

## MUSC FACULTY SENATE

### MEETING MINUTES

June 11, 2019, 7:45-9:00 am  
Gazes Auditorium, Room  
125 Strom Thurmond  
Building

1. Call to Order (*Kristi Helke, DVM, PhD, President*) 7:49 AM
2. President's Report:
  - Mike Caputo has submitted his resignation and his last day is 7/12/2019. There will be a transitional leader until a replacement is hired.
  - The maximum amount of unused faculty leave time that may be carried over into the new fiscal year is 360 hours. If this is not used by 6/30/2019, it will be lost. Leave can be donated by completing a form by 6/15/2019.
  - There has been a request to access Senate legal funds for COM faculty who teach in the College of Dental Medicine and are not compensated as they would be for COM teaching.
  - The Provost has requested Faculty Senate examine how faculty professionalism is evaluated across colleges. Findings to date consist of calling the MUSC confidential hotline. Then, there is an investigation and follow-up, but this is not tracked. The group is next looking into MUSC-P / MUHA processes.
3. Committee Reports
  - Communication and Education (*Titus Reaves, PhD*):
    - There will be a town hall on campus safety and cybersecurity on 6/27/2019 in BSB.
  - Governance (*Michelle Nichols, PhD, RN*):
    - Nominations for officer positions are now open. Nominations and self-nominations should be emailed to Dr. Nicols. Full and alternate senators are eligible.
  - Faculty and Institutional Relations (*Heather Holmes, MLIS, AHIP*):
    - The Preface to the Faculty Handbook was previously presented to the Senate and sent to faculty. There was concern regarding language and legal was consulted. Legal recommended that a sentence be removed ["faculty interpretations however, remain subject to approval by the Board of Trustees"]. This will be sent to faculty for comment and the Senate will vote on it at a future meeting.
  - Institutional Advancement (*James McElligott, MD, MSCR*):
    - No report.
  - Medical Executive Committee (*Lynn Schnapp, MD*):
    - No report.

#### 4. Electoral Unit Reports

- Academic Affairs Faculty (*Lynn Veatch, PhD*):
  - Nothing to report.
- Dental Medicine (*Kimberly Patterson, DDS, MS*):
  - The White Coat ceremony is upcoming this Friday to honor rising third year dental students.
  - Dr. Dalton Wilson was named Vice-Chair of the Department of Oral Rehabilitation.
  - Dr. Hong Yu has been recommended for a Grant Pilot Award and Drs. Pinar Emecen-Huja and Chad Novice have been recommended for Scholar's Grants.
  - Students and residents presented posters at the 72<sup>nd</sup> Annual Session of the American Academy of Pediatric Dentistry.
- Health Professions (*David Fitzgerald, PhD, CCP, MPH*):
  - No report.
- Medicine: Basic Science (*Michael Schmidt, PhD*):
  - Two topics were raised at the quarterly meeting with the COM dean: Basic Science Compensation plan and Institutional advancement vision for COM.
- Medicine: Clinical Science (*Frampton Gwynette, MD*):
  - Nothing to report.
- Nursing (*Sarah Miller, PhD, RN*):
  - Interviews are ongoing for the Associate Dean for Research position.
  - CON has 12 to 15 open faculty positions.
  - CON faculty will be voting on the new APT criteria during the Faculty Assembly meeting on 6/17/2019.
- Pharmacy (*Craig Beeson, PhD*):
  - Kathy Chessman, Pharm.D. has been named Interim Chair of the Department of Clinical Pharmacy and Outcome Sciences.

#### 5. Invited Presentation: *Pat Cawley, MD*

- Dr. Cawley solicited questions from the senate floor.
  - Increasing RVU targets
    - We can't be so RVU-focused all the time; need to be quality-focused. We need to focus more on outcomes.
  - People are not going to rural hospitals; they do not get great care there. 85% leave to get care somewhere else. The state is begging for someone to step into rural healthcare. We are stepping in in a big way.
  - Acquisition of new hospitals:
    - Integration will take about a year. We are working through a variety of integration issues (e.g., Epic in every site).
    - Teaching opportunities- Residences are two years out. No one will be mandated to take learners, nor will any learners be kicked out.
    - Research opportunities- Lisa [Saladin] is leading that committee and planning for next year
    - Will staff become faculty? - They are currently not integrated into our departments and that decision will have to be made individually with chairs involved. The chair still has purview on promotions for

them.

- Finances and how institutional growth will impact the faculty.
    - A vendor-neutral archive is being purchased in FY20. This will allow you to view any film done in the MUSC system.
    - It would be helpful to see the consultant report on Funds Flow: happy to share it. It recommended minor tweaks. They did not talk about the compensation plan; only talked about funds flow.
    - Did they address the affordability corridor gap that we have to perform 30% above our peers? No; it varies by department and is not a funds flow issue;
  - Clinician burnout keeps me up at night because I do not think we have good solutions across the country. The electronic health record is a part of it; A pilot program using scribes was done in three or four specialties.
  - What is the recruitment plan to replace Mike Caputo? There is a search committee with a search consultant and the search for his replacement began last week. Melissa Forinash will be the transition leader.
6. Current business:
- Chris Cowan, PhD, has been selected as chair of Neuroscience and will assume this role on 7/1/2019.
  - There are currently several ongoing chair searches in COM. All of the search committees are chaired by men. They have not received unconscious bias training which is standard for search committees. It would be nice for all leadership searches to, at minimum, go through this training. There is a team that provides this and it is currently part of the criteria. The chair of the search committees does not have to be a chair of a department and we need more diverse search committees.
  - Discussion about using Webex for Faculty Senate meetings and it was noted that in-person meetings limits faculty representation across the candidates and limits our voice. COM bylaws committee is also exploring remote participation options.
  - Dr. Tolley announced that this meeting was his last meeting as a Senator and he expressed his enjoyment about being a Senator and said he will miss attending the meetings.

Adjourned at 8:52

*\*Minutes submitted by Emily Gottfried, PhD, Faculty Senate Secretary.*