

Faculty Steering Committee Minutes for August 18th, 2022

Christine Eckel, PhD, President of the FSC

On August 18, the IU School of Medicine Faculty Steering Committee held its first meeting of the 2022-23 academic year. The FSC is the representative body of the faculty of the School of Medicine, which exists in large part to promote communication between the school's faculty and administration. Past president Sam Yar Yeap, MD passed the gavel to incoming president Christine Eckel, PhD. The minutes from June 2022 meeting were approved.

Dr. Eckel introduced the new officers, including secretary Margaret Schwarz, MD, president-elect Kristine Mosier, DMD, PhD, secretary-elect Timothy Masterson, MD, and past president Sam Yar Yeap, MD. Each department in the school has at least one representative to the FSC, and other members include the dean of the medical school, four regional campus representatives, a representative from the IU faculty council, and ex officio members. The FSC meets monthly as a hybrid in person and zoom meeting. Staff support for FSC is Tracy Gossett.

Kristine Mosier DMD, PhD and Carrie Phillips, MD: Co-chairs, IUSM Lecturer and Clinical Track Promotions Committee.

Drs. Mosier and Phillips presented an overview of the committee's mission, 'Promotion is an important way to recognize the accomplishments and contributions of our faculty,' the time commitment required of the OFAPDD and committee members due to the increase in number of submitted dossiers, and due to the retirement of Dr. Jamie Jones the appointment of co-chairs. An overview of the steps to dossier review were presented, and standards use by the committee in assessing promotion. In the 2021-2022 year there were 80 dossiers reviewed (2020-2021 there were 61 dossiers reviewed) with excellence in service being the predominate pathway to promotion for the Lecturer and Clinical Track Promotions committee. Noted that there were an increasing number of volunteer & clinical faculty seeking promotion and the importance of diversity, equity, and inclusion as they relate to academic promotion. The OFAPDD website was noted to be a great resource.

Concerns regarding access to resources that facilitate dossier submission due to the increasing requirements. As a result the complexity of dossier submission is increased due to the integration and utilization by all of IU campuses. Dr. Dankoski is continually advocating for improvements in the dossier submission process and the OFAPDD team is continuing to reach out and are always available to the faculty to support them in this process. Currently they are working on improving accessibility of the faculty to the workshops for dossier preparation. One can attend the OFAPDD office hours every 3rd Tuesday and 4th Wednesday of the month where a 1:1 guidance on P&T with the Assistant Deans or Neelam Chand is offered.

Jay Hess, MD, Dean of the IU School of Medicine

Dean Jay Hess presented the dean's update for 2022. A focus that he is working hard on this year is his visibility and is increasing visiting and teaching in Indianapolis and on regional campuses. The role that the FSC has in the bidirectional communication between the Dean and IUSM faculty was acknowledged and illuminated as an important contact point. Recruitment in multiple areas including dermatology, pathology, Regenstrief president, pharmacology and radiology. Executive Associate Dean for diversity equity and inclusion affairs search is moving forward and will be supportive of IUSM's promotion of DEI.

Dean Hess highlighted on aspect of the Education GQ results based on all the graduates of IUSM. The overall satisfaction of the medical education has increased from 80 to 94% this year. This is a reflection of the tremendous support of the faculty and staff. Preparation for LCME accreditation scheduled for the Spring of 2025. To this end chairs and regional campuses are continued to be engaged in this process as we work to promote the One School process.

Research dollars are increased 9.4% over last year as a result of multiple support systems.

Unified Medical Group. IU Health has over 2,000 physician / advanced care providers. In addition, there are additional groups throughout the state. Work towards integration and support of the integration of the state medical resources of Indiana. Ensure all the physicians are supported and integrated within the health care system. This is an emerging process.

How will the unique needs of the different IU health systems be met that will ultimately match the community needs of the different departments / regions of IUSM. This is an evolving process, and the Dean encourages continued discussion.

October 19th we will break ground on the new Medical School / resource center and research space. A fund-raising endeavor is currently in place to help support the growth of IUSM.

Regional campus renovations are being evaluated for how to best support the medical endeavors.

Evolution of IUPUI to individual entities. We are still assessing our structural organization of IUPUI as governance and operational vision are evolving. IU Indianapolis will be independent entity that will allow future investment and growth in research for the Indianapolis campus. Creation of a graduate school for Biomedical Engineering in Medicine between IU and Purdue that represents a dual endeavor to promote research and growth in this area.

Due to the pandemic and faculty burn out and emerging disparities have led to a need to reassess the support infrastructure to develop a strategic plan to be part of this process that will be engaging FSC in this process.

SB1: On the SB1 legislature, a strategic plan is being assessed as it has a broad impact on reproductive health, education, faculty, and health disparities. Dean Hess is very aware of the impact and stress this has on the faculty. The strategy of engaging the legislature behind the scenes has been ongoing and very active. Addressing the health of the pregnant individual to protect their health was a result of this endeavor. However, they were not able to influence medical license concerns. Going forward Dean Hess would like to let everyone know that he is

very supportive of the faculty impacted by this legislature and going forward will more actively communicate with the faculty. Currently, response groups are being formed that will cover the wide range of concerns raised by this legislature, including legal protection, what types of medical care is compliant and what is not, etc. The goal being that the physicians, faculty, and staff are supported by the system and their peers in multiple ways including training considerations and ethical compassionate care for the patients. This is an evolving process, and more information will be passed on as it becomes available.

Questions regarding impact on recruitment and retention at all levels were raised. Most certainly this is of concern to Dean Hess. It is important that we double down on addressing things we can control, specifically being supportive of diversity and equity needs and issues as this is one population that will be significantly impacted by this decision.

Meeting was adjourned at 1:30pm

Question and suggestions regarding the work of the FSC can be addressed to:

President Christine Eckel, PhD -- ceckel@iu.edu

Secretary Margaret Schwarz – schwarma@iu.edu

President-elect Kristine Mosier, DMD, PhD, -- kmosier@iupui.edu

Secretary-elect Timothy Masterson, MD -- tamaster@iupui.edu