

**Faculty Steering Committee MINUTES**

**Thursday, March 16, 2017 • 12:00pm- 1:30pm • Daly Board Room, MS 186**

<i>Topic</i>	<i>Presenter</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
<b>1. Call to Order</b> a. Approve February Minutes	Emily Walvoord		Minutes unanimously approved by the FSC
<b>2. Dean's Report</b>	Jay Hess	<ul style="list-style-type: none"> <li>• Dean's Report</li> <li>• Dean Hess discussed Strategic Priority #2: Accelerate discovery and clinical translation</li> <li>• Dean Hess gave an update on Research and Indiana CTSI, discussed the Precision Health Initiative goals and structure, Vera Bradley Foundation, Brown Center for Immunotherapy, and the Grand Challenge in Opioid Addiction. An update on the enhancement and renovations of physical infrastructure and public-private partnerships was also given.</li> <li>• How will the Structural Biology Facility with Lilly work? Currently we are in the planning stage, deciding how much each group will put in to the project in order to split costs. IUSM is working better with Lilly now and hopes to take the administrative lead on this project.</li> <li>• Precision Health Initiative, there are a lot of Junior Faculty positions – are these positions available for current IUSM Faculty to apply as well? There will definitely be opportunity available for those that are interested in change in focus.</li> <li>• IUSM has \$320 million in research grants, but only \$115 million in NIH, where is the rest of the grant money coming from? Private foundations; 46.5 million CMS grant; Dean Hess will give an update at a future meeting that will include a break down on where grant money is from.</li> </ul>	
<b>3. Committee Report</b> a. Admissions Committee b. Discussion	Andrew Beckman	<ul style="list-style-type: none"> <li>• Committee Annual Report</li> <li>• Early decision provides campus selection; all other students are assigned campuses through a computer lottery, no human element.</li> <li>• In interviews how much is mentioned regarding the new curriculum? A huge amount, but this is discussed more broadly during the information session.</li> <li>• Why is it important to look at students attending medical school by county in IN (referring to rural counties with no attending medical students)? Most students, if they do not stay in the area they have studied in or done residency in, are likely to return to where they are from. It also represents counties that have not historically produced medical students. It is also important that this is being reviewed at the admissions level considering part of the diversity plan for IUSM identifies students from Rural backgrounds as a diversity category.</li> <li>• The state does not mandate any ratio for in-state/out of state students.</li> </ul>	

		<ul style="list-style-type: none"> <li>• Students are now assigned campuses by computer generated lottery. There is no longer a human element to it; no preferences or requests are considered anymore. The only students that are get preference, ranked 1-9 and assigned by availability, are early acceptance students. If accepted from the alternate list, these students are offered a spot at a specific campus with a slot open.</li> <li>• The vast majority does not choose Indianapolis, but Indianapolis and Bloomington are always over-subscribed.</li> <li>• Student Success Committee completed predictive modeling on different variables. One was regarding to age – has the information from the SS Committee reached the Admissions Committee? Yes, the chair of the SS Committee is on the Admissions Committee.</li> <li>• Is it historically true that out-of-state students struggle more than in-state students? Yes. Also, historically scholarship funding has been less than other medical schools and the better students choose others.</li> </ul>	
<b>4. Old Business</b>		<ul style="list-style-type: none"> <li>• No Old Business to be discussed</li> </ul>	
<b>5. New Business</b> a. Election Results	Dan Rusyniak	<ul style="list-style-type: none"> <li>• Election 2017 Results</li> </ul>	
<b>6. Faculty Assembly</b>	Millie Georgiadis	<ul style="list-style-type: none"> <li>• Faculty engagement, policies &amp; governance: ACA-28 Salary Policy. Is this policy the best policy for faculty and could more faculty representation and participation in governance assist in helping faculty understand policies and voting on policies that effect the faculty as a whole? Concern is for faculty who come to IU, get grants, and then leave based on the policies. Concern also that the standards of the policy were not applied correctly when creating current compensation policy of IUSM.</li> <li>• Elected representation on the FSC and CCSC: CCSC has 4 elected members every academic year; on FSC, all voting members are elected, the faculty assembly members are nominated by their department, which was created to provide a higher level of school-wide representation on the committee. The faculty assembly could be changed to an elected, voting part of the FSC; however, this would be a big undertaking, as it would be a constitutional change, and would need to be pushed to all voting faculty to vote.</li> <li>• Why do you think IUSM Faculty are not aware that the Faculty Steering Committee exists and what it's purpose is?</li> <li>• How is a full time faculty member at IUSM defined? Full-time faculty members are 75% FTE time and eligible for IUSM benefits.</li> <li>• Dan, in the role as President-Elect, to convene with a small group of faculty to discuss Representation and Communication.</li> </ul>	

