

**Faculty Steering Committee Minutes**  
**Thursday, December 17, 2020 12:00pm- 2:00pm**

<i>Topic</i>	<i>TIME</i>	<i>Presenter</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
<b>1. Call to Order</b>	5 min	Marc Mendonca	<ul style="list-style-type: none"> <li>• Approve November Minutes</li> </ul>	Approved by committee majority
<b>2. Dean's Report</b>  <b>Discussion</b>	15 min  15-30 min	Paul Wallach	<ul style="list-style-type: none"> <li>• Update from Paul Wallach, MD, Executive Associate Dean for Educational Affairs and Institutional Improvement</li> <li>• Scholarly concertation and enrollment</li> <li>• Early decision Program and priority placement program</li> <li>• Education performance has continued to be at the same level as they have in the past. So the change to virtual and hybrid models hasn't altered performance.</li> <li>• Need for student clerkship positions</li> <li>• Students administering vaccines, within a week we had 350 responded from 1<sup>st</sup> and 2<sup>nd</sup> year students. Ended with 430 willing to sign up for vaccine deployment.</li> </ul> <p>Q: What additional incentives the IUSM can add to encourage community physicians to take 3rd and 4th year students?</p> <p>A: This is a national discussion with many schools who have regional campuses who use a large number of volunteer faculty to deploy the education program. Happy to meet and hear suggestions. We do have an informational document from FAPDD to give resources to the Volunteer Faculty, <a href="#">Volunteer Faculty Benefits &amp; Resources</a>. A bill was introduced in Indiana to possibly give a tax right off to those who volunteer to participate in medical education.</p> <p>Q: Which vaccine are we giving?</p> <p>A: We started with the Pfizer vaccine since it was first to be approved. Two injections, 21 days apart that require a great deal of care. When the Moderna vaccine gets</p>	Slides Attached

			approved/released it seems like they have it already prepared to give both.	
<b>3. Committee Report</b> a. Lecturer and Clinical Rank Faculty Promotions Committee	10 min	Jamie Jones	<ul style="list-style-type: none"> <li>Lecturer and Clinical Rank Faculty Promotions Committee Annual Report</li> </ul> Q: Were there allowances for the difficulty in getting letters? A: Yes, we did see significant challenges to come up the six letters. We allowed five letters opposed to the normal six. Q: Is there anything that has been done to incentivize the volunteer faculty to go up for promotion? A: FAPDD has been working on getting the word out. Anytime we can recognize our faculty we need to do that the best we can. Mary: We have launched a Volunteer Faculty Newsletter; we launched this past year specifically to communicate with our volunteer faculty statewide. Includes information catered to them and supporting their teaching effort. We also included the names of those who have received both promotion and the Volunteer Faculty Teaching Award. This has really helped increase the number we have received by showing what their colleagues have accomplished. Q: What do think about a press release in local newspaper about the faculty promotion? A: Great idea, I know that some regional campuses have done so but not in Indianapolis and unsure of others. Strongly encouraged across campuses.	Slides Attached
<b>4. New Business/Announcements</b> a. IFC/UFC Updates	5 min	Lindsey Mayo	<ul style="list-style-type: none"> <li>Most notable information from the meetings is that we will continue to use the hybrid model this next Fall but hope to be back to normal by Spring 2022.</li> </ul> Q: Once we start becoming more vaccinated will there be rules in place to mandate a vaccine before coming to campus? A: They will not mandate it right now; it will be a choice. But it will be strongly encouraged. This will be an ongoing conversation.	

<p>b. Gender Equity in Research Task Force</p> <p>c. Committee Term Limits</p>	<p>5 min</p> <p>5 min</p>	<p>Mary Dankoski</p> <p>Marc Mendonca</p>	<ul style="list-style-type: none"> <li>• Emergency Equity Fund for Research – <a href="#">website link</a> Please spread the word. This is also available for postdocs! Please read the directions carefully!</li> <li>• This topic is still being discussed and the survey results will be reviewed and brought back to the committee for a vote of approval. If you have any questions, comments or concerns bring those to the FSC executives.</li> </ul>	<p>Email Attached</p>
<p><b>5. Questions and Adjournment</b></p>	<p>5 min</p>	<p>Marc Mendonca</p>	<ul style="list-style-type: none"> <li>• Questions for next meeting to Tom Hurley – how has Covid-19 affected graduate students moving along in their classes and thesis work?</li> <li>• January Presenter: David Ingram, Executive Associate Dean for Clinical Affairs</li> </ul>	



