

Faculty Steering Committee MINUTES

Thursday, October 15, 2015 • 12:00pm- 1:30pm • Daly Board Room, MS 186

<i>Topic</i>	<i>TIME</i>	<i>Presenter</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
1. Call to Order -Approval of Minutes from September 2015 -Approval of Fall Faculty Meeting Minutes	5 min	Alan Ladd	Minutes attached	*Meeting minutes for both the Fall Faculty Meeting and the September 2015 meeting were unanimously approved
2. Dean's Report	20 min	Anantha Shekhar	PowerPoint attached • How can the regional campuses get involved in the Grand Challenge Initiative? ○ Faculty from the regional campuses are strongly encouraged to participate in one of two ways. By contacting their department chair, one of the group leaders identified in slide, or participating in one of the town hall meetings.	
3. Committee Report a. Faculty Development Coordinating Committee	15 min	Jonathan Ting	Report attached PowerPoint attached • Suggested FDCC work with P&T Committee to update the P&T website.	
b. Promotion & Tenure	15 min	Paul Herring	Report attached • Need to provide clarity to faculty, departments and chairs regarding the expectations of the third year reviews. Perhaps the FDCC could include that in their update of the P&T website. • Next year will be the first year for 5 year reviews, based on the new tenure clock. • Suggest providing a list of resources to faculty who receive inadequate progress at their third and/or fifth year review.	*Need clarification regarding tenure clock **Email was sent to FSC from Alan Ladd: Anyone appointed since 7/1/11 is on the 9-year clock. Prior to that, they are on the 7-year clock. Eventually there will be no one remaining on the 7-year clock.
4. Announcements	5 min		Still looking for 7 more volunteer faculty advisors. Please contact Abby Klemsz for more information.	
5. Questions and Adjournment		Alan Ladd		

Strategic Approach to Research and Grand Challenges Update

Fall Faculty Steering Committee

Anantha Shekhar, MD, PhD
Executive Associate Dean
Research Affairs

October 15, 2015



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Strategic Approach to Research



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What should a strategic approach provide?

The strategic plan should:

- Clearly define the school's future priority areas of research impact
- Describe how IUSM will achieve those highest priorities
- Be a living document that will require refinement throughout its lifecycle
- Not limit the many other important things that IUSM can and will do
- Inform the priorities of individual departments or centers



IU School of Medicine Priorities

1. Improve the health of Indiana and beyond
 - a) Offer innovative therapies not available elsewhere
 - b) Be a leader in population health management
2. Recruit high caliber physician- and scientist-leaders
3. Address Indiana's healthcare workforce needs
4. Increase research funding through focused investment
5. Accelerate clinical translation through high quality clinical trials and public-private partnerships



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Grand Challenges Initiative



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IUSM's Grand Challenges Initiative

- Goals:
 - To improve the quality of health care and health outcomes of the people of Indiana
 - To strengthen IU School of Medicine and its sister schools by significantly enhancing the quantity, quality, impact and reputation of our research
 - To transform IU Health, Eskenazi Health, and other IUSM health care affiliates through integration of research and clinical care



