

MUSC FACULTY SENATE

MEETING MINUTES

December 10, 2019, 7:45-9:00 am
Basic Science Building
Room 202

1. Call to Order (*Heather Holmes, MLIS, AHIP, Vice President*)
2. Moment of Silence in honor of Craig Beeson, PhD
3. President's Report:
 - Mike McGinnis will be presenting at the January Faculty Senate meeting to coming next month to discuss Interfolio (which will be used for evaluations, CV management, promotion management).
 - Faculty are always needed to teach IP 711 or Concentration Cores. These are four one-hour sessions that are not much effort as everything is prepared for you.
 - All sexual harassment complaints should be directed to the Title IX office.
 - 2024 is MUSC's 200-year anniversary and a committee is being formed for planning. If you want to learn more, contact Ms. Holmes.
 - There will no longer be forced annual leave for holidays for faculty when the college is closed.
 - An offer was made for the VP for Institutional Advancement position.
 - On 12/9/2019, the nomination portal for the COM Faculty Council opened.
 - Starting in January, Faculty Senate meetings will be in BSB 302.
 - We are currently testing Harbor for remote attendance for Faculty Senate meetings and this will be an option for everyone beginning in January.
4. Committee Reports
 - Communication and Education (*Melissa Hortman, EdD*): No report.
 - Governance (*E. Thomas Lewis III, MD*):
 - The Constitution and Bylaws will be voted on today.
 - The Committee will be meeting this month and an agenda item is putting together an information sheet for new Senators and Alternates so their roles are clear.
 - Faculty and Institutional Relations (*Heather Holmes, MLIS, AHIP*):
 - The Committee met last week and new items will be discussed in the next few months.
 - Institutional Advancement (*Kathryn Cristaldi, MD*): Nothing to report.
5. Electoral Units Reports
 - Academic Affairs Faculty (*Christine Andresen, MLS, MSIT*): Nothing to report.
 - Dental Medicine (*Caroline Westwater, PhD*): Nothing to report.
 - Health Professions (*Sandra Brotherton, PhD, MHS*): No report.
 - Medicine: Basic Science (*Michael Schmidt, PhD*): No report.
 - Medicine: Clinical Science (*Nancy Demore, MD*): Nothing to report.
 - Nursing (*Teresa Stephens, PhD, RN, CNE*): Nothing to report.
 - Pharmacy (): No report.

6. Presentation: Brief Overview of using Harbor for virtual attendance (*Teresa Stephens, PhD, RN, CNE*):
 - All Senators and Alternates will be added to the Harbor site for the Senate, which will be under “Courses” on Harbor. This link will also be in the Outlook calendar invitation for meetings.
 - The Collaborate function (which is similar to Zoom and Webex) will be used for remote attendance.
 - There is a brief tutorial on the site for remote attendance.
 - You can remotely attend with or without a camera and microphone from a computer or mobile device.
 - Click “Join Session;” you will be automatically muted when you join the meeting.
 - Each Committee will also have its own Collaborate room and Discussion Board that will only be accessible to the Committee member.
7. Approval of Minutes from November - approved without objection.
8. Vote on Constitution and Bylaws changes - approved without objection.
9. Invited Presentation: *Lisa Saladin, PT, PhD, FAPTA, FASAHP University Provost; Leadership Evaluation Results* (see attached slides)
 - All questions were revised this year.
 - Dr. Saladin has asked the Deans to be as transparent as possible and were encouraged to provide their results to their Faculty. She also encouraged them to ask the Chairs and Division Directors to do the same.
 - She reviews these data with the Leadership every year and asks them to identify specific action steps for improvement.
 - New category: Associate and Assistant Deans were evaluated.
 - The results were similar to last year’s results; Communication typically gets lower scores.Updates provided by Dr. Saladin:
 - Convocation:
 - Attendance is typically low.
 - Rebranding it due to comments last year that Faculty thought it had “religious undertones.” Considering changing the name to “Faculty Awards and Appreciation Ceremony.”
 - A committee is working on this and feedback is welcome.
 - Campus renovations:
 - A communication plan is being developed.
 - The Transition Planning Committee meets weekly.
 - This is to begin in June but some concern about the delay in the opening of the new Children’s Hospital as space is needed from the old hospital for transitions during construction.
 - 2025 strategic plan is in process now and Dr. Saladin meets with the key education leaders frequently.
 - Salary Equity Study:
 - A pilot study was conducted in one Department in COM.
 - There will be preliminary data for all of COM by the end of the year.
 - An in-depth analysis will be conducted and then other Colleges will be studied.

- These data will be presented when it is available for general findings.
- Individual data will be released if issues are identified and one on one meetings will be conducted with affected faculty.

10. Adjourn 8:54

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

Leadership Evaluation Results 2019

Lisa K. Saladin

Executive Vice President for Academic Affairs and Provost

OUR STRATEGY *for the future*

Imagine
MUSC 2020

Evaluation of Deans

Range: 3.73-4.71

Mean score: 4.13

Evaluations of Chairs COM

Range: 3.46-5.0

Mean: 4.4

Evaluations of Chairs and Directors all other Colleges

Range: 3.86-5

Mean: 4.54

Evaluations of Directors COM

Range: 3.6-5

Mean: 4.5

Evaluations of Assorted Deans COM

Range: 3.71-5

Mean: 4.59

Evaluations of Assorted Deans Other Colleges

Range: 3.6-4.83

Mean: 4.36

Updates

- Faculty convocation
- Education renovations
- 2025 Strategic Plan
- Other