



School of Medicine Faculty Assembly  
Agenda  
September 7, 2023 at 4pm  
Zoom

In attendance: K Gajewski; J Calan, L Simon; B Siggins; S Kamboj; R Zambrano; B Locklann-Mcgee; C Taylor, G Athas; L Pelaez; L Stuke; J D’Souza; A Abreo; B McDonough; C Leblanc; A Augustus-Wallace; E Mathews; M Korah-Sedgwick; S Holman; S Primeaux; L Tanner-Sanders; T Castellano; J Cameron; A Smith; S Alahari; J Calandria; J Simkin; H Scott; C Taylor; E Wisner; K Gajewski; B Siggins; M Reinoso; L Stuke; J Gardner; A Farge; L Marrero; M Clement; J Hart

Absent: M Maness; E Mathews; A Martin

Proxies: none

Guest: Dr. Catherine O’Neal

1. Call to Order: 16:02
  
2. Welcome to our guest, Dr. Catherine O’Neal, chair of the search committee for chancellor; the following updates were given
  - a. A brief email was sent on 9/6/2023 for the approval of the job description
  - b. The search is slightly behind schedule
  - c. There will be a full committee meeting in Oct 2023 to review applications as the committee and discuss who to invite
  - d. Will interview applicants in person by 2<sup>nd</sup> week of Nov.; everyone in the public including news outlets will be able to attend- it has to be public as well as on zoom
  - e. Process
    - a. Committee chose 3-4 applicants to give president Tate for consideration
    - b. Pres. Tate will make the final selection
  - f. Questions from FAD:
    - a. Who is the November meeting open to? the public, broadcast via zoom, the doors to the building will be open access
    - b. Where is the job posted? Open to suggestions: the FAD suggested
      1. LSU website (not yet posted there)
      2. Science Journal
      3. Chronical of Higher Education
  - g. Do we have any other candidates besides Dr. Nelson?
    - a. We have candidates but it’s an unknown number

- b. There is a running list of potential candidates that the firm has
- h. Will the committee meeting be announced to the school?
  - a. Meeting will be posted with at least 24 hours in advance by law
  - b. The whole agenda has to be online and physically posted at the meeting
  - c. The plan is to send out the email in the next week or 2
- i. Can we give feedback?
  - a. Yes, can give feedback now to the committee and after the meeting in November.
  - b. There will likely be an open feedback channel on a website as well as directly to Dr. O'Neal and Dr. Demetrius Porche
    - 1. Can send directly to their emails:
    - 2. [Dporch@lsuhsc.edu](mailto:Dporch@lsuhsc.edu); [Coneal@lsuhsc.edu](mailto:Coneal@lsuhsc.edu)
- j. Can you describe the timeline?
  - a. 6-month timeline
  - b. Call for applications was sent out 3 weeks ago (in August of 2023)
  - c. Nov. meeting by the committee, will hand over the selections to Pres. Tate
  - d. Vetting by President Tate
  - e. Timeline will end in January
  - f. Hope to have a choice after holidays in early 2024
- k. We would like someone who can communicate, a good clinician, researcher, articulate themselves well. Dedicate themselves to the faculty both to the basic sciences and clinicians. We have PhD's, dentists, biomedical scientists, physicians, staff, etc.; we want all staff to be valued as team members equally. Also, they need to know and appreciate equity, inclusion and diversity. They need to have a definition and a plan for diversity and how that impacts the community that we serve. They need to be intentional.
- l. Dr. O'Neal stated: Transparency has been the key word that has risen to the top as the most important with competency as a close second.
- m. When the final candidates come to the campus, can we meet with them?
  - a. Unsure if we can. There will likely be a campus and facility tour, but that has not been laid out yet
  - b. The interview will occur over several days
  - c. Once the agenda is set by the committee, they will inform us
- n. Who was the committee chosen by?
  - a. The committee was chosen by Pres. Tate's office.
- o. What is the vetting process?
  - a. The committee vets the candidates
  - b. President Tate gets the final list from the committee of 3-4 final candidates
  - c. The search firm should show the committee all applications
  - d. They must be in academic area before this job
  - e. The firm may rank all applicants for the committee
  - f. The committee has not met with the search firm yet
- p. What is the inclusive lens?
  - a. When we met as a committee the first time, all committee members gave their ideas; they said *inclusive, transparency, public health, state's global health,*