# Faculty Steering Committee Update

*December* 2020

# Updates/Strategic Priority: Scholarly Concentration Program



# Scholarly Concentrations Program Enrollment

As of Dec. 10, 2020

Campus	Scholarly Concentration Name	Collaborator	Launch Date	Class of 2021	Class of 2022	Class of 2023	Class of 2024		Total
							Priority Placement	Fall Recruitment*	
BLM	Human Sexuality and Health	Kinsey Institute	2020	0	0	5	4	1	10
	Medical Education**		2021	0	0	0	N/A	2	2
EVAN	Quality and Innovation in Health Care	Local health care systems	2019	0	6	7	4	6	23
FW	Health Integration and Healthy Aging	Regional health care systems	2019	0	2	4	5	1	12
MUN	Health Promotion and Disease Prevention	BSU Clinical Exercise Physiology Program	2019	0	3	3	4	3	13
NW	Urban Medicine and Health Care Disparities	Community partners	2019	0	10	5	4	1	20
SB	Ethics, Equity, and Justice	Notre Dame	2019	0	7	2	6	3	18
TH	Rural Health	Rural health systems	2019	0	7	4	3	10	24
WL	Care of Hispanic/Latino Patients		2019	0	3	5	2	5	15
	Biomedical Engineering and Applied Medical Technology	Purdue School of BME	2020	0	6	2	2	8	18
<b>REGIONAL CAMPUS TOTAL</b>				<b>0</b>	<b>44</b>	<b>37</b>	<b>34</b>	<b>40</b>	<b>155</b>

\*Accepted Fall 2020; will enroll Spring 2021

\*\*Did not exist during Priority Placement recruiting

# Scholarly Concentrations Program Enrollment

As of Dec. 10, 2020

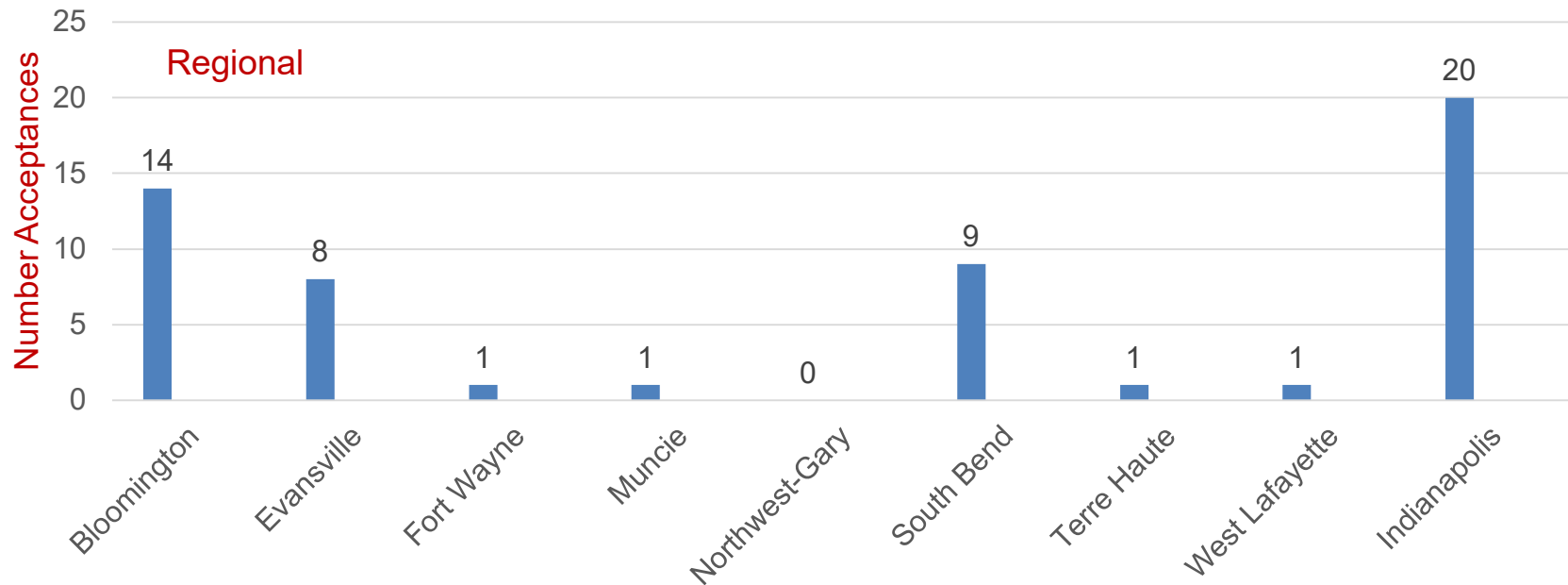
Campus	Scholarly Concentration Name	Collaborator	Launch Date	Class of 2021	Class of 2022	Class of 2023	Class of 2024		Total Enrollment
							Priority Placement	Fall Recruitment*	
INDY	Genetics in Medicine		2019	0	12	5	N/A	3	20
INDY	Health Information Technology	Regenstrief Institute	2019	0	5	4	N/A	6	15
INDY	Biomedical Research		2021	0	0	0	N/A	16	16
STATE	Business of Medicine	IU Kelley School of Business	2019	3	12	12	N/A	20	47
STATE	Public Health	IU Fairbanks School of Public Health	2019	3	22	18	N/A	23	66
STATE	Medical Humanities	IU School of Liberal Arts, Medical Humanities and Health Studies	2020	0	0	13	N/A	15	28
STATE	Religion and Spirituality in Medicine		2021	0	0	0	N/A	6	6
<b>INDY &amp; STATEWIDE TOTAL</b>				<b>6</b>	<b>51</b>	<b>52</b>	<b>N/A</b>	<b>89</b>	<b>198</b>
<b>PROGRAM TOTAL</b>				<b>6</b>	<b>95</b>	<b>89</b>	<b>34</b>	<b>129</b>	<b>353</b>

