

MUSC FACULTY SENATE

MEETING MINUTES (DRAFT)

July 10th, 2018, 7:45-9:00 am
Gazes Auditorium, Room 125
Strom Thurmond Building

1. Call to Order (*Adam Smolka, President*) at 7:50 am.
2. Approval of June 12th, 2018 Minutes
Quorum established, minutes approved.
3. Approval of Consent Agenda (Electoral Unit and Committee Reports)
Consent agenda approved.

Electoral Units

- Academic Affairs Faculty (*Jean Gudenas*): Nothing to report.
- Dental Medicine (*Raymond Kessler*): Interviews continue for the positions of Associate Dean of Clinical Affairs and for Department Chair in Oral Health Sciences. Dr. Krayer has accepted a position as a director/examiner for the American Board of Periodontology.
- Health Professions (*David Fitzgerald*): Nothing to report.
- Medicine: Basic Science (*Kristi Helke*): Nothing to report.
- Medicine: Clinical Science (*Lynn Schnapp*): Nothing to report.
- Nursing (*Melanie Cason*): Dr. Linda Weglicki is officially instated as Dean of the College of Nursing. Dr. Felisia Bowen is the new Undergraduate Program Director.
- Pharmacy (*Sherine Chan*): Dr. Hall presented two town hall meetings regarding the new plan for a proposed COP building, as relayed to him by senior leadership. Faculty and staff have been asked for feedback regarding the new plan, and these points are being relayed through Dr. Hall to the architects and senior leadership.

Committees

- Communication and Education (*Titus Reaves*):
Town Hall: Gun Violence: A Health Crisis - July 26, 2018
Panelist Peter Zalka, Board Chairman, Arm-in-Arm SC; Chief Kevin Kerley, MUSC Public Safety; Dr. Dean Kilpatrick, Director, MUSC Crime Victims Center; Dr. Annie Andrews, MUSC Pediatrics
12-1:00 PM (BE 110)
Town Hall: New Faculty Welcome - tentative date (Sept 19, 2018)
Speakers: Dr. Cole, Dr. Saladin, Dr. Smolka, Dr. Brady, Dr. Goodwin, Dr. Horton.
Location TBA
Town Hall: Tenure and Promotions, no date selected, working on the details
- Governance (*Michelle Nichols*): The Governance Committee has been preparing for the 2018-2019 Faculty Senate Election of Officers. Ten nominations were received and four were accepted. Brief platform statements by nominees were electronically distributed to Senate members on July 3, 2018, one week prior to the election on July 10th, 2018. Elected Officers will work closely with current Officers

from July to September to ensure a smooth transition. On August 1st the Governance Committee will review Officer election processes, finalize details for the general Senate election, and make final recommendations on the Constitution and Bylaws for presentation to the EC before dissemination to Faculty Senate for review and debate. General Senate elections will take place in September with newly-elected Senators and Alternates assuming office in October.

- Faculty and Institutional Relations (*Kristi Helke*): Faculty Handbook Amendments will be presented and voted upon during the Faculty Senate meeting.
- Institutional Advancement (*James McElligott*): Nothing to report.

4. Senate Officer Election (*quorum required*)

- Dr. Michelle Nichols, chair of Governance Committee, introduced the Officer election, verified the qualifications of nominees (attendance at 2/3 of Senate meetings to date), and, as nominee for Vice-President, recused herself from the election process. Candidates' platform statements are appended. Drs. Hammad and Chan conducted the election, requesting the candidates for Officer positions to stand and be recognized, inviting further nominations from the floor (none) and soliciting further discussion as needed (none). Ballots were collected, collated and enumerated, and Dr. Smolka announced the results:

Secretary (by acclamation): Emily Gottfried, College of Medicine

Vice President (by acclamation): Michell Nichols, College of Nursing

President (by majority vote): Kris Helke, College of Medicine, Basic Sciences

Officers-Elect will work with current officers over next 3 months and will formally assume office in October.

5. Faculty Handbook Amendments (*Kristi Helke*) (*quorum required*)

- Section 9.03: Dr. Helke reviewed changes disseminated to faculty, no comments were received by email or from the floor. Motion to approve changes passed with one abstention.
- Section 5.06: Dr. Helke reviewed changes disseminated to faculty; question whether the phrase "right to appeal" may be inconsistent with language in the faculty contract. Motion (*Dr. Schmidt*) to return Section 5.06 language to FIR for further consideration. Motion passed unanimously.

