

Faculty Steering Committee MINUTES

Thursday, January 21, 2016 • 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 December 2015	5 min	Alan Ladd	The meeting was called to order at 12:03 PM.	<ul style="list-style-type: none"> Minutes were unanimously approved on a motion duly made and seconded.
2. Dean's Report	20 min	Peter Nalin	<p>Peter Nalin updated the committee on the 2015 Graduate Questionnaire (GQ) results, LCME Self-Study dashboard results, and the new LCME Survey dates (official visit will now be April 23-27, 2017).</p> <p>*Powerpoint attached</p> <p>Joanna Chambers is working on an anonymous survey through OFAPD to go out to all students regarding the 2015 AAMC GQ data.</p>	
3. Committee Report a. Academic Standards	15 min	Christine Stehman	*Report attached	
4. Old Business a. Enterprise Alignment Communication Tools b. Clinical Rank & Promotion Data		Alan Ladd Emily Walvoord	<p>*Document attached -Indianapolis Physician Model Enterprise Alignment provided in addition to Dean Hess' Report in December 2015 to the FSC. Please share within your departments as necessary.</p> <p>*Document attached – Total number of clinical track faculty has increased since 2008. However, the % of clinical track faculty that have gone up for promotion has gone down. Although there are many eligible for promotion, there is no timeline for clinical track faculty to submit for promotion. -Is there incentive for Clinical Track Faculty to go up for promotion? Suggestion: Survey Faculty regarding this and why they are not going up for promotion on the Clinical Track.</p>	<ul style="list-style-type: none"> Faculty Development Coordinating Committee will focus their efforts on this issue
5. New Business a. Faculty Ballot	10 min	Emily Walvoord	<p>*Document attached</p> <p>-Adding a biography or a few sentences as to why each faculty is interested in serving on committees to be discussed for the Faculty Ballot 2017.</p>	<ul style="list-style-type: none"> Faculty Ballot was unanimously approved on a motion duly made and seconded.
6. Announcements	5 min	Alan Ladd	UFC nominees were named: Marc Mendonca and Ruben Vidal	
7. Questions and Adjournment		Alan Ladd	The meeting was adjourned at 1:28 PM. A full recording of this meeting is available upon request .	



