



FACULTY SENATE

Meeting Minutes

Tuesday, February 20, 2024

3:30pm-5:00pm, Seminar 5 MEB

Those present included:

Allied Health— Luther Gill, Alanna Glapion, Megan Majoue (also proxy for Brittney Wright), Amber Weydert

Dentistry—Thomas Lallier, A. C. Liles, Molly Rosebush, Diedra Brewer-Hohensee

Graduate Studies— Andrew Catling, Doug Johnston (also proxy for Stefany Primeaux)

Medicine— Allison Augustus-Wallace, Jennifer Cameron, Jennifer Hart, Sanjay Kamboj (also proxy for Michelle Korah-Sedgwick), Brian Lochlann McGee, Maria Reinoso

Nursing— Jolie Harris, Aimme McCauley (also proxy for Shelly Dolan), Jessica Teeter (also proxy for Sam Mauldin)

Public Health—Mei-Chin Hsieh, Chih-yang Hu, Henry Nuss, Susanne Straif-Bourgeois, Tung-Sung Tseng

Library – Sharon Duffy

Ex-Officio—Rebecca Bealer, Judy Crabtree

Welcome and call to order by President McCauley at 3:34PM

In accordance with the Louisiana Constitution, Article 12, Section 3, and La. R.S. 42:11-28, the Faculty Senate Meeting for the Louisiana State University Health Sciences Center – New Orleans is hereby convened.

Guest Speakers:

Ben Lousteau and Jill Fragoso – *Vice Chancellor of Administration and Finance; Chief Human Resources Officer*

Update from Ben Lousteau:

- Communication is an important issue between VCAF and faculty. He will plan to attend the start of upcoming Senate meetings to provide updates and answer questions
- Chancellor Search
 - A meeting is scheduled between President Tate and Dr Steve Nelson for later this week. It is hoped there will be an outcome and announcement via press release soon.
- Media Liaison – Gamble Company
 - Gamble is currently being used for media relations due to Leslie Capo's retirement
 - They are conducting a full assessment of media needs which will likely lead to restructuring of the office
 - Due to the expense of utilizing Gamble, Ben is working to internally triage as many components as possible.
 - There is a need to build the name and reputation of LSU Health in addition to responding to media requests.
 - Billboards are being updated and new content is needed.
 - Lamar company is the billboard contractor, and we can provide content to the changing billboard.

- Ben would like schools to send content to post. This can include internal and external clinics, Pathway programs in the School of Medicine, and any other content that helps build our image.
- Email content to the media relations email: mediarelations@lsuhsc.edu

Update from Jill Fragoso:

- Parental Leave update
 - It has been enacted for classified staff and to use.
 - Initially, faculty and unclassified staff in higher education were not included in John Bel Edward's plan. LSU Baton Rouge campus has modified PM-20 and sent it through HR and Legal reviews. It is awaiting President Tate's signature, but he has not signed it yet. LSUHSC will piggyback off the Baton Rouge campus and enact it at the same time. It will be made retroactive to January 1, 2024.
 - Employees must be FMLA eligible to participate in the paid leave plan. This means that employees need to work at least 1 year prior to eligibility.
 - It will provide 6 weeks of paid parental leave for any gender parent who births/adopts a child.
 - The policy does not apply to Residents as they have their own leave policies separate from the institutional policies.
 - If someone needs to utilize it, they should contact HR. They can use sick time first and then apply for the 6 paid weeks.
- Progress since starting as HR Director approximately a year ago:
 - Working on standardizing department structures
 - Utilizing recruiters to fill unclassified positions
 - Created a Talent & Development group
 - Offering In-Person new employee orientations for the first time in a long while
 - Offering leadership courses for both leaders and staff
 - Streamlined the process of hiring new people and greatly reduced the time required to go through it.

Questions/Concerns from Senators: Ben Lousteau will look into these items.