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- **Goals (continued):**

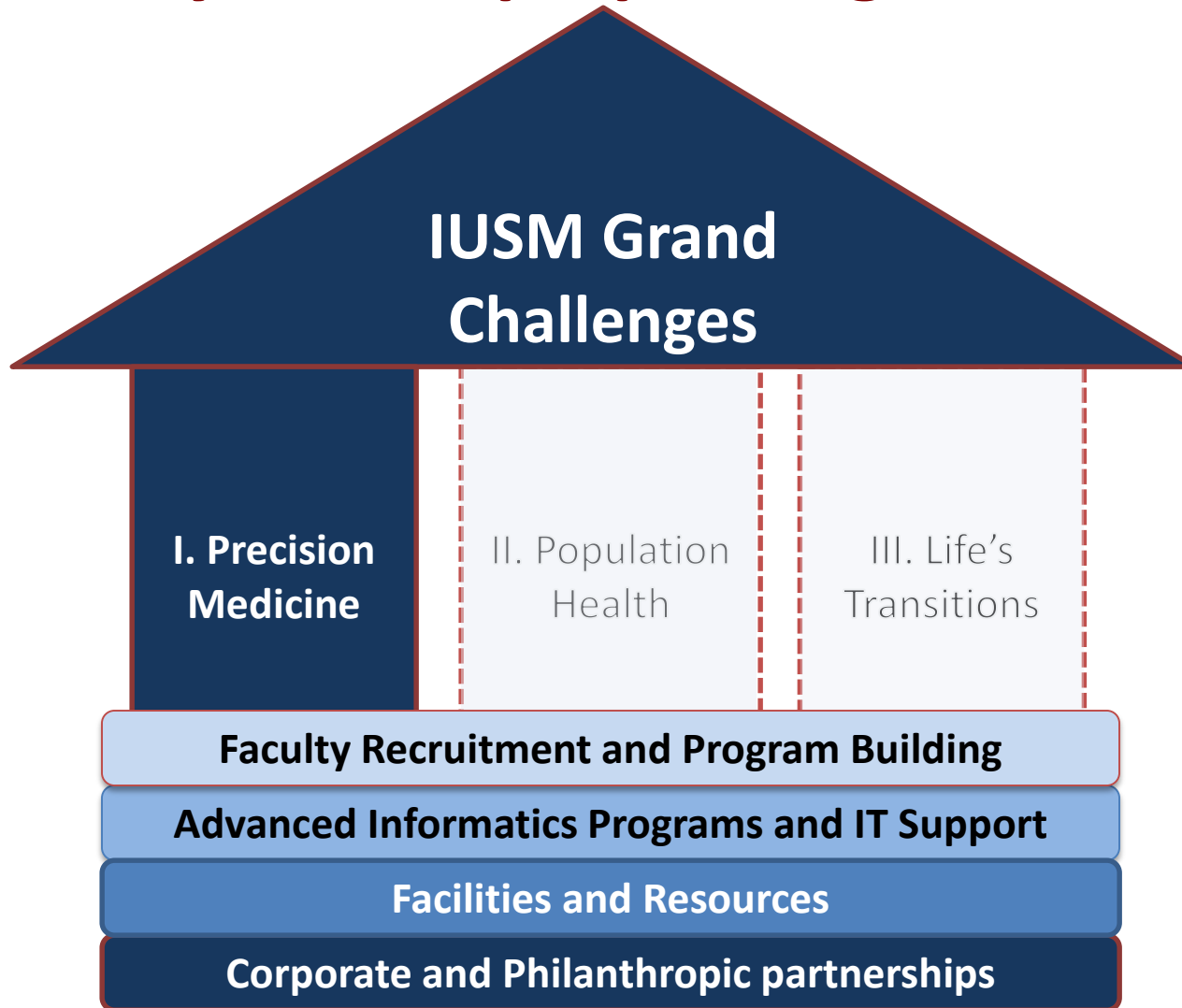
- To facilitate collaborations that leverage our extensive and diverse public-private partnerships in pursuit of common goals
- To create new opportunities for developing novel clinical interventions, intellectual property and commercialization avenues
- To align with IUSM priorities



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IUSM may develop up to 3 grand challenges



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IUSM's First Grand Challenges Initiative: I. Precision Medicine (2016-2020)

Goals:

1. To integrate **genomic and personalized medicine** into our clinical practices in order to provide innovative health care to the people of Indiana
2. To build expertise and resources to design, develop and lead the clinical implementation of **cell- and gene-therapies** for select diseases
3. To create discovery programs in **chemical biology and therapeutics** with our academic and commercial partners



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IUSM's First Grand Challenges Initiative:

I. Precision Medicine

1. Genomic and Personalized Medicine
(Geraci & Foroud)

2. Cell and Gene Therapies
(Roodman & Yoder)

3. Chemical Biology and Therapeutics
(Giedroc, Zhang & Ratliff)

Faculty Recruitment and Program Building

Education Initiatives: Certificate and Degree Programs

Advanced Informatics and Computation
(Radivojac, Li, Schleyer)

Corporate and Philanthropic Partnerships
(Wright, Lyles, McGill)



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Leadership

Genomic and Personalized Medicine

Tatiana Foroud, PhD, Chair, Medical & Molecular Genetics, IUSM

Mark Geraci, MD, Chair, Department of Medicine, IUSM

Cell and Gene Therapies

David Roodman, MD, PhD, Director, Division of Hematology/Oncology, IUSM

Merv Yoder, MD, Vice Chair for Basic Research, Pediatrics, IUSM

Chemical Biology and Therapeutics

David Giedroc, PhD, Professor of Chemistry, Indiana University

Tim Ratliff, PhD, Director, Purdue University Center for Cancer Research

Zhong-Yin Zhang, PhD, Chair, Biochemistry and Molecular Biology, IUSM

Advanced Informatics and Computation

Lang Li, PhD, Director, Center for Comp Biology and Bioinformatics, IUSM

Predrag Radivojac, PhD, Prof of Comp Science & Informatics, Indiana Univ

Titus Schleyer, DMD, PhD, Dir, Ctr for Biomedical Informatics, Regenstrief Institute

Corporate and Philanthropic Partnerships

Jay McGill, PhD, Senior Director, Lilly Research Laboratories

Rob Lyles, MS, President, Cook Regentec

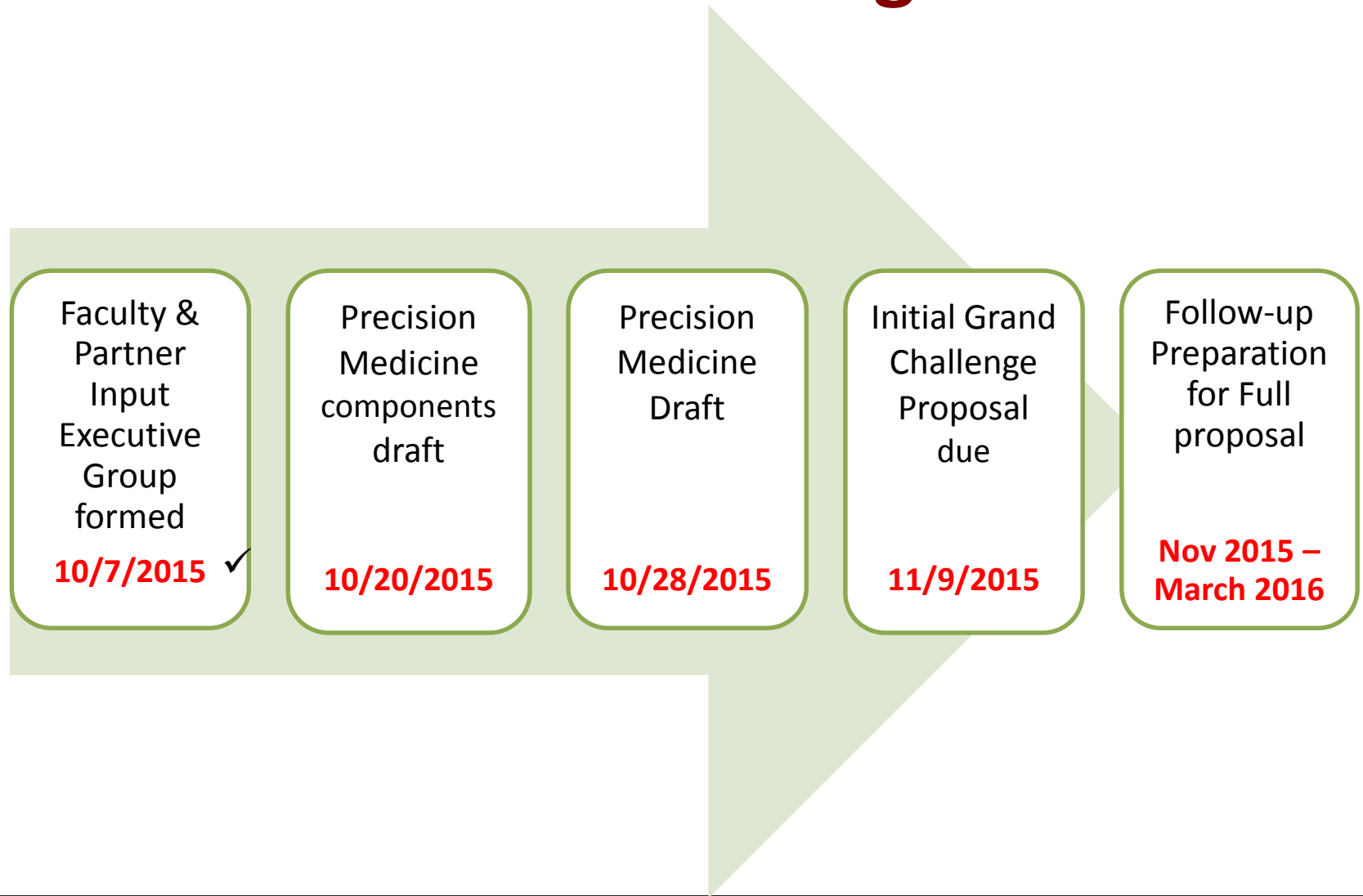
Alan Wright, MD, Chief Medical Officer, Roche Diagnostics



