Minutes - DRAFT
November 29, 2016 3:30-5:00pm
Wahl Hall West

Call to Order (Ellen McCarthy)
1. Call to order at 3:34pm.
2. Brief introduction of Faculty Assembly and function
3. Brief introduction of the Faculty Assembly Steering Committee (FASC) (see slides)
4. Approval of April 19, 2016 minutes – no minutes. Moving forward, minutes will be available on the Faculty Assembly website, located here http://www.kumc.edu/kumc-academic-affairs/kumc-faculty-affairs-and-interprofessional-development/faculty-assembly.html

Old Business
1. Weapons Policy updates (Patty Kluding, Chief Rick Johnson, John McDonough, Vice President of Facility Services and Development, KU Hospital) – see slides
   a. Kluding provided some background on this issue. The four-year exemption for KUMC is set to expire on July 1, 2017.
   b. It is important to clarify that the exemption only refers to the concealed carry of weapons.
   c. Timeline:
      i. November 2016 – KU Policies and Implementation Plan approved by KBOR Governance Committee (policy available at weaspons.kumc.edu)
      ii. December 2016 – KU policies to be reviewed by KBOR
      iii. Spring 2017 – Campuses begin implementation
      iv. July 1, 2017 – Concealed carry in campus buildings allowed
   d. The implementation plan was based on the Chancellor’s charge – 1) follow the state law; 2) follow the KBOR policy; 3) wherever possible, put necessary policies in place to ensure safety
      i. The KUMC plan requires holsters for all weapons
      ii. Further, the policy ban tasers, and allow stun guns for personal protection
      iii. Safe gun storage locations throughout campus will be available
      iv. There is some flexibility to ban weapons in areas that have “adequate security measures.”
   e. John McDonough –
      i. The hospital plans to add a second magnetometer on the Cambridge side for patients coming in on that side to the ER.
      ii. The hospital will also add a significant number of police officers in hospital (who are physically present in the hospital). There will be more police officers in the building to respond and to potentially deter any activities.
      iii. Hospital continuing to work with the state legislature to see if there are any modifications to the law.
   f. Chief Johnson – read the policy on the website.
   g. After several of the faculty in attendance at the meeting expressed concern for their personal safety as a clinician (especially given the potentially sensitive situations they may find themselves in with a patient/patient’s family), Dr. Girod made a few statements –
      i. Data that shows things change when guns are on campus, as successful suicide rates tend to increase.
      ii. There is little existing data to show that much of anything else changes when guns are on campus.
      iii. He noted that everything that we are talking about are true today. We currently have the ability to remove someone if they have a gun on campus. The change in the weapons policy doesn’t necessarily change the conversation.
iv. The administration will work to have some education and training for faculty/staff ahead of July 1.

h. Kluding noted that plans are in the works for a full meeting devoted to this topic in January or February.

2. Diversity Cabinet update (Jennifer Keeton) — see handout
   a. The climate study was just completed.
      i. Results should start rolling in over the next few months.
   b. The Tilford Conference took place at Pittsburg State October 24-25, 2016.
   c. New LGBTQ resource available on the Diversity website at diversity.kumc.edu.
   d. Upcoming programs and events are also listed on the Diversity website.

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<th>New Business</th>
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<td>1. Elections Update (Robert McCormack, Director of Government Relations, KUMC and Kelly Reynolds, Director of State Relations for the University of Kansas)</td>
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<td>a. Reynolds —</td>
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<td>i. As a follow-up from the weapons discussion, the bill to allow the exemption to expire was passed three legislative sessions ago with a super majority.</td>
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<td>ii. In the Kansas House, there are 58 new legislators out of 12 with 30-40 new moderates in the house.</td>
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<td>iii. In the Kansas Senate, there are nine democrats in senate out of 40, 11 moderates. 11 “traditional” conservation, and 9 fairly ultra-conservative members.</td>
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<td>iv. The two topics that will likely consume the most time this upcoming session as weapons and the budget.</td>
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<td>v. Leadership elections will be held this coming Monday, December 5 (e.g., president of the senate, speaker of the house). There will be a better vision of the session after these elections.</td>
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<td>b. McCormack —</td>
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<td>i. Trump slowly starting to release some names for his cabinet.</td>
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<td>ii. Watching for issues related to KUMC (ACA – Affordable Care Act). Repealing and replacing the ACA is a top legislative priority. But, language has changed over the past few days – Trump now saying amending instead of replacing.</td>
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<td>iii. Biggest change in the primary election this summer when Huelskamp was defeated by Roger Marshall. Kevin Yoder won his re-election – he is a strong supporter of NIH and sits on the appropriation committee. Jerry Moran also won his re-election – he is also a strong supporter of federal research. These two represent consistent and strong voices for the medical center.</td>
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<td>iv. President-elect Trump selected Rep. Pompeo as director of the CIA. As such, there will be a special election for his seat likely in February.</td>
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<td>2. FSLA update (Stacey Snakenberg, Charli Young)</td>
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<td>a. In May, the Department of Labor increased required salary for non-exempt employees to $47,476 ($900.36/week). Implementation date of November 6 to be reflected on December 2 paycheck. Initially identified 233 employees impacted by the change. Brought down to 229. 121 number of employees transitioned to non-exempt position. 127 employees had salaries increased to raise to the new required level.</td>
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<td>b. However, on November 22, a temporary injunction was issued by a Federal judge in to prevent that new law from going into effect.</td>
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<td>c. Because we had already taken our implementation steps here at KUMC, we’re taking a wait-and-see approach. We made a senior leadership to stay steady with our course of action for now. Because we are a Regents institution, we have the ability to make our own decision.</td>
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<td>d. The federal administration expressed strong disappointment with the judge’s actions are weighing legal options.</td>
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e. For some colleagues across the state, they are reversing the action. The state itself is reversing their actions.