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

2015 Graduate Questionnaire Results

Peter Nalin, MD, FAAFP

Executive Associate Dean, Educational Affairs

School of Medicine

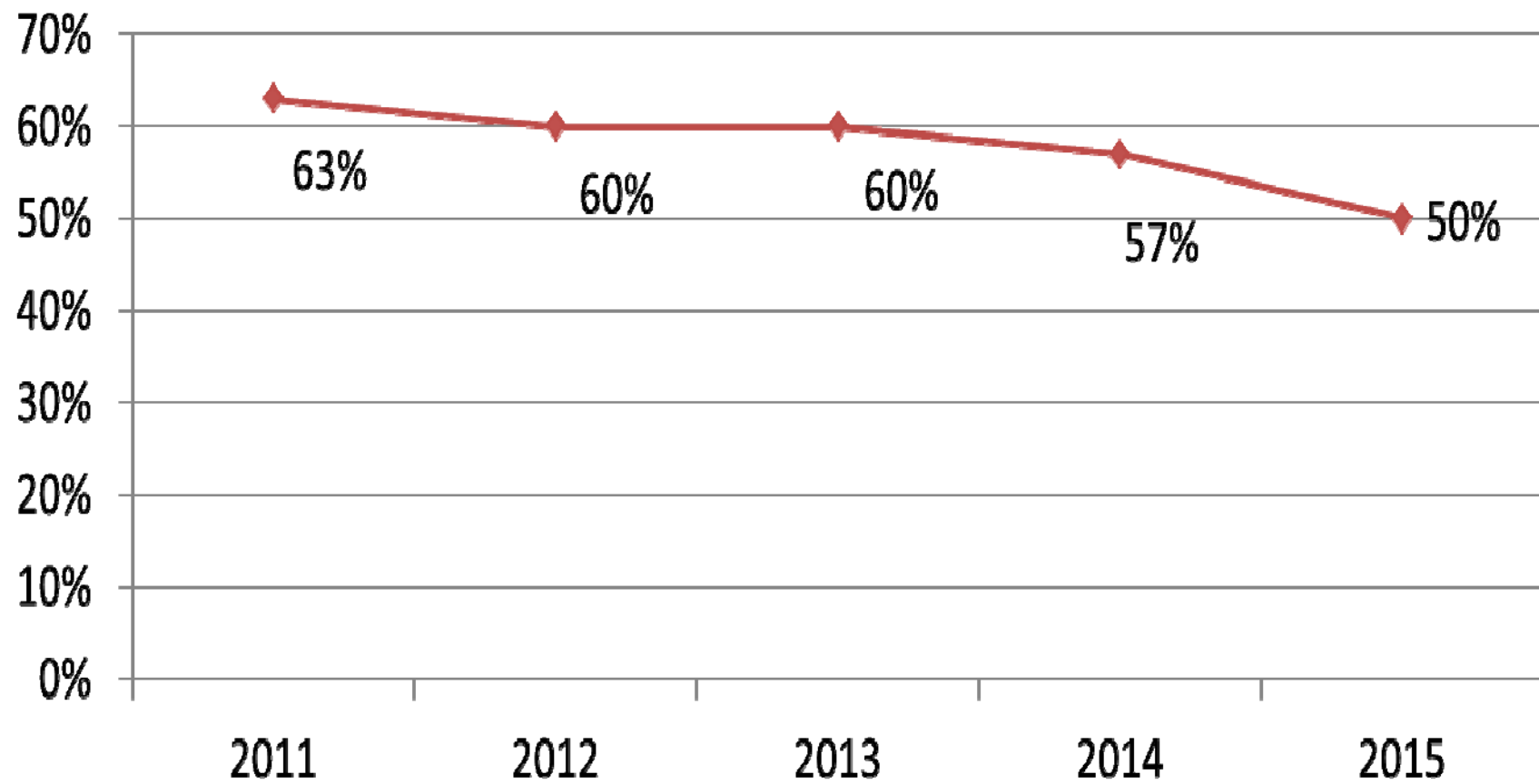


AAMC Graduation Questionnaire (GQ)

- Background:
 - Administered annually by the AAMC from February to June to graduating students at US medical schools accredited by Liaison Committee for Medical Education (LCME)
 - LCME uses specific GQ findings to assess compliance with accreditation standards

