

Faculty Steering Committee Minutes
Thursday, March 18, 2021 12:00pm- 2:00pm

<i>Topic</i>	<i>TIME</i>	<i>Presenter</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
1. Call to Order	5 min	Marc Mendonca	<ul style="list-style-type: none"> • Approve February Minutes • Spring All School Meeting Agenda – Vote to approve • 2021-2022 Faculty Election Results 	<ul style="list-style-type: none"> • Approved • Approved
2. Dean’s Report Discussion	15 min 15 min	Tom Hurley	<ul style="list-style-type: none"> • Update from Graduate Affairs <p>Q: You had 207 PhD students but only 5 F31s that are funding through NIH. 55% of the students are going to academia, is their any push in your office to get more F31s submitted?</p> <p>A: We always encourage it, but it is really up to the students to submit. I am not sure if they aren’t submitting or if they are submitting and not getting approved. The numbers do vary year to year and was higher last year.</p> <p>Q: What percentage of your MD graduates stay in academics; how do we keep track of that?</p> <p>A: An estimation would be about a third of your people spend some time in academics.</p> <p>Q: Our lack of TA-ships probably hurts our ability to recruit. Is their any way we can develop that relationship with IUPUI to develop more TA options?</p> <p>A: What we have done is get creative with how to give our students an option for teaching and identify options. What we don’t have is a large number of TA-ships. We don’t have a wave of TA’s like IUPUI does.</p>	Slides Attached

<p>3. Mistreatment Report</p>	<p>15 min 15 min 15 min</p>	<p>Mary Dankoski</p>	<ul style="list-style-type: none"> • Mistreatment Report <p>Q: It seems alarming to see the doubling of complaints, how are you taking a different approach to find out about the ones who aren't reporting? Possibly because they don't want retaliation.</p> <p>A: There are times when we learn about the mistreatment through other avenues, for example a teaching evaluation at the end of a semester. We do know that students also use the Ombuds office which is confidential, so we don't report that here. When we look at the GQ data but in the national benchmark we are trending downward. That is where some of my hypothesis comes from. Working really hard to let our students know what is available to them and have seen a growing trust in the system.</p> <p>Q: Is Ombuds system, is that also driven by peers? Or into administration, because I noticed that some of the complaints were filed against administration.</p> <p>A: Yes, there are some that were listed as dean/administrator title. Does it prevent some students from reporting knowing who is on the triage team, possibly. Both the Ombuds report directly to Dean Hess and it is a stand alone confidential resource.</p> <p>Q: How do you communicate/connect with IUHP to discuss someone who might be getting the same complaints in other areas?</p> <p>A: A few years ago we developed a weekly touch base with some of your counterparts in IUHP and IUH with the medstaff. We worked to establish alignment on how we triage the incident.</p> <p>Q: How many are surprised when you reach out and they find out there was a problem.</p> <p>A: Some, often they don't have the self-awareness that their behavior had that impact.</p>	<p>Slides Attached</p>
<p>4. Draft Honor Code Introduction Discussion</p>		<p>Antwione Haywood</p>	<ul style="list-style-type: none"> • Current Honor Code/ Draft Honor Code <ul style="list-style-type: none"> • Our group is also working on a companion policy about how we implement and 	<p>Honor Code (Current & Proposed) attached</p>

			<p>enforce the honor code, who signs it and when. Hoping to have a read of this soon.</p> <p>Q: I can't help but notice we have different islands of work. I know that the private hospitals don't have a similar reporting or an easy way to report mistreatment or discrimination. There is no place to report this on the IU Health website. I encourage everyone to push this to IU Health and other systems to be able to report. It is nice to hear this from the school but not the same from the other systems.</p> <p>A: The data I shared was designed specifically for students. There are probably 8 different ways to report across the university and school. We are planning with the roll out of the honor code that this system will be able to be utilized by more individuals. It is challenging to coordinate across this large system.</p> <p>Dean Hess: Thank you for sharing that, I do know that Dennis Murphy is very serious to get more decisive about behaviors that don't fit. IU Health is also working on some sort of code of conduct. I do think there is a very sincere attempt to work on this. Some of the abuse is from the patient and we are pushing hard to have clear guidance. Need for consequences and know a process. We live in both worlds and it can't be different or have different expectations of conduct.</p>	Please give a close read and email Mary or Antwione if you have feedback. We hope it to be a living document.
5. Committee Report a. Awards Committee Annual Report	15 min	Fletcher White	<ul style="list-style-type: none"> Awards Committee Annual Report 	Report Attached
6. New Business/Announcements a. IFC/UFC Updates	5 min	Lindsey Mayo	<ul style="list-style-type: none"> Graduation being held in person, outside undergrads one day and next day grad students Dean for Education and Dean of Herron School of Art searches are starting 	

			<ul style="list-style-type: none"> • How to integrate DEI into P&T documents • UFC – focused on ACA66 grading policy for several meetings. We have had a lot of input on how grades should be done. 	
7. Questions and Adjournment	5 min	Marc Mendonca	<ul style="list-style-type: none"> • April Presenter: Tatiana Foroud, Executive Associate Dean for Research Affairs 	

Spring All School Meeting Agenda 2021

May 4, 2021 5:00PM-6:30PM

- Call to Order and Faculty Steering Committee Update
Marc Mendonca, PhD, President of the Faculty, Professor of Radiation Oncology
- IUSM 2021-2022 Faculty Election Results
Yar Yeap (Samantha), MD, MS, President-Elect of the Faculty, Associate Professor of Clinical Anesthesiology
- Update from Indiana University President Michael A. McRobbie
- Highlighted Discoveries by IU School of Medicine Faculty
Tatiana Foroud, PhD, Executive Associate Dean for Research Affairs
- Trustees Teaching Award Recognition
Paul Wallach, MD, Executive Associate Dean for Educational Affairs and Institutional Improvement
- Update from the Dean
Jay L. Hess, MD, PhD, Executive Vice President for University Clinical Affairs, Dean of School of Medicine
- Questions & Answers with Dean Hess
Please type your questions into the chat room at any point throughout the meeting and they will be answered at this time.
- Adjournment
Marc Mendonca, PhD, President of the Faculty, Professor of Radiation Oncology

