**School of Medicine Faculty Assembly**

**Minutes**

**February 3, 2022**

Attendance: P. Prasad, E. Wisner, M. Maness, J. Simkin, A. Augustus-Wallace, K. Gajewski, R. Gomez, A. Farge, Z. Ali, J. Gidday, A. Martin, S. Sarkar, C. Taylor, L. Simon Peter, H. Scott, J. Cameron, C. Leblanc, A. Creel, M. Reinoso, D. Worthylake, J. Crabtree, S. Alahari, L. Reilly, R. Zambrano, S. Primeaux, S. Kamboj, J. Hart, S. Edwards, M. Houser, D. Felipe

Proxies: None

Absent: K. Happel, S. Holman, J. Hunt, N. Nair, L. Tanner, E. Mathews, J. Gardner

Called to Order: 1601

1. **Approval of September Minutes**: (Motion K. Gajewski, second H. Scott)
2. **Reports**:
	1. **Executive Committee**: 1/27/22
		1. Updates on recruitment and leadership changes:
			1. School of Dentistry Dean: Interim Dean is Dr. Sandra Andrieu. Search committee has been formed.
			2. Vice Chancellor of Research: Grad school has not started yet.
			3. Associate Dean for Clinical Affairs: Porche currently interim Dean. Search has not started yet.
			4. Surgery: had 25 applicants and 15 interviewed via zoom. Will narrow to 3-4.
			5. Dept of Pediatrics: Dr. Ray Watts is retiring between April and June and search committee will be announced in March or April.
			6. Associate Dean of Innovation and Investigation – Internal position; narrowed down to 2 finalists and will announce in the next 2 weeks. Should be up and running March/April.
			7. Vice Chancellor for Diversity and Inclusion: Tim Fair stepped down and Ed Murray is currently leading.
		2. Raises: Tried to negotiate merit raises; Dr. DiCarlo didn’t think this would happen but we need to focus on equity. Evaluation system put on hold when there were disruptions in HR. New director of HR will help with platform to evaluate possible merit raises. Gender differences in equity will be looked at. Base salaries in clinical sciences are low compared to basic sciences.
		3. Construction updates: MEB construction planned in stages; expect animal care may be an issue. Meeting will be held to come up with solutions. ILH done by August and furniture in by May. Hoping to have faculty in by October. Wellness center will be in new ILH building. Will also have testing center for students so that they don’t need to use laptops. Simulation space and morgue will also be in the old ILH.
		4. Basic sciences: need more junior faculty; will build around current areas of research.
		5. Strategic plan: Dr. DiCarlo would like to discuss his plan in April or May.
	2. **SOM Administrative Council:**

**Taylor:** Search updates; promotions

1. Dr. Taylor was introduced by Dr. DiCarlo – this is her first admin council meeting in her new role. She will be running these meetings in the future.
2. Surgery chair – interviews have started with final 6 applicants. Will select 2-3 and provide these names to Nelson/DiCarlo for final negotiations.
3. Associate Dean of Innovation and Investigation – 2 applicants selected by the committee and turned over to Nelson/DiCarlo for final selection. This position will focus on clinical trials and facilitate contracts with hospitals and partner institutions. Will serve as liaison between departments, central clinical trials office and hospitals. Part time initially but can grow as needed. Internal candidates only.
4. Head of Pediatrics (Dr. Watts announced his retirement) – formulating search committee, Dr. Watts will assist with position description update.
5. Associate Dean for Academic Affairs (Dr. Hilton has announced his retirement, date TBD) - discussing the timing of this search with respect to Dr. Hilton’s retirement
6. Assistant Dean for Admissions – this position has been approved pending the retirement of Dr. Robert Eubanks. Dr. Spieler has expressed an interest in the position, he has served on the committee for 7 years and is willing to take on some other roles in the admissions office as well. Dr. McLean supports Dr. Spieler in this role.

