

Faculty Steering Committee Agenda
Thursday, November 19, 2020 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 October Minutes • Approve Fall All School Meeting Minutes 	Unanimously approved. Unanimously approved.
2. Dean's Report Discussion	15 min 15-30 min	Pat Treadwell	<ul style="list-style-type: none"> • Update from Patricia Treadwell, MD, Special Advisor to the Dean and Chief Diversity Officer <p>Q: What do numbers look like in Indiana. A: There is a similar trend with mortality rates of black infants versus white infants. They did not do a study like this in Indiana to see the same data. Q: During the town hall what was your impression of student participation. I have heard that we are struggling to keep our URM students when they become residents. A: There was some student participation and Dean Hess and I met with a few student groups who took it upon themselves to send letters and recommendations. We did meet with them to hear their concerns. As for the residents, this is an important question. I think their have been efforts to recruit minority faculty and students often mention a desire to have more diversity in the faculty. Looking at our residents that we have here, we want the students to have a pleasant/welcoming experience, so they consider staying here. As well as the residents have a pleasant experience. That prevents us from trying to sell them on Indiana. Dean Hess: We have also been working with the chairs to ensure they are recruiting more diverse residents. Now with Dave Ingram in IUHP you will see a more robust plan to recruit from within. Q: What do you think the best way for this group to support your efforts? Dean Hess: Within the last six months we are hearing from people we didn't hear from before. Through several channels including Dr. Treadwell, the Ombuds,</p>	(Slides Attached)

mistreatment reporting site, office hours. We want people to feel comfortable coming forward. We have been acting on insights quickly. This group can help with encouraging others to come forward and speak up. We will do our best to address them.

Q: How are we striving towards longevity of improvement. Not only recruiting people but how can we make sure we maintain a community of support? That morale's are maintained long term and not just a quick fix.

A: The climate is a very important issue, how individuals feel the are welcomed and accepted. I am on the Data and Climate Task Force and with out subcommittees we are looking at how to maintain this.

Dean Hess: One thought, my dream for the school of medicine is that we have a climate that if there is a racist or homophobic comment the one being discriminated against isn't the one who must speak up. That it is natural for people to speak up as allies and that isn't how we do things here. Every single one of us is responsible to maintain that.

Dr. Dankoski: Every department has and is expected to maintain a diversity plan that will be updated this next year. We are adding questions in the faculty annual review along with promotion and tenure on how you have contributed to diversity, equity and inclusion.

Q: Do we have the information we need as to why the minority students are leaving?

A: We do have an enormous amount of data but I am not sure if we have this information. I am not sure if we have exit interview data but this would be helpful to start.

Q: We have a lot of ongoing things in the school with Diversity. What about our reputation outside of the school, is there anything being done there? Q: With the challenge of gaining information from students, do you think it is because it is not from students but from someone who can influence their careers, so they aren't being as forth coming.

A: We of course are concerned about reporting; we have anonymous and confidential way to report. Our reputation in terms of the larger community is very important and

			<p>has been a dual edged sword. On our website we try to show the diversity of our school and in articles to show what we are doing. In 2016 we had the largest amount of black medical student of any US medical school. After that we got a bump up of applications from black students.</p> <p>Q: I would be curious to know if the med students who are diverse who are recruited into Indiana if they likely to stay depending on how divers the school is they are brought into. Also, for the first-time program directors will also start to be evaluated on diversity.</p> <p>Q: Does IUSM talk to elected officials to make Indiana a more welcoming state for minority's and FMG.</p> <p>A: I have spoken with legislators and most are supportive, but I have had some say they don't care about diversity. It will be important for corporate leaders to also speak up. We review every piece of legislation that is proposed and decide if there is anything we need to work together to build a coalition. We have to speak up particularly if it is affecting people's health.</p>	
<p>3. Committee Report a. Biomedical Research Committee</p>	<p>10 min</p>	<p>Reuben Kapur Mark Kaplan</p>	<ul style="list-style-type: none"> • Biomedical Research Committee Annual Report <p>Q: Since several labs have decreased productivity do you expect application rates to go up? Is there anyway to increase the number of proposals at least for junior people.</p> <p>A: There has been a little bit of an uptick in terms of applications. For the BRGs and REGs the qualifier is that the applicant has less than 100,000 in external funding. So they are largely junior faculty or senior between grants. The number has gone up but the number we think is eligible for funding has not gone up.</p> <p>Q: On our campus the number of research faculty have decreased. I am wondering if you are still getting the numbers of REG applicants that you have in the past.</p> <p>A: I would say from ten years ago it probably has decreased a bit but we do still get a steady flow of a few each year. Since we only can give a few a year it is a good amount. They do carry over as well.</p>	<p>(PDF attached)</p>