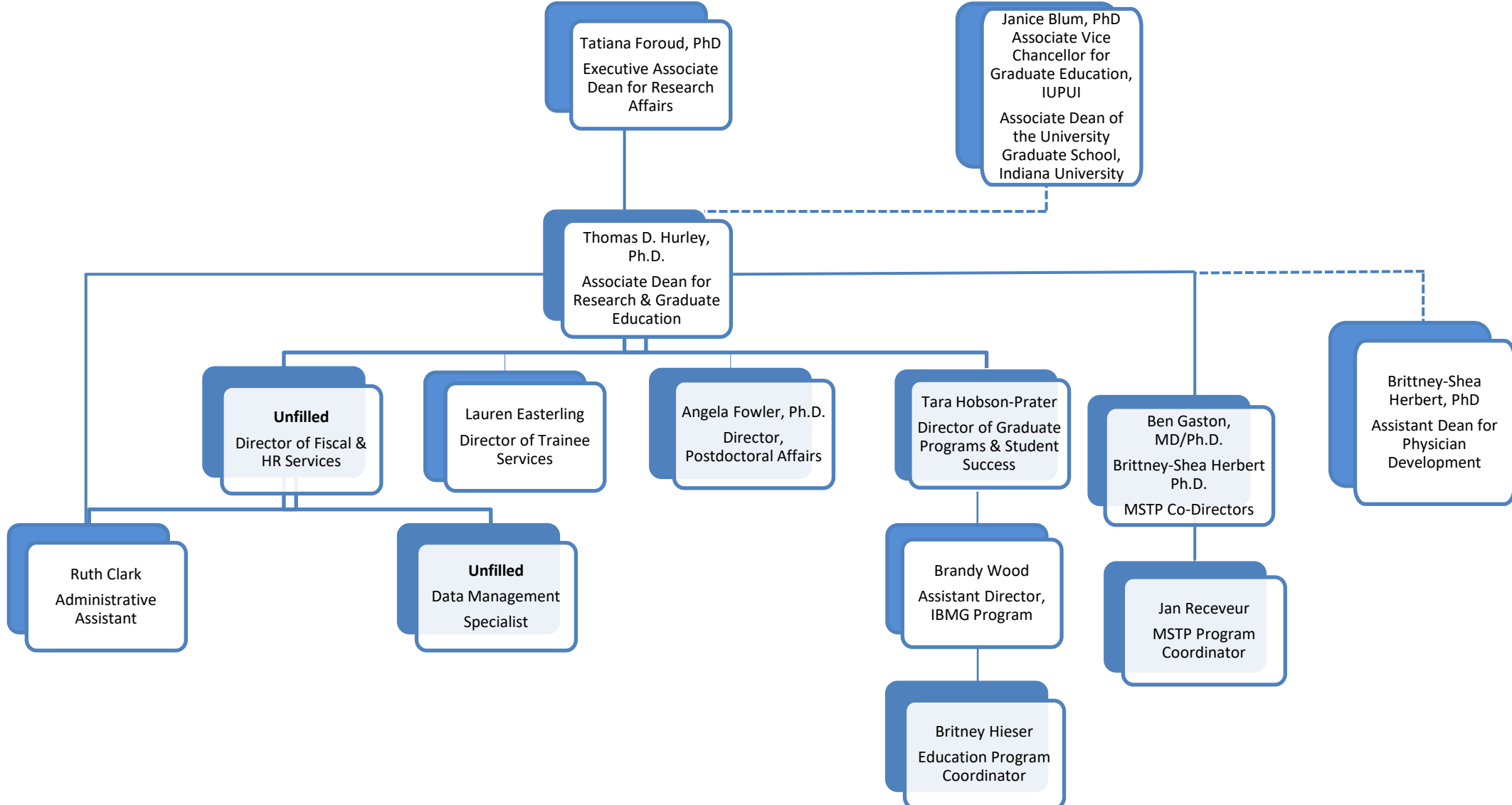


Graduate Division Update Spring 2021

Thomas D. Hurley, PhD



Graduate Division Organizational Chart





IU School of Medicine Statistics

- Total Faculty: 2,708 (full-time)
- Total MD Students: 1,426
- Total Graduate Students: 401
- Total PhD Students: 207
 - 143 Domestic/64 International
- Total MD/PhD Students: 65 (32 PhD)
- Total Post-Doctoral Fellows: ~240



IBMG Admissions Committee Members

- IBMG Program Committee:

- Anatomy = Joe Bidwell (CC)
- Biochemistry = Evan Cornett
- Musculoskeletal = Fred Pavalko
- Genetics = Jill Reiter
- Neurosciences = Gary Landreth
- Microbiology = David Nelson
- Immunology = Martin Richer
- Pathology = Anita Bellail
- Pharmacology = Gustavo Arrizabalaga (CC)
- Toxicology = Richard Nass
- Minors/Training Grants = Lawrence Quilliam
- Student Rep = Anika Shimonty

- International Sub-committee:

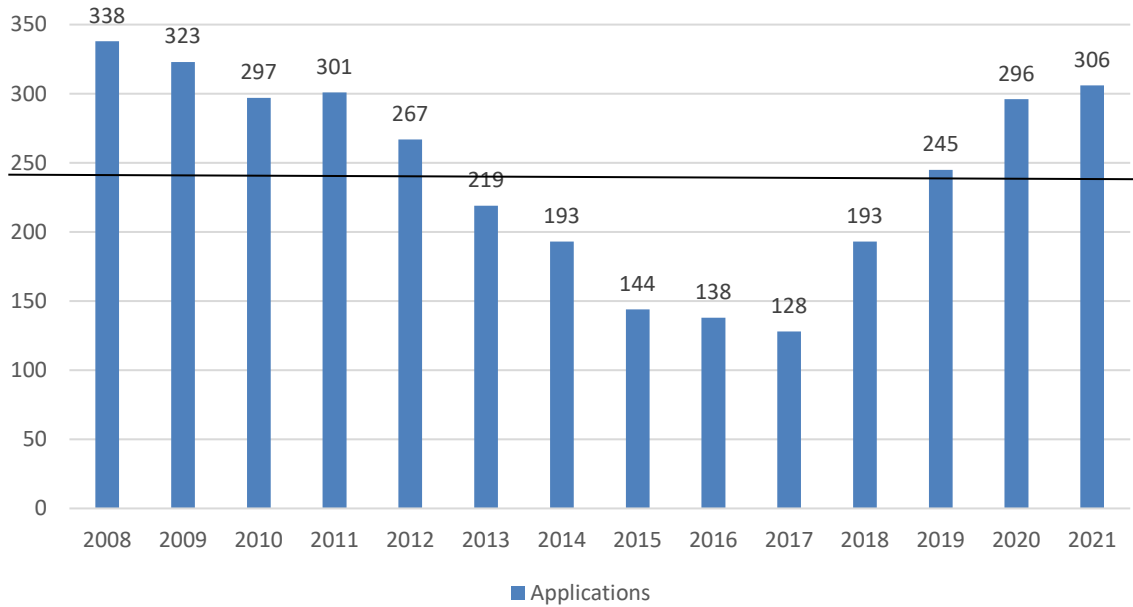
- Karmen Yoder (Neurosciences)
- Andy Yu (Microbiology)
- Frank Yang (Microbiology)
- Jie Zhang (Genetics)
- Ashay Bhatwadekar (Ophthalmology)
- Heather O'Leary (Hematology/Oncology)
- Steven Welc (Anatomy)
- Dongbing Lai (Genetics)
- Tom Hurley (Biochemistry)
- Jaeyeon Kim (Biochemistry)



