

MUSC FACULTY SENATE

MEETING MINUTES

July 14, 2020 7:45-9:00 am
WebEx

1. Call to Order (*Kris Helke, DVM, PhD, President*)
2. President's Report
 - The Provost was planning a homecoming in August for employees returning to campus after working remotely. Due to the current virus surge, this is no longer happening.
 - Fall classes will be either completely online or a combination of online and in-person. As faculty, if you have concerns and plan to request accommodations, please speak up and make your requests early so plans can be made.
 - There is currently a case to repeal the Heritage Act.
 - The Senate Executive Committee (EC) met with Drs. Cole and Saladin and we brought up the resolution we passed in June on Confederate Memorial Day. They were very supportive. Dr. Saladin needs to speak with HR and then this will not be listed on the calendar; rather, it will be a day that people can take off throughout the year.
 - Convocation is scheduled for next month. The latest plan was to have four to five people in an auditorium and the rest being virtual. This scheduled date is 8/18/2020.
 - Those showing signs of COVID or had a high-risk exposure, when you request a COVID test, check the box denoting you are a healthcare worker regardless if you work in the hospital. Everyone that works at MUSC is a healthcare worker and this will help to expedite your test results. Additionally, signing up for MyChart will also expedite the results. If you have a high-risk exposure, you should not be tested for five to seven days following the exposure to minimize false negatives.
 - Contact tracing is being conducted at the University by contact tracers in the hospital and within different colleges. This is to contact trace your movement and contacts at MUSC but not within the community or contact with friends/family outside of MUSC.
 - Faculty Contracts:
 - There was concern in the College of Dental Medicine (CDM) that language was added to part one of their contract and this was discussed in the EC meeting last month. Dr. Helke has since talked to Mike McGinnis who reported that this cannot be done and that portion of the contract must follow the template.
 - The link for the sample faculty contract has been updated on the FS website.
 - The only section that can be changed on the contract is section five.
 - If your CDM contract does not match what it is on the website, please let Dr. Helke know.
 - College of Nursing (CON) has had their contract dates (September 1 to August 31) different than rest of the University (which uses July 1 to June 30) for years but has caused recent confusion. Dr. Helke spoke to the CON Dean who reported they are potentially going to change the dates to match the rest of the University. Dr. Saladin has also previously discussed changing the University dates to the dates that CON uses. Dr. Helke will discuss further with Dr. Saladin.
 - Thanks to everyone who attended the Town Hall with Drs. Cole and Saladin last Friday. The link to the recording and Dr. Saladin's answers to the remaining questions in the chat will be posted in the newsletter.

3. Invited Presentation: David McNair, McNair Group; Sarah Bacik, MHA, Chief Strategy & Business Development Officer; & Johanna Sullivan: *Strategic Plan Update* (see attached slides).
4. Invited Presentation: L. Judson Chandler, PhD, *Petition for renaming the Strom Thurmond Building* (see attached letter).
 - This is an effort to rename the Strom Thurmond Building. Thurmond was a separationist, segregationist, and supported Jim Crow laws. He was given the opportunity to disavow these beliefs later in life and refused to do so. Having his name on a building to honor him is not part of the mission of the University.
 - A few years ago, postdocs in Dr. Chandler's lab started the petition and letter. However, they were told the name of buildings was controlled by the State and not the University. This is a time in history that we cannot just sit by. There is also a movement to change the Heritage Act as well.
 - This letter will be sent out to the Senate after this meeting. The link to support the petition is on Change.org and the link is at the bottom of the letter.
 - A motion was made to support the distribution of the petition and send it to the whole faculty. The motion was seconded and there were no items brought up for discussion. This motion will be voted on through a RedCap survey. *Approved*
5. Senate Officer Election:
 - Dr. Lewis, Chair of Governance Committee, introduced the Officer election, verified the qualifications of nominees (attendance at 2/3 of Senate meetings to date).
 - Further nominations were invited from the floor (none) and further discussion was solicited as needed (none).
 - Candidates' platform statements are attached.
 - The election was conducted after the meeting via RedCap.
 - Officer(s)-Elect will work with current officers over next three months and will formally assume office in October.
6. Committee Reports (from consent agenda)
 - Communication and Education (*Melissa Hortman, EdD*): Nothing to report.
 - Governance (*E. Thomas Lewis III, MD*): Nothing to report.
 - Faculty and Institutional Relations (*Heather Holmes, MLIS, AHIP*):
 - FIR has reviewed the professionalism section of the handbook again but there are still concerns from the Provost's Council that are being worked out.
 - Institutional Advancement (*Kathryn Cristaldi, MD*): Nothing to report.