*impacts on the community* were all mentioned as very important by the committee

- q. Is this national or local search?
    - a. Both, yes
  - r. Can we see the CV of all candidates?
    - a. All candidates' applications will be seen and vetted by the committee
    - b. LA is a Sunshine state (legal term)- the meeting is recorded and broadcast. If an applicant applies, they have to be ready for everyone to know they are an applicant; it is public information
    - c. This may limit the pool because they may not want to know their employer they are applying to this job
    - d. A lot of information is given to the applicant beforehand
    - e. Dr. O'Neal is not sure if their literal CV will be shown, but she will ask
    - f. The public will hear the committee review and interview the applicant and they will have access to the CV.
  - s. We invited Dr. O'Neal back on Nov 2, from 4-5pm and she accepted.
  - t. We thanked Dr. O'Neal for attending our meeting and answering all of our questions.
3. Approval of the August meeting minutes. 1<sup>st</sup> Suresh Alahari, 2<sup>nd</sup> Lochlann McGee
4. Reports:
5. Assembly Executive Committee: Hannah Scott reported: met with Dr. DiCarlo 9/5/23: members present: J Gardner, A. Augustus-Wallace, S Kamboj; H Scott
- a. MEB reno-
    - a. Who will do surplus management? He doesn't know however surplus will go to 1542 Tulane Ave.
    - b. Start reno this week or next
    - c. 6-month demo, 2 year build out
    - d. slightly behind schedule
  - b. UMC- service line and medical directors announced; service line will work on growth and strategy; medical directors will do qualitative studies on efficiency etc.
    - a. Service line will help support the relationship between LSU and UMC; they will be part of all decision making, hires, etc. at UMC
    - b. All service line leaders are LSU
    - c. Most medical directors are LSU, some are Tulane staff
    - d. Positions start Oct 1
    - e. LSU and Tulane: will work together to build a stroke center; both institutions need to work together in order to have enough people to open a stroke center
  - c. NCI designation- LSU is in best position to move forward with leadership; we then can bring on Tulane, LCMC, and LCRC afterward; LCRC can't be the primary because NCI does not allow a consortium
    - a. Dr. Ramos is full time at LCRC; LSU would like him to be faculty at LSU as well
  - d. Chancellor search- nelson applied; not yet interviewed; search on going
  - e. We may need someone to fill John Stewart's position in the future, but not at this time
  - f. Currently, LSU can do phase 1 clinical trials

- g. Crosswalks:
  - a. Crosswalk 1- the one that goes to UMC is in a legal battle between LSU and insurance company; he did not have any further information at this time; millions of dollars are held up in this legal battle
  - b. Crosswalk 2- CSRB to CALS- timeline- about 2 years, was designed as part of the CALS reno; we have all materials, but got held up by the city; now we have the city go ahead but it fell off the CALS project and now has to be its own project; the piece that is needed is the physical supports
- h. Supreme court decisions- LSU received a public record request; information was requested related to DEI.
  - a. Scholarships are under review by institutional council to determine our standing
  - b. Legacy admissions: How does LSU handle legacy interviews and admissions? We do interview legacy candidates. The request is to look at legacy and to see if people are being admitted who are not as qualified as their peers. Some schools are abolishing legacy admissions.
- i. For women affairs- Dr. Augustus-Wallace sent an email to Dr. Taylor requesting who serves as the AAMC representative for the institution
  - a. The dean will support 3 women leadership positions
  - b. AAMC mid-career professional development- candidates have applied, awaiting an invitation from AAMC to participate
- j. LCME
  - a. Fully accredited for the past 25 years
  - b. The process is starting again this fall
- k. We invited DiCarlo to another FAD meeting on October 5<sup>th</sup>, 4-5pm
- 6. LSU Admin Council report- Dr. Augustus-Wallace reported
  - a. Dr. Stephanie Taylor led the meeting
  - b. LCMC had a positive outcome during their recruiting event, LSU well represented
  - c. International travel and IT- for access to email, citrix, VPN access- email LSU information security to request access while out of country
  - d. LA higher education foreign security committee- adversarial countries are: Russia, N. Korea, Syria, Cuba, Iran, China
    - a. Travel component
    - b. There is a packet component
    - c. After international travel to these countries, there will be documents that need to be submitted after returning from these countries
    - d. There is a process in people soft that can be accessed
    - e. Please refer to the website or Dr. Taylor for more information
    - f. Dr. S. Taylor stated there needs an International Travel Committee for the LSU HSC, there will be an opportunity to serve on this for those interested
  - e. Dr. Miele- there are grant opportunities
    - a. There is a PowerPoint and can be secured upon request, email [awall1@lsuhsc.edu](mailto:awall1@lsuhsc.edu) for a copy
    - b. Deadlines in Jan 2024 for applications
  - f. Dr. Kapusta- Codirector of LCATS, there is a roadmap scholar program; he provided a PowerPoint for review; it can be requested by emailing [awall1@lsuhsc.edu](mailto:awall1@lsuhsc.edu)
    - a. Roadmap Scholars- no MD's have applied; that will be an issue with the new director of clinical trials; we need physicians to do these clinical trials; if you know of anyone who is interested, please reach out to Dr. Kapusta

