

## MUSC FACULTY SENATE

### MEETING MINUTES

May 12, 2020 7:45-9:00 am  
WebEx

1. Call to Order (*Kris Helke, DVM, PhD, President*)
2. Approval of April Minutes
  - Approved without objection.
3. President's Report
  - The Press Ganey survey went out in January and there was a slight decrease in engagement.
    - Results should be presented by leadership in the near future.
  - Innovation Week will now be held remotely during the week of June 15 after it was postponed in May.
  - There will be no commencement ceremony at Coliseum.
    - On Saturday, 5/16/2020, there will be a drive-through pickup of diplomas at the Wellness Center.
    - The deans, Dr. Saladin, and President Cole will be in attendance.
  - The Provost Council voted on a standard grading scale to be used university-wide.
  - Faculty and staff are slowly coming back to campus
    - Per the new mask policy, masks must be worn where social distancing is not possible.
    - The masks will be provided by MUSC.
  - Non-essential faculty and staff must obtain approval to come back to campus (e.g., researcher must fill out RedCAP survey).
  - The university is looking at reopening the Hagood parking lot on 6/1/2020 and parking should go back to normal around then.
  - An Education Task Force is being developed for what education will look like in the fall.
    - Most summer classes will be online.
    - The fall semester may be a combination of online and in-person classes.
    - The task force will be formed this week or early next week.
4. Presentation on language in section 5.06 (Professionalism) in Faculty Handbook; *Kris Helke, DVM, PhD*:
  - The new language has been sent to all faculty.
  - This initiative was driven by the Faculty Senate as faculty members were having problems with faculty having no consequences/recourse for violations of professionalism.
  - There was a motion for electronic vote to propose the new language and the motion was seconded.
    - Discussion: Is there any provision for the faculty member to confront their accuser and know who is accusing you of professional misconduct?
      - This was supported by several Senators. There are some instances (sexual harassment) where the accuser does not need to be identified.

Language will be drafted and added to the policy before it is sent out for a vote.

5. Invited Presentation: *Lisa Saladin, PT, PhD, FAPTA, FASAHP, Construction Updates and Questions & Answers:*
  - Construction has been delayed:
    - The plan was for library was to move classes and offices into the old Children's Hospital but with COVID, that hospital has been used for COVID patients. It is unknown when that space will no longer be needed for COVID patients.
    - Additionally, as many MUSC members were laid off, the optics for starting a new project were not optimal.
    - The current plan is to update the construction team by mid-summer.
    - The earliest construction would start is January 2021.
  - New university-wide grading scale:
    - In the former scale, a student had to achieve 95% in order to obtain a 4.0.
    - In the new scale, a student has to achieve 90% in order to obtain a 4.0.
    - The reason for the new scale is that students were disadvantaged from their peers at other institutions.
    - This came about because the College of Pharmacy changed their policy.
      - Dr. Saladin brought all the deans together to discuss a change across the institution.
    - The task force had representation across every college for the rationale and what it would look like.
    - Question: Why was the new grading scale not brought to the Faculty Senate for approval?
      - Answer: This was not a faculty decision; it was an academic decision. The deans and Provost Council decided, and it did not need Senate approval. It was approved by every Dean and Associate Dean for Academics. The new grading scale will be in the MUSC Student Bulletin and becomes effective for the summer semester.
  - Question: Will there be any adjustments to timeline or salary increases for faculty that submitted promotion packets?
    - Answer: There will be no adjustments to the timeline for change in rank. There will be a delay in salary adjustments. There is a hiring freeze and freeze in raises. When the freeze ends, the new salaries will go into effect. The only new positions going forward are justified, critical, and essential. Dr. Saladin hopes to release those raises as soon as possible.
    - Related question: Will non-promotion raises that were approved for this year be eliminated?
    - Answer: They will not be eliminated, and it depends on rationale for raise. The raise may be delayed. If it was a retention raise, it may still go through. None of the raises will be eliminated; it will be on a case by case basis depending on the justification of the raise.
  - Question: With COVID 19, could we make an exception to the rule and allow faculty to carry excess leave?
    - Answer: This is a possibility that will be discussed in President's Council. The challenge is that we have no flexibility to do that for staff but it will still be considered. This will be discussed at President's Council next week. They are considering extending the drop-off of leave to September.
  - Question: Will parking fees be refunded?