<p><b>7. Announcements</b></p>	<p>Emily Walvoord</p>	<ul style="list-style-type: none"> <li>• FSC has been asked to be available for last minute policy changes that may need to be voted on during the LCME Visit – these will be 30-minute conference call HOLDS Sunday-Wednesday evenings, April 23-26.</li> <li>• Tuesday, April 4, the IFC will be voting on the schools to have voting representation of non-tenure track faculty. Members of the FSC and IFC are encouraged to attend and vote.</li> <li>• Spring Faculty Meeting, May 17 – please send any agenda items to Emily Walvoord and Chen Lin.</li> <li>• Student Success Committee chair, Alvaro Tori, will be giving an update during the April FSC Meeting.</li> </ul>	
<p><b>8. Questions and Adjournment</b></p>	<p>Emily Walvoord</p>		

# IUSM Update

*Dean Hess*



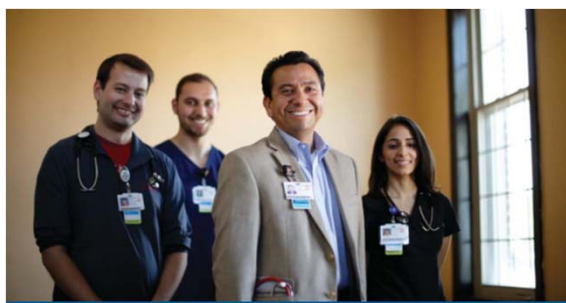
**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

## IUSM Strategic Plan

### Five Strategic Priorities:

- 1) Prepare the next generation of health care professionals and leaders
- 2) Accelerate discovery and clinical translation**
- 3) Improve the health and wellness of citizens of Indiana and beyond
- 4) Increase our capacity for growth
- 5) Foster the vitality and engagement of our people

<https://medicine.iu.edu/about/mission-vision-values/>





**STRATEGIC PRIORITY TWO**  
**Accelerate discovery and clinical translation**

- Build interdisciplinary, team-based research programs in areas where IU School of Medicine can be a national leader
- Increase the number of, and patients enrolled in, the most impactful clinical trials
- Enhance physical and IT research infrastructure
- Facilitate internal and public-private partnerships and other institutional collaborations to accelerate discovery and translation
- Increase the amount and types of sources of external funding, particularly programmatic funding in prioritized areas

## Strategic Priority #2: Accelerate discovery and clinical translation

GOALS		CURRENT PERFORMANCE
G2.1	Build interdisciplinary team-based research programs in areas where IU School of Medicine can be a national leader.	
G2.2	Increase the number of, and patients enrolled in, the most impactful clinical trials.	
G2.3	Enhance physical and IT research infrastructure.	
G2.4	Facilitate internal, public-private partnerships and other institutional collaborations to accelerate discovery and translation.	
G2.5	Increase the amount and types of sources of external funding, particularly programmatic funding in prioritized areas.	