\*Accepted Fall 2020; will enroll Spring 2021

Indy & Statewide not eligible for Priority Placement

# 2021 Early Decision Program

## Class of 2025 - Matriculates August 2021

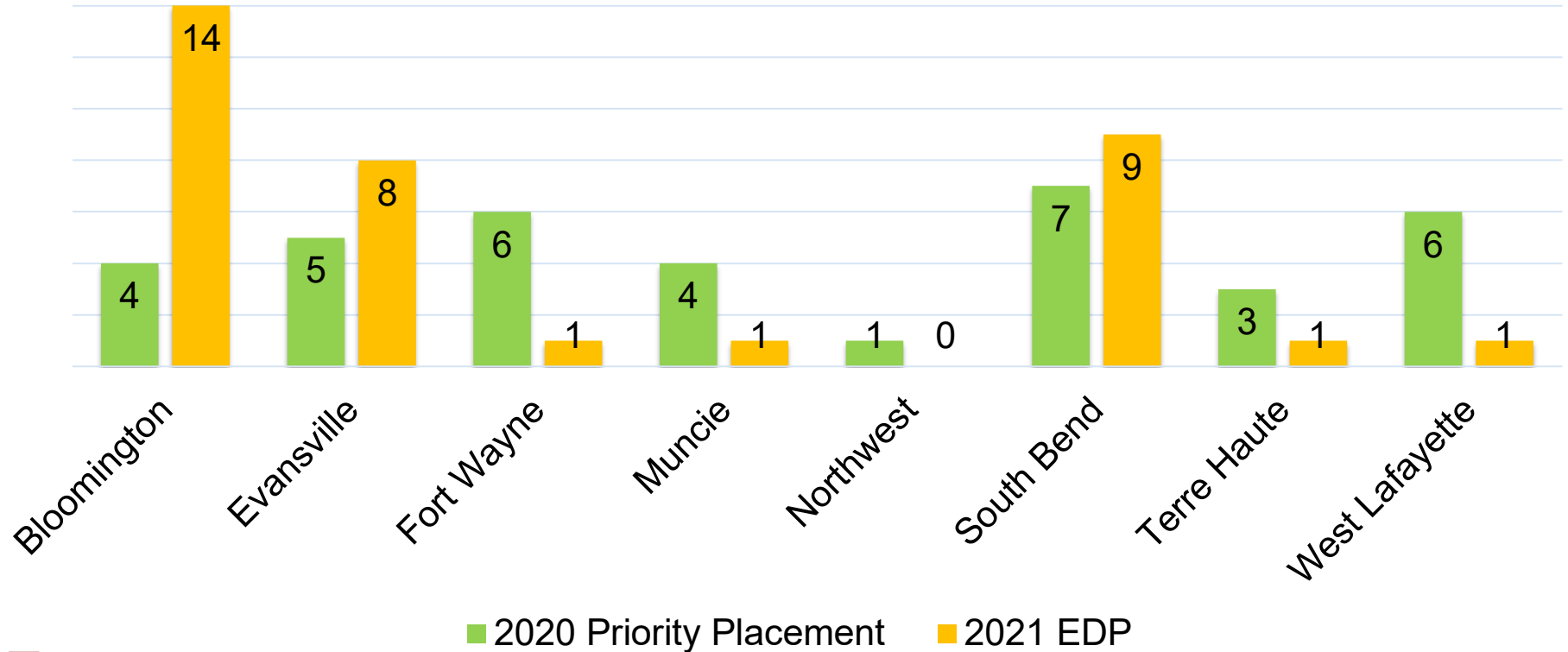


EDP Regional Campus Eligibility: 3.6/508;  
Indy included: 3.8/512

EDP: GPA 3.9; MCAT 513  
Last year metrics: 3.8/512



# 2020 Priority Placement Program / 2021 Early Decision Program



# Key Challenges

- *Educational delivery during covid 19 pandemic*
- *Phase 1*
- *Phase 2/3*
  - *Need for student clerkship positions*



# Key Opportunities

- *Vaccine delivery*
  - *Patient facing faculty, staff, learners*
  - *Others*
- *Vaccine administration by medical students*



# Other Questions?





# Thank you

Paul M. Wallach, MD

[pwallach@iu.edu](mailto:pwallach@iu.edu)

# **IUSM Lecturer and Clinical Track Promotions Committee FSC Presentation**

**December 17, 2020**

**James H. Jones MD**

**Emeritus Professor of Clinical Emergency Medicine  
Chair, IUSM Lecturer and Clinical Track Promotions  
Committee**



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# Thank You!



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Promotion is an important way to recognize the accomplishments and contributions of our faculty



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# The “Engines”

- OFAPDD
  - Mary Dankoski
  - Neelam Chand
  - Melody Darnall
- Committee members



# Committee Members

- Dylan Cooper
- Joseph Croffie
- Jack Fuqua
- Sara Grethlein
- Jeff Kline
- Leon Konlaris
- Kristine Mosier
- George Parker
- Carrie Phillips
- Lilian Plotkin
- Carrie Phillips
- Max Schmidt
- Margaret Schwartz
- Javier Sevilla-Martir
- Naomi Swiezy
- Michael Troutman
- Julie Welch
- Deanna Willis
- Monte Willis
- Jay Wish
- Jerry Young



# Steps in Dossier Review

## *Department*

- Department primary committee
