

End of Year Report 2016-2017
Florida International University Faculty Senate
Health, Safety, and Wellness (HSW) Committee

Chair: Dr. Deborah Witt Sherman

Members: Dr. William Darrow, Dr. Dietrich Lorke, Dr. Sabyasachi Moulik, Dr. Andrea Raymond, and Dr. Ray Thomlison

Meeting Dates: 6 meetings of the committee

2016- September 20th, October 11th, October 27th, November 15th, November 29th

2017- January, 23rd

Dr. Sherman (Chair) meetings with: HR Emmanuelle Archange and Christine Figueroa on February 10, 2017; and conference calls with Tony Delgado (Student Affairs), Shirlyon McWorter (Attorney; Title IX), Karyn Boston (Compliance).

Scheduled meeting of Dr. Sherman (Chair) with Dr. Roldan (FIU Health) on Wednesday, March 23rd at noon.

Conference call to be rescheduled from March 10, 2017 with Dr. Meredith Newman (Vice Provost) and Liz Marsten (attorney).

FIU Faculty Senate Constitution and Bylaws Appointed Charge of the Health, Safety and Wellness (HSW) Committee:

- Identify risks to health, safety, and welfare concerns that affect the faculty and impact the academic environment;
- Recommend policies and procedures that impact the health, safety and welfare of the academic environment;
- Review the proposed policies and procedure by the Department of Public Safety that impacts the academic environment;
- Advise and coordinate with the Public Safety Department and the Office of Safety, Environmental Health and Risk on behalf of the Faculty Senate;
- Perform other related duties as directed by the Senate or Senate Chair;
 - Identify risks to health, safety, and welfare of FIU Faculty
 - Gun safety
 - Background checks of faculty, administration and staff
 - Substance use by students on campus
 - Zika Virus impact on FIU
 - Concussions during FIU sports activities
 - Examine impact of dissolution/reorganization of FIU Faculty Practice and Student Health

Topics:

1) Introduction of Committee Charge to New Members

- Review of Faculty Senate Constitution and Bylaws and appointed charges

- Review of the history of the committee and preceding meeting minutes of 2015-2016 academic year
- Discussion of the charge of the committee and focus for academic year 2016-2017

2) **Guest Presentors at the Faculty Senate:**

Chief Casas and Ruben Almaguer spoke about emergency management and public safety of FIU at the first Faculty Senate Meeting for the academic year 2016-2017.

2) **Gun Safety on Campus**

Discussion with Chief Casas, Wili Alvarez and Benjamin Guerrero (Safety Officers) and Ruben Almaguer (Emergency Management) regarding:

1. Current bills under legislative consideration regarding open carry of firearms
2. Response to active shooter: including FIU trainings of faculty and staff, and students.

Outcome:

- a. HSW is presenting a motion, in collaboration with EM and Public Safety, regarding the inclusion of web-linked 3-5 minute videos in all blackboard (or other platform) courses (online, hybrid, and on-ground) regarding response to an active shooter, which are to be viewed by the students voluntarily or as a course requirement as determined by the course faculty/instructor.

Motion to date has been vetted with HR, Student Affairs, Compliance with very favorable responses. To be vetted also with Dr. M. Newman and Liz Marsten.

Motion to be presented and discussed at the March 27th Faculty Senate Steering Committee meeting when given full approval by members of the HSW committee.

- b. HSW will move forward the discussion of the requirement verses voluntary decision of all faculty to sign up for FIU Alert at the Faculty Senate Steering Committee.

3) **Emergency Management**

Several meeting held by the HSW committee in collaboration with Ruben Almaguer and Chief Casas regarding response to emergencies on campus, including knowledge of emergency contact triage list and systems in colleges, as well as the care of the unconscious person, and care of the athlete with a concussion.

Outcome:

- a. The HSW committee was informed that the Provost and highest level FIU administrators are contacted in an emergency, including the Chief of Staff, administrative coordinators, and the Associate Dean of Academic Affairs. Each College/School/Department has a Continuity of Operations Plan (COOP). The Dean decides who works on the COOP and the building manager who will work with the fire marshals. Each College has first responder teams and protocols.

