metlife are going away) as 403B providers not to be confused with ORP
       2. 403B –
          1. Optional retirement plan
          2. Contributions will cease on August 31st
          3. Need to change Vendors (open accounts with TIAA, Valic or Fidelity)
          4. Existing accounts in TIAA or Valic – taking money and mapping into age directed funds
             1. Trying to reduce fee structure
             2. High fees that Vendors were proposing
       3. ORP - 401A (not changing) – contract is not changing until 2020
          1. Funded by LSU and faculty puts money in monthly
          2. As of July 1st, 6.2% (an increase) will be added by LSU (due to lawsuit)
             1. Lawsuit: LSU had a graduated plan to increase 6.2% matching due to us not paying social security
          3. LSU doesn’t pay into Social security (there are 7 states in the country)
       4. Teachers Retirement plan: same retirement benefits monthly for rest of life
          1. Pay 8%
          2. 25 years 50%; 30 years 75% and 40 years 100% of salary
       5. Deferred Compensation Plan: 457B
          1. Maximum per year + 403B (18,500 to each account)
          2. Only for active faculty
       6. Have to have 40 quarters in before you can receive SS
          1. FICA: 1.45% Medicare; 6.25% SS
   11. Approval of June Minutes (M. Levitzky motioned, P. Winsauer second)
   12. Thank you to John Hunt, past president!
   13. Welcome to all new Faculty Assembly Members!
   14. Reports
       1. Executive Committee:
       2. Special Session: LSU fully funded
          1. Merit Raises: Baton Rouge getting raises after special session fully funded LSU (rumor only per Vice Chancellor Moerschbaecher)
             1. 3-4% raises are being asked for – continue to advocate for raises with Chancellor Hollier
          2. Pre-tax parking deduction went into effect this month
             1. Trump Tax Laws that have stipulation (does not reduce post tax salary)
          3. HOUSES program – how do you get credit for teaching
             1. $1750 stipend given
             2. Dean Nelson: either or teaching credits vs. stipend
             3. For promotion: counts towards Institutional service time
          4. VA Research (50/50 split with Tulane and LSU)
             1. Obtained 60 new residency positions LSU at VA
             2. VA Research opening in August.  Originally slated to be entirely headed by Tulane, now a 50/50 split (3 from LSU, 3 from Tulane).  Also more resident positions will go to LSU than originally planned.  Dean Nelson mentioned he had attained 60 additional residency positions.  He considers this one of the best developments since he has been Dean in terms of positive impact for LSU
          5. TBL facilities completed
             1. Plans to renovate the 5th, 6th, & 7th floors of MEB still moving forward.  This will be very disruptive, but Dean Nelson detailed his plans for minimizing the disruption by choosing the least occupied/important quadrant first to renovate, move folks out of there to empty space, then after renovation move folks back in along with others thereby filling the space and vacating the 2nd least occupied quadrant which will be renovated next and so forth.  This will require coordination and planning as it impacts lab facilities and large equipment will have to be relocated.  As part of this renovation the air handlers will be replaced (addressing the black particulate matter that presently comes out of the air vents).
             2. Complaints of Fishbowl effect from students
             3. March 22nd Dean’s meeting from AAMC will highlight the new facilities
          6. CSRB Animal care plans are also moving forward.
             1. This will be extremely disruptive as well.  They will be drilling into the back of the building (side facing S. Prieur St) to attach on the planned animal care facility.  All faculty offices on that side of building will lose their windows to be replaced by walls.  They will also have to be temporarily relocated during this work.  Pile driving will make existing animal care facility unusable (unless you want to study PTSD in animals housed there).  Still no concrete plans on relocation of animals to LCRC or otherwise.  Air handlers will also be replace in CSRB during this renovation.
          7. Rolling Tenure
             1. Those with tenure will be grandfathered in
             2. New people obtaining tenure will be subject to periodic review
             3. More willing to provide tenure as part of package for new hires if they have it at another institution if rolling tenure system is in place
          8. 1542 Tulane being taken over by Delgado (Memorandum of Understanding)
             1. 1542 Tulane is being taken over by Delgado.  Announcement to be made August 8th.  There is an Memorandum of Understanding in place that Delgado will be responsible for the maintenance and upkeep of the facility until our faculty can be relocated to the renovated ILH.  Plans presently to renovate ILH are to start with the upper floors for the faculty offices first.  Then we can relocate our faculty there.  After reno of the top 3 floors, they will seek state money for capital outlay to reno the bottom 3 floors.  Steve expressed some concern that there needs to be adequate access for the faculty to get to their offices, so the bottom 3 floors can’t be left as a complete shell awaiting state capital outlay; there has to be safe entry and egress for faculty housed there.  Once our faculty are moved, Delgado will be able to convert 1542 to space for their nursing school.
          9. ILH:
             1. New offices for faculty on the top 3 floors
2. Administrative Counsel Report
   1. Assistant Dean for Faculty Development underway
      1. Top choice has been identified
      2. Offer should be sent out soon
   2. Dean Fellowship
      1. 3 faculty were chosen: Brad Spieler is one of the three
   3. Promotions and Tenure packets
      1. Due September 7th
   4. Gordon Love, MD named as Interim Department of Pathology
   5. Robin McGoey, MD Chief Academic Officer at UMC
3. Faculty Senate Report
   1. Asst. Chancellor of IT; Bettina’s position has been narrowed down to 3 people
   2. Heart Walk
      1. November 17th
   3. Foundation Building
      1. Foundation President wants to remove the first floor parking and use it for food vendors (Vietnamese and Smoothie King)
   4. Registrar’s office
      1. Electronic system for class course in the works
4. New Business:
   1. Elect officers for this upcoming year
      1. President Elect (Clinical Faculty) 2019-2020
      2. Senators
      3. Administrator Council (Basic Science)
      4. Administrator Council (Clinical Sciences)
      5. Email blast: description of offices and nominations
   2. Library services Director meet and greet with Dr. Nelson: M. Levitzky will join C. Taylor
   3. Issues with Moodle:
      1. Need a cell phone to log onto Moodle
      2. IT is working on issue
   4. Concerns about Mediasite:
      1. Faculty handbook committee
      2. Mediasite: cannot be downloaded even it is your lecture
5. Adjourn
   1. J.Sturveyant motioned; J.Crabtree second

Adjourned: Time 5:37pm