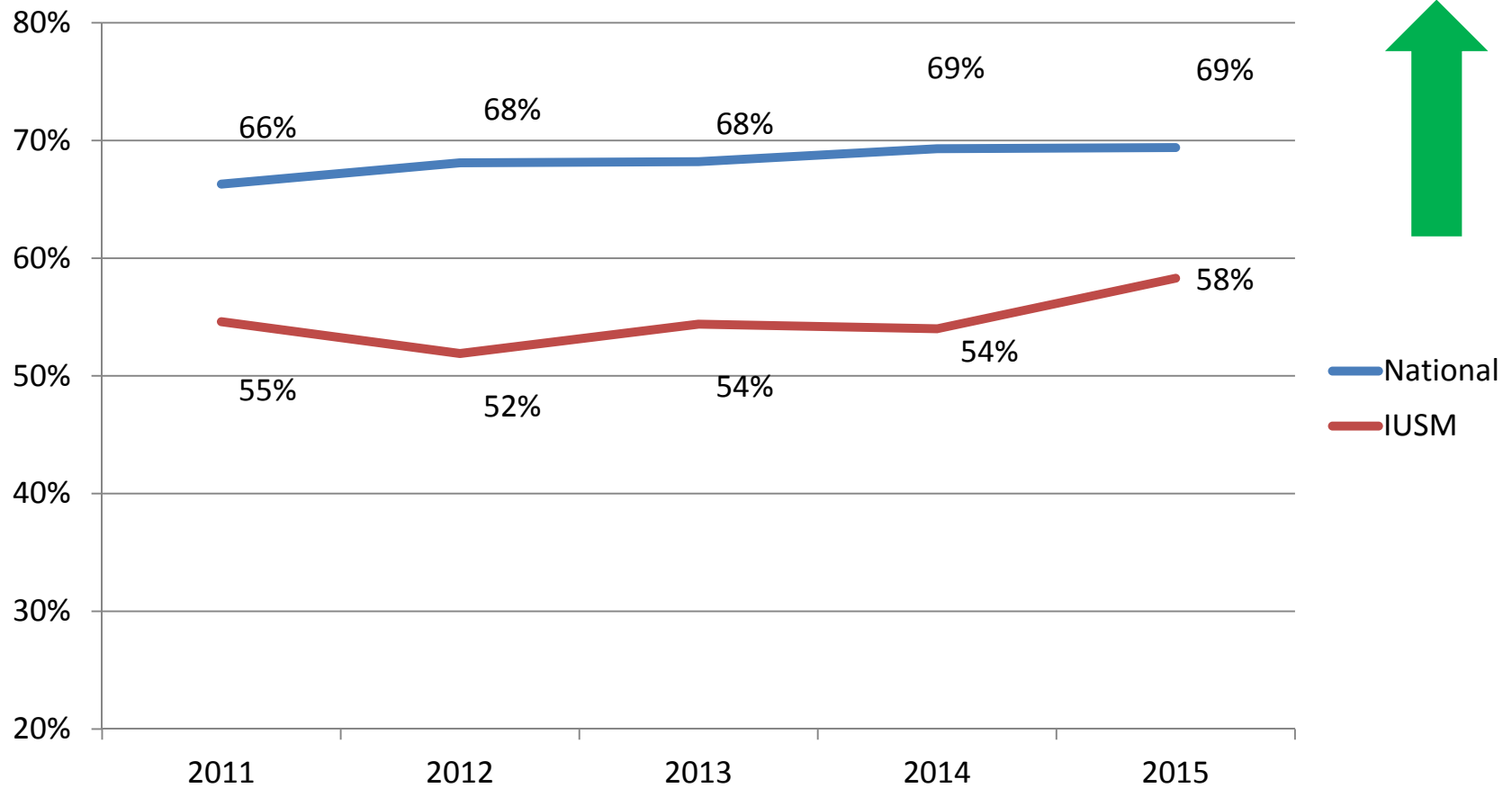


Percentage of MS4s Represented in GQ Results



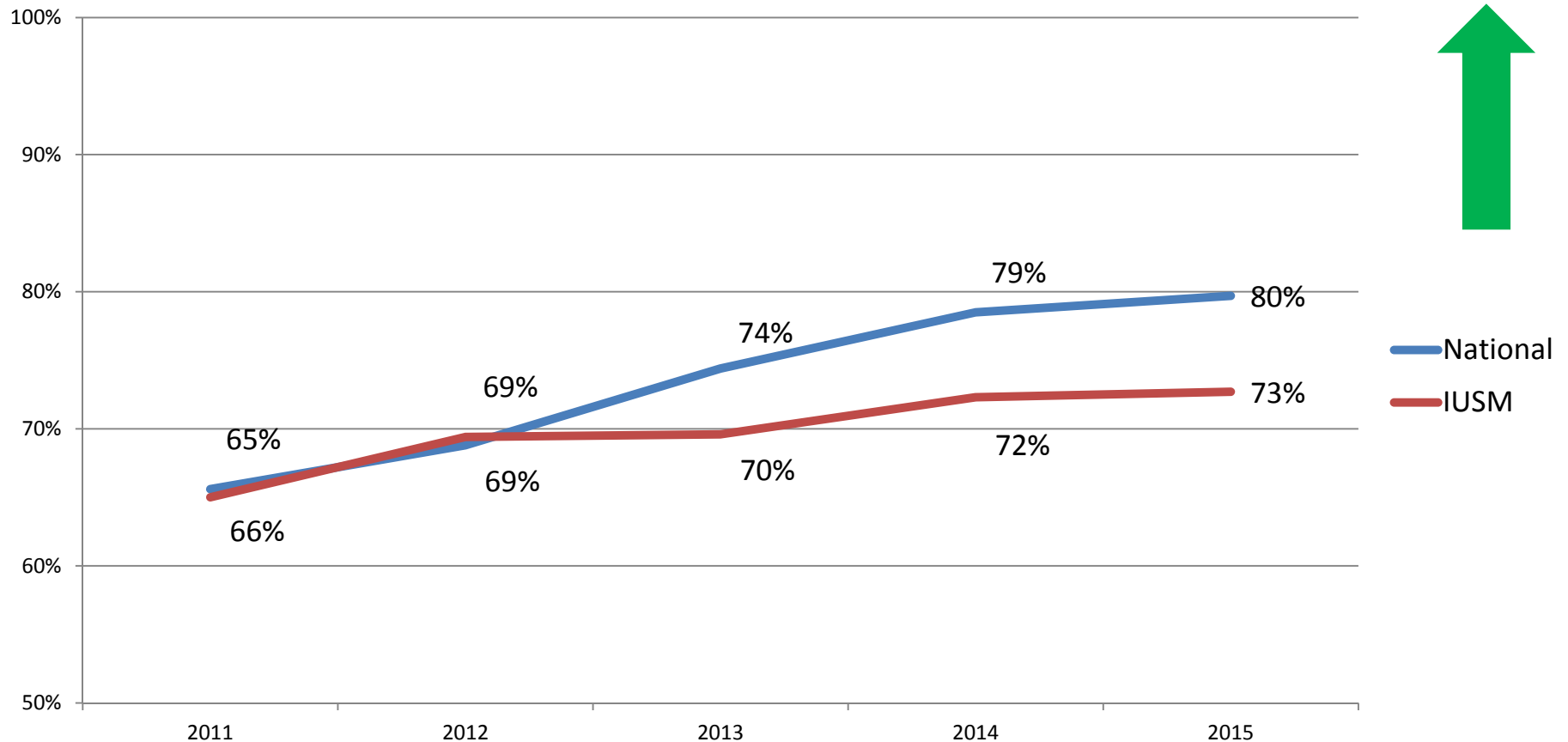


Respondents reporting participation in a research project with faculty on the 2015 AAMC GQ.