- b. Issues: Some of the expectations are not realistic for physicians like a 75% pay cut
  - c. Lots of MD's want to do research, but it's not realistic
  - d. There is a general lack of awareness of these research opportunities and programs
  - e. Dr. Kapusta went to all the schools to try and make these opportunities more know, but the policy and salary hold people back from applying
    - 1. There is a luncheon he is planning to make this information more available, maybe late Oct, early Nov. 2023
    - 2. The luncheons are hard to attend due to other time commitments by physicians.
    - 3. Email him if you have other ideas about how to improve communication and connection [dkapus@lsuhsc.edu](mailto:dkapus@lsuhsc.edu)
  - g. Dr. Backes report- updates, most people have been moved out of MEB; demo to start Sept 11; classes will be held in HDC and 1<sup>st</sup> flr Lions bldg.; some elevators (5<sup>th</sup>-7 floor) are not operational at this time
  - h. Student garden has been re-installed
  - i. Dr. DiCarlo
    - a. Service line leaders are in strategic planning positions to grow faculty through engagement
  - j. Chancellor search- Dr. Nelson has officially applied
  - k. Action item: vote for rank appointment placed on hold and extended
7. Faculty Senate report; Jennifer Cameron reported; Meeting- Tuesday August 8<sup>th</sup>
- a. Christine Manalla, Director of Institutional Clinical Effectiveness
    - 1. Task- accreditation review
      - a. Timelines were reviewed (available in senate minutes)
      - b. SAGSCOC (Southern Association of Colleges and Schools Commission on Colleges)
        - a. - looking for faculty involvement and government
        - b. Interested in annual assessment processes for individual schools and programs, should be data driven
          - i. 3-part cycle, identify outcomes, plan improvement, and then assess the improvement on an annual basis
          - ii. Interested in evidence-based assessment to improve how we deliver content to our students
  - b. Dr. Southerland plans
    - 1. VCAA activities- wants to create more equitable titles across HSC program
    - 2. Will have a full winter commencement this year
    - 3. Procedural
      - a. Standardized the process for meetings
    - 4. Difficulty accessing allied health- may go to QR codes
    - 5. LSU has approved new badges with pronouns listed
    - 6. Reminder: Update cv annually for title and promotions
8. Old Business
- a. Gated access to LCRC- building a fence with 3 gates with ID access

9. Call for New Business
  - a. Minutes are approved and updated to the Faculty Assembly Website monthly
  - b. Delegates can also send out the minutes to their colleagues to increase engagement
10. Next Guest: Dr. DiCarlo at the October 5<sup>th</sup> Meeting.
11. Dr. O'Neal at the Nov. 2<sup>nd</sup> meeting
12. Plan to Invite Dr. Frank Smart and Dr. Sutherland in the future
13. Adjourn 17:04: 1<sup>st</sup> Suresh Alahari, 2<sup>nd</sup> A. Augustus-Wallace.