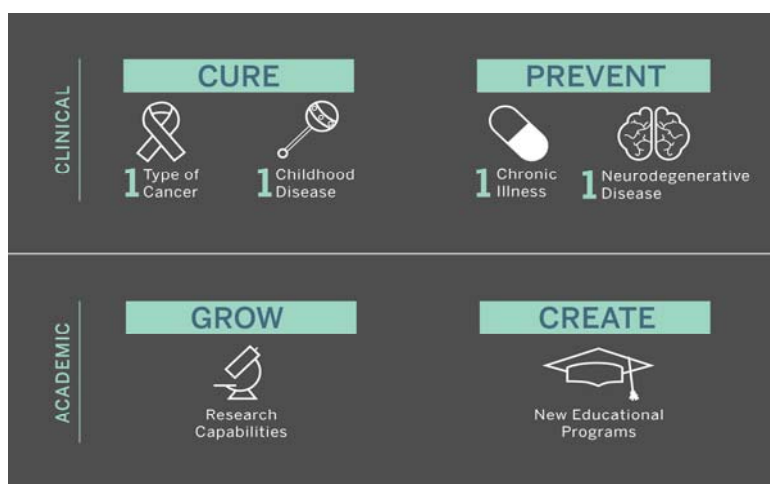
## Research Update

- Exceeded \$320 million in research funding for the first time in the school's history - anticipate additional activity in a number of areas, including:
  - Precision Health Initiative
  - Vera Bradley Foundation
  - Phase 1 Unit with Eli Lilly
  - Chemical and Structural Biology Unit
  - Grand Challenge in Opioid Addiction
  - CTSI Renewal



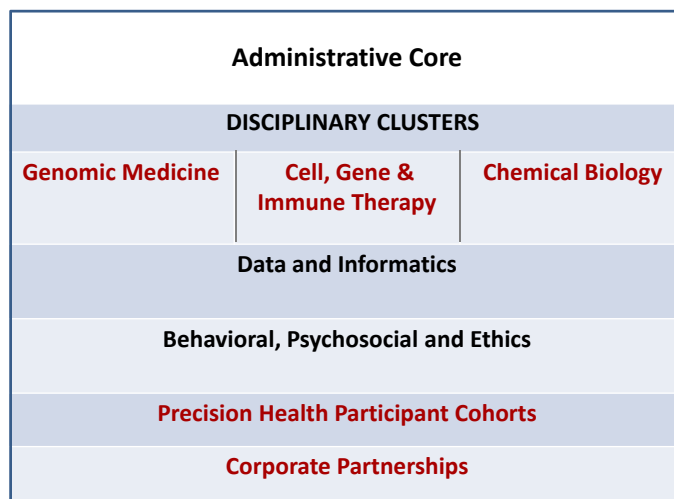
**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

## Precision Health Initiative Goals



**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

## Structure of Precision Health Initiative



**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

## Brown Center for Immunotherapy

- Established with a generous gift of \$30M by Dr. Don Brown
- The initial focus will be to develop cell-based therapies for cancer and neurodegenerative diseases
- Recruitment of a nationally renowned physician scientist to lead the center is underway
- Construction of cGMP facility will be ready by Q1 of 2017
- More information is available at:  
<https://medicine.iu.edu/research/centers-institutes/immunotherapy/>



**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE

## Vera Bradley Foundation

- Vera Bradley Foundation Scholars
  - Junior breast cancer researchers who are being mentored to become leaders in the field of breast cancer research
- Monogrammed Medicine
  - Identify individual tumor's blueprint and select a therapy that targets its vulnerabilities



## Enhancement of Physical Infrastructure / Public- Private Partnerships

- \$30M of renovations underway in Glick Eye Institute, R2, Med Science and Stark Neuroscience Institute
- Submitted proposal for renewal of Physician Scientist Initiative (PSI) renewal to Lilly Endowment
- Working to establish IUSM as primary site for Phase 1 trials with Eli Lilly and Company
  - Discuss development of a cryoEM facility as well as collaborations in neuroscience & Alzheimer's, diabetes & metabolism, and cancer (particularly immunology)





## Grand Challenge in Opioid Addiction

- IU health science schools, led by IUSM, in discussion with Governor Holcomb's office to leverage state/university resources and provide interventions through:
  - Data gathering and analysis
  - Best practice identification and sharing
  - Engaging in demonstration project



## Indiana CTSI

- Statewide consortium created to foster translational research through collaborations with:
  - IU, Purdue and Notre Dame Universities
  - 4 healthcare affiliates – IUH, Eskenazi, Parkview and Deaconess
  - 3 industry partners – Lilly, Cook and Roche
  - 3 philanthropic organizations – Lilly Endowment, Fairbanks and Regenstrief
  - Biocrossroads
  - State Agencies



## Goals for CTSI Renewal

- Expand education and training to build a broader array of translational workforce
- Build on the robust clinical and translational research environment through collaboration and engagement
- Further strengthen our integrated approach to support translational research
- Promote scientific approaches to design and implement the best methods and processes
- Provide a virtual CTSI home with innovative informatics solutions



