**School of Medicine Faculty Assembly**

**Minutes**

**December 2, 2021**

Attendance: P. Prasad, J. Simkin, A. Farge, S. Primeaux, L. Simon Peter, C. Taylor, J. Gidday, R. Gomez, J. Hart, E. Wisner, C. LeBlanc, H. Scott, A. Creel, S. Alahari, N. Nair, K. Happel, J. Crabtree, S. Sarkar, L. Reilly, J. Cameron, E. Mathews, R. Zambrano, M. Houser (23)

Proxies: None

Absent: D. Felipe, J. Hunt, Z. Ali, S. Kamboj, K. Gajewski, A. Martin, L. Tanner, M. Maness, J. Gardner, S. Holman, L. Stuke, M. Reinoso, L. Tanner, A. Augustus-Wallace, J. Simkin, D. Worthylake

Called to Order: 1600

1. **Approval of September Minutes**: (Motion Primeaux, second Alahari)
2. **Reports**:
   1. **Executive Committee**: Did not meet but hoping to have meeting in December or January.
   2. **SOM Administrative Council** (courtesy of Judy Crabtree).Met on 12/1/21.
      1. DiCarlo update:
         1. Searches
            1. Surgery chair – going well, had 25 applications. Monday the search committee finished zoom interviews of 15 outstanding candidates. Will meet later this month to narrow down to 4-5 finalists for on-campus interviews in the new year.
            2. Assoc Dean for Clinical Innovation – 8 applicants (remember position is internal only). Search committee will be named next week and hopefully this person will be in place early next year.
            3. Hari Koul stepped down as Chair of Biochemistry, Interim Chair Peter Winsauer. Dr. Koul will be splitting his time between the VA and the Interdisciplinary Department of Oncology.
         2. Changes in SOM Administration
            1. Many interims – will appoint an interim senior associate dean soon
         3. Faculty Development under Jay Mussel and Michelle Moore
            1. Generating podcasts for faculty in terms of teaching and advancement to produce a centralized resource for faculty
            2. Finalizing faculty guidelines for educational track promotion and tenure
         4. Wants to start transitioning back from COVID emergency state to some form of normalcy, hoping to have in-person meetings and processes like strategic planning starting back up next year
      2. Fair update – LSUHSC Discrimination and Bias Reporting System
         1. Many incidents of bias have been occurring but we did not have a way to measure/report
         2. Generated a new Incident Reporting Form for bias reporting – where, when, how, thematic area
         3. Big marketing push early next year so everyone will know where the link is and how to report
         4. Establishing a Bias Reporting Team (BERT) to review hate-bias incidents, provide appropriate responses. Does not replace any current procedures/protocols on campus. Does not seek to limit academic freedom, but rather foster a campus community where all identities feel welcome and supported.
         5. Goal of reporting system is the have greater awareness of the number and type of bias related incidents, provide timely feedback to reported incidents, and use the data to build strategic planning efforts at the campus level.
         6. Data will be annually presented, sharing trends on bias incidents by type, basis of bias (gender, race, religion), reporting over time, and ability to track bias incident locations (virtual or online versus building or specific campus locations)
         7. Each school will have a representative on the BERT team.
         8. Launching a compliance training in KDS on unconscious/implicit bias
      3. English update – Overview of Health Equity Curriculum
         1. Over last several years we have begun diversity forums (that were largely student-driven) which has turned into critical consciousness in medicine (CCM) that was included as part of CSI. Initially L2s teaching L1s, but now with more faculty input.
         2. Developed a health equity curriculum committee several years ago. Reviewed current coverage and looked at goals to expand across all 4 years and increase student accountability.
         3. Last year named a health equity curriculum director – Dr. Pierre Detiege and now CCM is its own course graded P/F to increase student accountability.
         4. Topics include social determinants of health, health disparities, microaggressions, privilege, white privilege in particular, implicit bias (and Implicit Association Test). Still with significant L2 involvement, but more faculty oversight and frequent guest speakers. Format includes pre-reading, small group discussions, then larger group discussion. Workshop-based, less lecture-based.
         5. Last year started working on incorporating CCM thread in second year. CCM2 included health disparities relating to disability, incarceration, gender and sexuality, English proficiency and immigrant status, and trauma informed care. Taught exclusively by faculty and guest speakers.
         6. Also have health equity woven into various courses – CSI introductions, Populations, L2 systems courses – disparities related to specific organ systems or diseases, and also in several electives available.
         7. Equity in clerkships is the biggest challenge. In pediatrics clerkship, there is a conference on bias and use of medical interpreters presented several times/year. Dr. English would like to see something like this in all of the clerkships covering access to care and barriers, informed consent/language, maternal morbidity and mortality, expansion of content previously covered in L1 year, but with more clinical relevance to the clerkship.
         8. Future work – expanding curriculum to 4th year, establishing methods for accountability in student learning, working with other HSC efforts, increase student participation in the committee, looking for additional opportunities for students to interact with patients and people in the community for better understanding of what their patients’ needs might be.
      4. Nelson update – General operations
         1. VC Academic Affairs search put on hold because he plans to divide the position previously held by Dr. Moerschbaecher into 3 separate positions: VCAA (search committee formed, to be chaired by DiCarlo), VC Research (over IRB, animal care, biosafety, etc.), Dean of Graduate Studies (Amedee is interim).
      5. Alahari and DiCarlo – Promotions and Tenure Executive session
         1. Voting via electronic ballot
   3. **Faculty senate (11/9):** 
      1. Dr. Nelson was guest speaker. Currently reviewing previous documentation and reports as well as looking over and updating policies currently. Dr. Porsche is also working on accreditation response and finalizing campus committees.
      2. Faculty senate started Coffee with a Cause again (held last Monday and Tuesday). This is a program started off/on in the past 3-4 years. Started initially after flooding in Baton Rouge to raise money for colleagues in BR or charity of choice. This rotated among different schools and school hosting chose the charity.
      3. Report from Board of Supervisors meeting: Board of Supervisors underwent Title IX training online. Council of faculty advisors came to meeting with some requests. Concerns presented to Board of Supervisors include many interim leaders, accountability, transparency in hiring process, cost of living raises, disproportionate growth of upper level administration, salary compression, and would like periodic evaluation of upper administration (Dean and above).
3. **Old Business:** 
   1. Historically excluded Faculty and DEI taskforce: Dr. Allison Augustus-Wallace unable to attend meeting.
4. **Call for New Business**
   1. Many interim leaders:Affecting recruits of trainees and faculty. Will see if Dr. Nelson will join for another meeting to discuss further. If unable to attend, will discuss with Dr. DiCarlo hopefully in January.
   2. Faculty Assembly Award nominations to start in January. Dr. Primeaux will ask for volunteers to review applications.
5. **Adjourn at 1636** (motion R. Gomez)