MUSC Faculty Senate
Minutes
June 13, 2017, 7:45-9:00 am
Gazes Auditorium, Room 125
Strom Thurmond Building

1. Call to Order (Adam Smolka, President)
   Meeting called to order at 7:48 am.

2. Approval of May 9, 2017 Minutes
   Minutes approved without objection.

3. President’s Report
   a. Faculty Handbook revision: Information Solutions (IS) has put out an RFP for a searchable, electronic database for our handbook. Faculty Senate Faculty and Institutional Relations (F&IR) and Executive Committee have approved proposed wording in Faculty Handbook Section 6.05 regarding the change from 5-point scale to a 3-point scale.
   b. Development of a COM Faculty Assembly: Due to emergence of concerns from clinical faculty, most recently regarding compensation plan, COM would be well-served in having a faculty assembly. CHP, CON, and DLSI have faculty assemblies which are fully integrated in development and oversight of College policies pertaining to faculty affairs. In initial discussions with the Senate President, COM Dean Ray Dubois has not been supportive of the concept of a COM Faculty Assembly. The Executive Committee has charged the COM electoral unit leaders (Dr. Helke, Basic Sciences, and Dr. Bonilha, Clinical Sciences) to study the question further and report back when practicable.


5. Current Business
   a. Vote on Senate Constitution and Bylaws amendments (Martina Mueller): All changes except one are minor (e.g., grammatical, broken links). The most substantive change is the addition of Faculty Senate Standing Committee Chairs as non-voting members of the Executive Committee. In the absence of a quorum, Senators were asked to vote electronically on the motion: "To adopt the changes to the Senate Constitution and Bylaws recommended by the Governance Committee and approved by the Executive Committee."
   b. Update on Blue Ribbon Panel (BRP) recommendations (Michelle Nichols): BRP Task Force completed the latest iteration of recommendations yesterday. See attached PowerPoint presentation. Provost's Council is soliciting feedback from several constituencies, including the Faculty Senate. Please send feedback to Dr. Smolka.

6. Committee Reports
   a. Communication and Education (Elizabeth Mack): The Faculty Senate Town Hall (Shawn Jenkins Children’s Hospital) is on July 13 from 12-1 pm in BE 110. New Faculty Welcome is on August 29 from 12-1:30 pm in BE Lobby. Promotion and Tenure Workshop is on September 14 from 12-1 pm in BE 110.
   b. Faculty and Institutional Relations (Kristi Helke): FIR is still waiting on changes from MUSC legal counsel for Faculty Handbook updates. FIR will be sending out an email discussion regarding the Provost's proposed changes to Faculty Handbook mandated membership of the Standing University Faculty Hearing Committee Pool.
7. Electoral Unit Reports
   a. Dental Medicine (Raymond Kessler): CDM has a new Dean starting October 1, 2017: Dr. Sarandeep S. Huja, DDS, Ph.D. Dr. Huja joins us from his current role as Associate Dean for Faculty and Student Development and Graduate Studies at the University of Kentucky College of Dentistry. In this role, he focuses on faculty and student development and expanding their research. Prior to his tenure at Kentucky, Dr. Huja held several leadership positions in the College of Dentistry, Orthodontics Program at The Ohio State University. Dr. Timothy Tremont will begin as the new chair of the Department of Orthodontics effective August 1, 2017. Dr. Tremont joins us from West Virginia University School of Dentistry where he was the Orthodontic Residency Program Co-Director.
   b. Health Professions (Nancy Carson): The CHP Dean Search Committee has met and has been formally charged by Dr. Lisa Saladin. Dr. Mark Sothman is chairing the search committee and Tyler and Company is the search firm that will be assisting with recruitment. Dr. Dusti Annan-Coultas, CHP Director of Educational Technology, will be transitioning to the Office of Interprofessional Initiatives in July. A search committee is currently interviewing candidates for this position.
   a. Library Science and Informatics (Latecia Abraham): Emily Jones will begin as Research and Education Informationist/Liaison Librarian for Pharmacy, effective June 12, 2017. Emily joins us from East Carolina University, and holds an MLIS and a BA in Liberal Studies, both from the University of North Carolina at Greensboro. Rena Lubker will begin as Research and Education Informationist/Liaison Librarian for Dental Medicine, Dietetic Interns, and the College of Health Professions’ Physician Assistant Program, effective August 14, 2017. Rena joins us from Virginia Commonwealth University, and holds a BA, MPH, and is pursuing a Ph.D. in Adult Learning at Virginia Commonwealth University.
   c. Medicine: Clinical Science (Leonardo Bonilha): Clinicians are concerned with Veterans Administration (VA) compensation structure. Many MUSC clinicians work at the VA, and currently, salary is paid from VA directly to clinicians. The VA salary increases faster than MUSC salary, and MUSC departments may lower MUSC income if VA income increases, in order to keep total salary stable. It is at the discretion of MUSC department chair to adjust salary based on VA compensation. Another issue deeply concerning clinicians is a new compensation plan within funds flow. Before, department would get paid by hospital, now, departments get paid by the colleges. Total salary consists of base salary (x component = 80%), "at-risk" salary (y component = 20%), and bonus for exceeding expectations (z component). If the department’s budget is not in the black, the clinician who meets RVU targets may not get rewarded accordingly which is extremely concerning. Clinicians are encouraged to make their voices heard. Clinicians discussed options ranging from formation of a COM Faculty Assembly to organizing a union.
   d. Nursing (Kathy Van Ravenstein): CON Dean search continues.
e. Pharmacy (Marc Lapointe): No report.

8. New Business
   a. Announcement by Martina Mueller, Governance Committee Chair: Please send Martina nominations for Faculty Senate President, Vice President, and Secretary. To date, Dr. Smolka has accepted the President nomination, and no one has accepted the VP or Secretary positions.

9. Adjourn
   a. Meeting adjourned at 9:01am.

Respectfully submitted by Faculty Senate Secretary, Emily Brennan.