## Questions



**Indiana University School of Medicine  
Committee Report 2016-2017**

Please submit this report to Rebekah Bredenbeck at [rdbreden@iu.edu](mailto:rdbreden@iu.edu)

**Committee Name:** Admissions

**Committee Chair Name:** Andrew Beckman / Doris Hardacker

**Committee Chair Email:** anbeckman@iu.edu, dhardack@iupui.edu

**Meeting Frequency:** Every Wednesday from 8 am to 4 pm from August to May Note: The committee meets a total of 27 times between August and May: 10 times for interview sessions from 8-4 pm; 8 Selection meetings from 9-1 pm; 8 Executive & Review Committee meetings from noon-3 pm, and on orientation session, and one policies and procedures meeting.

---

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

The goals of the Admissions Committee of the Indiana University School of Medicine are to select those applicants who possess the strong academic abilities and personal characteristics necessary to become caring, compassionate physicians, and to build an entering medical class that reflects the diversity of Indiana.

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

We received over 7000 applications this year. All applications were reviewed by the office of admissions. This year the admissions committee has interviewed over 1100 candidates and selected and filled a diverse and academically gifted class of 364, the largest medical school class in the country. We have continued to recruit excellent candidates from all backgrounds and all over the state and nation. In addition, we have worked with the LCME preparation groups to assure that standard 10 will be well represented during the site visit. We have revised and updated our policies and procedures in order to assure compliance during the upcoming site visit. All policies have been reviewed and we will present on April 25<sup>th</sup>.

**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 goals for the committee remain unchanged. We will also engage in CQI as we move forward after the LCME survey

Application Year	Applicants	Interviews	Acceptances	Matriculants
2008-09	3598	938	532	322
2009-10	3636	909	490	322
2010-11	3669	842	516	328
2011-12	3950	1095	534	335
2012-13	4715	1102	535	344
2013-14	5485	1148	577	352
2014-15	6146	1109	578	355
2015-16	7315	1095	569	364
2015-17	7206	*1034	*491	

GENERAL APPLICANT POOL

	Indiana Residents	Non Residents	Total
ACCEPTANCES OFFERED	303	188	491
ACCEPTD TO ENTER	297	167	464
ACCEPTD WITHDRW	4	21	25
ACCEPTD DROPPED	0	0	0
DEFERED MATRIC	2	0	2
HOLD	0	0	0
UNDER CONSIDER	130	288	418
IN PROC PRELIM	0	19	19
INELIG	264	5711	5975
REJECT	14	24	38
CANCEL WITHDRW	15	250	265
Total	726	6480	7206

ACCEPTED APPLICANTS

Cumulative GPA	3.79	3.68	3.75
Science GPA	3.74	3.64	3.70
Non-Science GPA	3.86	3.75	3.82

MCAT Average	127.9	127.4	127.7
Declined to Answer	0	0	0
Female	130	75	205
Male	167	92	259
Total	297	167	464

**Indiana University School of Medicine**

Medical School Admissions

Weekly Report

**2017 Entering Class Statistics**

American Indian or Alaska Native	2	3	5
Asian	45	16	61
Asian Other	0	0	0
Black or African American	12	37	49
Chinese	0	0	0
Filipino	0	0	0
Indian	0	0	0
Mexican, Mexican American, Chicano/Chicana	3	22	25
Native Hawaiian	0	1	1
No Response	20	6	26
Other	1	1	2
Pakistani	0	0	0
Puerto Rican	0	6	6
Spanish/Hispanic/Latino/Latina	6	17	23
Vietnamese	0	0	0
White	208	58	266
Total	297	167	464

18	0	0	0
19	1	1	2
20	8	0	8
21	90	38	128
22	70	24	94
23	67	33	100
24	29	20	49
25	12	14	26
26	10	12	22
27	3	9	12
28	2	7	9
29	2	1	3
30	1	2	3
Over 30	2	6	8
Total	297	167	464