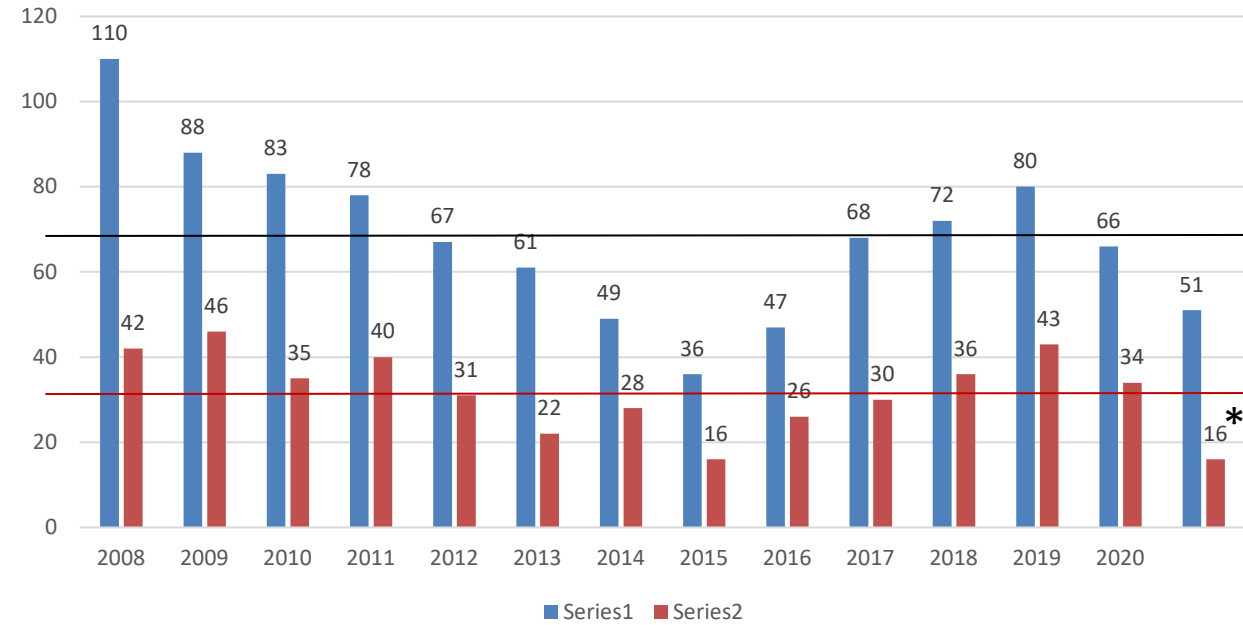
Graduate Division Update

Graduate Student Recruiting and Admissions

Applications



Offer and Matriculation Data



Average Ratio Offer/App = 0.29
Range = 0.25-0.53

Average Ratio Offer/Accept = 0.46
Range = 0.38-0.57

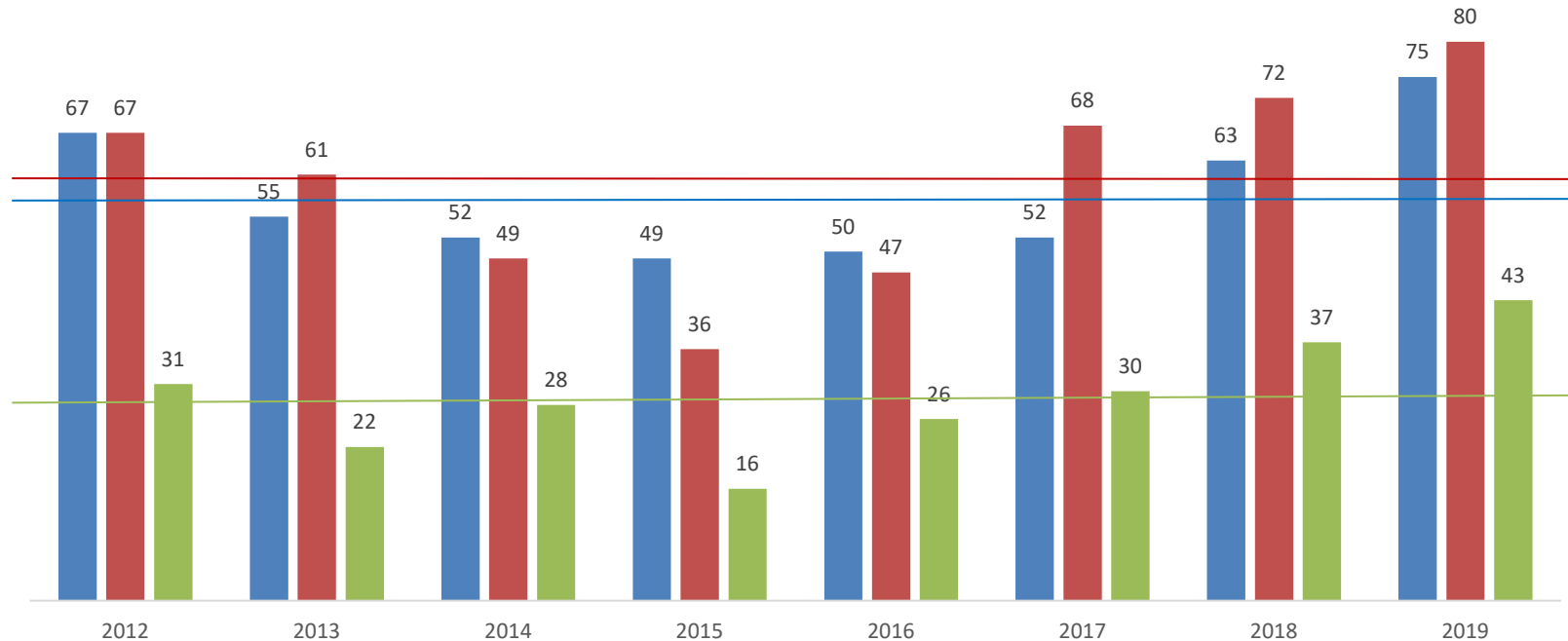


Graduate Division Update

Lab Openings, Offers and Matriculation

IBMG Data

■ Open Positions ■ Admission Offers ■ Matriculants





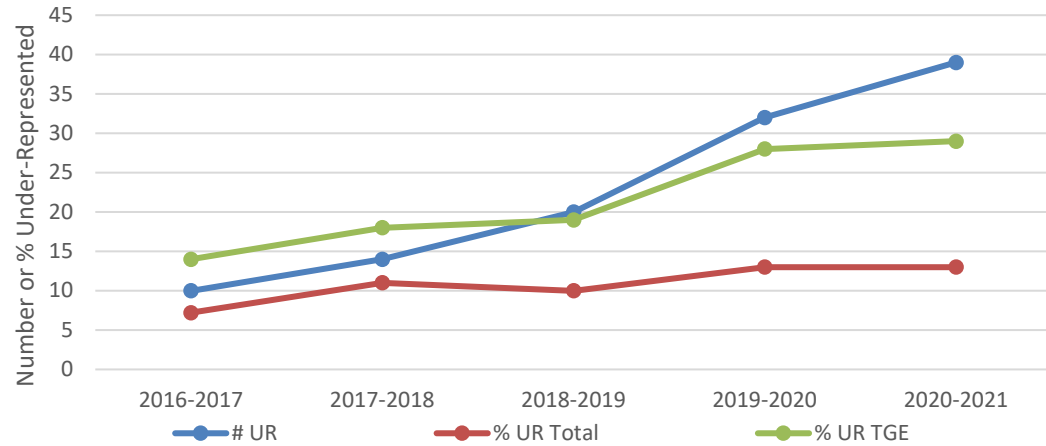
Graduate Division Highlights

- IBMG PhD Recruiting 2019-2020
 - Multiple Virtual Interviews/Visits: January through February
 - GRE Not Required (4rd year of policy); Holistic Review Process
 - This Year:
 - 306 Applications; 155 Virtual Interviews
 - 51 offers of admission made (wait list of >40 students; unranked)
 - 16 Accepted, to date (budget targeting 30 incoming this year; April 15 deadline)
 - 19 University Fellowships Awarded (6 declines; 13 still outstanding).
 - 2 Diversity Fellowships (President's and Adam Herbert) awarded to our recruits
 - Targeting increased student diversity – recruiting events at SACNAS and ABRCMS
 - (2020 Applicant pool = 13%; Interview pool = 14%; Offer pool = 20%)
 - Current Student Diversity = 12% (accepted offers 2020 = 24%)