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IUSM Grand Challenges Process



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White Paper Components

1. **The Grand Challenge:** The nature and significance of the need(s) addressed.
2. **Goals:** The defined, achievable goals on which the proposed Grand Challenges Initiative will focus.
3. **Proposed research and its impact:** The broad contours of the proposed research, including major components or projects that make up the research.
4. **Resources:** The IU strengths and resources upon which the proposal would build.
5. **Team:** List the team leaders who will be responsible for shepherding and providing intellectual leadership for this Grand Challenges initiative, as well as other team members and their areas of expertise. Briefly outline the relevance of their expertise to the problem and summarize the past successes of team leaders collaborating on complex projects.
6. **Sustainability:** The sustainability of the proposed research, including the potential for, and likely sources of, external funding necessary to sustain the work to successful completion.
7. **Partners:** External organizations and individuals necessary to the guidance, implementation, and funding of the research and its translation into practical benefits for the people of Indiana and elsewhere, including past experience with, and plans for, engaging with these partners.
8. **Metrics:** Metrics for assessment describing how impact will be measured and how and when the people of Indiana and elsewhere will benefit from the work.



Seeking Input: Town Halls

Fairbanks Hall, 340 W. 10th Street, Indianapolis, IN

- Wednesday, October 14, 7-8a, Room 1109
- Monday, October 26, 12-1p, Room 1111

Individuals may join either meeting by telephone:

- Dial the Auto Attendant: 812-856-7060.
- Enter the conference code number, 233007, followed by the # key
- View slide presentation here:
<https://connect.iu.edu/iusmgrandchallenge/>



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Precision Medicine: Genomic and Personalized Medicine

Clinical Implementation

- Initial focus in pharmacogenomics, precision oncology, and cardiology screening
- Create infrastructure to bring genomic data into EMR and build physician decision support

Research Infrastructure

- Expand bio-, biomedical and clinical informatics to support new translational research studies
- Create functional variant core to elucidate biological mechanism of new discoveries

