

## **Faculty Steering Committee Meeting Report for September 2021**

**Sam Yeap MD, President of the FSC**

**Richard Gunderman MD, Secretary of the FSC**

### **Leadership 411**

#### **Dr. Patricia Treadwell, Chief Diversity Officer**

Dr. Treadwell shared developments in the school's diversity efforts. In terms of representational diversity, the team has developed a fact sheet on diversity in the school a diversity, equity, and inclusion annual report, and both a description of recruitment best practices and a recruitment program for underrepresented groups. They are working on a diversity, equity, and inclusion scorecard. Another focus is developing a more inclusive environment, which has included revisions to the school's Honor Code (approved in May. [https://faculty.medicine.iu.edu/wp-content/uploads/2021/06/IUSM\\_Honor\\_Code\\_FINAL-May-2021.pdf](https://faculty.medicine.iu.edu/wp-content/uploads/2021/06/IUSM_Honor_Code_FINAL-May-2021.pdf)), a retreat on cross-cultural student success, new pronoun badges that are available to all, support for the Student National Medical Association, the multicultural physician alliance, the appoint of a director for support of underrepresented students on regional campuses, the creation of the IUSM Diversity Council as a standing committee, and a school-wide climate survey. The team has also developed cultural competence initiatives, including the ICARE training program, workshops on unconscious bias, diversity town halls, and required training in unconscious bias. The four area of focus has been health equity, which includes the appointment of an associate dean for health equity research, the HRSA grant to improve care for underserved populations, and required health disparities and anti-racism training.

#### **Faculty Development Coordinating Committee (FDCC) Report**

Matt Allen presented on the committee's work. Last year, the committee focused on the needs of mid-career faculty, who have been here at least eight years. This culminated in a survey of 566 faculty members, which had already produced more than 100 responses at the time of the meeting. The committee will focus on summarizing and sharing the results, as well and devising strategies by which to better meet their needs. On a related matter, the office of Faculty Affairs and Professional Development and Diversity is studying the needs of teaching faculty to better meet their needs and show appreciation for their work.

#### **Town Hall Meeting on Research at Regional Campuses**

A town hall meeting followed the regular FSC meeting. Dean Hess, Tatiana Foroud, Paul Wallach, and mark Dankoski all presented and answered questions. The school recognizes that some campuses will be more research intensive than others. It is impossible to maintain the same level of research infrastructure and collaboration at all the campuses. Some types of research are much more resource-intensive than others, and this will be reflected in the type of research at each campus. Laboratory research may not be possible to sustain on every campus, but other types of research should be possible on each campus, in part through the scholarly concentrations. These different types of research are reflected in promotion

and tenure guidelines. Currently, 77% of our medical students say they did research with a faculty member, and 40% of regional campus students are participating in IMPRSS. (While 40% of regional campus students participated in IMPRSS, the location of participation and the number of these students that performed research at the regional campuses is unknown). In sum, different campuses have different strengths, and the types of research possible at each campus will depend on the resources available there.

If you have any questions or concerns you would like the FSC to address for you, you can submit the question on our website [Faculty Steering Committee | FAPDD \(iu.edu\)](#) or email one of us:

President Sam Yeap, MD -- [yyeap@iupui.edu](mailto:yyeap@iupui.edu)

Secretary Richard Gunderman, MD – [rbgunder@iu.edu](mailto:rbgunder@iu.edu)

President-elect Christine Eckel, PhD -- [ceckel@iu.edu](mailto:ceckel@iu.edu)

Secretary-elect Margaret Schwarz, MD -- [schwarma@iu.edu](mailto:schwarma@iu.edu)