MEC rep (*Charles Andrews, MD*): No report.

7. Electoral Units Reports (from consent agenda)
 - Academic Affairs Faculty (*Christine Andresen, MLS, MSIT*): Nothing to report.
 - Dental Medicine (*Caroline Westwater, PhD*): No report.
 - Health Professions (*Sandra Brotherton, PhD, MHS*): Nothing to report.
 - Medicine: Basic Science (*Michael Schmidt, PhD*)
 - The Basic Science Faculty were queried for questions for the Town Hall with Dr. Cole and Dr. Saladin and were briefed on the Executive Committee's meetings with the Vice President for Academic Affairs and Provost, Dr. Saladin and the President, Dr. Cole.

- Medicine: Clinical Science (*Nancy Demore, MD*): No report.
- Nursing (*Teresa Stephens, PhD, RN, CNE*): Nothing to report.
- Pharmacy (*Nicole Pilch, PharmD, MSCR, BCPS*): No report.

8. New Business:

- Senator elections are coming up in September.
- Unit Representatives should be meeting with their Deans quarterly (COM will meet with the Faculty Council) for increased communication.
- SOPs are being developed for Committee Chairs and we will need new Committee Chairs for next term.

9. Adjourn

10. After the meeting, Senators voted via RedCap on:

- The June meeting minutes
 - Approved with 44 'yes' votes, 0 'no' votes, and 0 abstentions
- The motion to support the distribution of the petition for renaming the Strom Thurmond Building to the faculty
 - Approved with 41 'yes' votes, 1 'no' vote, and 2 abstentions

The full Senate voted on Officer elections via RedCap:

- **Secretary** (by acclamation): Pinar Emecen-Huja, DDS, PhD, College of Dental Medicine
- **Vice President** (by acclamation): Melissa Hortman, EdD, Academic Affairs Faculty
- **President** (by majority vote): Nancy Demore, MD, College of Medicine, Clinical Sciences

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

June 16th, 2020

Letter to MUSC leadership regarding renaming the Strom Thurmond Biomedical Research Center

Dear Drs. Cole, Cawley and Saladin,

We are all disturbed by the recent events that have shown a bright light on the persistent structural and institutional racism that continues to permeate our society. At the same time, it has been encouraging to see that so many white Americans have finally realized they can no longer sit idly by and have joined with the African-American community to demand change. We are also encouraged that MUSC leadership has made a number of public statements over the past few years that have strongly embraced "diversity and inclusion as a pillar goal of our institution", and that MUSC stands "firmly against intolerance and hate of any kind". We are indeed heartened that MUSC has again confirmed its stance against hate, racism, and bigotry, and hope that these statements signal an interest in making tangible changes in the campus environment.

As part of the effort to create a welcoming work environment, we are requesting that MUSC demonstrate its commitment to diversity and inclusion by the elimination of racially divisive symbols on the MUSC campus. Specifically, we are requesting that MUSC actively engage with state legislators to rename the Strom Thurmond Biomedical Research Center, named for an individual whose long history of promoting the very hate, racism, and bigotry that are in direct opposition to the values and mission of the university.

MUSC's Strom Thurmond Biomedical Research Center is located in the center of campus and displays the Thurmond name above its entrance. While we acknowledge that Strom Thurmond did many things South Carolinians are proud of while serving in the United States Senate for 48 years, his prevailing legacy is his unwavering advocacy for segregationist policies and staunch condemnation of the Civil Rights Act. These segregationist policies prevented black Americans from sharing lives with white Americans, prevented black patriots from serving in the military alongside whites, prevented black girls and boys from receiving educations alongside white children, and helped promote social and economic inequality for decades to come, and should not be honored. Indeed, the man after which MUSC has named one of its buildings famously said:

"I want to tell you, ladies and gentlemen, that there's not enough troops in the army to force the Southern people to break down segregation and admit the nigger race into our theaters, into our swimming pools, into our homes, and into our churches." -- Strom Thurmond, 1948 States Rights Democratic Party Convention, Birmingham, AL

What's more, when asked in 1999 if he would do anything differently, Thurmond answered that he couldn't think of anything. Shockingly, after championing racial segregation and fighting for laws that would delay civil rights for African Americans for years, Thurmond expressed no regrets! The continued honoring of an individual with such a hate-filled history by bestowing his name on one of our buildings is incongruent with MUSC's values. Does an individual who fathered a biracial daughter with a fifteen year old African American woman who worked in his home and then refused to publicly acknowledge her for decades really deserve to be forever memorialized by our institution?

While we understand that there are many ongoing efforts by MUSC to promote diversity and inclusion, these efforts go largely unappreciated by the greater MUSC community, in part because

they frequently come in the form of statements with little tangible results obvious to the community at large. One way to demonstrate more effectively MUSC's support for an inclusive environment is to create an environment that is less hostile and more inclusive for the non-white members of our community by renaming the Strom Thurmond Biomedical Research Center. We further encourage MUSC leadership to take additional actions to celebrate the legacy of minorities in medicine and science, both from South Carolina and across the nation. One example of an individual more worthy of recognition is Dr. Catherine McKee McCottry, a talented African-American surgeon who fought to desegregate hospitals in Charleston.

While we also recognize that the naming of buildings on the MUSC campus is controlled by the state legislature and not by MUSC, adopting a defeatist attitude and using this as an excuse for inaction is unacceptable. As other elite universities and institutions make efforts to promote inclusivity by removing titles and statues that honor the Confederacy and Confederate generals, similar actions by MUSC executives are critical for the larger MUSC community to feel confident that statements by MUSC leadership are backed by actions. We encourage MUSC to put weight behind its words and demonstrate with vigor that racism, bigotry, and hate will not be tolerated on its campus.

Sincerely,

Members of the MUSC Community have signed a petition to rename the Strom Thurmond Building. This petition and the signators can be found at the following link:

<http://chnng.it/YBRtchRmQ9>

2020 – 2021 Faculty Senator Officer Elections Information

Candidates

President: Nancy Demore, M.D., Heather Holmes, M.L.I.S.

Vice President: Melissa Hortman, Ed.D.

Secretary: Pinar Emecen-Huja, D.D.S., Ph.D.

Platform Briefs

President

Heather Holmes, M.L.I.S.

I joined the MUSC Faculty in 2016 as the Associate Director of Libraries. As Associate Director, I work with library colleagues to ensure all MUSC's faculty, staff, and students have access to information to help them learn and train to be the best healthcare providers possible. If elected president, I will continue working in this manner, without bias, for all faculty. My faculty home is in the Academic Affairs Faculty Group where I hold the rank of Professor.

My work with the Senate began in 2016, shortly after my arrival to MUSC. In 2018, I assumed the role of Chair of the Faculty and Institutional Relations (FIR) Committee, and was elected to serve as the Vice President in 2019. I have worked closely with the current president, Dr. Kris Helke to fulfill responsibilities of both roles. I believe the experience and knowledge gained from serving in both roles makes me uniquely qualified to serve as President. As chair of FIR, I have helped lead change to the faculty handbook, and as the Vice President I have been able to form relationships with leaders across campus.

If elected President, my vision is for the Senate to continue evolving into a proactive organization rather than reactive. I would like to see us work together to make improvements for all of our faculty, before problems have the opportunity to arise. I firmly believe that we have the ability to do so, and I also believe that MUSC's leadership supports initiatives of this type. I feel confident that if I am elected president, I can represent the senate and faculty as a whole, and work with MUSC's leadership to help continue making MUSC a place where faculty want to come to work, to teach, and do research.

Nancy Klauber-DeMore, M.D.