Education/Training

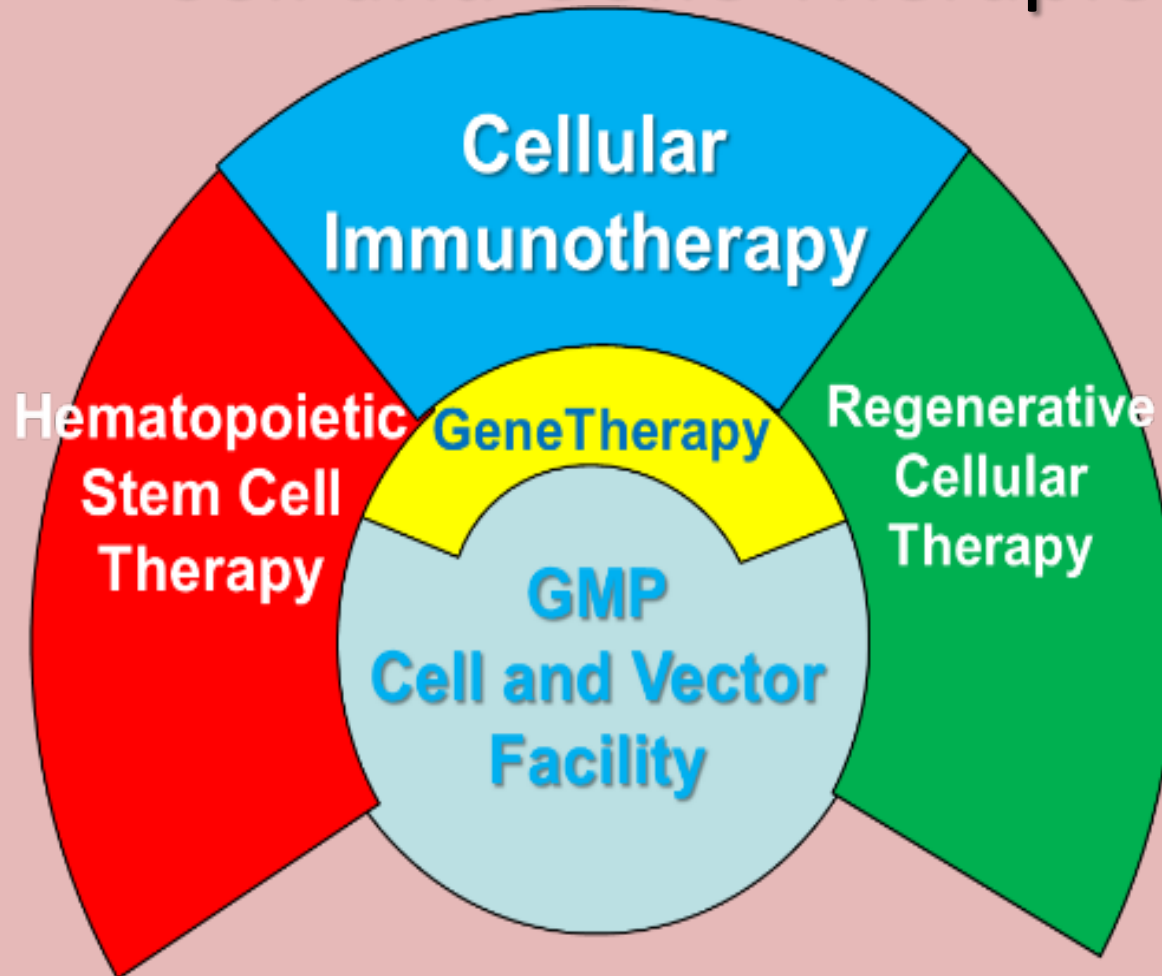
- Create CME in target areas
- Create profession certificates in precision medicine
- Expand genetic counseling program
- Create biomedical informatics graduate program

Infrastructure/Partnership

- Program hires for clinical implementation: physicians, genetic counselors
- Program hires for research: basic scientists, computational scientists
- Expand infrastructure/equipment



Precision Medicine: Cell and Gene Therapies



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Precision Medicine: Advanced Informatics and Computation