**Maupin: ‘**Power to Heal’ video and discussion

1. Showing the “Power to Heal” video – a historical narrative of desegregation in hospitals in the early 60s. Finalizing a date, either February 16th or 17th – will have panels to discuss the video (50 minutes), awaiting confirmation of panelists including Dr. Edward Helm (founder of the diversity office on campus) and Dr. Ernest Kitchens (LAF, Alexandria area, MD from LSU, one of the first physicians of color to train in Charity Hospital) as well as several other panelists, who can speak through the lens of community based medicine. 5-7pm. In person, with social distancing. Final notice of date to be announced early next week.

**Hilton:** ACGME accreditation; resident survey; Match rules

1. GME site visits have switched from 5 year to annual accreditation. We’re one of the largest sites in terms of number of programs, so this is no small undertaking. Most programs have heard about their most recent visits – all accredited so far. Some had prior warnings that have now been removed.
2. Part of accreditation is the resident survey – done once/year (this year in Feb-April) Encourages programs to review surveys and to address deficiencies identified from prior year before the new survey if possible.
3. Match: Rank order deadlines March 2. Match Week is the week of Mar 18
4. National Resident Match Program (NMRP) is trying to maintain integrity of match with strict rules in the match agreement. Dr. Hilton encourages everyone involved in the process to read the rules, violations, and code of conduct including consequences.

**McLean:** Admissions update

1. Number of applications is a typical year – have conducted 375 interviews, have 183 acceptances so far, 28 out of state (most MD/PhD candidates) and we’ll have interviews/tours for the MD/PhD students in conjunction with Dr. Amedee in the School of Graduate Studies. Will know by late Mar/early April what the final numbers will be for the class of 2026.
	1. What is the race/gender of the accepted individuals? 7 AA, 10 Hispanic, 8 Vietnamese, doesn’t have gender numbers. Numbers will likely increase after the advocacy meeting.
	2. Diversity numbers for the class of 2025: **see the end of the minutes**.
2. First advocacy meeting will be held on Feb 11 to discuss those applicants on whom no action has been taken.
3. Xavier early acceptance program – finalizing a program for early acceptance with Xavier to identify the best/brightest students to encourage them to consider LSUHSC. Students will still go through the normal application process but Xavier students will be identified at the end of their sophomore year to begin communication. Students will be recommended by pre med committee at Xavier for early acceptance. These students often have multiple acceptances and we are offering scholarships to these students if they qualify with GPA/MCAT scores, etc to encourage them to stay at LSUHSC.
	1. Dr. Taylor – working with the foundation trying to get assignment of scholarships and it has been challenging. Trying to start over and make this process work more effectively.

**Lazarus:** Camp Tiger Auction; Match Day

1. Camp Tiger auction is virtual and closes Mar 11, info will forthcoming.
2. Camp Tiger – students are planning for both in person with a reduced number of campers and instituted COVID protocols and virtual. Hoping to have in person but ready to pivot to virtual if necessary.
3. Match day – the NRMP has changed the way they release information. The last two years they have released all Match information to students and institutions simultaneously at 11am central time. This abrogates the Match Day ceremony that we’ve had in the past since students can look it up on their phone. Our students now will hold a students-only brunch on Match Day. Students will disperse after the brunch and log on to see their match results however they choose (remember match is not always a happy occasion – some students are disappointed). She encouraged departments to reach out to their new students as soon as possible after match results released.

**De Silva:** Career Counseling program for medical students

1. Goal is to enhance preclinical career counseling for our L1 and L2 students.
2. Gave L1 and L2 students a “Roadmap to Residency” figure
3. Have added a career planning webpage to the student affairs homepage
4. Added a career planning worship for L2 students. 2.3.22
5. Ongoing efforts include 1) utilization of student specialty interest groups (department based) and their faculty advisors, 2) creation of a recent (past 15 years) alumni database to use as mentors, and3) development of additional career planning workshops.