- Department chair

## *IUSM*

- School committee
- Dean

## *IUPUI*

- Campus committee
- Executive vice chancellor
- Chancellor

## *IU*

- President
- Board of Trustees



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# Committee Member Fundamentals

- Confidential, thorough, fair, professional
- Disclose any conflicts of interest
- Be aware of potential for unconscious bias
- Be familiar with:
  - IUSM Standards of Excellence
  - Faculty appointment types and tracks, timelines



# Committee Member Fundamentals

- Review assigned dossiers in advance and all-reads
- Prepare summary presentation for committee meeting
- Vote (one level only)
- Submit written summary after meeting



# Dossier Review

- **Documented evidence**
  - Candidate's Statement
  - Narrative of Area of Excellence
  - Curriculum Vitae
  - Reference Letters
    - **External**
    - Internal



# Dossier Review

- **Common themes**
  - Focus
  - Impactful Outcomes
  - Scholarly Dissemination
  - Reputation
  - Integration
  - Reflection
  - Quality
  - Trajectory



# Discussion Points

- Assistant → Associate
  - Emerging regional or national reputation
- Associate → Full
  - Sustained national reputation
- Standards of Excellence
- How much scholarship is enough?
- What does satisfactory look like?





# Dossiers Submitted **2020-2021**

61 Dossiers Reviewed

7 for Promotion to **Clinical Professor**

25 for Promotion to **Clinical Associate Professor**

3 for Promotion to **Adjunct Clinical Professor**

26 for Promotion to **Adjunct Clinical Associate Professor**



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# Clinical Faculty - Other

- Volunteer (Adjunct)
  - Evaluated on teaching and years of service
  - Regional campuses or IUHP outside AHC
- Affiliate
  - Same criteria as clinical track faculty
  - Eskenazi, VA, IUHP