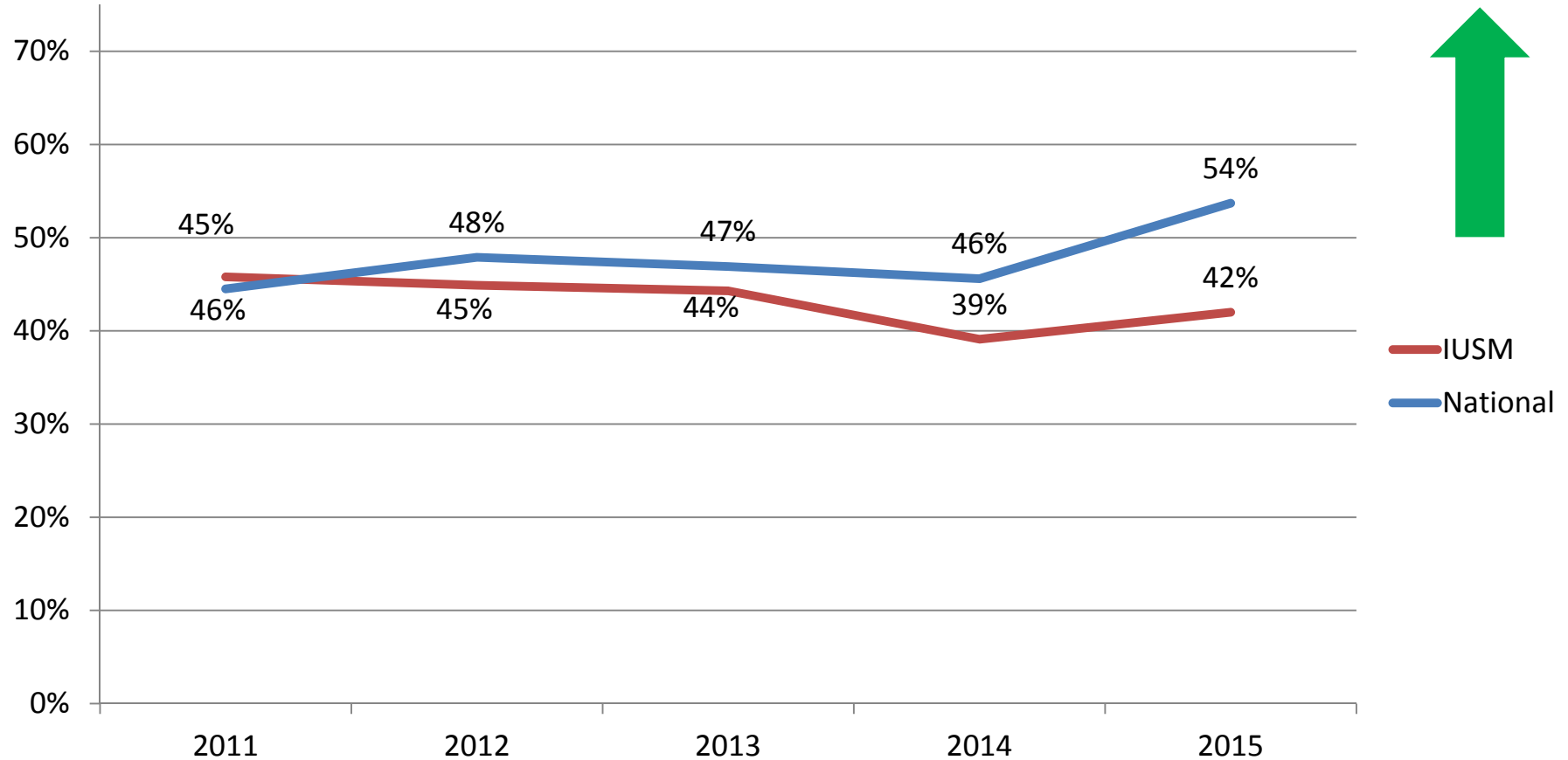


Respondents reporting participation in required curricular activities with an opportunity to learn with students from different health professions on the 2015 AAMC GQ.