**Tsien:** Research opportunities

1. Extended deadline for paid summer internships for med students – extended to Feb 15.
2. Students not selected can still do research for credit. MCLIN198
3. Weekly seminars include information on how to apply to residency, how to present research, etc.
4. Med student research committee has been recruiting mentors – need mentors for dermatology, VA, etc.
5. Increased number of students in the honors program.
6. Many opportunities for external research opportunities with scholarships at NIH, CCTS, etc. Some of our students have received these awards.

**Backes:** Construction updates (MEB and Animal Care/CSRB)

1. CSRB animal care – construction is ongoing, final stages, expect completion in late summer. Once complete, going to gain 50% increase in animal space. Total of 39,000 sqft animal care space.
2. MEB renovation – planning stages for 5-7 floors, having meetings with architects about needs with department heads, now waiting for prelim plans to come back from architects. Discussing satellite animal care facility in MEB and how that might be incorporated.
3. Disparities grants – first round is completed: 8 submissions, 3 awarded. Next round is Mar 9 deadline. Mar 9 also deadline for Basic Science and Clinical Science research enhancement proposals. Goal of disparities grants was to increase activity and move projects to the point of competing for extramural funding. Also hoping review feedback will improve the quality of the diversity applications moving forward.

**DiCarlo:** General update

1. Dr. Watts has decided to retire as chair of pediatrics
2. Dr. Hilton has also decided to retire as Associate Dean for Academic Affairs. Date of departure TBD
3. Clinical department heads – the timesheets are critical for activities of our clinical faculty working at UMC. Need good reporting to support efforts as they move towards negotiating clinical contracts with UMC.
4. Faculty dashboard ‘20-‘21: total number of full time faculty is 660 (75% effort and above). Turnover rate is 7% (consistent with national average). Most growth has been in clinical sciences, limited growth in basic sciences. Much growth in female faculty, with 287 female, 373 male. Many females are lower ranking – this will change over time as we retain and promote female faculty. Diversity – 16% Asian, 6% AA, white 72%, Latino 5%. Base salary by rank – reasonable equity across genders. One problem is professors in basic sciences – effort being made to correct – females are paid less. Compared to our institutional peer group, our number of faculty is relatively small for basic sciences – i.e. More students per faculty. More equitable in clinical departments.
	1. Nelson comment: when he because Interim Chancellor he went to HR and they’re reviewing salaries for equity. Hoping to do merit-based adjustments in the spring. He is impressing on the Board of Supervisors that adding more students to generate more revenue is not the only consideration – also have to increase in infrastructure/faculty numbers/patients/etc. to support increased numbers of trainees. Looking at all these things.