- Informatics and IT Infrastructure Development
 - Integrated research encompassing genomic and proteomic to health and environmental data
 - Bioinformatics tools and pipelines to analyze and interpret clinical sequencing results
 - Precision medicine focused electronic decision support for clinicians and patients
 - Data annotation and re-analysis
- Advanced Informatics Research Program
 - Precision medicine privacy-preserving
 - Precision medicine evidence collection, interpretation and clinical feedback
 - Precision medicine multi-omics data integration, decision algorithms and annotation
 - Single cell and system pharmacology for gene/cell therapy and drug discovery
- Training
 - Biomedical informatics Ph.D. program
 - Biomedical informatics training for the other relevant degree programs



Precision Medicine: Chemical Biology and Therapeutics



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

October 15, 2015

Committee Name: Faculty Development Coordinating Committee

Committee Chair Name: Emily Walvoord and Curtis Wright

Committee Chair Email: ewalvoor@iu.edu and cuwright@iu.edu

Meeting Frequency: monthly

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

To inform the strategic plan for faculty development by actively engaging with OFAPD. This will include evaluation of policies, assistance in reaching a broader group of faculty and the development of novel programs and/or policies crucial for the maintenance of high levels of faculty vitality at the IUSM

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

There has been ongoing high level of participation with broad representation across a wide array of departments. The members are charged with keeping their colleagues informed of faculty development offerings, bringing faculty concerns to the committee, and assisting with the developing of new programs and policies. An abbreviated list include:

- ▶ Significant input into:
 - ▶ New IUSM Diversity plan
 - ▶ OFAPD to advertise events starting 6 months in advance
 - ▶ Work-life portal
 - ▶ FSC Faculty Assembly creation and functioning
- ▶ 1st IUSM Faculty Mentoring awards conferred
- ▶ Eskenazi faculty engagement
 - ▶ FEED session at Eskenazi
 - ▶ Meeting organized for Eskenazi faculty with EAD for FAPD (Dr. Dankoski). Meaning and value of IUSM faculty title discussed.
- ▶ Survey of FEED topic suggestions conducted

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 major goal of the FDCC is to continue to promote faculty vitality through ongoing work on the above and future initiatives including

- ▶ Developing annual survey of medical students to assess climate/ mis-treatment. This idea was generated based on a review of IUSM GQ survey results and meeting with Dr. Bradley to learn about how the FDCC can assist TLAC.
- ▶ Overhauling the P&T website
- ▶ Providing input into revisions of the promotion standards for service and teaching excellence.
- ▶ Continue to work to develop greater alignment with the various systems (e.g. IUHP, Eskenazi, VA) regarding faculty recruiting, development, work-life integration, and overall vitality

Mission of Faculty Development Coordinating Committee

- ▶ To inform the strategic plan for faculty development by actively engaging with OFAPD. This will include evaluation of policies, assistance in reaching a broader group of faculty and the development of novel programs and/or policies crucial for the maintenance of high levels of faculty vitality at the IUSM

FDCC Accomplishments 2014-2015

- ▶ Significant input into:
 - ▶ New IUSM Diversity plan
 - ▶ OFAPD approach to advertisement of upcoming events
 - ▶ Work-life portal
 - ▶ FSC Faculty Assembly creation and function
- ▶ Eskenazi faculty engagement
 - ▶ FEED session at Eskenazi
 - ▶ Faculty meeting with Dr. Dankoski to discuss “value” of IUSM faculty title
- ▶ Survey of FEED topic suggestions conducted
- ▶ Started work of revision of OFAPD P&T webpages
- ▶ 1st IUSM Faculty Mentoring awards conferred

FDCC Plans for 2015-2016

- ▶ Develop method to more frequently assess climate/ mis-treatment of students
- ▶ Overhaul of P&T website
- ▶ Assist in revision of new service and teaching standards of excellence
- ▶ Improved communication with faculty related to compensation plan data. Data requested:
 - ▶ % faculty who hit 80% target support of their research FTE
 - ▶ % faculty who hit 60-80% support of their research FTE
 - ▶ % faculty < 60% funding for research FTE

**Indiana University School of Medicine
Faculty Promotion and Tenure Committee Report**

Committee Name: Faculty Promotion and Tenure

Committee Chair Name: Dr. Edward Liechty, M.D.