I am honored to have been nominated for the position of President of the Faculty Senate. I came to MUSC in 2014 at the rank of Professor, and am the BMW Endowed Chair of Cancer Research. As a physician scientist I work in the Department of Surgery in the Division of Surgical Oncology. My clinical practice focuses on breast cancer and I have a strong interest in

women's health. At Hollings Cancer Center I serve as the Medical Director of the MUSC Breast Center. My major responsibility as Medical Director is to oversee quality standards for the breast center and to improve patient satisfaction. Other administrative roles that I hold in Hollings Cancer Center are co-director of breast cancer research, and Chair of the Data and Safety Monitoring Committee. I have a translational science laboratory where I have been continually NIH/DOD funded since 2003. My research focuses on drug development for breast cancer and sarcoma, which has led to a strong interest in entrepreneurship. I co-founded and serve as Chief Scientific Officer of Enci Therapeutics, a biotech start-up company, to help translate my research. I am also the Vice Chair of Entrepreneurship for the Dept. of Surgery, and serve on the Board of Foundation for Research and Development. From an education standpoint, I am the Program Director of the Medical Scientist Training Program, where I oversee 58 MD/PhD students and the admissions process. This experience has allowed me to have a good understanding of the workings of both the medical school and the college of graduate studies. I am in my first year of service as Faculty Senator and enjoy being in a position where I can represent faculty concerns to the administration. I am interested in the role of President for the Faculty Senate in order to bring my constituents ideas to the Administration. I believe that with my background in clinical care, research, and education, I understand the concerns of a diverse group of faculty at MUSC, which will help me to be an effective President.

Vice President

Melissa Hortman, Ed.D.

I am honored to have been nominated for the position of Vice President of the Faculty Senate. I am interested in being the Vice President for Faculty Senate because it will give me an opportunity to have a significant impact at MUSC by supporting faculty through these complex and challenging times. I have been a member of the Faculty Senate since 2018, then became the Chair of Communication and Education in 2019. I am the Director of Instructional Technology in the Office of Instructional Technology and Faculty Resources, as well as an Associate Professor in Academic Affairs Faculty. I have a dual appointment in the College of Graduate Studies where I teach the Team Science course in the MSCR program, as well as teach within the Interprofessional program as a TeamSTEPPS Master Trainer. I work across all six colleges to provide leadership and coordination of implementation and ongoing education, both physical and virtual, of university-wide instructional technology systems to deliver these resources to the university in an effective and efficient manner. Additionally, I provide expertise to faculty by combining learning theory, design practices, and instructional technologies for the development of instructional pedagogies and effective teaching for the diverse needs of learners and learning spaces. I enjoy getting to work across the University to break down silos and encouraging a community of innovation. Within the field of education, I am currently the Editor-in-Chief for the International Journal of Innovative Teaching and Learning in Higher Education and was recently awarded the International Blackboard Catalyst Award for Inclusive Education in 2019.

My work in teamwork, communication, research, and innovation makes me strongly qualified for this position. If elected Vice President, I would be honored to serve the entire faculty body and build a community of problem-solvers who will make the education of tomorrow better than today.

Secretary

Pinar Emecen-Huja, D.D.S., Ph.D.

I serve as a full-time faculty and Associate Professor at College of Dental Medicine, Division of Periodontics. I am on a clinical academician track and responsible for clinical and didactic instruction for dental students and residents. My research interest is clinically focused on the nexus between periodontal and systemic diseases. I am involved in interprofessional (IP) education and IP practice opportunities, currently serving as an IP clinical course director and also participate as course facilitator to interprofessional university courses. As a board-certified periodontist, I maintain an intramural practice in our Dental Faculty Practice limited to periodontics. I value organized dentistry and involved in American Dental Educators Association (ADEA), American Academy of Periodontology (AAP), Southern Academy of Periodontics (SAP). I served from 2012-2014 as a secretary, chair-elect and chair of Periodontics section of ADEA responsible for activities such as planning officer and section meetings, recording minutes, preparing section's newsletter, communicating with section members and organizing section's program at the Annual meeting.

I believe Faculty Senate has a critical role to achieve the mission and vision of the University. Since my involvement in 2018, I am greatly impressed by the open and clear communication between members of Faculty Senate and between Faculty Senate and University Leadership. I am grateful to be nominated for this position and based on my professional experience, I am confident that I would be able to effectively serve as Secretary of the Faculty Senate. Thank you for your consideration.