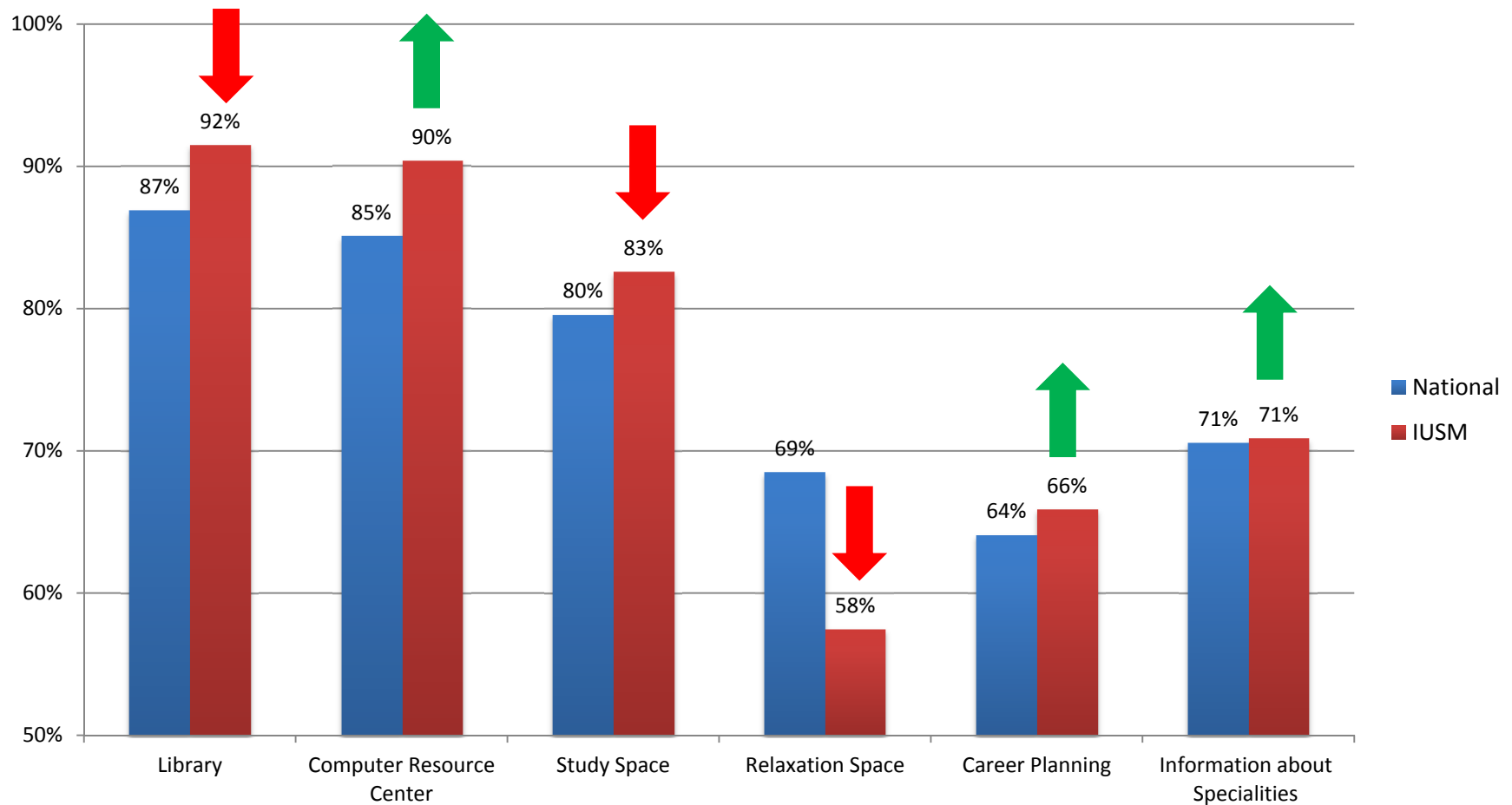


Percentage reporting participation in structured service learning on the 2015 AAMC GQ.



