

MUSC FACULTY SENATE
Meeting Minutes (Draft)
May 11, 2021, 7.45-9.00 am
Teams Meeting

1. Call to order (Nancy Demore, MD, President) 7.45 am
2. President's report:
 - Salary Equity study for COM is shared with COM Deans office. Only clinical activity was used as measure of productivity and interpretation of data is still ongoing. Salary equity study will be completed for College of Dental Medicine next.
 - Lisa Montgomery, MBA, Executive Vice President of Finance and Operations is retiring and a new search for her position will start soon.
 - Faculty Onboarding. Provost Saladin is interested to update faculty onboarding process. She asked for volunteers from FS members and FS Executive committee members to serve on a committee to work on faculty onboarding process.
 - Update on Hospital and Public Safety issues. President Demore shared with the group that she found out that placing metal detectors in hospital entrances would not be feasible. President Demore reported that Dr. Zaas, Chief Executive officer for MUSC Health, denied budget cuts for Public Safety and Hospital Safety at MUSC at this time.
 - Updates on new Covid-19 directives. Directives included: mask wearing outside is not required, functions/meetings indoors could be held if 90% of the attendants are vaccinated. You could ask if someone was vaccinated but you could not ask any other follow up questions. Students who have clinical rotations in hospital are required to be vaccinated. Otherwise, students are not mandated for Covid vaccination. Masks are required for students and faculty in all in-classroom activities.
 - For MUHA faculty and staff, vaccinations are mandated. There are medical and religious exemptions.
 - Faculty Evaluations, professionalism section. Legal looked at it and made modifications. FIR committee will review these modifications.
 - Interfolio. A question from FS Senators: Why marital status is asked in Interfolio? Why this is needed for promotion and tenure? President Demore to follow up on this question.
3. Approval of Minutes from April – One correction on “Clery Act”. Following that change approved without objection.
4. Invited Lectures. Elizabeth Mack, MD, MS, Faculty Ombuds update.

Q&A following presentation.

John Gnann, MD. What mitigation do you do? Answer: Mostly conflict with administration, faculty vs. faculty, faculty vs. staff.

Christian Smith, OTD. What trainings do you need? Answer: Diversity, sexual harassment, gender equality workshops are recommended. The training is not done by faculty ombuds. Trainings are referred to other offices, HR or Provost's Office.

John Gnann, MD. Despite best efforts, if issues are not resolved, what do you do to resolve conflict? Answer: I refer to Provost's Office and HR. They step in to evaluate the issues. COM next level of people could also be from Dean's office.

5. Committee Reports.

- Communication and Education (*Kathryn Kinyon, DNP, CPNP, AHN-BC*)
Will provide one volunteer from CE committee for Faculty onboarding committee.
The group is working on Faculty Senate Newsletter.
- Governance (*Laura Kasman, PhD*)
Nothing to report.
- Faculty and Institutional Relations (*Jane Joseph, PhD*)
Kris Helke on behalf of Jane Joseph. There is an HR meeting today on professionalism section, FIR committee will discuss the changes.
- Institutional Advancement (*Kathryn Cristaldi, MD*)
Nothing to report.

6. Electoral Unit Reports.

- Academic Affairs Faculty (*R.J. Lambert, PhD*)
The Writing Center will be holding a dissertation retreat virtually June 30 – July 2 (doctoral students may contact R.J. Lambert lamberro@musc.edu to register).
Tabitha Samuel of the Waring Library is accepting submissions for MUSC's Covid-19 Archive, including administrative records about MUSC operations, as well as personal reflections of pandemic life. For more information, see:
<https://musc.libguides.com/waring/services/reference/musc-covid19-archive>
The current AAF Faculty Member of the Year, Mary Mauldin, EdD, announced that she will be retiring.
- Dental Medicine (*Deirdre Williams, DDS, MS*)
Nothing to report.
- Health Professions (*Sandra Brotherton, PhD, MHS*)
No report.
- Medicine: Basic Science (*Bethany Jacobs Wolf, PhD*)
No report.
- Medicine: Clinical Science (*Cynthia Oliva, MD*)
Nothing to report.
- Nursing (*Donna Reinbeck, RN, PhD, OCN, NEA-BC*)
Nothing to report.
- Pharmacy (*Nicole Pilch, PharmD, MSCR, BCPS*)
Edward Soltis, PhD, on behalf of Nicole Pilch. Inquired about classroom planning for Fall classes. Updates in Bioengineering and Drug Discovery room

7. New business.

Sarah Miller, RN, PhD: MUHA policy still requires mask.

Answer: MUHA does provide guidance not policy and it is aligning its guidelines to university on mask wearing.

8. Adjourn 8.38 am