# Areas of Excellence

- Service
- Teaching

*Excellence in one, satisfactory in the other*



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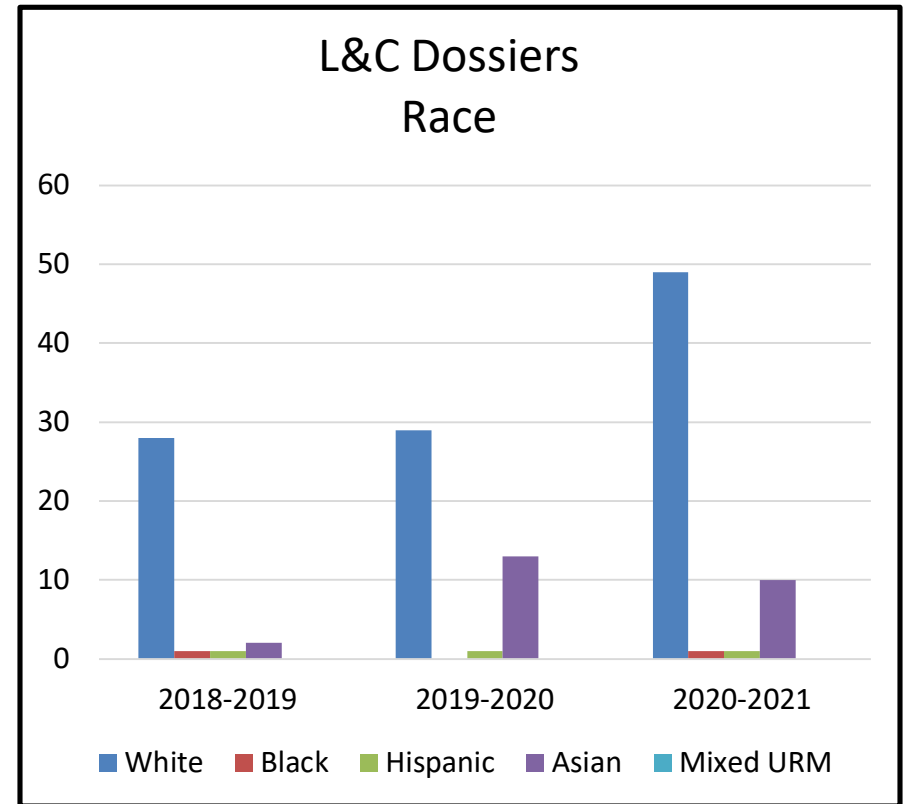
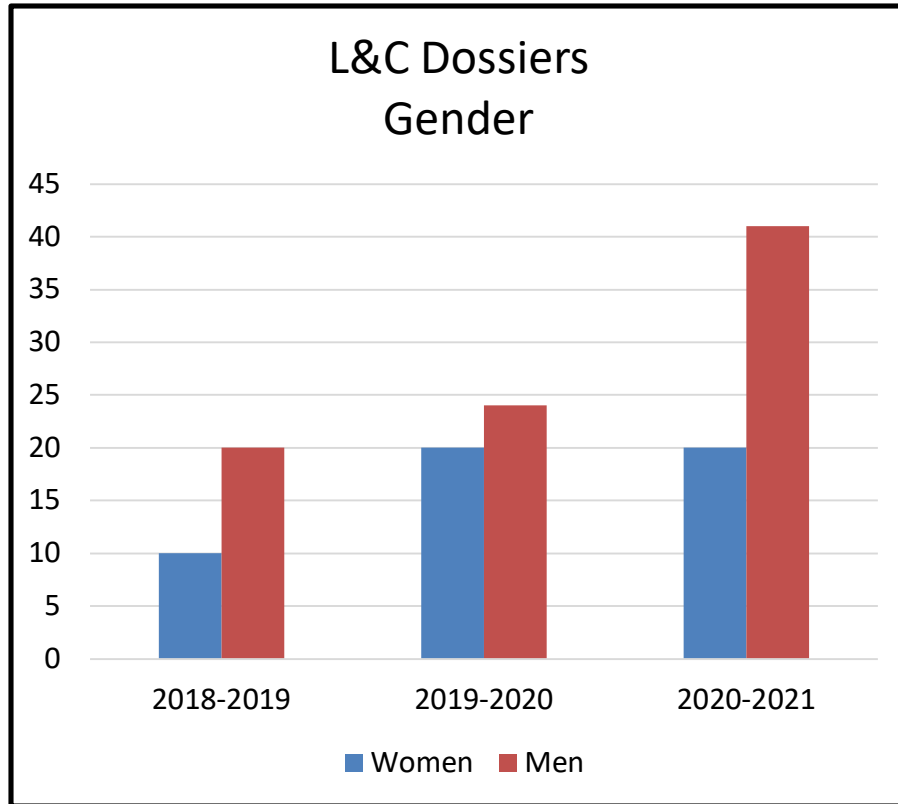
# Promotion by Area of Excellence