- Answer: There was some consideration of this, but right now, the plan is not to refund them as those costs would just be shifted. There is lots of overhead to maintain parking. The year 2008 was the last time there was a cut to state appropriations. This one is worse and there is a potential cut next year on university side.
- Question about retirement contributions.
  - Answer: Retirement contributions have not been affected on the university side. On UMA, they were delayed but should be fully funded by 7/1/2020.
- Question: Will there be furloughs at the university?
  - Answer: At this point, the university is unable to do furloughs. The Governor or state legislature has to give us authority. The legislature is meeting today and there is a request from all public state universities to give us the authority to do furloughs as needed. The College of Dental Medicine and College of Medicine have been affected most severely. If the university gets significant cuts mid-year, we would hear about furloughs this fall and additional conversations will occur at that time.
- Question: Will additional stimulus money flow to us?
  - Answer: On the university side, the hospital gets funds from CARES Act that will go to testing/diagnostics. We only received \$900,000. The first half of those funds was mandated to go directly to students that were disadvantaged by COVID. For students that met the criteria, they received approximately \$400. Dr. Saladin will make a case that the funds go to Colleges that are disadvantaged by COVID (COP, CDM, COM). There are additional monies. The Governor has \$48 million dollars to use for education (i.e., K through 12 and higher education, including private institutions) at his discretion.
- Question about elevator maintenance needing to be done.
  - Answer: Dr. Saladin will check on this with Lisa Montgomery.
- Question: When will masks be available for labs and distributed?
  - Answer: Masks are limited to a two-week supply and you should talk to your department's business manager about receiving them.

## 6. Committee Reports

- Communication and Education (*Melissa Hortman, EdD*): Nothing to report.
- Governance (*E. Thomas Lewis III, MD*): No report.
- Faculty and Institutional Relations (*Heather Holmes, MLIS, AHIP*):
  - The Senate will be voting on 5.06.02, the section of the handbook on professionalism.
- Institutional Advancement (*Kathryn Cristaldi, MD*):
  - The Committee will take on writing a section on Faculty Senators' communication to their departments for the next orientation guide to Faculty Senate.

MEC rep (*Charles Andrews, MD*)

## 7. Electoral Units Reports

- Academic Affairs Faculty (*Christine Andresen, MLS, MSIT*):
  - The climate change documentary, "Sea Change," co-produced by MUSC PICO and SC ETV in 2018, continues to receive significant airdates on ETV statewide. At 1:30 p.m., Wednesday, April 15, ETV aired "Sea Change" as part of its cooperative agreement with the South Carolina Department of Education to provide materials for the state's high school Science and Social Studies students during the COVID-19 pandemic. At 7 p.m., Wednesday, April 22, ETV aired "Sea Change" as part of its prime time Earth Day programming package.

- Since it first aired in 2018, “Sea Change” has achieved remarkable viewership at a global level. One rating service estimates that the program has been seen by 82 million viewers, thanks in large part to the multiple airings it has received on Public and Educational TV affiliates nationwide, and its satellite distribution by ETV World.
- Dental Medicine (*Caroline Westwater, PhD*):
  - CDM will begin phase 1 of its reentry process for clinical operations on 5/18/2020.
    - The first phase of clinical re-entry will be limited to certain dental procedures in the residency clinic and Dental Faculty Practice.
- Health Professions (*Sandra Brotherton, PhD, MHS*): Nothing to report.
- Medicine: Basic Science (*Michael Schmidt, PhD*): No report.
- Medicine: Clinical Science (*Nancy Demore, MD*): No report.
- Nursing (*Teresa Stephens, PhD, RN, CNE*):
  - On May 1, 2020 we received via email the following information/announcements from Dean Linda Weglicki:
    - I am appointing Dr. Sharon Kozachik as Interim Associate Dean of Academics effective June 1, 2020.
    - I have made the decision at this time, to not fill the Associate Dean for Faculty position. Instead, I am putting into place a different leadership model that leverages the expert knowledge of the faculty who currently oversee their respective educational programs. and gives them the authority to lead and manage those programs. As such, I am promoting, and have negotiated and revised the responsibilities of the Program Directors that also includes the faculty reporting structure – these positions and their associated responsibilities will become effective June 1, 2020.
    - Dr. Felesia Bowen, will assume the role of Assistant Dean of Undergraduate Programs (all faculty with *primary* teaching assignments in the UG programs will report directly to Dr. Bowen)
    - Dr. Cathy Durham will assume the role of Assistant Dean of Graduate Practice Programs (all faculty with *primary* teaching assignments in the DNP programs will report directly to Dr. Durham)
    - Dr. Susan Newman will assume the position of Assistant Dean of PhD in Nursing Science (all faculty with *primary\** teaching assignments in the PhD program will report directly to Dr. Newman)
  - Additional reorganization, reporting structure, and processes that will support these changes will be forthcoming in the next several days and weeks to come.
- Pharmacy (*Nicole Pilch, PharmD, MSCR, BCPS*): No report.

8. Current business

9. New Business:

- Start thinking about nominating yourself for an officer position. Nominations can be sent to Dr. Lewis.

10. Adjourn

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

11. After the meeting, Senators voted on Section 5.06 via RedCap.
  - Approved with 37 'yes' votes and 1 'no' vote.