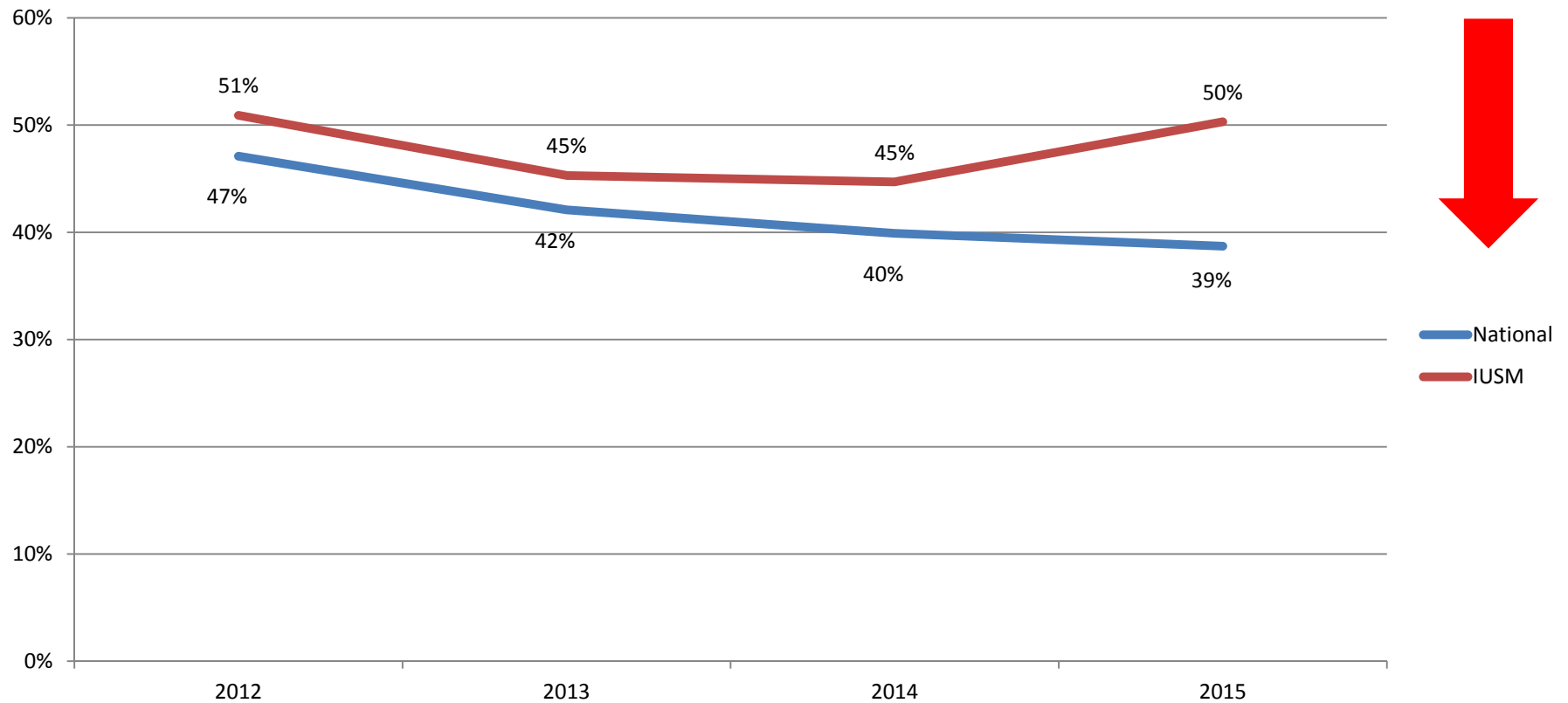


Respondents who were "satisfied" or "very satisfied" with each resource on the 2015 AAMC GQ.





Respondents who reported personally experiencing mistreatment (excluding publicly humiliated) on the 2015 AAMC GQ.

