

# SCHOOL OF MEDICINE

## GENERAL MEDICAL FACULTY

### FACULTY ADVISORY COMMITTEE AND FACULTY SENATORS

### QUARTERLY MEETING AGENDA

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4:00 P.M., MONDAY, DECEMBER 11TH, 2023

Dean's Conference Room 15<sup>th</sup> floor Murphy and via ZOOM

#### **Members Present:**

Nakeisha Pierre, Louise Lawson, Kristin Bateman (taking minutes), Heather Machado (Zoom), Kislay Parvatiyar (Zoom), Zongbing You, Jia Fan (Zoom), Katherine Cox (Zoom), Erin Boh, Sarah Lindsey (Zoom), Sam Landry, Aimee Aysenne, Rizwan Aslam

#### **WELCOME AND INTRODUCTIONS**

*CHAIR OF GENERAL MEDICAL FACULTY .....NAKEISHA PIERRE*

Meeting called to order at 4:02pm by Dr. Hamm and Dr. Pierre.

#### **UPDATES FROM THE DEAN**

*DEAN..... L. LEE HAMM*

Another town hall next week to give updates regarding transition to EJ. Feels like a tremendous amount going on. Affecting different departments different ways. Clinical leaders met on Saturday for 4 hours. 80% clear of how things are going to work, including discussions on moving, changing electronic records, changing hospital system, etc.

Hutchinson transformation – administration offices, Department of Medicine moving are moving out, leading to the development of labs. Expanding research operations. Interviewing people for AAU positions. Growing clinical research side – Roberta McDuffy retiring this week (Tulane Center for Clinical Research) – in process of searching for replacement. Search for assistant vs associate dean to lead effort to grow industry sponsored clinical trials. Industry does more research than NIH – something we have relative lack of. Other clinical research initiatives in process.

Nursing program – hoping to be approved by state board on Thursday. If approved, can do more PR. Aiming for class to start Sept 2024.

Budget challenges. Trying to expand, while clinical revenues are not where they were in 2019 (last full academic year prior to COVID). Hospital has been understaffed – don't have volumes that we once had. In midst, have had to respond to ACGME issues and unfunded mandates (i.e. protect PD time, etc.). Changes at TUMG to do better collections and be less costly.

Every day (dean level, department, individual faculty) everyone dealing with challenges. A lot of good things are happening during a challenging time.

People continue to take care of themselves, and keep personal interactions at highest level in terms of collegiately, respect, professionalism. During these stressful times, make sure to continue to have grace and compassion for each other so we can continue to work together harmoniously.

Questions:

- Dr. Boh – to build up investigational trials, issues include IRB turnaround time – often 4-6 month period. Is there way to get through local IRB in expeditious fashion or use their central IRB?
  - One of many central issues that we need to address better. Need to work on complete reset
- Dr. Pierre – professionalism and extending grace. Important share. Vision hasn't necessarily been shared with our partners that we transition to. Lean into that grace. Question about clinical volume – is there a Tulane time commitment from our nursing program? Will there be a pipeline/commitment?
  - Hoping that LCMC will do with ours what they've done with others – provide certain amount of tuition and benefits as long as you work certain number of years with LCMC (typically ~3 year period)
- Dr. Aslam – if our departments want to serve as clinical sites, who will reach out?
  - Will work with hospital systems to find appropriate spaces. But can help reach out. Cannot market program before approved – if approved, will have celebration Friday in Hutchinson lobby at noon
- Dr. Boh – a lot of issues with staffing via HCA. Majority being moved to EJ. Will there be retraining of those same employees to improve their performance? While the staff are lovely, not all are up to snuff. Part of issue is that we're currently understaffed – overworked, underpaid.
  - Such a complicated question. Don't know if there's a program for that. Avoid excessive expectations, particularly early on.
  - Spoke with Dr. Killackey with professionalism program to address too. Reporting to be better, not punitive. Kudos side too. Change our perspective and our vision.
- UMC Nursing unionization – will have implications throughout the city. Hospital systems are already reeling from understaffing.
  - Will other LCMC hospital systems now unionize? They need to listen to the nursing issues. It affects patient care and lengthens length of stay, outcomes – all of it.
  - Outpatient – want to retain clinic staff – keep what you got. Retention important. Finding ways to raise morale and support (pizza parties, etc.)

