

1/20/22

Admissions committee – Andrew Beckman and Stephanie Sharpe

7,200 applications, most ever in-state. People are applying to more schools than ever. Expect to be close to 7,000 this year. All candidates interviewed by Zoom. Technical issues now worked out, both applicants and faculty more comfortable. Sent out 560 acceptances, ended up with class of 366, more than any other school. Disseminate info through FSC, student promotions, diversity committee, etc. The work is year-round. 2015-16 was largest applicant pool ever. Need to accept more than in past because good students are holding more acceptances. Those who received acceptances don't have to commit until early May. The school also have an early decision program, get about 70 acceptances that way. This year had two-tier early decision program. They can choose any of the regional campuses. Students from undergraduate programs at IU, PU, and IUPUI all have more applicants to medical school. Last fall about 12 schools decided to suspend MCAT, said it was one time due to pandemic. Average MCAT of applicants about 506, accepted about 512.

About 35 faculty members serve on admission committee, more from clinical departments than basic science. One reason basic science faculty are not serving is pressure to use time to generate grants. Requires time commitment of two Wednesdays and one other day per month, about 300 hours per year in meetings alone. Formerly there were multiple retirees, who bring great experienced, on the committee, but not of late. We discussed granting exceptions to emeritus faculty to serve.

IUHP and EAD President Him Shah

Improving provide match tool for patients and improving timeliness of appointments. Supporting 5-year strategic plans for institutes. Building out plans for neuroscience, cardiovascular, and cancer. Have recruited leaders for all three center of excellence. Working hard to distribute clinical care, especially challenging during pandemic. Continuing alliance of provider groups across the state. Worked hard to preserve physician compensation despite pandemic. Working toward single medical group in IU Health. Integrating Indiana Emergency Care into IUHP Community Medicine. Primarily in the Lafayette region. Have already integrated 100-person anesthesiology group. Bringing in great people to lead departments. Recruiting and onboarding two clinical department chairs.

Key challenges: 1) Physician and team member wellness, which has been stressed during pandemic. 2) Trying to increase engagement. 3) Also facing staffing concerns with unprecedented shortages of nurses and other health professionals.

What has worked: 1) Have learned how to maximize efficiency and take care of 10% more people in ambulatory health with existing staffing. 2) IU Health investing in Ivy Tech nursing programs.

Opportunities: 1) Growing behavioral health needs in our communities. Pandemic has exposed gaps and weaknesses. 2) Virtual and at-home care. 3) Destination medicine. 4) Workplace flexibility needs to be a focus. 5) Provider compensation – we have many models, made it hard to know how to keep people compensated during pandemic. 6) There is growing demand for care. Need to identify and address health inequities. 7) Need to continue to improve patient experience.

There was comments by FSC members that some physicians do not like being referred to as providers. Will use physicians for future correspondence.

EAD Mary Dankoski

Diversity, Equity, Inclusion expectations for promotion and tenure. Diversity has been core value of IUSM for a few years, but lately it has been incorporated into P&T. Reporting of DEI activities was added to faculty annual review form last year. In May 2021 IUPUI Faculty Council passed balanced/integrated case with DEI as focus for P&T. IUSM Honor Code also approved last year. Lots of representations in the working committee to incorporate DEI into P&T. Met multiple times to create proposal. Proposal: Every faculty member seeking P&T would be required to demonstrate efforts to promote DEI in at least one mission area to be satisfactory. Does not need to be in area of excellence. IUPUI's pathway is optional, but this proposal makes it mandatory for all faculty members. CVs would need to have # sign to indicate activities that go for DEI. People would be encouraged to list preferred pronouns. Would use same definitions as at campus level. Would be on three-year implementation timeline. Honor Code says people will not, intentionally or unintentionally, perpetuate the problem of health inequity. Everyone pledges to champion health care equity in medicine and society.

2022 – 2023 Faculty Election Ballot Approval

All were in favor. Ballot was approved to be published to IUSM.