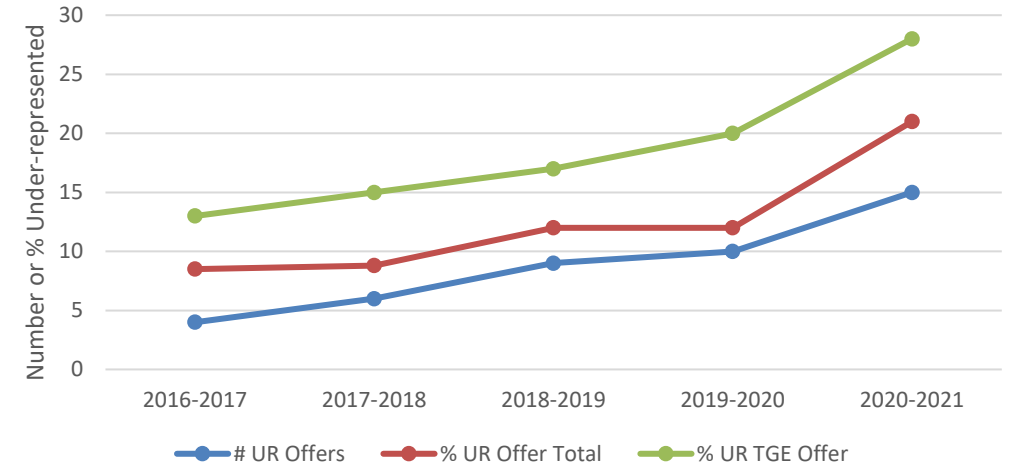


Diversity Tracking Data

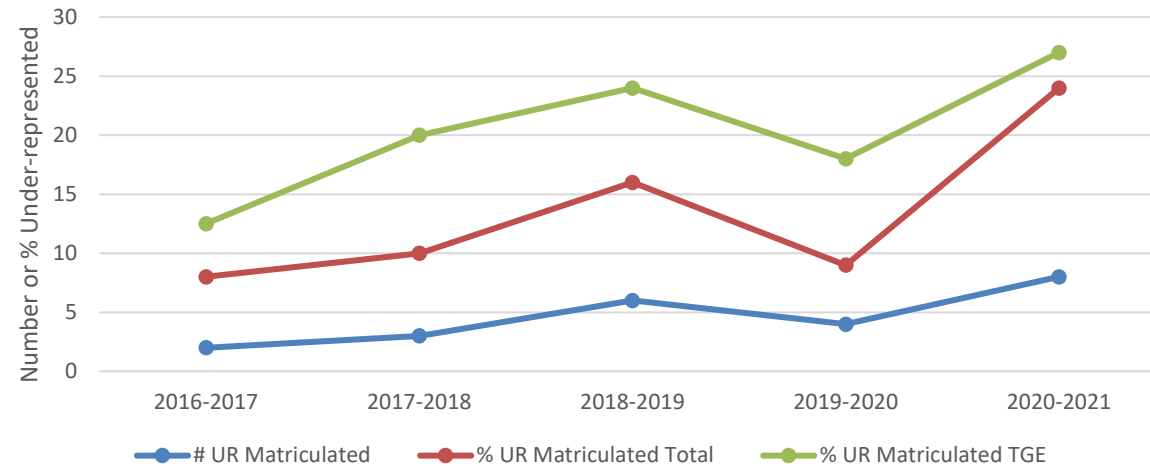
Under-represented Groups in Applicant Pool



Under-represented Groups in Offer Pool



Under-represented Groups Matriculated



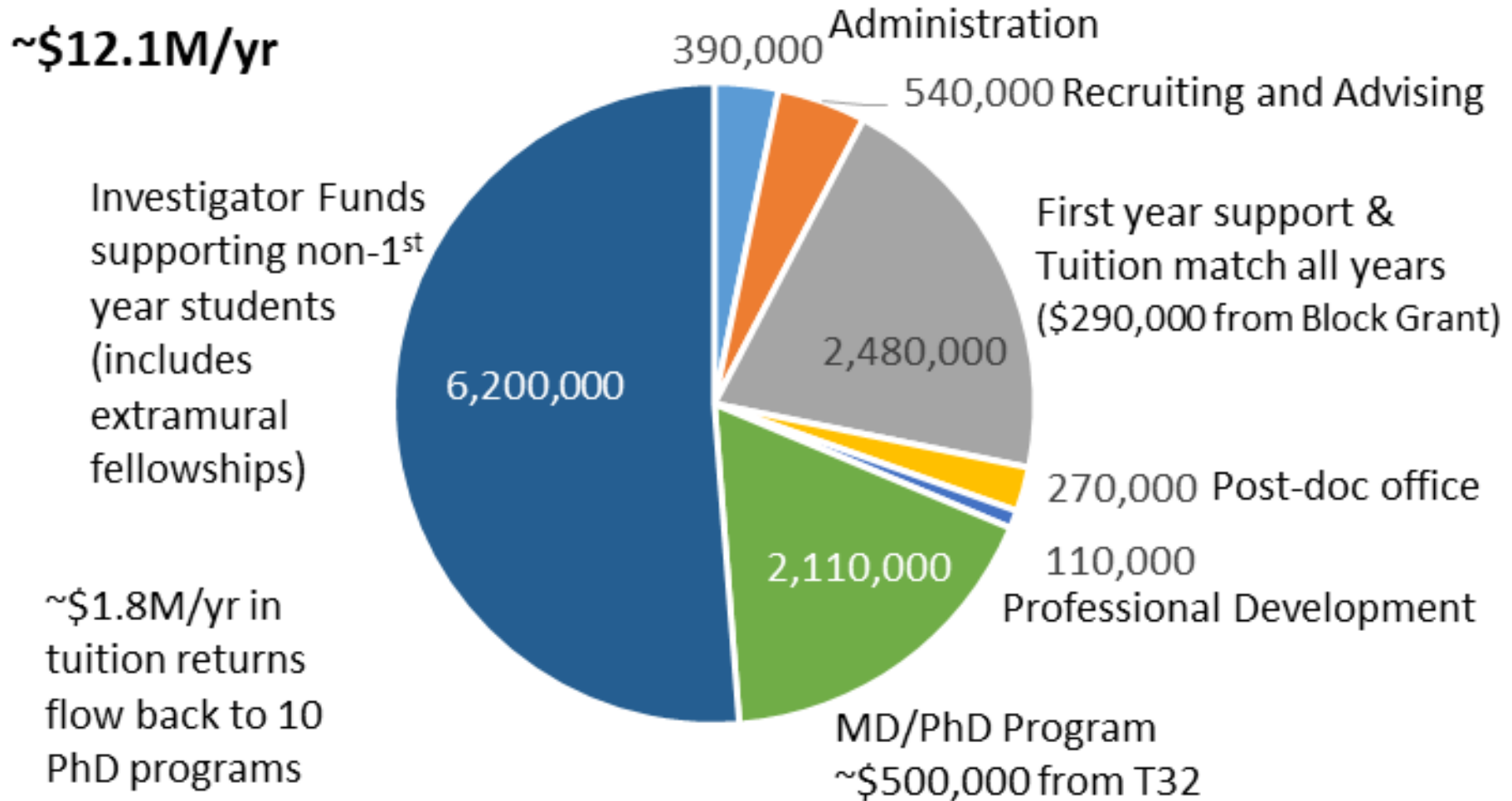


PhD Student Training Opportunities

- 17 Active T32/T15 training grants associated with IU School of Medicine.
 - 39 Pre-Doctoral Positions
 - 14 MSTP Positions from T32
 - 55 Post-Doctoral Positions
- 15 Individual Extramural NIH F-awards
 - (7 F30, 5 F31, 3 F32; unsure of JDRF, ACA, AHA numbers)
- 7 CTSI TL1 Fellowships at IU School of Medicine
- 4 Stark Neuroscience Fellowships