Residents by County

Adams	1
Allen	20
Bartholomew	3
Benton	0
Blackford	0
Boone	8
Brown	0
Carroll	0
Cass	0
Clark	1
Clay	1
Clinton	0
Crawford	0
Daviess	0
De Kalb	2
Dearborn	0
Decatur	3
Delaware	3
Dubois	2
Elkhart	7
Fayette	2
Floyd	1
Fountain	2
Franklin	0
Fulton	1
Gibson	0
Grant	3
Greene	0
Hamilton	49
Hancock	0
Harrison	1
Hendricks	8
Henry	0
Howard	6
Huntington	0
Indiana Unknown County	0
Jackson	1
Jasper	1
Jay	0
Jefferson	0
Jennings	0
Johnson	8
Knox	0
Kosciusko	2
La Porte	3
Lagrange	0
Lake	11
Lawrence	1

Residents by County (Cont'd)

Madison	1
Marion	55
Marshall	2
Martin	0
Miami	3
Monroe	16
Montgomery	0
Morgan	1
Newton	0
Noble	2
Ohio	0
Orange	0
Owen	0
Parke	0
Perry	0
Pike	0
Porter	8
Posey	2
Pulaski	0
Putnam	0
Randolph	0
Ripley	1
Rush	0
Scott	0
Shelby	1
Spencer	0
St. Joseph	15
Starke	0
Steuben	0
Sullivan	0
Switzerland	0
Tippecanoe	12
Tipton	0
Union	0
Vanderburgh	8
Vermillion	1
Vigo	7
Wabash	1
Warren	0
Warrick	9
Washington	0
Wayne	1
Wells	0
White	0
Whitley	0
<b>Total</b>	<b>297</b>



**Indiana University School of Medicine**

Medical School Admissions

Weekly Report

**2017 Entering Class Statistics****Non-Residents by State**

Alabama	0
Alaska	0
American Samoa	0
APO-FPO Americas	0
APO-FPO Europe	0
APO-FPO Pacific	0
Arizona	2
Arkansas	0
California	18
Colorado	4
Connecticut	0
Delaware	0
District of Columbia	0
Florida	25
Georgia	2
Guam	0
Hawaii	0
Idaho	0
Illinois	29
Iowa	1
Kansas	1
Kentucky	5
Louisiana	1
Maine	0
Marshall Islands	0
Maryland	6
Massachusetts	4
Michigan	8
Minnesota	4
Mississippi	0
Missouri	2
Montana	0

**Non-Residents by State (Cont'd)**

Nebraska	0
Nevada	2
New Hampshire	0
New Jersey	3
New Mexico	1
New York	7
North Carolina	3
North Dakota	0
Northern Mariana Islands	0
Ohio	14
Oklahoma	0
Oregon	0
Pennsylvania	4
Puerto Rico	1
Rhode Island	0
South Carolina	1
South Dakota	0
Tennessee	4
Texas	3
Totally Unknown	1
Unknown USA	0
Utah	2
Vermont	0
Virgin Islands	0
Virginia	5
Washington	3
West Virginia	0
Wisconsin	1
Wyoming	0
Total	167

**Campus Assignments**

Bloomington	5
Fort Wayne	4
Indianapolis	59
Lafayette	4
South Bend	1
Terre Haute	11
Unassigned	380
Total	464

The Faculty Steering Committee has announced this year's election results. Faculty elected will serve from July 2017 – June 2019:

**President-elect:**

Brittney-Shea Herbert, PhD

**Secretary-elect:**

Yar (Samantha) Yeap, MD

**IUHP representative on the Faculty Steering Committee:**

Erik Streib, MD

**Regional campus representative on the Faculty Steering Committee:**

Leslie Hoffman, PhD

**IUPUI Faculty Council:**

Brian Brewer, MD; Patrick Gerety, MD; Matthew Holley, PhD; Elizabeth Whipple, MLS, AHIP