			<p>Q: Is there a way to give unsuccessful applicants feedback and mentoring?</p> <p>A: We do give an evaluation, but I am not sure we should be the ones who give mentoring. We do from time to time give recommendations of who they could get help from.</p>	
<p>4. New Business/Announcements</p> <p>a. IFC/UFC Updates</p>	5 min	Lindsey Mayo	<ul style="list-style-type: none"> • Academic misconduct with students cheating and working on a policy to put in place. • Working on a task force to get things back to normal when the pandemic does come to an end. • Annual reviews and a section regarding the impact of Covid on either teaching, service or research. 	
<p>5. Questions and Adjournment</p>	5 min	Marc Mendonca	<ul style="list-style-type: none"> • Q: Space utilization audit that is coming up for basic science labs, several of us have shifted our lab space because of covid. Does anyone know how this will happen and how they will take that organization into account. • A: Dr. Foroud could answer better. They are aware of the social distancing but also at some level you know the department and their research funding level and you know their overall space available. It isn't just a matter of space efficiency but bring in the expertise to utilize the space better. <p>Marc: They came to my lab recently and they did a great job maximizing the flow of the lab. I would suggest being there if you can to help show how you use the space.</p> <ul style="list-style-type: none"> • December Presenter: Paul Wallach, MD, Executive Associate Dean for Educational Affairs and Institutional Improvement 	<p>Please submit questions!</p>



Faculty Steering Committee Pat Treadwell Chief Diversity Officer

November 2020

Updates/Strategic Priority

- Town halls with school community to gather more data and to listen occurred 8/24, 8/27, & 9/17 [second set planned for 2021]
 - Participants were able to ask about current activities and future plans
 - Themes-Representational diversity; health disparities; anti-racism; national events
- Town halls with residents 10/21
- Meetings with smaller groups with the Dean
 - SNMA,MEC



Key Challenges

- *Health care disparities* **Black newborns more likely to die when looked after by White doctors**
By [Rob Picheta](#), CNN
August 2020



Key Opportunities

- *Task Forces*
- *Departmental Efforts*
- *ODA- multiple workshops*



Questions from the Faculty

- *Questions submitted by Faculty to be answered by the Leader presenting*



Other Questions?





Thank you

Pat Treadwell

Chief Diversity Officer

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**Indiana University School of Medicine
Committee Report for Calendar Year 2020**

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

Committee Name: Biomedical Research Committee (BRC)

Committee Chair Name: Reuben Kapur (Chair) & Mark Kaplan (Co-Chair)

Committee Chair Email: rkapur@iupui.edu & mkaplan2@iupui.edu

Meeting Frequency: Three times per year (March, June, & October)

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

Three times per year, the Biomedical Research Committee (BRC) reviews proposals in some combination for the Biomedical Research Grants (BRG), Research Enhancement Grants (REG), Showalter Trust, Elwert Award in Medicine, and Dr. Charles Fisch Cardiovascular Research Awards. Applications are scored based upon primary and secondary reviewer critique and in-meeting discussions, per NIH format. Following reviews, the BRC then recommends applications for funding to the Executive Associate Dean for Research Affairs (BRG & REG), the Showalter Trustees (Showalter), and the Cardiology Division Chief (Charles Fisch Awards).

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

Programmatically, this year saw an increase in the number of Fisch applications as well as in the scientific merit. We believe this is due, in part, to our increased efforts to support and educate Cardiology physician scientists via feedback and suggestions to the Cardiology chairs to utilize IUSM / CTSI resources such as the Project Development Teams/ Peer Review Mentoring Committees. In addition, the Showalter RFA was constructed with a higher award amount as recommended last year. The scientific merit of the applications increased this round but it is still too early to determine if this was a trend. We will continue to monitor this. Moreover, the number of applications increased and we successfully integrated a number of ad hoc reviewers for this round. Finally, the IUSM adopted the CTSI move from semi-annual reporting to annual progress reporting. This was initiated after a careful review of the data required for reporting and the time and effort awardees were spending on producing progress reports that did not identify any roadblocks to the science (apart from COVID-19). Due to the hibernation and restart nature of science this year, a larger number of no-cost extensions were granted but this was expected. Moving to an all-virtual review format this year actually increased meeting efficiency and attendance, concurrent with hospitality cost savings.

How does the committee disseminate information to the IUSM community?

The BRC solicits applications three times per year via several channels, including e-mails, newsletters, contacting department liaisons, and committee members informing faculty personally. The BRC notifies award recipients directly via e-mails, with notification to the

community through IUSM newsletters. Aggregate information is also presented annually at the FSC meetings.

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 BRC will continue to foster meritorious and innovative research so that investigators are positioned to successfully compete for extramural research support. In addition to providing pilot funding, the committee will continue to develop the academic workforce by providing carefully thought-out and detailed reviews to each applicant as a means of strengthening a resubmission or future endeavors. There are no new requests for assistance at this time other than the continued efforts to attract funded, knowledgeable, and experienced BRC members annually.