Committee Chair Email: eliecht@iu.edu

Meeting Frequency: Twice per year. March for 3rd /5th year reviews. October for P&T dossier reviews.

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

To evaluate tenure track and research track faculty academic and professional development toward promotion and tenure.

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

March 2015

25 three-year review dossiers were considered, of which the committee found 18 to be making adequate progress toward tenure and promotion and 7 to be lacking. 2 of the 7 dossiers that were found to be lacking by our committee, were previously approved by their primary committee and Chair/Ctr Director. 2 others were deemed as having made adequate progress by their Chair/Ctr. Director but were deemed making inadequate progress by both our committee and their primary committee.

October 2015

Tenure (to be effective 7/1/17)

14 dossiers were submitted; 14 candidates were approved by the School Committee.
(4 female – 1 Hispanic, 3 White approved; 10 male – 4 Asian approved, 6 White approved)

Promotions (to be effective 7/1/16)

These numbers do not include the lecturers and clinical rank faculty dossiers, which were considered by the Lecturer and Clinical Rank Faculty Promotion Committee.

35 dossiers were submitted; 35 candidates were approved.

To Professor - 19 applied, 19 were approved
(5 female – 5 White approved; 14 male – 14 White approved)

To Associate Professor - 12 applied, 12 were approved
(3 female – 1 Hispanic, 2 White approved; 9 male – 4 Asian approved, 5 White approved)

To Senior Research Professor – 1 applied, 1 was approved
(1 male – 1 White approved)

To Associate Research Professor – 2 applied, 2 were approved
(2 male – 1 Asian approved, 1 White approved)

To Professor (affiliate) – 1 applied, 1 was approved
(1 male – 1 White approved)

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)

29 three-year review dossiers will be considered in March 2016 and up to 19 five-year review dossiers will be considered. Faculty eligible for a five-year review (2016 will be the first year for these reviews) will be required to choose between submitting a five-year review dossier or submitting a tenure dossier in 2016.

Help: Ensure new faculty understand which tenure clock they are on and what is expected by their 3rd year or 5th year reviews.

INTER-DEPARTMENTAL COMMUNICATION

INDIANA UNIVERSITY SCHOOL OF MEDICINE

DATE: October 6, 2015

TO: Dr. Paul Herring
DEPT: Cellular & Integrative Physiology
SUBJ: Non-Clinical Rank Faculty Promotion and Tenure Stats

FROM: Lynn Wakefield
Asst. Dir., Academic Admin.
DEPT: Dean-Medicine
Fairbanks Hall 5100
TELEPHONE: 274-7215

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In addition, 29 three-year review dossiers will be considered in March 2016 and up to 19 five-year review dossiers will be considered. Faculty eligible for a five-year review (2016 will be the first year for these reviews) will be required to choose between submitting a five-year review dossier or submitting a tenure dossier in 2016. In March 2015, 25 three-year review dossiers were considered, of which the committee found 18 to be making adequate progress toward tenure and promotion and 7 to be lacking.