- b. HSW committee to discuss at the Faculty Senate Steering Committee the recommendation for EM and Safety videos/powerpoints to be shared with faculty and staff during a College Faculty Assembly each year.
- c. HSW committee motion in collaboration with EM and Public Safety regarding the inclusion of web-linked 3-5 minute videos in all blackboard (or other platform) courses (online, hybrid, and on-ground) regarding response to an unconscious person which are to be viewed by the students voluntarily or as a course requirement as determined by the course faculty/instructor.

Motion to date has been vetted with colleagues from HR, Student Affairs, and Compliance, as noted above, with very favorable responses. To be vetted also with Dr. M. Newman and Liz Marsten.

Motion to be presented and discussed at the March 27th Faculty Senate Steering Committee meeting when given full approval by members of the HSW committee.

Outcome related to Athletes with Concussions:

- a. Chief Casas and Ruben Almaguer informed the committee that concussions are handled on the scene by athletic trainers, and medical staff.
- b. Concussion Protocol presented and discussed at the Faculty Senate Steering Committee by leaders of the Athletic Training Program.

4) Impact of Zika Virus on Campus

Discussion of collaborations between faculty of FIU College of Medicine and the Florida Board of Health. Dr. Sherman, Dr. Moulik and Dr. Darrow attended a conference given by Dr. E. Marty (faculty) of the outbreak and health risks associated with infection by the Zika virus.

Outcome:

- a. Dr. Marty is very active with the Florida State Board of Health as an infectious disease physician. Dr. Marty discussed at a FIU conference the transmission of infection and health precautions. Signs are posted on campus regarding protective behaviors.
- b. The epidemiological impact on FIU is yet undetermined. The HSW committee will seek follow-up information during the upcoming academic year.

5) Substance Use by Student on Campus

HSW committee spoke with Chief Cases and officers of his department, Ben Guerrero and Wili Alvarez, who indicated that there is no increase in substance use by students on campus over the last few years.

Outcome:

- a. The police protocol was reviewed which includes “promise to appear citation”, civil intervention (ticket), or arrest. If greater than 2 Gms of Marijuana or other narcotics, response is arrest.

6) Criminal Background Checks of Faculty, Administrators, and Staff

Dr. D. Sherman (Chair) met with members of Human Resources, Emmanuelle Archange and Christine Figueroa to discuss current FIU procedures regarding background checks.

Outcome:

- 1) The difference in Level I and Level II background checks was described. Level II checks include all elements of Level I checks plus fingerprinting. Level I reporting is based on convictions of a crime, not arrests for a crime. Level II includes information from the Federal Department of Labor Enforcement and the Federal Bureau of Investigation. Drug testing is required if an individual is providing health services.
- 2) The level of background checks is decided upon based on their job description. However, faculty do not have a job description as do administrators and staff.
- 3) State Universities are moving toward conducting Level II background checks. With input from General Council, the Office of Research, and OPS, across the board Level II background checks will not be instituted at FIU.
- 4) Background Check Requirements Official University Policy has been revised in February, 2017.

7) FIU Health Restructuring

1) HSW committee met in Spring of 2016 with Oscar Loynaz, Director of Student Health Services, who discussed the reorganization of student health and significant cutback in health services and wellness program given the restructuring.

2) HSW committee met with Dr. Tim Page. Dr. Page and Dr. Alejandro Arrieta of the Department of Health Policy and Management were asked to evaluate health services and programs at FIU and develop a proposed model for the “Integrated FIU Healthcare Network and Student Health Services.” The expectation, as expressed by Dr. Page, was that they would remain as members of the team to implement the model and measure health related outcomes. However, Dr. Page and Dr. Arrieta have not been invited to continue their participation once the model was proposed.

3) HSW committee met with Dr. Eneida Roldan, who serves as the Chief Executive Officer of the FIU HealthCare Network.

Outcome:

- a. Dr. Roldan shared with the committee her academic and clinical background, the functions of FIU HealthCare network and the four pillars, presented in the proposed model by Dr. Page and Arrieta, that include: 1) stabilizing services; 2) establish and maintain a financial base; 3) manage expectations; and 4)

stimulate growth. Dr. Roldan distinguished “access” from “utilization” of health services for students and discussed barriers to service including funding and numbers of students with health insurance.

- b. Dr. Sherman is scheduled to have a luncheon meeting with Dr. Roldan on Wednesday, March 22 at noon to discuss the structure of FIU Health, processes and the measurement of health outcomes for faculty and students.

Note: Underlines indicate additional work to be completed by the committee.