

MUSC FACULTY SENATE  
**Meeting Minutes (Draft)**  
April 13, 2021, 7.45-9.00 am  
Teams Meeting

1. Call to order (Nancy Demore, MD, President) 7.46 am
2. President's report:
  - Emergency clinics-campus security. President followed up on a comment from last meeting on ER and campus safety and request to have 24/7 metal detectors in the emergency department. She reported on her communication with Public safety officers Chief Kerley and Kevin Boyd. The ER has 24/7 armed officers and when there is a gang activity the metal detectors are set up due to anticipation that people would be coming to ER. These detectors are kept for several hours after the incident. In order to have 24/7 metal detectors on both sides of the ER entrances require two officers on each entrance and an armed officer in case someone came with a gun. Chief Kerley indicated that this would need 72% increase in FTE and it is not financially feasible at this time. President Demore reported Chief Kerley anticipates cuts for Campus/Public Safety budget in July. President opened the topic for discussion. Lidia Yamada, PhD, indicated her concern about reduction of security at this time when there is need to increase security measures in campus. Donna Reinbeck asked if there were records/data about number of incidents in campus, their location and timing. She shared that this information may be useful to present to administration. Nancy Demore, MD, indicated that Clery Act information could be used to present data. She proposed drafting letter to hospital CEO from FS to explain safety concerns in hospital.
  - Name change-Strom Thurmond building, Nancy Demore MD, reported about her conversation with Willette Burnham Williams about historical plaques for the Strom Thurman building. Willette Burnham Williams is completely in support of it. However, her concern was to think about unintended consequences. This could be seen as an appeasement rather than something positive, trying to put forth as an appeasement instead of changing the name of the building.
3. Approval of Minutes from March – Approved without objection.
4. Invited Lectures.

**Michael McGinnis. Faculty Contract changes.**

- Updated terminology on duties and goals
- Annual conflict of interest section is removed
- Section references are updated based on Faculty handbook.

- Goal categories are updated so that they are consistent across goal planning and faculty contract.
- Demographics page is removed since this information is available in Interfolio at all times.

**Dr. Saladin, return in-person updates.**

Dr. Saladin explained that MUSC and other institutions in the state, did not have any warning regarding return in-person mandate on March 15. Through senior leadership conversations between state and MUSC, a phased plan was approved through April 30<sup>th</sup>. MUSC also worked on developing exceptions for return in-person. Those are:

- Individuals who have children in school.
- Individuals who have childcare needs.
- Individuals who are according to the CDC definition at higher risk for COVID
- Individuals who live with individuals who are at higher risk for COVID.
- Individuals who are doing elder care.

MUSC employees were provided a link to apply for exceptions. Dr. Saladin indicated that most of the exceptions were approved. Dr. Saladin indicated that there has been a discrepancy between staff and faculty in terms of remote work. One of the privileges/benefits of being a faculty member is to have the flexibility to work from home however, staff, in general, do not have that benefit and their remote work always had to be approved. Therefore, staff who do not meet the exception criteria have to be back to in-person work.

Dr. Saladin answered questions.

1. Question, Nancy Demore, MD, are exceptions for individuals who have children in school approved until for the like the end of the school year?

Answer: Mid-June is the current time frame

2. Question, Donna Reinbeck, RN, PhD, OCN, NEA-BC, College of Charleston (CofC) initiated a lawsuit against Governor's mandate. Can you speak about lawsuit against governor's office?

Answer: Dr. Saladin indicated that she is unaware of the lawsuit. However, she mentioned that the College of Charleston was not giving the same exceptions MUSC were. This could lead to dissatisfaction of faculty and employees at CofC.

3. Question, Jane Joseph, PhD, what documentation staff have to go through for exceptions?

Answer: Dr. Saladin acknowledged that people might not be comfortable to come back work yet. She emphasized that it is important provide information to help staff feel more comfortable to return to work. Such as, virus does not live on surfaces, wearing masks works during close contact interactions, in labs. Reported exposures occurred due to outside contacts not within MUSC campus. Masks are highly effective. If staff members are not coming back to work, first try to understand the reason. If not resolved, HR should be involved.

Nancy Demore, MD, thanked Dr. Saladin and Dr. Cole for their support towards to faculty and staff about return to in-person work mandate.

5. Committee Reports.

- Communication and Education (*Kathryn Kinyon, DNP, CPNP, AHN-BC*)  
Committee will meet next week to discuss 1- possibility of creating an orientation video about Faculty Senate. 2- Revisiting newsletter, to understand what would be the best approach to get something out to all faculty in a consistent way.
- Governance (*Laura Kasman, PhD*)  
Nothing to report.
- Faculty and Institutional Relations (*Jane Joseph, PhD*)  
Nothing to report.
- Institutional Advancement (*Kathryn Cristaldi, MD*)  
Nothing to report.

6. Electoral Unit Reports.

- Academic Affairs Faculty (*R.J. Lambert, PhD*)  
Nothing to report.
- Dental Medicine (*Deirdre Williams, DMD*)  
Nothing to report.
- Health Professions (*Sandra Brotherton, PhD, MHS*)  
Nothing to report.
- Medicine: Basic Science (*Bethany Jacobs Wolf, PhD*)
- Email was sent to the basic science faculty about the compensation plan to get more feedback.
- Medicine: Clinical Science (*Cynthia Oliva, MD*)  
No report.
- Nursing (*Donna Reinbeck, RN, PhD, OCN, NEA-BC*)  
Nothing to report.
- Pharmacy (*Nicole Pilch, PharmD, MSCR, BCPS*)  
Edward Soltis on behalf of Nicole Pilch: Nothing to report.

7. No new business.

8. Adjourn 8.20 am