6. Motion to Rescind Previous Motion (*quorum required*)

- Moved (*Dr. Tolley*) that previous motion (May 8, 2018) applauding Dr. Melvin Brown as first African-American (AA) male to serve on MUSC BOT was inaccurate (nine AA males and females have served on the BOT) and should be rescinded.
- Discussion: Suggestion that amending the original motion to reflect Senate support for diversity and inclusion in all leadership positions may be preferable to rescinding. Motion (*Dr. Westwater*) to table the current motion pending clarification of procedure to amend previous motion passed unanimously.

- Update (July 13, 2018): Motion (*Dr. Gwynette, seconded by Dr. Tolley*): *“In the interests of accuracy, I move to amend my motion adopted by the Senate on May 8, 2018 that read: “The Faculty Senate applauds the recent appointment of Dr. William Melvin Brown, III as the first African-American male to serve on the MUSC BOT.” The amended motion is as follows: “The Faculty Senate endorses inclusion of under-represented minorities in leadership positions at MUSC and congratulates Dr. William Melvin Brown, III on his election to the MUSC Board of Trustees.””*

The motion was passed by electronic ballot (44 in favor, 1 opposed, 3 abstentions; 75 Senators polled). Dr. Tolley withdrew his tabled motion to rescind the previous motion. The amendment will be noted in the May 8, 2018 Senate minutes.

7. Honor Code Update (*Michelle Nichols*)

- Reviewed Blue Ribbon Panel recommendations; a single University Honor Council with representation from all Colleges will supplant the College Honor Councils. Presented purpose and structure of the University Honor Council and changes from previous Honor Council procedures. New Honor Code is appended, and goes into effect August 14th.

8. Invited Presentation (*Willette Burnham, University Chief Diversity Officer*)

- Standards of Professional Behavior Policy (PowerPoint, draft of policy, and additional relevant documents are appended)
- Policy contains eighteen “Will Statements” for faculty review - feedback requested by July 30th
- Question regarding diversity of the task force membership: only one faculty member; recommendation that faculty be more widely represented on University policy committees
- Question: how will MUSC enforce and hold people accountable to this policy? Working on drafting a statement to address enforcement and accountability
- Question: Did you review the sexual harassment policy recently published by the Academy of Medicine: No.
- Question: Did you review Faculty Handbook to make sure there are no conflicts: Yes.

9. President’s Report

- Reminder of Senate Town Hall on Gun Violence: Thursday, July 26th at 12:00 noon in BE 110
- Status of COM Faculty Annual Contract: The FY19 clinical faculty practice plan was announced ~10 days before the June 30th faculty contract signing deadline. Substantive new FY19 language caused concern, and the Faculty Senate was approached regarding signing deadline deferral. Conversations involving Dr. DuBois (COM Dean), Dr. Saladin (Provost), and Drs. Elston and Hong (MUSC-P leadership) resulted in the FY19 practice plan being rescinded, and the FY18 practice plan remaining in place. Dr. DuBois committed to announcing this decision to COM clinical faculty.
- Ambiguity remains regarding a guarantee of Y component payout. Dr. Rockey (Department of Medicine chair) has posted written confirmation of a DOM

guaranteed Y component payout; situation in other departments is unknown. A group of COM faculty have declined to sign their contracts pending clarification of these and other concerns, and have retained legal counsel. Question has arisen whether the practice plan is part of the faculty contract and whether disagreement with practice plan policy justifies not signing the contract. Allan Holmes, Esq., independent Senate counsel, is in contact with MUSC legal counsel Annette Drachman to address these issues.

10. New Business: none

11. Adjourned at 9:00 am.

Slate of Candidates for Faculty Senate Officers 2018-2019

Candidates for President (listed in alphabetical order):

Kristi Helke, PhD

I am a tenured MUSC professor researching animal models of human disease and training the next generation of biomedical scientists. I was elected to the Faculty Senate six years ago and have served three consecutive terms of active involvement in faculty affairs. I am currently the Chair of the Faculty and Institutional Relations Committee and the Basic Sciences faculty representative for the College of Medicine. I have held both positions for the past three years, and the natural progression is to step up to President. My experience as F & IR Chair has made me intimately familiar with the Faculty Handbook and procedures required to make changes in both the Handbook and policies that are not in the Handbook.

In pursuing these roles, I have been active on the Senate Executive Committee, and I've attended quarterly meetings of College of Medicine Senators with the COM Dean, and Senate Executive Committee meetings with MUSC President Dr. David Cole. My ability to build positive relationships with leaders and peers while working on various committees qualifies me as a reliable well-informed candidate for Senate President. Since joining the Senate, I have attended virtually all EC meetings (since election as COM-BS representative), Senate meetings, and monthly F & IR meetings, missing only one or two when travelling on MUSC business.