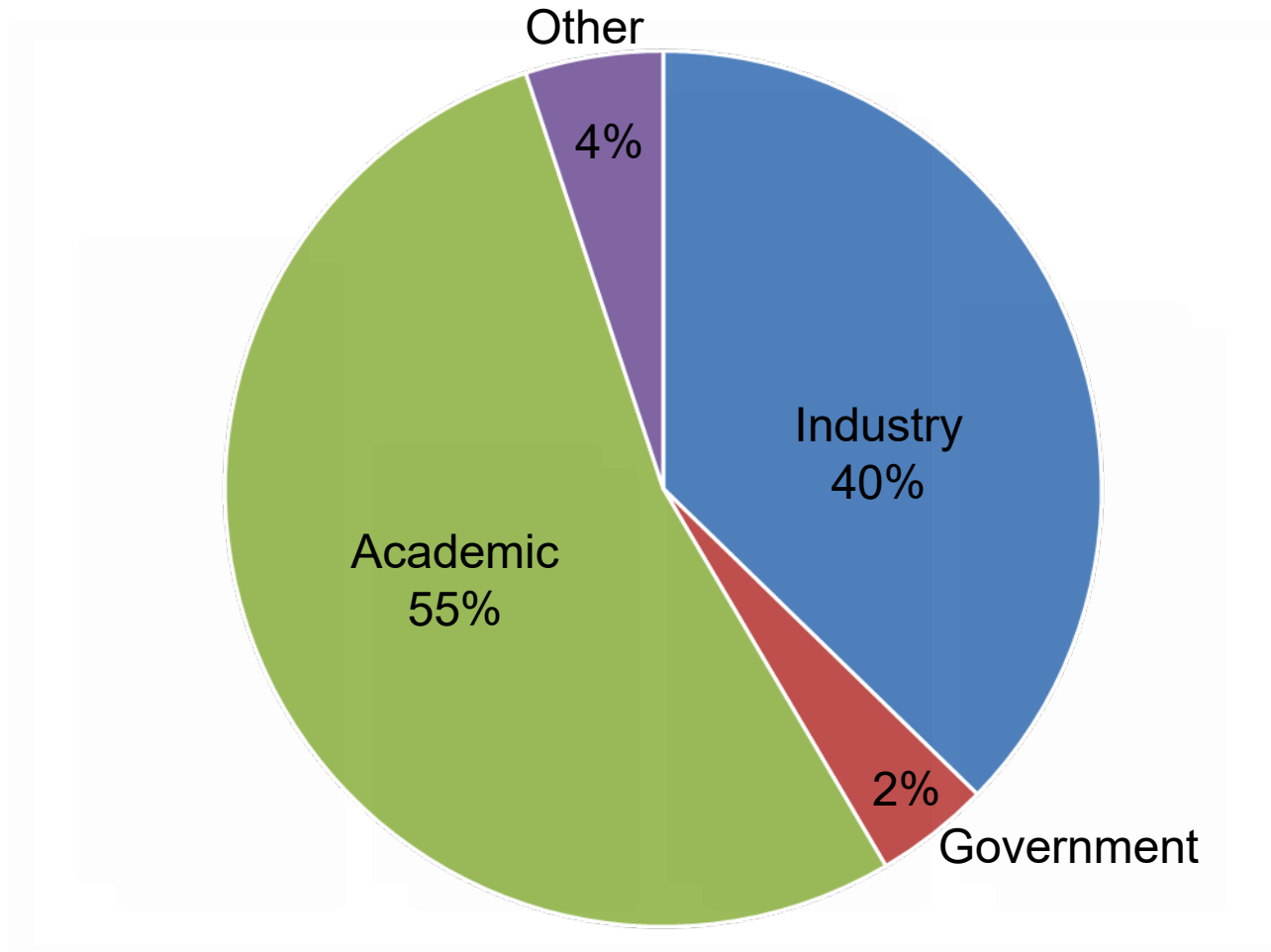
Graduate Program Funding at IUSM





Where Are Our IBMG Graduates?

(Data since 2007)





Graduate Division Update

- Ongoing Activities:
 - Spring 2020 EVERYTHING went virtual (career & professional development, wellness activities) 2-3 touch-points each week for PhD trainees to maintain engagement and potentially identify those who are struggling with changes due to Covid.
 - Curricular evaluation/design
 - Goal to reduce average time-to-degree from the current 5.48 years to 5.0 years (range 4.8 - 6.1 years)
 - Content in G507 “Rigor and Reproducibility” course now required for all incoming IBMG students
 - Entering Biomedical Research NRMN Trainee core material required for incoming PhD students (G702).
 - Stipend level is \$29,000/yr as of 8/2019 (unchanged for 2021)



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Thank you



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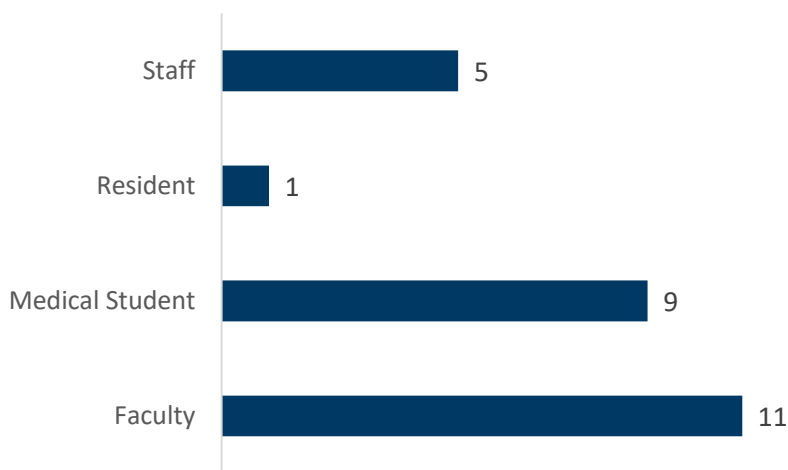
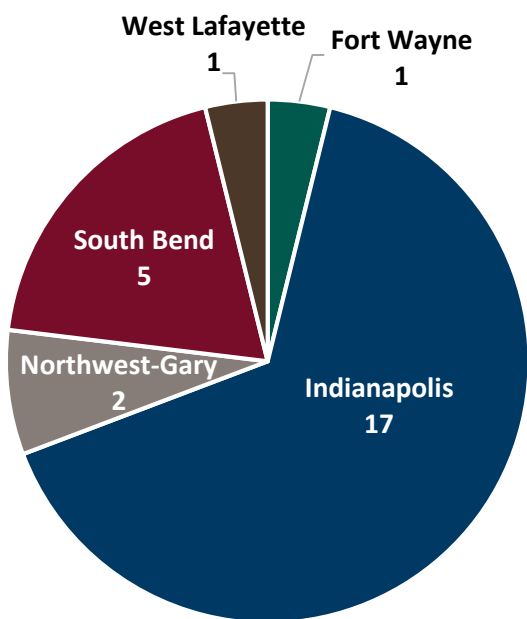
**Promoting an Inclusive Learning Environment:
Recognizing Positive Exemplars and
Addressing Mistreatment**

2020 ANNUAL REPORT

Honor Roll Program

Any member of the IUSM community can nominate another member of the community, including faculty, staff, and all types of learners, as exemplars of professionalism. Because of their commitment to upholding the [IUSM Honor Code](#) in their everyday interactions, nominees become members of the IUSM Honor Roll and receive an accolade from Dean Hess, a special lapel pin, are featured on the IUSM website, and are formally recognized at the IUSM White Coat Ceremony.

2020 Calendar Year Recipients by Role and Campus:



Resources for the IUSM Community

- [IUSM Honor Code](#)
- [IUSM Teacher-Learner Conduct Policy](#)
- [IUSM Learning Environment](#)
- [IUSM Mistreatment Incident Report Form](#)
- [IUSM Ombuds Office](#)
- [Exemplar of Professionalism Honor Roll Program](#)
- [Understanding and Preventing Mistreatment in the Learning Environment](#)

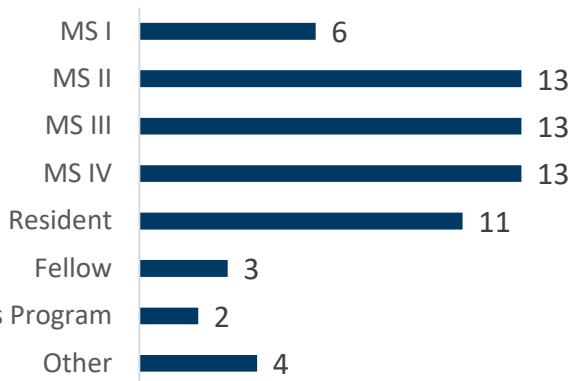
We continue to work at improving the learning environment and heightening awareness of mistreatment. IUSM has a ZERO tolerance policy for retaliation for reporting potential mistreatment.



INCIDENTS OF MISTREATMENT

Data Reported between January 1 – December 31, 2020

Complaints Received From/On Behalf Of



Sources of Mistreatment

The indicated source of mistreatment per incident are as follows:

- Clinical Faculty: 23
- Dean or Administrator: 3
- Administrative Staff Person: 3
- Fellow: 1
- Resident: 2
- Science/Preclinical Faculty: 4
- Medical Student: 16
- Patient: 1
- Other: 12

Locations of Incident Reports

The majority of reports are from Indianapolis. Reports broken down by campus:

- Evansville: 1
- Fort Wayne: 1
- Indianapolis: 56
- South Bend: 2
- Unspecified: 5

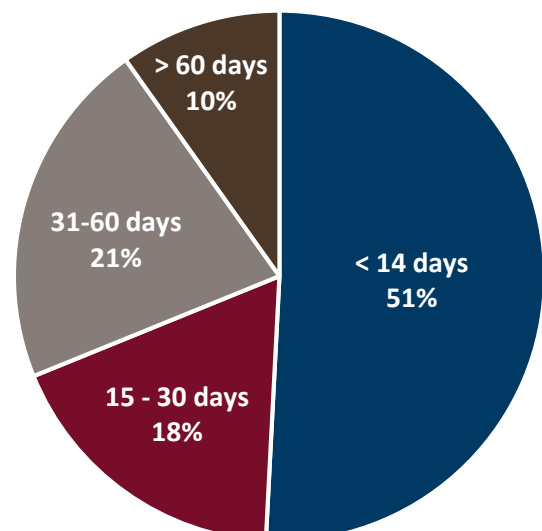
Incident Report Data

Number of Incidents	65
Currently Under Review	4
Closed	61
Median Number of Days from Report to Triage	0 (same day)
Average Days from Triage to Close	22
Submitted on Behalf of Learner	12
Submitted by Learner - Anonymous	13
Submitted by Learner - Confidential	40

Learners who report confidentially receive follow up information.