f. If an individual has been moved to exempt, core components of the statute remain in place.

### EVC Office Report (Executive Vice Chancellor Doug Girod)

1. KUMC is in the midst of a new strategic planning effort.
2. The new parking garage on target for a fall opening.
3. The Health Education Building is on schedule – expect to take ownership in June and start moving into the space in July.
5. Follow-up on some of the comments regarding the legislature --
   a. This is the first year that our budget has actually been cut (as opposed to giving back appropriations)
   b. Projective revenue estimates for the state are approximately $350 million less than anticipated. As such, permanent cuts are anticipated.
   c. For the upcoming legislative session, KUMC’s legislative priorities are to encourage the legislature to restore our cuts and the weapons policy.

### Academic Affairs Report (Vice Chancellor Robert Klein)

1. No report

### Standing Committee Reports

**Elections**

- **2016 – 2017 Elections Committee Members are:**
  Jo Wick (co-chair) (SOM), Beth Levant (co-chair) (SOM), Wendy Hildenbrand (SHP), Rebecca Opole (SOM), Michele Pritchard (SOM), Vacant SON Representative

- **Elections Committee Overview**
  - The Election committee shall obtain, examine, and certify the annual assembly membership roster as prepared by the Faculty Affairs Office. The committee shall make this roster available to any member of the assembly. The committee shall designate at the fall meeting the number necessary for a quorum.
  - The committee shall issue a call for nominations for all necessary committee positions by February 1 of each year. Self-nomination is encouraged and ensures a position on the ballot. No nomination shall be accepted after March 1.

- **2016 – 2017 Timeline and Goals**
  - **July 2016**
    1. Terms begin
    2. Vice Chair identified
  - **January 2017**
    1. Contact FA subcommittee Chairs (see attachment) and verify openings
    2. Contact Faculty Affairs (Jennifer Egger, Senior Coordinator) to obtain official list of Faculty Assembly members as of September 1st
    3. Draft REDCap Call for Nominations from template, cross-referencing to verify the necessary credentials of nominees (e.g., school, track) as listed in Faculty Handbook
  - **February 2017**
    1. Call for Nominations goes out to Faculty Assembly members (target Feb 1 open, Mar 1 close)
    2. Vet and contact nominees
  - **March 2017**
    1. Finalize nominee lists
    2. Draft REDCap Ballot from template
  - **April 2017**
1. Ballot goes out to Faculty Assembly members (target Apr 1 open, May 1 close)
   o May 2017
   1. Notify and confirm winners by email
   o June 2017
   1. Election results announced via email to Faculty Assembly members

• Research
  • Faculty Assembly Research Committee Overview
    o The Faculty Assembly Research Committee (FARC) facilitates and promotes faculty research at KUMC. Specifically, the FARC is responsible for reviewing policies related to research and making funding decisions for Faculty Travel Awards and Shared Biomedical Equipment Funds.
    o Each year the FARC chair and chair-elect assist with organizing and conducting Study Section review of proposals for the various inter-institutional research programs (e.g. Frontiers/Lied/Clinical Pilot Program).
    o The FARC facilitates the annual Faculty Research Day, highlighting current faculty research and awarding major KUMC research awards.

• 2016 - 2017 FARC Members
  Elected Members
  Jill Peltzer, PhD, School of Nursing, Chair, 2017
  Lisa Mische-Lawson, PhD, School of Health Professions, Chair-Elect, 2018
  Allen Greiner, MD, School of Medicine, 2019
  School Representatives
  Martha Baird, PhD, School of Nursing Research Committee Chair
  Dan Dixon, PhD, School of Medicine Research Committee Chair
  Lauren Little, PhD, School of Health Profession Research Committee Chair
  Matt Macaluso, DO, School of Medicine-Wichita Representative

