**School of Medicine**

**Faculty Assembly Minutes**

**9-8-2022**

Attendance: S Alahari, A Augustus-Wallace, B Siggins, D Worthylake, H Scott, S Primeaux, J Gardner, L Simon, J Cameron, M Clement, C LeBlanc, J Simkin, J Crabtree, G Athas, C Taylor, A Creel, K Gajewski, A Farge, L Morvant, T Castellano, Z Ali, J D’Souza, N Nair, J Hart, E McDonough, A Abreo, L Stuke, L Reilly, S Kamboj, M Reinoso, E Wisner

Proxies: J Gardner for P Prasad

Called to Order: 1605

1. **Approval of September Minutes**: (K Gajewski; S Kambokj) – **addendums needed**: Lousteau instead of DiCarlo (AD for Fiscal Affairs) and Hilton instead of Taylor (AD for Academic Affairs)
2. **Reports**:
   1. **Executive Committee**:
      1. Recruitment:
         1. Recruiting Associate Dean for Academic Affairs
         2. Interviewing Associate dean for Fiscal Affairs; Ben Lousteau currently
         3. Search for HR director is ongoing
      2. Construction updates:
         1. MEB: Demolition between April and June. Animal annex needs to be done before people can move into CSRB.
         2. 4th floor Lions Building for extra storage space
         3. Need to fix CSRB on 7th floor – unused lab space
         4. CALS building- move should be by October and completed by November.
         5. Wellness building will cost $300-400k for new recruitment.
         6. Connection between CSRB and MEB should be opening soon.
         7. Bridge across to hospital has been scrapped for now and will need to start over with these plans.
      3. ACGME site visit went well.
      4. Parking:
         1. Roman St. Garage- Students will park on top floor.
         2. CALS building- Clinical personnel will be in Roman Garage because parking on-site will be ready later (Jan or Feb).
   2. **SOM Administrative Council:** 
      1. ACGME site visit: Accreditation part went well. Complaint about CHNOLA could not be substantiated. Site visitors dealt with that. Some people were asked questions that were inappropriate.
      2. Lazarus: New medical student travel guidelines. Details are under Student Affairs and then under Student Travel on the website. 50% has to come outside of student affairs. Max is $1200. No international travel except for Canada and Mexico. Request for travel has to be 4 weeks in advance of abstract deadline and not acceptance. Have changed time of med student research symposium to allow for in-person instead of Zoom. Will now be 10/13 from 8-930 and 1030-12. Virtual award ceremony 10/14. Also new research that can be done at LSU for students interested in being full-time scientists.
      3. Construction updates: Animal care should be opened soon. Moving cage washers; ill open up a lot of first floor. Space in CSRB will be affected by grant funding levels.
      4. Town Hall meeting with Dr. Nelson rescheduled to 9/21 at 4pm.
      5. Reworking clinical contracts; asking for program director and coordinator support in the new contracts. Not a lot of details.
   3. **Faculty Senate:** Updates as above in other reports.
   4. **Dr. DiCarlo- Guest Speaker**
      1. Critical junctures:
         1. Education: ACGME site visit at CHNOLA went well. Others: No major shifts. Possible changes in graduate school.
         2. Move from MEB to CSRB: Will be disruptive but tremendous opportunity. Wanted to renovate MEB but if we did get funding, it would be done in stages which would risk not having enough money to complete the project (state sales tax dollars are funding project).
         3. Clinical arena: Much stronger relationship with LCMC than we have in the past. Willing to fund faculty, support resident education programs. Just need to work together to define that. Meeting every other week at with CEO and CFO at UMC and now starting to bring dept heads into the meetings. Also interested in investing in clinical research and have brought in consultant to work out research and clinical practices. Transparency for faculty is important.
         4. Space and funding:
            1. If funding is gained over time, does this change the lab space? Currently, CSRB space not assigned. Still trying to maximize space in CSRB. For a couple of years, we will have to live with smaller space. If funding is acquired, we are looking at other options to rent including UNO, Dental School, etc. Won’t be stagnant at CSRB but message we are getting out is that people need to collaborate as much as possible in common areas. Prioritize by funding and protect our biggest researchers. Opening of animal care facility will help but still will be challenging to allocate space.
         5. Faculty Merit Raises and Salary Discussion:
            1. Multiple people were doing evaluations. Had to be pushed out quickly. Varied from dept to dept so it was impossible to compare among depts. Pool of money allocated in a way justifiable given evaluations. If dept head gave everyone a 5, everyone got 3%. If they evaluated on a normative scale, some people could get a little raise, a lot, etc. Raises were linked to the evaluation but within the dept. Each dept had same % of salaries to work with but it was up to the dept head to match that amount to the evaluations. Some depts wanted less of a merit and more of a “cost of living” increase. This was discouraged but still occurred.
            2. Hopeful we can do this again next year but hoping for some more notice (April instead of June).
            3. There are also clinical incentives for clinical faculty we are working on with LCMC facilities. CHNOLA is a little farther along than UMC in this process.

There was a CHNOLA incentive plan taking into account academic productivity (teaching, conferences, etc) but taken off table in January 2022. This incentive within GI division at CHNOLA worked but there were issues. Faculty bring value; CHNOLA wants to drive productivity and academics but CHNOLA can’t pay/reward academic work at the same price as clinical work.

* + - * 1. Equity is looked at each year in addition to merit raises. Some of this is done by dept heads. Did a fair number of these this year since we had a pool of money to work with. Gender and ethnicity are always looked at. With new hires, not as much as a gender gap. With people who have been here a long time, there may be more of a gender gap- this tends to be more at the basic sciences professor vs associate professor level.
        2. We tend to focus on base salaries but supplemental salaries are more difficult to look at. Easier to tie supplemental salaries into clinical productivity. Can look at median salaries and try to see if we can get people to that level. Hospital comes back and says we need to look at performance. Hard to look at performance/RVU generation if clinics aren’t running well etc.

CHNOLA wants to develop something across the board for all divisions and very interested in driving clinical activity. In some higher paying specialties, can’t necessarily reward academic work as the same they reward clinical work.

* + - * 1. Master LCMC contract would allow people to be evaluated by same criteria. CHNOLA is trying to do academic RVUs (started with Bissett and pulled away in 1/2022).

K-club? A group of people who help get K grants. We don’t have that. Some places do, but that takes a lot of manpower. DiCarlo agreed; the closest thing is the Research Café but we want to grow in this area

* + - 1. We need to foster mentorship to go from assistant to associate professor. Amy Creel and Michelle Moore will be starting a committee and plan to advertise. Info for this is on the website: under school of medicine, faculty and staff, research; not too hard to find, has good info.

1. **Old Business:** 
   1. LCRC walkway- in touch with John Ball, he retired; will take 6 months. Will extend fences etc.
   2. Student parking- lots are parking in Roman garage; too crowded. Students no longer allowed in lower levels, only upper levels; however that is not happening. Nursing students are parking in the lower levels. Students are complaining because they are parking in outside lots and parents are calling. 2 faculty almost got hit by students, another faculty member almost got hit by 2 students in a row coming around the curb. Faculty are circling the lots for 45 minutes trying to find parking.
2. **Call for New Business:** 
   1. Would like a rep from Faculty Assembly - Jennifer Cameron will be in the meetings with the architect to put our thoughts in
3. **Adjourn:** Motion: 1733 Worthylake