## Promotion by Area of Excellence

Review Year	Teaching Submitted/Approved		Research Submitted/Approved		Service Submitted/Approved	
	Tenure	Clinical	Tenure	Clinical	Tenure	Clinical
2016-2017	0/0	0/0	8/7	NA	4/4	17/17
2017-2018	1/1	0/0	15/15	NA	9/9	21/21
2018-2019	0/0	2/2	24/23	NA	16/16	25/25
2019-2020	1/1	2/2	13/13	NA	13/13	38/37
2020-2021	2/2	2/2	18/18	NA	15/14	30/30



# Dossiers Submitted by Gender/Race: 2020-2021

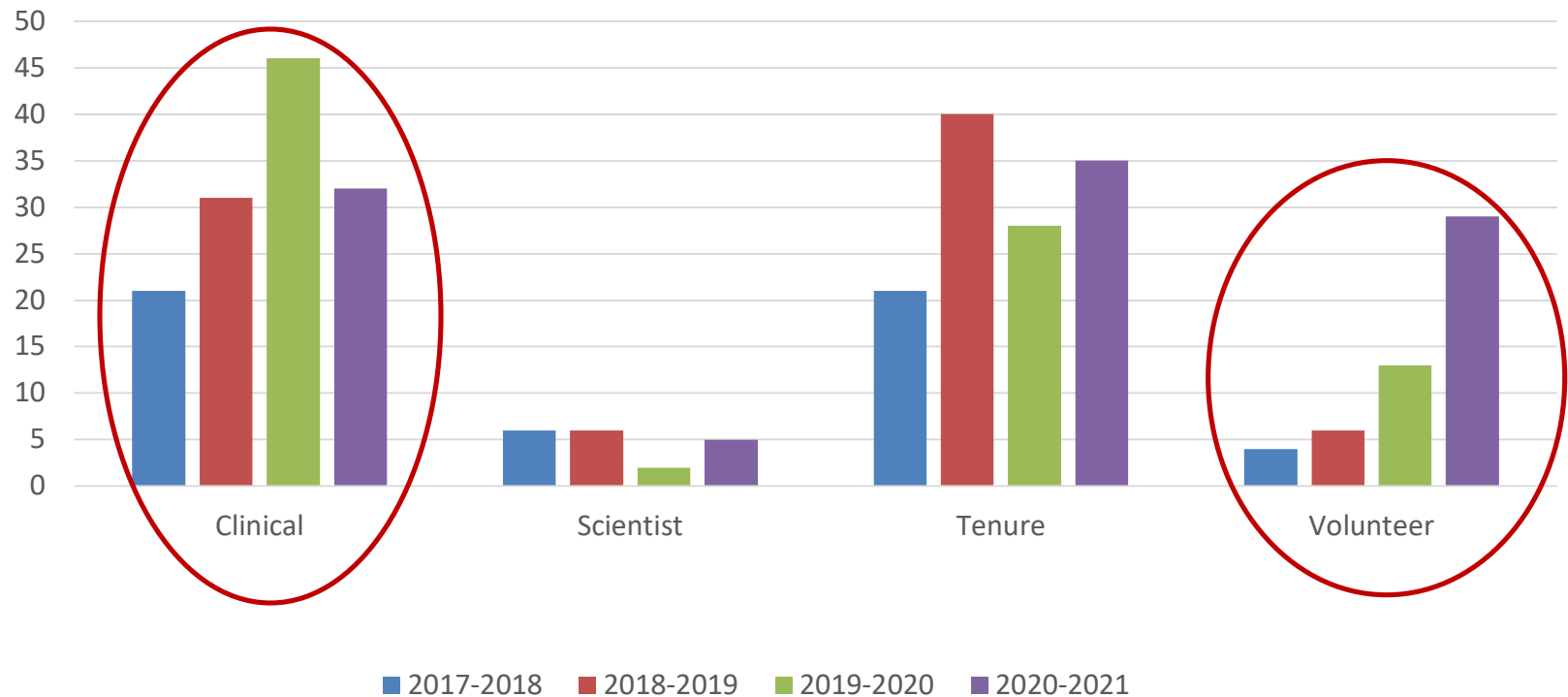


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# Volume

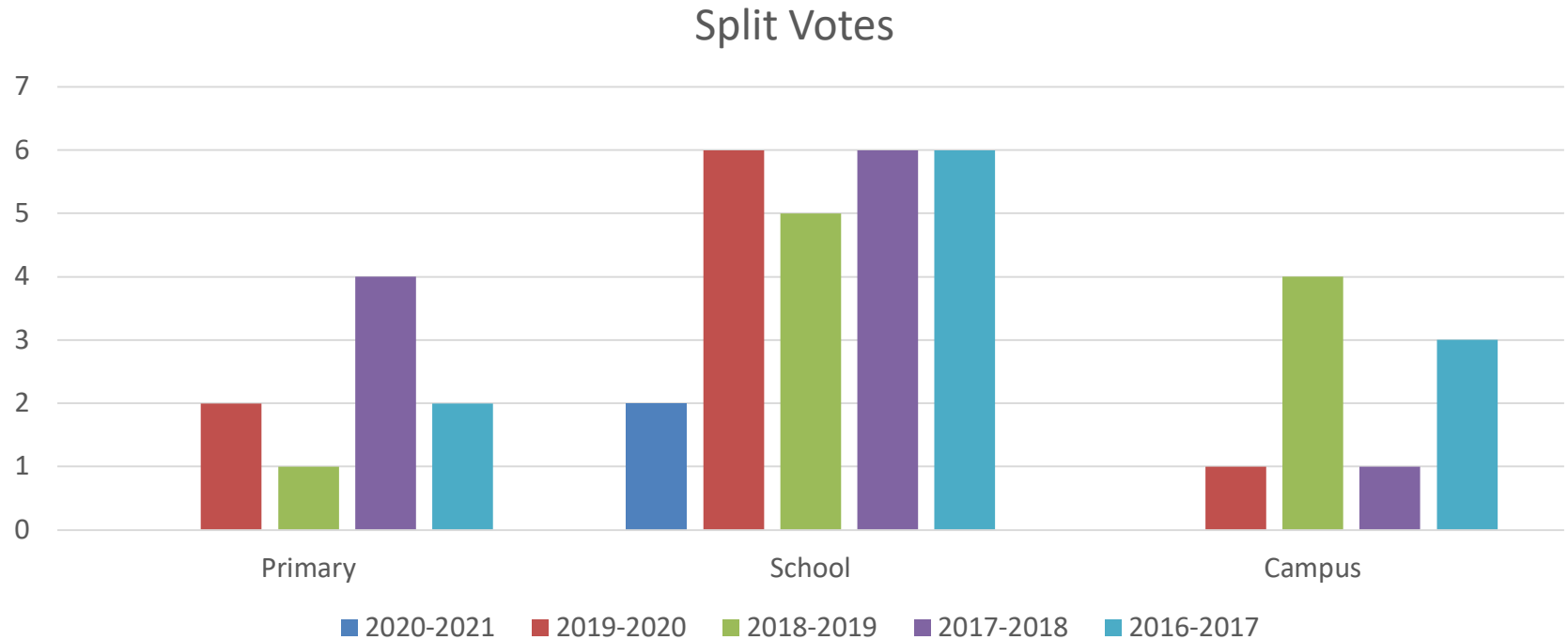
Volume



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# Split Decisions (more than 1 negative vote)



# Scholarship

## 2011-2015

	CLINICAL TRACK		TENURE TRACK			
	To Associate	To Full	To Associate		To Full	
	Service	Service	Research	Service	Research	Service
N	52	22	50	19	24	22
Min	3	8	5	5	13	10
Max	50	70	48	60	66	54
5 yr Med	9	22	18	22	27	21

## 2015-2019

	CLINICAL TRACK		TENURE TRACK			
	To Associate	To Full	To Associate		To Full	
	Service	Service	Research	Service	Research	Service
N	92	33	38	26	43	30
Min	1	5	7	2	2	7
Max	44	93	58	44	104	154
5-yr Med	9	16	18.5	19.5	25	21

Interactive scholarship data:

<https://faculty.medicine.iu.edu/pt/faqs/how-many-publications-do-i-need-for-promotion/?casticket=ST-1274400-kE0QmSepksLeHEuOmuF7casprd07>



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## Profile of Successful *Clinical* Track Assistant to Associate