• 2016 – 2017 Goals
  1. Complete Study Section inter-institutional research programs.
     a. Progress: To be completed by June, 2017.
  2. Review and award faculty travel funding over three grant cycles.
     Awarded ~$7,500 to faculty in September for domestic and international travel.
  3. Review and select awardees for the KUMC Research Investigator Awards.
     a. Progress: Completed.
     Three investigators received the KUMC Research Investigator Awards
     Jill Hamilton-Reeves, PhD, RD, LD (School of Health Professions)
     Jianming Qui, PhD (School of Medicine)
     Susana Patton, PhD, CDE (School of Medicine)
  4. Plan and facilitate the annual Faculty Research Day.
     a. Progress: Completed.
     New format for Faculty Research Day implemented. Event was well-attended with representation from faculty across campus!
     Poster session (~30 posters) in the morning;
     Dr. Bonnie Spring, Northwestern University Feinberg School of Medicine, was the keynote speaker.
     Three afternoon symposia: Health Promotion (hosted by SON); Physical Activity (hosted by SHP); Obesity (hosted by SOM); State of Research at KUMC: Dr. Rick Barohn; and Wine Reception.
  5. Review policies related to research as needed.
a. **Progress**: Ongoing.
   Discussion about information resources for research.
   Review of relationship policy and post-doctoral funding.
   Discussion about new guidelines for Responsible Conduct of Research.

- **Information Resources**
  - **Purpose**: The Information Resources Committee shall be concerned with the development of policies for the use of information resources facilities and for the growth of information resources and its various information resource functions. It shall establish priorities to guide the use of available funds for the purchase of educational material. The committee shall recommend policy concerning the development, acquisition and use of information resources pertaining to the research and educational missions of the faculty.
  - **2016-2017 Goals**: 1. To collaborate with KUMC Information Resources, including the KUMC Library, in order to advance KUMC’s overall information resources goals
   1. To gather current information about faculty successes and challenges related to information resources across university and health system environments

- **Faculty Concerns**
  - **According to the Faculty Bylaws**, the committee shall consider requests for assistance relating to any faculty concern, except those of promotion and tenure issues. The Faculty Concerns Committee shall assist the Steering Committee in resolution of concerns applying to members of the faculty.
  - **A secure communication mechanism has been created for faculty to express any concern which the Faculty Concerns Committee may play a role in resolving. A Faculty Concerns mailbox allows faculty to express concerns in an anonymous manner. It can be found at the Office of Academic Affairs.**

  1. [http://www.kumc.edu/academic-affairs/faculty-affairs.html?faculty-staff](http://www.kumc.edu/academic-affairs/faculty-affairs.html?faculty-staff)
  2. Click on Faculty Assembly.
  3. Click on Faculty Concerns Secure Communication Form. [http://www.kumc.edu/academic-affairs/faculty-affairs/faculty-concerns--communication-form.html](http://www.kumc.edu/academic-affairs/faculty-affairs/faculty-concerns--communication-form.html)

- **Faculty Members of the 2016-2017 Faculty Concerns Committee are:**
  - School of Health Professions – Jeff Searl, School of Medicine – Martha (Martye) Barnard, Robin Maser, Matthew Macaluso (W), Reena Rao, School of Nursing – Wanda Bonnel, Jeanne Schott, Ex-Officio Members – Robert Klein and Steffani Webb.

- **KUMC Faculty Concerns Committee 2016 – 2017 GOALS**
  1. Consider faculty requests for assistance related to any broad or general faculty concern, except personal grievance and promotion and tenure issues.
  2. Increase visibility and awareness of the Faculty Concerns Committee among KUMC faculty.
  3. Respond to requests from the KUMC Faculty Assembly Steering Committee related to faculty issues, such as the faculty handbook.
  4. Foster communication between faculty and administration regarding faculty governance and faculty concerns or issues.

- **FASC Representative to EVC Diversity Cabinet Report**
- The EVC’s Diversity & Inclusion Cabinet works to build and support a diverse, inclusive and interprofessional environment that optimizes our ability to meet our missions, and assumes responsibility for campus-wide activities and goals related to diversity and inclusion. The Cabinet subcommittees are working in the areas of programming, integrating core values and concepts around unconscious bias, as well as how to measure and fulfill best practices. The Cabinet is actively participating in the Kansas Board of Regent’s Tilford Conference on Diversity and Multiculturalism. Upcoming events include honoring Native American Heritage at a panel discussion, addressing Refugee issues through hosting a forum and symposium in the spring, celebrating diversity award winners, developing training opportunities and establishing an evaluative framework. In addition to subcommittee work, the Cabinet is currently involved in university-wide Climate Study, a research project that assesses the living learning and working environment.

### Adjournment

- The meeting was adjourned at 4:56pm.

### Next Faculty Assembly Meeting

- The next faculty assembly meeting will take place on Wednesday, April 12 from 3:00-4:30pm in G013 SON (KUMC), Founders Room (Wichita), Room 116 (Salina), Conference Room A (Westwood)

Minutes recorded and respectfully submitted by Jenny Memmott, December 2, 2016