Duration of Incident Reports

With the average days from triage to close at 23, more than half of the cases were closed in less than 2 weeks. The majority of cases reported and closed in 2020 were in less than 2 months. For a few cases, due to the nature of the case or at the request of the person reporting the incident, it took more than 60 days to close. (The chart below is based on the closed cases.)



INCIDENTS OF MISTREATMENT (CONTINUED)

Categories of Mistreatment

The indicated category of mistreatment reported for those cases which were considered mistreatment are as follows: (Total number is higher than number of incidents due to ability to select more than one category.)

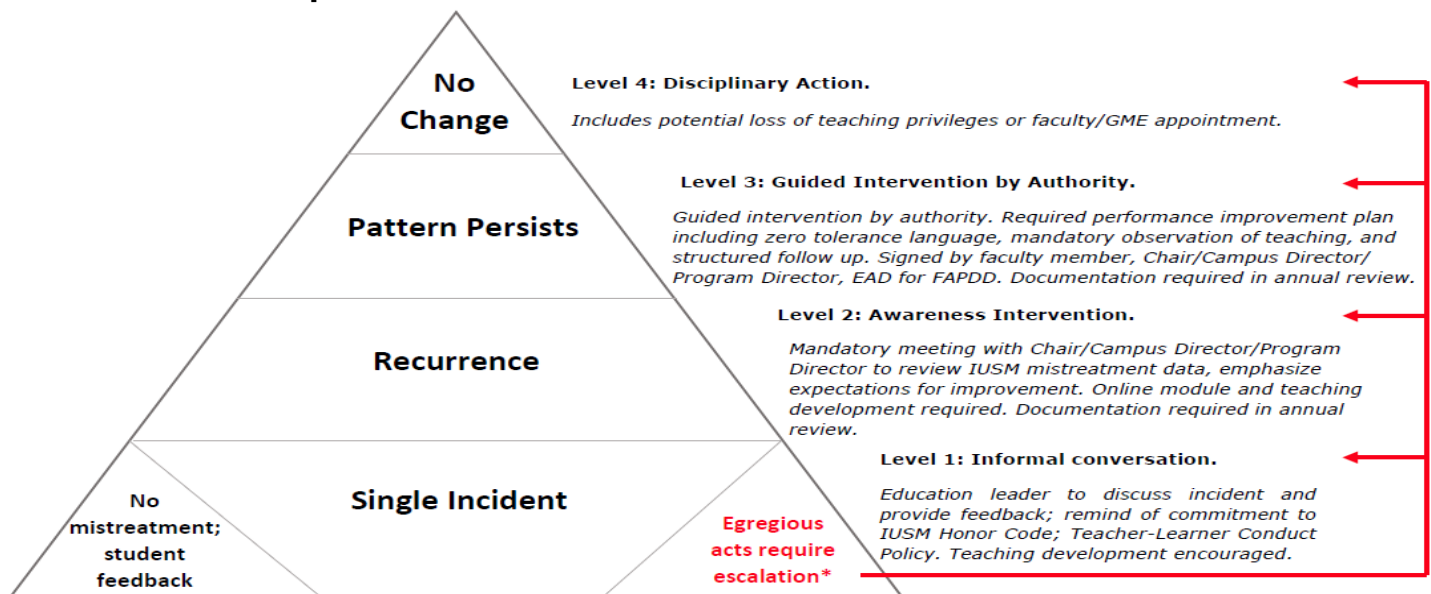
- Publicly humiliated: 21
- Privately humiliated: 6
- Subjected to racially, ethnically, or religion-based offensive remarks or names: 16
- Subjected to offensive sexist remarks or names: 10
- Subjected to unwanted sexual advances: 1
- Physically Harmed (e.g., shoved, slapped): 1
- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 13
- Other: 19

Results of Incident Reports

Of the closed cases (Refer to the Graduated Response to Mistreatment below for explanation regarding levels*):

- 13 were determined to be concerns other than mistreatment (i.e., FERPA or policy violations, grade appeal, etc.)
- 22 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)
- 7 were treated as Level 2 interventions (feedback delivered on learning environment, guided intervention)
- 2 were treated as Level 3 interventions (action taken on teaching privileges, guided intervention)
- 1 was considered Level 4 (immediate action taken on teaching privileges/faculty appointment)
- 14 cases were interactions between medical students
- 2 were patient to student interactions
- 4 are still under review

Graduated Response to Mistreatment*



Vast majority of educators – No concerns about mistreatment

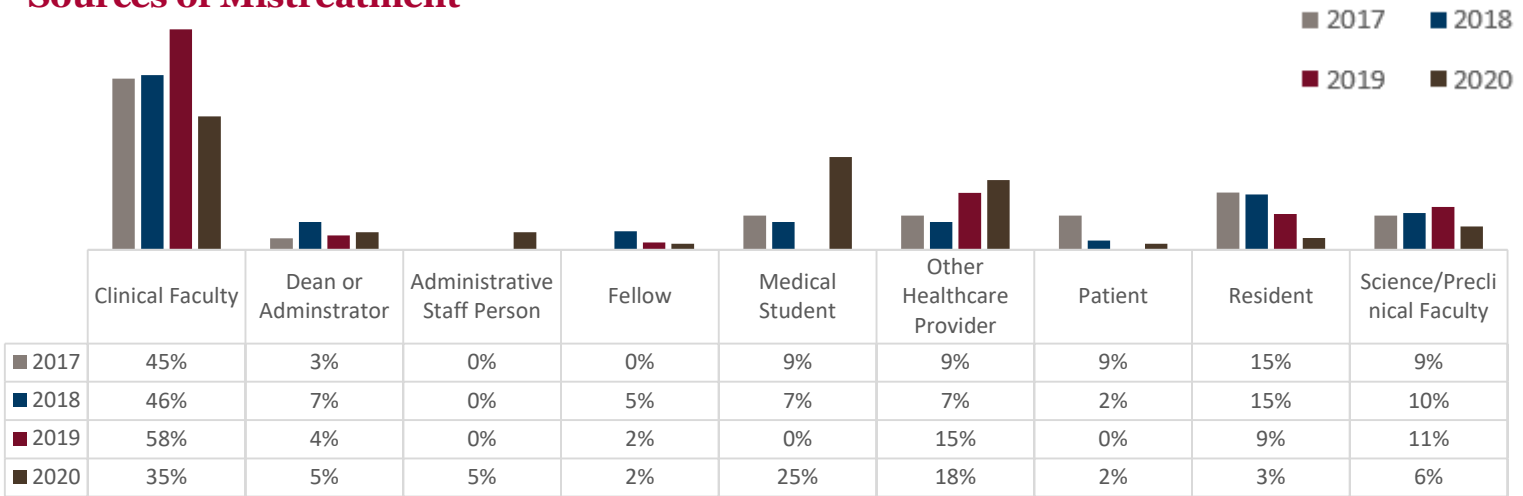
*Adapted from Hickson GB, Pichert JW, Webb LE, Gabbe SG. Acad Med 2007; 82:1040-48.