I hope to continue my tenure on the Faculty Senate as President in order to provide continuity in the Senate, the standing Senate committees, and to serve as the essential advocate of faculty interests to MUSC leadership.

I believe that you will agree, after reviewing my statement, that I have the qualifications, skills and passion for continued service on the MUSC Faculty Senate in the role of President.

James McElligott, MD, MSCR

To Faculty Senate:

I would like to express my thanks to the members of the Senate who have nominated me regarding this important leadership role, for which I am humbled. My career to date has been highlighted with unique opportunities for leadership. I currently oversee the MUSC Center for Telehealth, which has included the responsibility of administering significant state appropriations over the past 5 years. This role also requires that I serve as Chair of the South Carolina Telehealth Alliance. The Alliance brings together the largest health systems in the state, government, non-profits and several other stakeholders. My role requires oversight of an annual collaborative strategic plan with these varied stakeholders, which has afforded me an incredible opportunity to grow as a leader. Internally, I currently lead or serve on a number of committees that provide me with insight into the University, MUHA and Departmental elements

of our institution. Additionally, the Center for Telehealth provides funding for several entities within the MUSC enterprise, which also affords me unique insight into the nuances of the operations across MUSC. While I have learned much with these experiences, if there is one skill that I value the most in leadership it is the ability to respect, appreciate (and leverage!) the talented humans involved. The Faculty Senate has no shortage of those!

Candidate for Vice President:

Michelle Nichols, PhD, RN

I am honored to accept the nomination for Vice President. Throughout my career and during my time here at MUSC, I have had several leadership opportunities and have been a strong advocate for those I represent and work with. I currently am an Assistant Professor in the College of Nursing where I teach in our PhD program and am the Associate Director for Community Engagement with SCTR. I also serve as the Governance Chair for Faculty Senate, a role I assumed this past year, and recently was part of the Blue-Ribbon Panel appointed to overhaul the MUSC Honor Code and Council processes. I have been actively involved in both of these positions, along with my role as a Senator and member of the Executive Committee, attending all quarterly meetings with President Cole and have participated in ad hoc EC meetings on topics of primary interest to faculty. In fact, the only time I have missed a Senate meeting while serving as Governance Chair was when I was in Ghana for one of my research studies.

In addition to the aforementioned roles, I also serve as the CON Faculty Advisor for the Honor Council, which includes participation of the University Honor Council, am Co-Chair of the Diabetes Initiative of South Carolina Outreach Council and serve on various committees at MUSC and through professional organizations. Last year I had the unique opportunity to interview more than 70 faculty and senior leaders across campus as part of an Imagine 2020 initiative designed to identify key challenges faculty face in conducting research and balancing clinical and teaching responsibilities. This experience gave me greater insight into key concerns faculty have, while also highlighting faculty commitment for excellence across endeavors. I would be honored to serve as Vice President of the Faculty Senate and, if selected, commit to remaining actively engaged in this role.

Candidate for Secretary:

Emily Gottfried, PhD

I am honored to have been nominated for the position of Secretary of the Faculty Senate. I came to MUSC in September of 2015 and am currently at the rank of Assistant Professor. I work in the Community and Public Safety Psychiatry Division with the Department of Psychiatry and Behavioral Sciences. There, I conduct forensic evaluations; participate in research studies as a PI

and Co-I; and provide didactics, clinical instruction, supervision, and mentorship to local undergraduate research assistants, fourth year medical students, psychiatry residents, psychology interns, and forensic psychiatry and psychology fellows. I believe that my history of committee service and desire to obtain leadership roles within the university make me an ideal fit for Secretary. I am currently the elected Secretary for the South Carolina chapter of the Association for the Treatment of Sexual Abusers (ATSA) and am the appointed conference Co-Chair for the 2019 annual scientific meeting of the Psychiatry and Behavioral Sciences section of the American Academy of Forensic Sciences (AAFS). In these roles, I coordinate, facilitate, and plan the agenda for meetings; record minutes at official meetings; plan conference logistics, curriculum, content, and staffing; and assist in creating and maintaining professional website content. I am interested in the role of Secretary for the Faculty Senate in order to bring my organizational skills and early career professional ideas to the Senate. I have been an alternate Senator for this past year and have attended every meeting. I believe that the role of the Faculty Senate is extremely important at MUSC and given my experience, commitment to service, dependability, and ability to manage my time, I believe that I would be an effective Senate Secretary.