**Nelson**: HSC wide comments:

1. Nelson as Interim Chancellor – his agreement with President Tate said he’d serve as interim for up to 2 years. At some point there will be a search. The first chancellor-level search will happen in Shreveport, followed by NOLA. If Nelson decides to apply and is not selected, he would revert to dean of SOM and he/DiCarlo would discuss roles at that point.
2. Clinical trials office – we have difficulty with clinical research at UMC. LCMC now understands that this is a problem and needs fixed. Hiring a firm to help organize clinical trial work within the system. On our side we have to streamline the process so we are competitive as a site for trial site.
3. Dr. Moerschbaecher’s position has been divided into three roles: VCAA, Dr Amedee interim dean SOGS, and Vice Chancellor for Research (VCR). First search to be conducted will be the VCAA and Dr. Nelson has retained the search firm Isaacson and Miller – HCN is paying for the search firm. Underway now. Ad is posted, with several applicants DiCarlo is chair of that committee, assisted by Nicole Honoree.
4. Dental School Dean – Dr. Laughlin has resigned voluntarily as of end of March. Search committee started yesterday, head of that committee is Dr. Chris Winters. Isaacson and Miller has also been retained for this search and the point person for this search is from Tufts dental school.
5. Tim Fair has moved on to his new position as of yesterday. He received an offer from a fortune 500 company that we couldn’t match financially. Senator Murray is going to oversee that department until a new search can be done. The new search will begin after VCAA, Dental Dean; then Dean SOGS and VCR are complete.
6. Nelson sees these searches as an opportunity to reinvent ourselves and improve.
7. LCRC is conducting a search for new scientific director. Have had 12 inquiries, going to interview 5 prospects. Nelson serves on this committee.
8. Construction – these are not all dollars from the state - SOM is putting up dollars, then state matches. Old ILH is costing $65M, state paid $35M, SOM paying for the rest out of HCN. These are not new dollars, these are a reinvestment.
	1. DiCarlo: this is going to be a great building for clinical departments. Timeline now is upper floor offices are almost finished, plan to furnish in late spring. The lower floors including fitness center, classrooms, testing center will take longer. Expect construction completed late summer, move departments in fall (October-ish) – upper floors first. Working with clinical departments to assign offices, since there has been some growth since planning in 2017 so some decisions will need to be made about office assignments.
9. MEB construction – also HCN $40-45M at the end and we’ll see how much we get from the state.
10. The state has billion surplus and putting into deferred maintenance and building. We’ve prioritized top 20 things that need to be done and submitted to state. Optimism there is some money to support some of our infrastructure requests.
11. Nelson is also conducting conversations about what the new work model should look like moving forward – who can/will work remotely and how can we best utilize the space we have.

**Action Items**

1. Advanced Rank Appointments

The following candidates are presented to Administrative Council following a favorable recommendation from the Appointments and Promotions Committee.  Voting via electronic ballot.

 Charles Hemenway MD, PhD

 Professor of Clinical Pediatrics (FT)

 Delora Mount MD

 Professor of Clinical Surgery (FT)

1. New Committee Proposal: Women’s Surgeons

"*The LSU Committee of Women Surgeons is a fellowship of surgeons of all subspecialties who identify as female. We aim to support each other through mentorship, career advancement strategies, peer support and camaraderie in addition to serving as mentors to medical students and residents in their own pursuits of a surgical career.* "

Approval of Committee on Women’s Surgeons – voting via electronic ballot

* 1. **Faculty Senate:** 1/11/22- Discussed ILH updates, ongoing searches. Dr. Fair stepping down from Vice Chancellor for Inclusion and Diversity. Details of these updates previously discussed in sections a and b.
		1. Concern about bridge over Tulane: back to drawing board. Can try and get crosswalks painted or flashing lights to draw attention to pedestrians. Letter from senate will be sent to Senator Murray to hopefully get this to happen. Letter will be voted on next week.
		2. In animal care, working with Delgado which has vet tech program. Trying to implement LSU as a clinical training site. Also hoping to get some vet residents from main campus in Baton Rouge to train here. Animal care is in better shape. Hiring 2 additional technicians to work in the facility.
		3. PA students: blocks on registration from student health. Student health is working to establish a scope of work. No one was assigned to be over this clinic, need to work on communication so this can be communicated to the schools. Working on work flow and processes as there is disconnect in how student health clinic is functioning. Trying to improve communication.
		4. In-person commencement: will need to wait and see but planning for in-person right now. Considering having President Tate to give commencement speech.
		5. Committee addressing Moodle has been formed and met with IT. Larger committee then included some course directors interested in updating Moodle. They will work on plug-ins for Moodle and go from there. IT will be doing an upgrade at the end of this semester and are looking for input. For those using Moodle and have suggestions, let Stefany Primeaux know.
1. To get started, here are the links to training resources:
	1. Online learning opportunities for Moodle: [Moodle Academy](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmoodle.academy%2F&data=04%7C01%7Celind2%40lsuhsc.edu%7C9bc50d9701b04f2be7f808d9e766e809%7C3406368982d44e89a3281ab79cc58d9d%7C0%7C0%7C637795251422823272%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=YX5n0JyGtmxRF3WZ17oJEv9HF6%2FHq0xFzTCvXhmeTgU%3D&reserved=0)
	2. Link to documentation for version 3.9: [MoodleDocs](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdocs.moodle.org%2F39%2Fen%2FMain_page&data=04%7C01%7Celind2%40lsuhsc.edu%7C9bc50d9701b04f2be7f808d9e766e809%7C3406368982d44e89a3281ab79cc58d9d%7C0%7C0%7C637795251422823272%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=p4tFqTsuSdRpcvpiyutUGIpm59ij%2ByUs1Ff6sJuiyaw%3D&reserved=0" \o "Original URL: https://docs.moodle.org/39/en/Main_page. Click or tap if you trust this link." \t "_blank)
2. **Old Business:**
	1. Historically excluded Faculty and DEI Taskforce FA Award: Committee created draft for the award distributed to the FA. Dr. DiCarlo has supported this award. Nominations will be called for.
	2. Faculty Assembly Awards: Stefany Primeaux will send out call for nominations within the next few days. Usually allow 2-3 weeks for nominations; most are submitted at the very end. Usually receive 3-7 nominees per award. Junior faculty award seems to get the most applicants. Any faculty member can nominate. Selection committee is full.
3. **Call for New Business:**
	1. Guest speakers: Dr. DiCarlo will come back in April or May. Dr. Stephanie Taylor for March or April. Dr. Nelson in June. Email Dr. Prasad any other speakers you’d like to hear.
	2. March meeting: Meeting will be moved to March 10.
	3. FA elections historically done between April and June; has fluctuated in the past because of COVID but usually elections are in May.
	4. AAMC Leadership Convention: Application fee usually around $2500. Hasn’t updated yet but can attend if you have at least 2 years of experience.
4. **Adjourn:** Motion: S. Kamboj