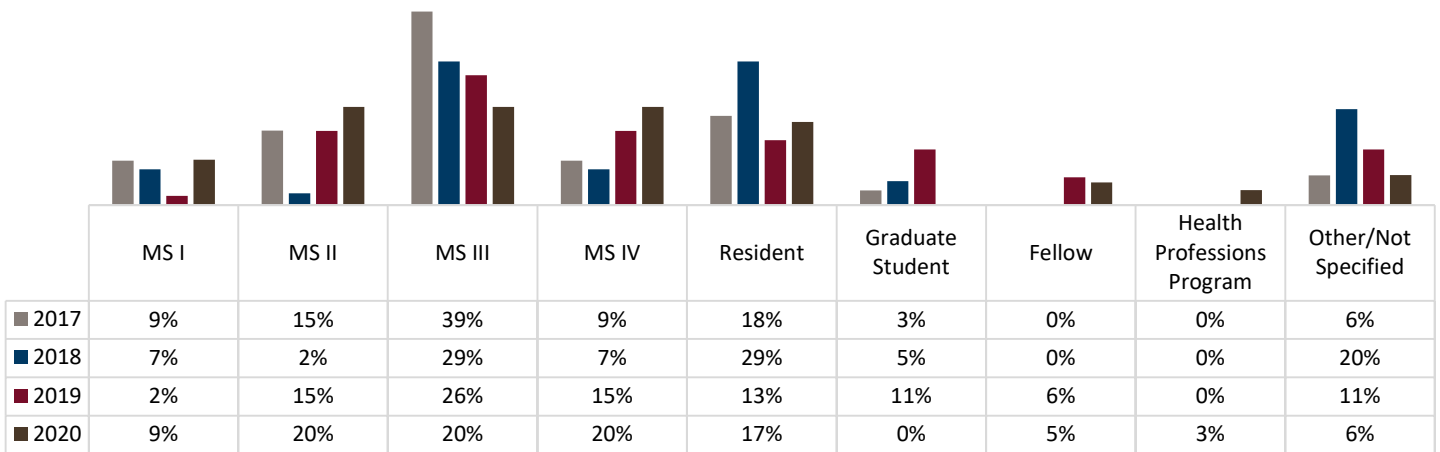
COMPARISONS OF INCIDENTS OF MISTREATMENT

Sources of Mistreatment

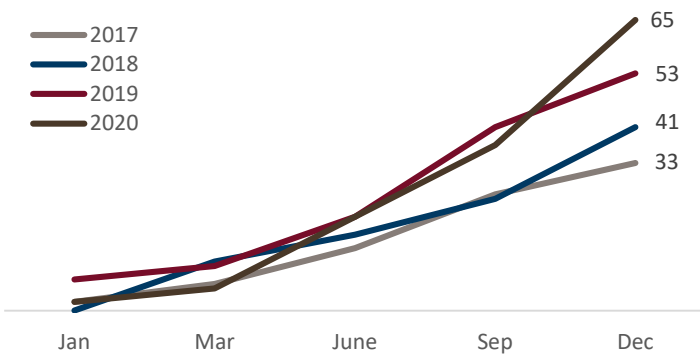
Comparisons of Mistreatment Data



Complaints Received From/On Behalf Of

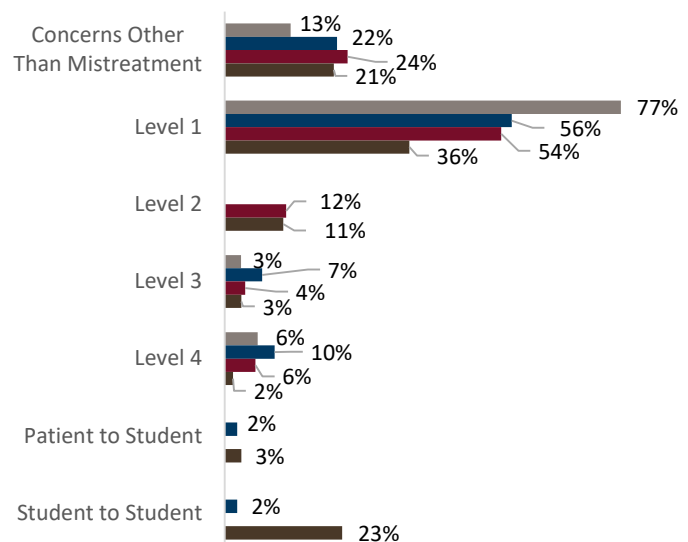


Number of Incident Reports*



*Based on AAMC GQ data trends, the increase in incident reporting over the last several years is in part due to a higher level of trust and comfort among learners in using the IUSM mistreatment reporting system.

Results of Incident Reports



IUSM Honor Code

Antwione Haywood, PhD

Mary Dankoski, PhD



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

Charge

- Review:
 - Existing policies
 - Data
 - Literature and best practices
- Revise Honor Code to reflect scope of professional conduct expectations
- Propose and clarify remediation pathways



Structure

- Subcommittees with faculty and student co-chairs
 1. Revisions to Honor Code (*Marti Reeser, EdD; Deena Mohamed*)
 2. Professional development and remediation (*Liam Howley, MD; Mitch Goldman, MD; Trilliah Fazle*)
 3. Stakeholder engagement (*Chemen Neal, MD; Aaron Gilani*)
- 30 Members
- Leadership roles from SNMA and MSC
- Representation from original HC authors, Graduate Division, General Counsel, staff



Background Materials

- Literature search on professionalism studies, promising practices
- Data on mistreatment, GQ, committee feedback
- 11 policies and practices across IUSM, IU, IUH/P



SWOT Analysis

<p>Strengths</p> <p>Use and History</p>	<p>Weaknesses</p> <p>Lack of systematic approach Outdated</p>
<p>Opportunities</p> <p>Align with institutional values Bold statement on equity</p>	<p>Threats</p> <p>Scope and reach</p>



Key Features of Honor Code 2.0

- Alignment with IUSM Values
- Clear stance on racism
- Companion policy
- System for updating
- Application across all IUSM



Anti-Racism Highlight

Recognizing the damaging effects that bias, discrimination, and exclusion have on the work environment, patient care, medical research, medical education, and healthcare outcomes, IUSM strives to be a place that is diverse, welcoming, and inclusive for all and commits to identifying and dismantling hate, oppression, systemic racism, and discrimination in academic medicine. IUSM expects all in its community to reflect on these values and ensure that their views, beliefs, actions, and inactions do not, intentionally or unintentionally, perpetuate the problem of healthcare inequity.



Honor Code Pledge

I understand that it is a great honor and privilege to study, work, and serve in the medical profession.

As a member of the Indiana University School of Medicine community, I promise to uphold the highest standards of ethical and compassionate behavior while learning, interacting with and caring for others, conducting research, participating in educational activities, and/or otherwise representing IUSM or supporting its missions. I will remain aware of my responsibilities to improve the standard of health in my community, to increase access to care for the underserved, to work toward the elimination of health disparities, and to advance research and the field of medicine.

Knowing my own limitations and those of science and medicine, I commit myself to a lifelong journey of learning how to cure, relieve, and comfort with humility and compassion.

I make this pledge solemnly, freely, and upon my honor.



“My experience on the task force has been fulfilling and reflective of the reasons why I came to IUSM. I consider it a great honor to have a seat at the table in order to discuss something as important as the Honor Code, which helps shape the atmosphere of medical education at the school.”



Aaron Gilani
Phase 2, MSC



Next Steps

- Solicit feedback: Town halls, committees, SIGs
- Finalize Honor Code
- Endorsement through governance committees
- Finalize, vet, seek endorsement of policy
- Improve remediation and success pathways
- Adapt reporting system
- Expand website





SCHOOL OF MEDICINE

INDIANA UNIVERSITY

INDIANA UNIVERSITY SCHOOL OF MEDICINE HONOR CODE

Embarking on a career in the life sciences and health care professions means accepting the responsibilities and unique privileges of these professions. These include self-monitoring and self-governance, and the responsibilities for these professional duties begin the moment that an individual starts medical school or graduate school. I understand that it is a great honor and privilege to study and work in the health care profession.

As a member of the Indiana University School of Medicine community, I promise to uphold the highest standards of ethical and compassionate behavior while learning, caring for others, performing research, and/or participating in educational activities. I do so according to the following tenets that will guide me through my career. I will strive to uphold the spirit and the letter of this code during my years at Indiana University School of Medicine and throughout my career in the health professions.

HONESTY

- I will maintain the highest standards of honesty.
- If engaged in research, I will conduct these activities in an unbiased manner, report the results truthfully, and credit ideas developed and worked on by others.
- If engaged in patient care, I will be considerate and truthful, and will accurately report all historical and physical findings, test results, and other pertinent information.

INTEGRITY

- I will conduct myself professionally.
- I will take responsibility for what I say and do.
- I will recognize my own limitations and will seek help when appropriate.