**CFAS Representative:**

Michelle Zimmerman, MD

**Academic Standards:**

Amanda Benaderet, MD; Michael King, PhD

**Admissions:**

Richard Mangus, MD; David Matthews, MD

**Awards:**

Ronald Shapiro, MD; Harikrishna Nakshatri, PhD

**Biomedical Research:**

Steven Johnson, PhD; Lindsey Mayo, PhD

**Community Relations:**

Christopher Jackman, MD; Poonam Khurana, MD

**Curriculum Council:**

Ashley Inman, MD; Joseph Turner, MD

**Faculty Development Coordinating:**

Rania Abbasi, MD; Angela Tomlin, PhD

**Faculty Promotion and Tenure:**

Andrew Jea, MD; James Williams, Jr., PhD

**Lecturers and Clinical Rank Faculty appointment contract and promotion:**

Sara Grethlein, MD; Anna Maria Storniolo, MD

**Student Promotions:**

Nicole Horn, MD; Tara Benjamin, MD

# Faculty and Librarian Salary

ACA-28



## About This Policy

Effective Date:

04-25-1989

Last Updated:

04-25-1989

Responsible University Office:

University Faculty Council

Responsible University Administrator:

Board of Trustees, Indiana University

Policy Contact:

Campus Academic Affairs Office

## Policy Statement

### Reason For Policy

[Back to top ↗](#)

## Policy Statement

1. Salary policies for all faculty/librarians including part-time administrators should be determined by responsible administrators with the participation of appropriate elected faculty/librarian bodies or committees appointed by those elected faculty/librarian bodies.
2. Elected faculty/librarian bodies and administrators may exercise flexibility in responding to local circumstances. At all levels, allocations of resources to salaries should balance two principles:
  - a. Rewarding comparable performance, distinction, and experience with comparable salary and
  - b. Providing the support necessary to achieve the missions of the university.
3. Factors affecting the allocation of resources to salaries are:
  - a. Merit and
  - b. Adjustments for salary minima (where they exist), remedial equity, inflation, recruitment, and retention. Merit has primacy among these.
4. Salary resources may be used to remedy inequities resulting from:
  - a. Changing market conditions
  - b. Inappropriate merit judgments
  - c. Inadequate funding and
  - d. Discrimination.

5. Salary decisions should avoid inappropriate widening of the disparities between low and high salaries, especially those resulting from the use of percentage increments. Salary increments may be made in either percentages or fixed-dollar amounts.
6. Salary minima (where they exist) should increase in step with the percentage increases in salary resources distributed by the campus as a whole.
7. Salary policies at every level should be written and available for inspection and other appropriate uses. A unit's responsible administrator shall report annually on salary policy implementation to the faculty/librarians in the unit.
8. A part-time administrator's performance as a faculty member/librarian shall be judged by the review process applicable to faculty/librarians, and performance as an administrator shall be judged by the review process applicable to administrators. If the part-time administrator receives an administrative salary supplement, the supplement leaves the salary base when the administrator resumes full-time faculty/librarian status.

*(University Faculty Council, April 25, 1989)*

Those appointed for an academic year are paid on the basis of ten equal payroll checks (five for each semester). It is sometimes necessary to prorate pay because of resignation, termination, illness, or death. The calculation will be based on the number of calendar days falling within a semester. The relevant item is the ratio of calendar days prior to the cessation of work to the total in the semester.

*(Administrative Practice)*

### **Dates of Academic Appointments**

This policy is followed for determination of the precise span of time during which the mutual obligations of an employer/employee relationship exist for the purpose of proration of pay, when such proration is necessary, and for fringe benefit entitlements.

Appointments for the academic year and for the first semester begin seven days prior to the first day of classes on each campus. Appointments for the second semester begin seven days before the first day of classes at the campus but never earlier than January 1. Appointments for the first semester terminate on December 31. Appointments for the academic year terminate on the day of commencement for the campus. Appointments for various summer sessions begin on the first day of classes and terminate on the last day on which final grades are due on each campus.

*(Administrative Practice)*

[Back to top ↗](#)

### **Reason For Policy**

In recognition of differing salary conditions in various units of the University and differing conditions within units from year to year, this salary policy contains principles to guide decision-making in any unit of the university which allocates resources to faculty/librarian salaries. These principles are intended to foster flexibility, openness, fairness, and faculty/librarian participation in the formulation and monitoring of unit salary policies. These principles assume that those closest to the situation usually can make the most informed and fair salary decisions through the process of peer interview. Each campus may adopt its own salary policy in accordance with these principles, and each unit may adopt written guidelines for implementing these principles. These policies and guidelines shall be subject to periodic review.