	Candidate 1	Candidate 2	Candidate 3	Candidate 4
# Local & Regional Awards	4	2	2	1
# National Awards	0	0	6	1
# Local Talks	5	9	4	13
# Regional Talks	0	37	1	2
# National & International Talks	3	23	66	5
Total # of Pubs (including non-PR)	18	16	36	17
# Peer Reviewed Pubs (in rank)	17	3	32	12
# 1 <sup>st</sup> Author Pubs (in rank)	5	2	8	5
# of Grants Funded	8	0	0	3
# of Grants Not Funded	5	0	0	0
Notable Leadership Roles	3	12	2	2
Dept, School, Campus, University Service	3	8	11	11
Regional Service to the Profession	2	22	0	0



# Wrap-up

- Impact of COVID?
- Service - area of excellence that predominates
- Increasing number of volunteer faculty seeking promotion – a good thing
- P&T Task Force to explore diversity, equity and inclusion as it relates to academic promotion
- OFAPDD website a GREAT resource



Questions? Comments?



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# Emergency Equity Fund for Research

Colleagues,

In September, I appointed a **Gender Equity in Research Task Force** to assess gender inequities in research at IU, including those exacerbated by COVID-19, and to make practical, actionable recommendations for addressing them. The task force members, who are listed below, have been hard at work reviewing the available research (much of which task force members have contributed to), and they will soon be conducting a university-wide survey. I expect their report in the spring.

However, recognizing the magnitude and the urgency of the burden created by COVID-19 on many researchers, especially those with caregiver responsibilities, the task force shared with me an interim recommendation that my office commit \$400,000 to create an **Emergency Equity Fund for Research**.

The fund, as outlined by the task force, will provide flexible, rapid awards of up to \$2,500 to address some critical needs not already met by existing funding sources to advance research productivity. Specifically, the task force identified the following four categories of support:

- stop-gap services (including caregiving, one-time work-from-home needs, food delivery, and other activities) to help free up limited time for research by pre-tenure and/or pre-promotion faculty,
- personnel for research (e.g., hourly support to support research and/or aid with course management),
- tools for advancing research (e.g., statistical consulting, software to conduct research, data sets, remote access to archives, recording devices and computing technologies, among other related needs), and
- write-up and dissemination of research (e.g., copyediting services, subvention or indexing fees, fees for open access publishing, etc.).

I am grateful for the task force's recommendation and am pleased to announce the creation of the Emergency Equity Fund for Research that the task force proposed. The fund is only a short-term step, but it will provide unprecedented flexibility and speed in funding to support researchers. The fund is open to all IU research faculty; women and caregivers are especially encouraged to apply. Applications will be accepted beginning immediately and will be processed on a rolling basis until total funds are exhausted.

[Learn more about the Emergency Equity Fund for Research and apply](#)

While work is only just beginning, I would like to take a moment to thank the members of the Gender Equity in Research Task Force for their recommendation, for carefully designing the call for proposals, and for their continuing work to address gender equity issues in research. The committee members are:

- Karen Bravo, McKinney School of Law, IUPUI

- Sanya Carley, O'Neill School of Public and Environmental Affairs, IUB
- Hannah Craven, Medical Library, IU School of Medicine
  - Mary Dankoski, Faculty Affairs, Professional Development and Diversity, IU School of Medicine
  - Denvil Duncan, O'Neill School of Public and Environmental Affairs, IUB
  - Brownsyne Tucker Edmonds, Faculty Affairs, Professional Development and Diversity, IU School of Medicine
  - Laura Foster, Gender Studies, Law, and African American and Diaspora Studies, College of Arts and Sciences, IUB
  - Justin Garcia, Kinsey Institute and Gender Studies, IUB
  - Kimberly Geeslin, Faculty and Academic Affairs and Spanish and Portuguese, College of Arts and Sciences, IUB
  - Rachel Katzenellenbogen, Adolescent Medicine, School of Medicine
  - Bernice Pescosolido, Indiana Consortium for Mental Health Services Research and Sociology, College of Arts and Sciences, IUB
  - Bethan Roberts, Chief of Staff, Office of Vice President for Research (facilitator)
  - Kosali Simon, OVPR and O'Neill School of Public and Environmental Affairs, IUB
  - Peggy Stockdale, Psychology, School of Science, IUPUI
  - Cassidy Sugimoto, Luddy School of Informatics, Computing, and Engineering, IUB

Please don't hesitate to reach out to members of the task force or to me (at [vpr@iu.edu](mailto:vpr@iu.edu)) if you have questions or suggestions. In the meantime, thank you again for all you do and best wishes for the holiday season and the New Year.

Fred H. Cate  
Vice President for Research  
Distinguished Professor and C. Ben Dutton Professor of Law