RESPECT

- I will respect the dignity of others, treating them with civility and understanding.
- I will contribute to creating a safe and supportive atmosphere for teaching and learning.
- I will regard privacy and confidentiality as core obligations.
- I will not tolerate discrimination.

EXPECTATIONS OF THE UNIVERSITY AND YOUR COLLEAGUES

Indiana University School of Medicine promises to create a professional environment that fosters excellence, abhors intolerance, and values each individual's unique contribution to our learning community.

Printed Name

Signature

Date

Medical students from the Indiana University School of Medicine developed the Honor Code in 2003. It was reaffirmed and approved by the Faculty Steering Committee on 2/21/13, and by the School Executive Committee on 3/11/13.



INDIANA UNIVERSITY

SCHOOL OF MEDICINE

HONOR CODE

Embarking on a career in the life sciences, medicine, and other healthcare professions is a privilege that carries lifelong moral and ethical responsibilities that begin the moment an individual becomes a member of the academic medicine community.

To achieve its vision to *lead the transformation of health care through quality, innovation, and education and make Indiana one of the nation's healthiest states*, the IU School of Medicine (IUSM) must recruit and nurture exceptional individuals who are equipped to learn, teach, practice, and conduct research in challenging and diverse settings. IUSM expects that its community members treat one another with respect and facilitate an atmosphere of cooperation and collegiality. The School demands excellence and expects that community members act with integrity at all times. Recognizing the damaging effects that bias, discrimination, and exclusion have on the work environment, patient care, medical research, medical education, and healthcare outcomes, IUSM strives to be a place that is diverse, welcoming, and inclusive for all and commits to identifying and dismantling hate, oppression, systemic racism, and discrimination in academic medicine. IUSM expects all in its community to reflect on these values and ensure that their views, beliefs, actions, and inactions do not, intentionally or unintentionally, perpetuate the problem of healthcare inequity.

To this end, the IUSM Honor Code outlines the core values governing research, education, and clinical practice that all IUSM community members, including students, faculty, and staff, are expected to uphold. These include:

- **Excellence** that is reflected in the innovative conduct and advancement of education, research and patient care.
I will strive for excellence in all I do, including advancing my field and/or providing the highest quality of care to all patients at all times. I commit myself to lifelong professional development, continuous improvement, and advancing research and the practice of medicine. I will recognize my limitations, be open to feedback, and seek help when appropriate.
- **Respect** for all individuals who are affiliated with, or come in contact with, Indiana University School of Medicine: students, residents, fellows, faculty, staff, partners, communities, patients, and families.
I will respond to societal needs with competence, altruism, and morality, reflecting the expectations of the social contract with my community. I will respect the dignity of others, displaying cultural humility and acting with civility and compassion. I recognize that a career in the life sciences, medicine, and other health care professions requires me to subordinate my own interests to the interests of those I serve.
- **Integrity** that embraces the very highest standards of ethical behavior and exemplary moral character.
I will take responsibility for what I say and do in my personal and professional activities, maintaining the highest standards of honesty and civility. I will conduct myself professionally – in my demeanor, use of language, and appearance – in the presence of patients, learners, amongst peers, and in any professional setting. I will be dependable and ethical in meeting my professional obligations so that I inspire confidence and earn the trust others place in me.
- **Diversity and Inclusion** that is reflected in actions that appreciate and value all individuals and a commitment to being an inclusive and equitable community.
I will contribute to creating a safe, inclusive, and supportive atmosphere for teaching, learning, caring

FOR DELIBERATIVE PURPOSES

for patients, and conducting research. I commit to listening to and respecting the perspectives of others, aiming to learn from them what actions, practices, policies, and structures they experience as racist, discriminatory, exclusionary, or otherwise detrimental to the community. I will champion healthcare equity in both medicine and society and be committed to transforming the way research is conducted and care is provided in order to eliminate health disparities.

- **Cooperation** that is manifested in collegial communication and collaboration.
I will exhibit professionalism in all interactions and work to resolve conflicts in a manner that preserves the dignity of every person involved. I understand that medicine and science are team-based and will foster an esprit de corps through my interactions with others, respecting the importance of all members' contributions to the medical community's shared goals.

All members of the IUSM community, including students, faculty, and staff, must commit to enacting and embodying these Core Values in order to warrant the trust placed in them by patients, families, peers, and society at large and to begin to address the existing disparities in healthcare. By becoming part of the IU School of Medicine community, you are expressly dedicating yourself to this commitment. Violations of the Honor Code may result in discipline as provided by the [insert final name of accompanying policy].

Honor Code Pledge

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Knowing my own limitations and those of science and medicine, I commit myself to a lifelong journey of learning how to cure, relieve, and comfort with humility and compassion.

I make this pledge solemnly, freely, and upon my honor.

Printed Name

Signature

Date

Medical students from the Indiana University School of Medicine developed the Honor Code in 2003. It was reaffirmed and approved by the Faculty Steering Committee on 2/21/13, and by the School Executive Committee on 3/11/13. Honor Code revised on [DATE] by the IUSM Honor Code taskforce [include dates of approvals of relevant governance committees].

**Indiana University School of Medicine
Committee Report Template**

Please submit this report to Jessica Swanson at jlleisin@iu.edu

Committee Name: Awards Committee

Committee Chair Name: Fletcher White, Anesthesia

Committee Chair Email: fawhite@iu.edu

Meeting Frequency: Twice per year, or as needed if internal awards require selection

What is the mission of your committee? (100 words)

The mission of The Awards Committee is to honor two internationally-renowned researchers by selecting them as recipients of our two most distinguished IUSM awards: the Steven C. Beering Award for Advancement of Biomedical Science, and the Mark Brothers Award. The awards committee is also responsible for identifying any external awards that our School of Medicine faculty may be viable candidates for honor, including national awards (such as Howard Hughes, Burroughs Wellcome), as well as local awards (such as IBJ Awards, Indianapolis Monthly, local organizations). The committee, made up of 30 elected or appointed School of Medicine faculty, contribute to the selection process of IUSM nominees.

What has your committee accomplished this year? (250 words)

Due to restrictions of in person meetings during 2020/2021 academic year, the decision was made to postpone hosting the Stephen C. Beering and Mark Brothers Awardees until which time the individuals could physically visit the campus.

The committee during 2019/2020 academic year selected Dr. Arul Chinnaiyan, Michigan Center for Translational Pathology at the University of Michigan. Dr. Chinnaiyan will visit IUSM for two days sometime during 2021/2022 and will be hosted by Dr. Jay Hess. Arul M. Chinnaiyan is a Hicks Endowed Professor of Pathology and professor of pathology and urology at the University of Michigan Medical School. He is also a Howard Hughes medical Investigator at the Howard Hughes Medical Institute.

The Awards Committee for the Mark Brothers Award selected Dr. Francis Lee, Weill Cornell Medicine. Dr. Lee is a leading physician-scientist whose research focuses on anxiety disorders is Chairman of Psychiatry and psychiatrist-in-chief at New York-Presbyterian/Weill Cornell Medical Center. Dr. Lee will visit IUSM for two days sometime during 2021/2022 school year. The host will be Dr. Alexander Niculescu of Psychiatry.

How does the committee disseminate information to the IUSM community?

A variety of venues will be used including the IUSM newsletter, university-wide announcements and posted fliers. The 2019 Beering and Marks Brother Awards were well-attended with standing room only audiences.

What goals does your committee have for the next academic year? How can the Faculty Steering Committee help you to accomplish those goals? (150 words)

The 2021/2022 awards committee will continue to solicit nominations and evaluate applications for the universities two most prestigious awards: the Mark Brothers award and the Stephen C. Beering award. As funds expand from these endowments, we will strive to enhance IUSM's international profile with special emphasis on international scholars. In the past several years, no internal awards required evaluation or selection from the awards committee, but if such an award requires our input this year, we will gladly serve in that capacity.

The evaluation process and selection of the speakers for the Mark Brothers and Beering awards is straightforward and efficient as currently run. If any situations should arise where additional input is needed, the Awards Committee Chair will present the situation to the FSC to seek advice.

Given the current composition of the committee (currently 20 males and 10 females), we will attempt to expand diversity of the group by recruiting women and minorities.