cc: Edward A. Liechty, M.D.
Deb Cowley

**FACULTY STEERING COMMITTEE
SIGN-IN SHEET
October 15, 2015**

Name	Role	Present
Steve Bogdewic, PhD	Ex Officio	<input type="checkbox"/>
Amanda Benaderet, MD	Student Promotions	<input type="checkbox"/>
Randy Brutkiewicz, PhD	Graduate Studies	<input checked="" type="checkbox"/>
John Christenson, MD	Lecturer & Clinical Rank Faculty Promotions	<input checked="" type="checkbox"/> <i>John</i>
Deb Cowley	Ex Officio	<input type="checkbox"/>
Dipika Gupta, PhD	Regional Rep	<input type="checkbox"/> <i>via polycorn</i>
Eyas Hattab, MD	Secretary-Elect	<input checked="" type="checkbox"/> <i>EH</i>
Paul Herring, PhD	Promotion & Tenure	<input checked="" type="checkbox"/>
Jay Hess, MD, PhD	Dean	<input type="checkbox"/>
Diane Iseminger	Ex Officio	<input checked="" type="checkbox"/>
Abigail Klemsz, MD, PhD	Past President	<input checked="" type="checkbox"/> <i>AK</i>
Alan P Ladd, MD	President	<input checked="" type="checkbox"/> <i>AL</i>
Sarah Landsberger, PhD	Awards	<input type="checkbox"/>
Tim Masterson, MD	IUHP Rep	<input checked="" type="checkbox"/> <i>TM</i>
Dan Rusyniak, MD	Secretary	<input checked="" type="checkbox"/> <i>DR</i>
Uma Sankar, PhD	Biomedical Research	<input checked="" type="checkbox"/> <i>US</i>
Margaret Schwarz, MD	Regional Rep	<input type="checkbox"/>
Christine Stehman, MD	Academic Standards	<input checked="" type="checkbox"/>
Yuichiro Takagi, PhD	Admissions	<input checked="" type="checkbox"/>
Jonathan Ting, MD, MS	Faculty Development Coordinating Committee	<input checked="" type="checkbox"/>
Emily Walvoord, MD	President-Elect	<input type="checkbox"/>
Bree Weaver, MD	Community Relations	<input type="checkbox"/>
Emily Webber, MD	IUHP Rep	<input type="checkbox"/>
Elizabeth Whipple, MLS, AHIP	IUPUI Faculty Council	<input checked="" type="checkbox"/>
Michelle Zimmerman, MD	Curriculum Council	<input checked="" type="checkbox"/>

FACULTY ASSEMBLY

Name	Department	Present
Matt Allen, PhD	Anatomy	<input type="checkbox"/>
Todd Bertrand, MD	Orthopaedic Surgery	<input type="checkbox"/>
Bart Besinger, MD	Emergency Medicine	<input type="checkbox"/>
Thomas Birdas, MD	Surgery	<input type="checkbox"/>
Brandon Brown, MD	Radiology	<input type="checkbox"/>
Tim Corson, PhD	Ophthalmology	<input type="checkbox"/>
Ted Cummins, PhD	Pharmacology & Toxicology	<input type="checkbox"/>
Alex Dent, PhD	Microbiology & Immunology	<input type="checkbox"/>
Matthew Kuhar, MD	Pathology	<input type="checkbox"/>
Tim Masterson, MD	Urology	<input type="checkbox"/>
Lisa Mims, MD	OB/GYN	<input type="checkbox"/>
Rick Nelson, MD, PhD	Otolaryngology	<input type="checkbox"/>
Mara Nitu, MD, DC	Pediatrics	<input type="checkbox"/>
Fred Pavalko, PhD	Cellular & Integrative Physiology	<input type="checkbox"/>
Whitney Pratt, MD, PhD	Physical Medicine & Rehabilitation	<input type="checkbox"/>
Richard "Ben" Rodgers, MD	Neurological Surgery	<input type="checkbox"/>
Chandan Saha, PhD	Biostatistics	<input type="checkbox"/>
Noelle Sinex, MD	Medicine	<input type="checkbox"/>
Dan Spandau, PhD	Dermatology	<input type="checkbox"/>
Ron Wek, PhD	Biochemistry & Molecular Biology	<input checked="" type="checkbox"/>
Ken White, PhD	Medical & Molecular Genetics	<input type="checkbox"/>
Sam Yeap, MD	Anesthesia	<input type="checkbox"/>
	Family Medicine	<input type="checkbox"/>
	Neurology	<input type="checkbox"/>
	Radiation Oncology	<input type="checkbox"/>
	Psychiatry	<input type="checkbox"/>