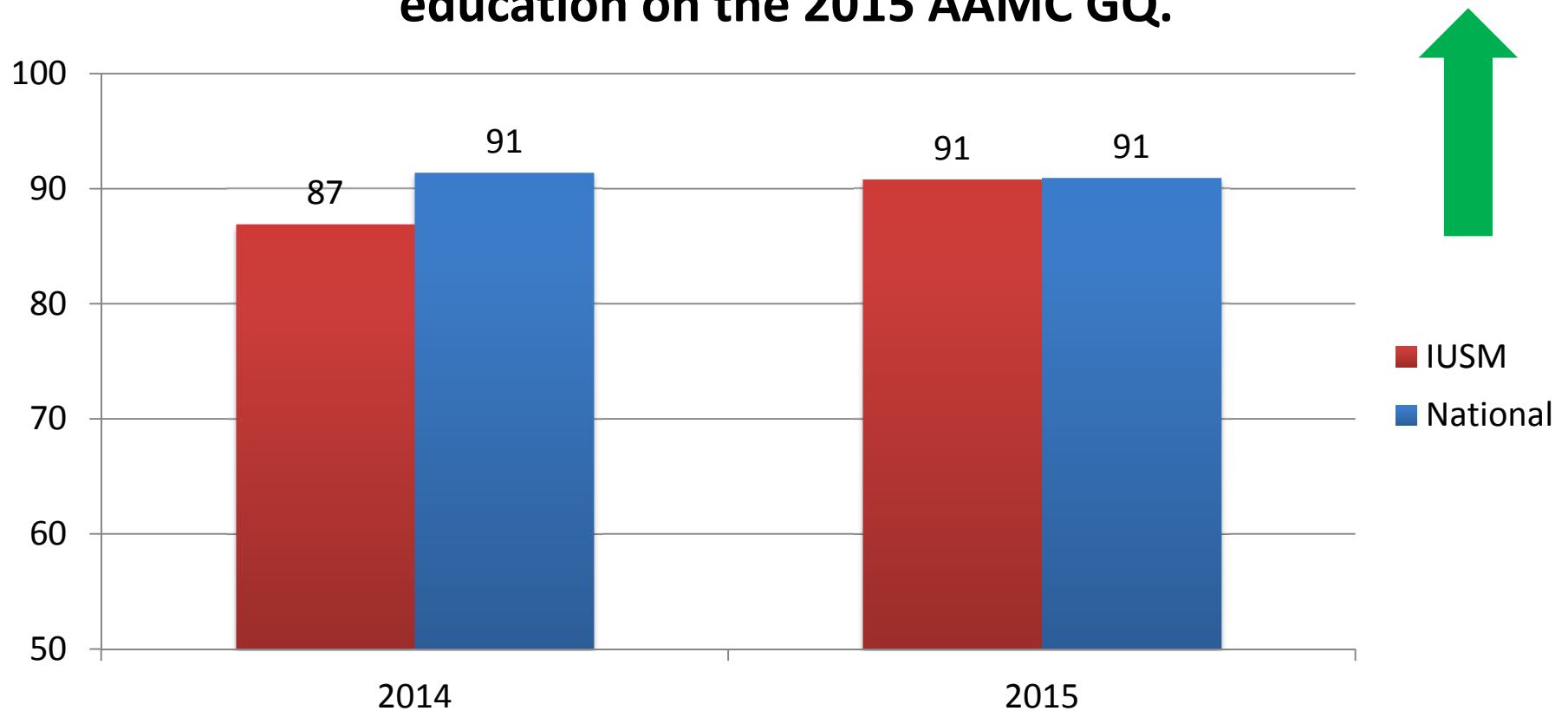


Respondents reporting personally experiencing behaviors once, occasionally, or frequently on the 2015 AAMC GQ.

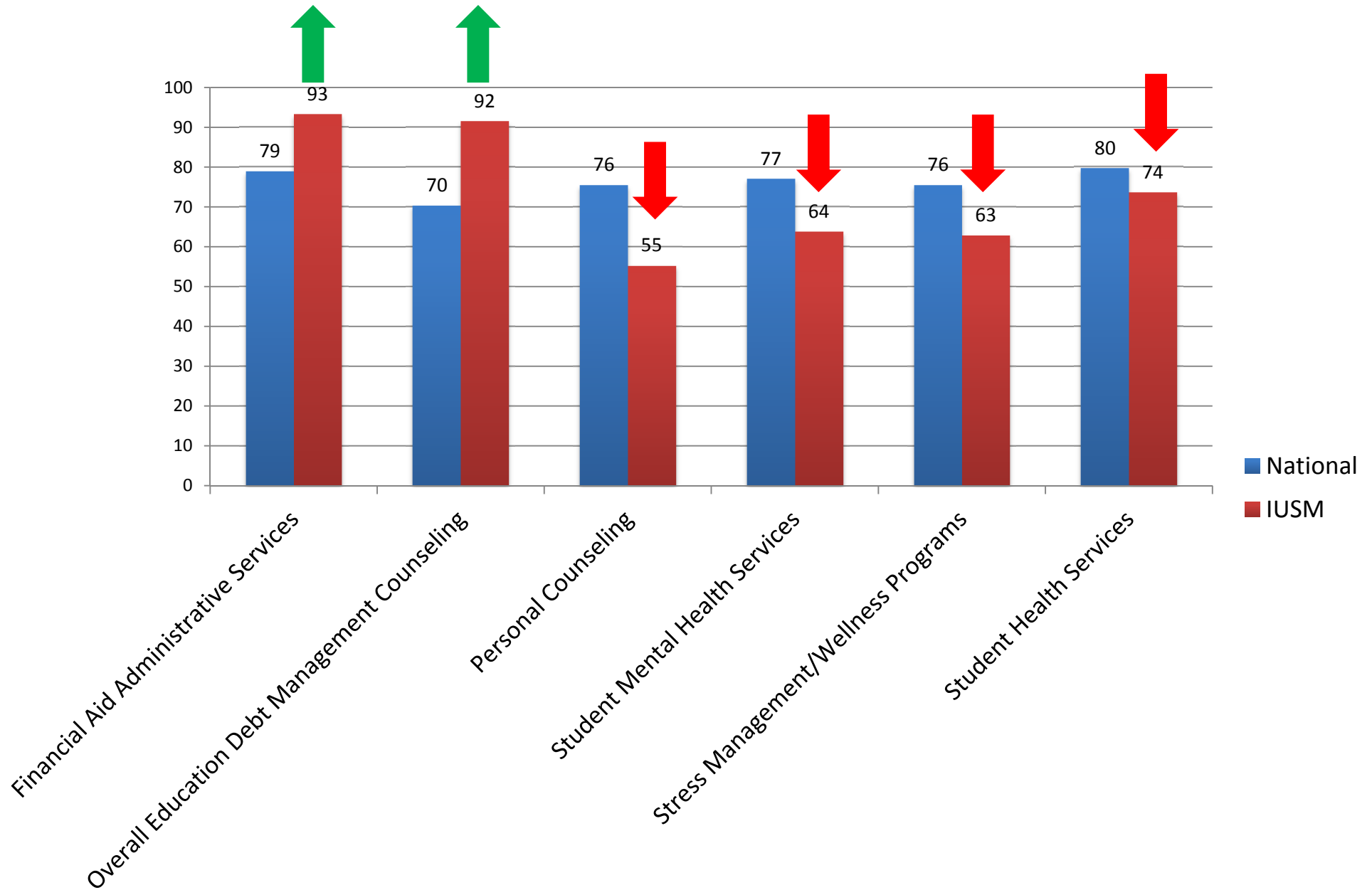
	2015		Change 2014-2015
	IUSM	National	IUSM
Publicly humiliated	30%	20%	6%
Threatened with physical harm	1%	2%	0%
Physically harmed	4%	2%	-1%
Required to perform personal services	8%	8%	-2%
Subject to unwanted sexual advances	6%	5%	0%
Asked to exchange sexual favors for grades or other rewards	0%	0%	-1%
Denied opportunities for training or rewards based on gender	8%	6%	1%
Subjected to offensive sexist remarks	16%	14%	3%
Received lower evaluations/grades based on gender	8%	6%	-1%
Denied opportunities for training or rewards based on race or ethnicity	2%	3%	-4%
Subjected to racially or ethnically offensive remarks	7%	7%	1%
Received lower evaluations or grades specifically because of race or ethnicity	2%	3%	2%
Denied opportunities for training or rewards based on sexual orientation	0%	1%	-3%
Subjected to offensive remarks/names related to sexual orientation	2%	2%	0%
Received lower evaluations or grades solely because of sexual orientation	0%	0%	-1%