- Parking lot lights at Dental campus are not working in the evening or in the morning
- A parking lot at Dental Campus is not accessible due to being blocked by building materials. This is causing patients to be late for appointments.
- Sprinklers are coming on near CSRB during lunchtime and causing a disruption.
- Safety and security concerns at the CALS building include people gaining unauthorized access CALS, and also missing food and drink in kitchen and lounge areas.
- Ben indicated that overall, the space on campus is not being efficiently utilized, including student study spaces. He is working to put together a catalog of available spaces, so students are aware of their options.

Guest Speaker:

Scott Embly - CAP (Campus Assistance Program)

Slides from the presentation will be included with the minutes.

Topics covered:

- Provided overview of CAP services
- 'Wellspot' Designation for LSUHSC-NO with the state of Louisiana
 - Indicates we provide a healthy workplace
 - Includes an annual evaluation to maintain this designation
- Interactive Screening Program (ISP)
 - Tool available to all for depression screening
 - Confidential
 - Available on the CAPS website
 - Can be completed multiple times and a good resource to offer students
 - Can be completed by any LSUHSC affiliated person including faculty/staff/etc
- CAP services are mostly utilized via self-referral; 10-15% are administrative referrals
- Also provides the Drug Testing Program for new hires, reasonable suspicion, etc.
- Responsible Use of Alcohol Server Training is being offered at the Main Campus in March, June, and September. Dental Campus date is TBD. Contact ast@lsuhsc.edu for registration information.
- PALS resource fair is being held on 2/21/2024 for students to get information about various resources available on campus
- Spring Wellness Challenge will be held April 1-21
- Additional details available in the slide presentation

Approval of January 2024 meeting minutes: Motion by Sen Weydert, Second by Sen Liles

President's Report - Presented by President-Elect Lallier

Updates from meeting with Dr. Southerland:

- Strategic Plan Update:
 - Second retreat was held and went well
 - Working on coming up with name and tagline for the initiative
 - Will offer the opportunity to vote on the name/tagline
 - Working on ways to measure progress
 - Plan to build a dashboard to track progress
 - Data will be collected annually
 - End of March is planned rollout
- SACSCOC – Site visits for satellite sites in Shreveport and Alexandria
 - No recommendations for either site
 - Final report in June
- Dental CODA Accreditation
 - Feb – Oral Facial Pain Residency
 - March – All other Dental Programs
- Dental Meetings in New Orleans
 - American Dental Education Association (ADEA)– March 2024
 - International Association for Dental Research/American Association for Dental, Oral, and Craniofacial Research (IADR/AADOCR) – March 2024
 - American Dental Association (ADA) – Fall 2024
- The VCAA's office needs minutes from all Faculty Assemblies as proof of shared governance in the institution
 - Please remind each School to forward these on
 - Christine Manalla (Director of Office of Institutional Effectiveness) is contact person for sending minutes.
- There was a Student Issue that went to Court, and the judgement went against LSUHSC

- We need to be mindful of our processes for Academic and Non-Academic hearings, and the rights to have a lawyer present
- Gamble – PR firm has been hired to take place of Lesslie Capo temporarily
 - Focusing on Press Releases more than Marketing
 - Consulting on how to build this department for future.
- Strategic Plan
 - More info in End of March
- Food Pantry
 - Meeting 4 weeks ago (this meeting)
 - Survey planned to Campus to determine needs
 - Financial Aid to Students, SNAP benefits
 - Vouchers vs. Physical Pantry
 - Farmer's Market with LSU-BR Ag Center
 - Need to contact Rouse's as they were helpful with setting up other institutional food pantries
- Student Health
 - Immunization Records has gone live
 - Director in place, staffing in progress
- Room Reservation System – 25Live?
 - Need to account for room utilization (classrooms and meeting rooms)
 - Priority system is being planned to maximize efficiency
 - Schools will have some ability to control rooms in their primary locations

Questions posed by Senate for Dr Southerland:

- Update on Vot-ER initiative –
 - Drs Southerland and Nelson are supportive of this initiative;
 - Dr. Augustus-Wallace will meet with Dr. Southerland to move it closer to approval and rollout at our campus.
- Provide update from FS Handbook Committee –
 - Committee is formed and working asynchronously. Dr. Augustus-Wallace will provide an update later in this meeting and is aware of the timeline.
 - Major issues
 - Promotion of Residents/PostDocs to Faculty without an open job search
 - Definition of Ranks and consistent use:
 - Assistant Professor – Clinical – used for full time faculty
 - Clinical Assistant Professor of ____ - used for Part time
 - Inconsistent for both
 - Educator Track is not popular at the BOR(?)
 - Define all tracks better
 - E.g. Resident vs Fellow
 - Senate needs to define all categories (Possibly next cycle?)
- Provide update regarding Moodle Support from LSU Online –
 - Contract is still being drafted as of 2/7 but should be complete after Mardi Gras.
 - Will forward to VCAA as soon as it is received. Dr. DiCarlo is concerned that new SOM database iSeek will have integration problems with LSU Online.
 - Update from President McCauley:
 - MOU has been sent to Drs Nelson and Southerland

- Contract will need to be approved by VCFA, VCAA and Chancellor
- Support from deans is also needed

Board of Supervisors Report (Senators Kamboj and Nuss)

No report; next meeting is Friday 2/23/2024

Old Business

Faculty Handbook Revision Committee Update – Sen Augustus-Wallace

- Committee met on 1/18
- Still collecting suggestions for revisions; they are aware of the issues discussed with Dr. Southerland
- Next meeting is 2/27 so they are requesting all additional revisions be submitted to them before that date. They can be sent to Dr. Augustus-Wallace.

Hunger Free Campus Designation/Initiative Update – President McCauley

- Had initial meeting
- Process will be more formalized at the next meeting
- Students and faculty are represented on the committee
- All schools are included

New Business

Adding additional agenda item to Faculty Senate meetings: Administrative Update - President McCauley

- Discussed adding Administrative Updates as a standing agenda item at the start of meetings
- Would give leaders such as VCAF, HR, IT, Facilities to provide updates on regular basis
- Discussion about how much time to allow and how to invite
- Could replace having them as guest speakers with longer presentations
- Motion from Sen. Liles to add Administrative Updates to agenda with 10-15 minutes of meeting time given; 2nd by Sen Cameron. Senate voted: none opposed, none abstained, passed unanimously 26+5 proxy votes/31.
- Senate Secretary will email potential contributors before meetings, mentioning brief time (10-15 min) allotted during the meeting. They could send updates or send a representative or supplement the information in person.

Reports from Assemblies

Allied Health:

- Research Day planned for April 8
- Alumni Event planned for May 10

Dentistry:

- Focused on upcoming accreditation in two weeks

Graduate Studies: No report

Medicine:

- Dr Ramos came to speak about preparing LSUHSC-NO for NCI designation; about a 5 year process; discussed infrastructure needed; will involve faculty, graduate students, and other parts of LSUHSC community

Nursing:

- Shreveport site was fully accredited with no recommendations
- Student Nurses Association in School of Medicine is helping offer classes in Sign Language and Spanish; will start 2/28 and be held every 2 weeks
- Nurse-Midwifery program is holding a fundraiser at Diamonds Direct on 3/7
- Dr Ramos visited the Nursing assembly to discuss NCI Designation

Public Health:

- Revising curriculum/syllabi to reflect new competencies
- Constructing new courses to meet new needs
- Welcoming new faculty members

Library:

- New Liaison Librarians for School of Public Health (interim): Chandler Smith and Blair Hollender; Library website has been updated to reflect these new roles

Public Commentary (2 minutes) -

- Request by Sen Harris for follow-up regarding Special Session held in January
 - Would like better understanding of bylaws and procedures for such sessions
 - Motion to add it to agenda next month: 1st Sen Harris; 2nd by Sen Straif-Bourgeois; Approved by Senate so it will be discussed at March Senate meeting. 26+5 proxy votes/31.

Adjourn - Motion by Sen Crabtree, 2nd by Sen McGee
Adjourned at 5:02PM.