- Dr. Aysenne – is there a plan to link Tulane Professionalism to LCMC B-SAFEs?
  - There is talk, but haven't progressed that yet.
  - EJ has different professionalism pathway.
  - Dr. Pierre to reach out to Dr. Killackey, and will report back.
- Dr. Landry – President Fitts seemed to have handle in medical school. But hasn't seemed to be involved at all. Are President Fitts and Mr. Norton involved? Want to make sure they're experiencing the challenges with us. They have useful tool for lobbying with city, state, etc. Don't hear about their interactions with downtown. (in terms of Senate meeting)
  - They are well aware of what's going on. Patrick Norton, Torey Johnson and Dean Hamm were primary negotiators until deal announced. President Fitts involved at key moments. Go through major issues.
  - Differences in style. And different experiences uptown vs downtown. Pretty radically different systems. They are acknowledging and helping.
  - Senate doesn't get into the fine details of the budget, fine details of department chairs, etc.
- Dr. Boh – Senate meeting – goes back to updating employees. Updates coming from news, but Tulane employees don't know otherwise. Especially since many use Tulane as health system. Need to update Tulane employees – as only update nebulous and incorrect. Need to spell it out, as they're not getting any of that info.
  - Need to update university communications. Have plan for updating patients too.

## UPDATES FROM FACULTY AFFAIRS

*SENIOR ASSOCIATE DEAN.....MARIE KROUSEL-WOOD*

Rolling out with more faculty development initiatives in January. More so aiming at faculty at same rank for  $\geq 5$  years. Connect them with tools and resources.

Accepting apps for institutional K12 (Burch program) – 75% protected time to do research. Other programs available. Encourage departments and colleagues to look for these opportunities.

Annual faculty evaluations – 95% completion rate. Time to start again.

Questions:

- Dr. Pierre – will there be a zoom component for promotional programs?
  - In person with zoom links to reach as many people as possible
  - Planning to do in person session at EJ campus too

## FACULTY FEEDBACK

*Discussion of recent water leak and insurance deductible for damage.....SARAH LINDSEY*

Deductible higher than aggregate – what’s process for replacing equipment? Do what you need to do and work with department and dean’s office to figure out what can be done. Prob won’t be paid by insurance.

Communication and notification of investigators – impression that it was reasonably good. Dr. Hamm arrived a few hours after – notified dept chairs. Recommend that everyone with lab place their names and cell phone numbers are on doors about emergency contacts. Water had tracked further through walls than initially realized.

- There was a breakdown in communication. And contact info is available. Contractors and response was impressive and timely.
- Email said everyone impacted had been contacted, but they weren’t.
- Not very formal process in place – idea to develop cascade program similar to hurricane notification process

Talk with department administrator for protective gear for expensive equipment.

*Downtown campus Transloc (ride) waiting time.....ZONGBING YOU*

Shuttles taking longer. Some drivers have been out. Trying to improve it.

Every vehicle now uptown. Used to have 2 vehicles downtown. We need at least 1 vehicle on downtown campus. Especially because how unsafe it is to walk downtown.

Will notify shuttles and transportation department. Working on getting downtown shuttle back in place.

*Updated COVID vaccine.....LOUISE LAWSON*

Didn’t get any COVID vaccines at downtown clinic. They are free at CVS and Walgreen’s with insurance.

Living Well and university program – due to substantial cost and so widely available at CVS/Walgreen’s, didn’t routinely stock it. As we are self-insured program. And institution not requiring it.

*Parking.....SAM LANDRY*

Not expecting much of a difference with parking with EJ. Unless many faculty choose not to have parking downtown. Won’t know until faculty decide. Faculty, residents, and students will have free parking at EJ. Don’t know how that will effect downtown parking contracts. Hutch and Tidewater oversubscribed for parking currently. Some of parking lot decisions to be formed based on departments that will still be using hospital sites. No planned change in operations until we know better how Tulane hospital to be used.

University has opened lot next door at Murphy at commercial discounted rate (addl parking to garage parking). Fenced and patrolled.

Hoping to add more cheaper and safer alternatives to students, staff.

After hospital and clinics close, what will downtown security be like? Don't expect it to change, but could be informed by what happens at the hospital. Basic stuff isn't going away – patrol officers assigned to school buildings.

## **NEXT STEPS**

*CHAIR OF GENERAL MEDICAL FACULTY .....NAKEISHA PIERRE*

## **ADJOURNMENT**

The next meeting will be held on Monday, February 5th, 2024 at 5pm.

Meeting adjourned at 5:12pm.