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| **LSU School of Medicine Entering Class of 2021** |
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|  |  |  |
| **Total Applications**  |  | **4698 Verified Applications** |
| **Applications** | **Louisiana Residents 752**  | **Out of State 3946** |
| **Total Applicants Interviewed** | **513** |
| **Total Number of Acceptances Offered**  | **235** |
| **GENDER** | **Accepted** | **Matriculated** |
| Male | 89 | 72 |
| Female | 142 | 118 |
|  Decline to Respond | 3 | 2 |
| **RACE** |   |   |
| White |  136 | 117 |
| Black | 35 | 26 |
| Asian Indian | 8 | 6 |
| Other/Other Asian | 11 | 11 |
| Chinese | 2 | 2 |
| Bangladesh | 1 | 1 |
| Japanese  | 1 | 1 |
| Vietnamese | 10 | 9 |
| Pakistani | 1 | 1 |
| Taiwan | 1 | 1 |
| Korean | 6 | 5 |
| Sri Lanka | This may be in other asian |  |
| Lebanese |  |  |
| Middle Eastern |  |  |
| Filipino | 1 | 1 |
| Declined to Respond | 13 | 8 |
| Hispanic & other Latino/Spanish | 9 | 7 |
|  Other  | 3 | 2 |
| Multi-Race | 10 | 9 |
|  |  |  |
| Children of Alumnus | 16 | 14 |
|   |  |  |
| MD/PhD Combined Degree | 5-6 | 5 |
| Joint MD/MPH Degree | 13-16 | 12 |
| Rural Scholars Track | 5-8 | 4 |
|  Patrick Taylor | 2 | 1 |
| Average GPA |  | 3.67 |
| Average MCAT |  | 510 |
|   |  |  |
| Accepted and still holding | Louisiana Residents 174 | Out of State Residents 18  |
|   |   |   |
| Repeating/Returning | 10-13 |  8 |
|   |   |   |
| Number of Undergraduate Institutions Represented |  36 majors/45 schools |
| Number of Graduate Degrees |  | 36 |
|   |   |
| Average Age 23.8 | Age Range  |  20-42 |
|  |  |   |
|  |  |  |