Percentage of respondents who indicated they "agree" or "strongly agree" with the statement: Overall, I am satisfied with the quality of my medical education on the 2015 AAMC GQ.



Percentage of respondents indicating they were “satisfied” or “very satisfied” with resources on the 2015 AAMC GQ.



Self-Study Dashboard

Std 1	Std 2	Std 3	Std 4	Std 5	Std 6	Std 7	Std 8	Std 9	Std 10	Std 11	Std 12
Mission, Planning, Organization & Integrity	Leadership & Administration	Academic & Learning Environment	Faculty Prep, Productivity, Participation & Policies	Educational Resources & Infrastructure	Competencies, Curricular Objectives & Curricular Design	Curricular Content	Curricular Management, Evaluation & Enhancement	Teaching, Supervision, Assessment, Student & Patient Safety	Med Student Selection, Assignment & Progress	Med Student Academic Support, Career Advising, & Ed Records	Med Student Health Services, Personal Counseling & Financial Aid
1.1	2.1	3.1	4.1	5.1	6.1	7.1	8.1	9.1	10.1	11.1	12.1
1.2	2.2	3.2	4.2	5.2	6.2	7.2	8.2	9.2	10.2	11.2	12.2
1.3	2.3	3.3	4.3	5.3	6.3	7.3	8.3	9.3	10.3	11.3	12.3
1.4	2.4	3.4	4.4	5.4	6.4	7.4	8.4	9.4	10.4	11.4	12.4
1.5	2.5	3.5	4.5	5.5	6.5	7.5	8.5	9.5	10.5	11.5	12.5
1.6	2.6	3.6	4.6	5.6	6.6	7.6	8.6	9.6	10.6	11.6	12.6
				5.7	6.7	7.7	8.7	9.7	10.7		12.7
				5.8	6.8	7.8	8.8	9.8	10.8		12.8
				5.9		7.9		9.9	10.9		
				5.10							
				5.11							
				5.12							



New LCME Survey Dates

- [April 23-27, 2017](#)
- **Mock visit dates remain the same**
 - April 17-19, 2016 and September 11-15, 2016
 - Additional Dress Rehearsal in Q1 2017
- **Remove these dates from your calendar**
 - November 6-11, 2016



Medical Education Leadership

- Michelle Howenstine, MD
- Senior Associate Dean,
Graduate Medical
Education and
Continuing Medical
Education
- Start Date: Jan. 1, 2016





Medical Education Leadership

- Komal Kochhar, M.D.,
M.H.A.
- Director of Educational
Research and Data
Analysis
- Start Date: Jan. 1, 2016





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Questions?

Thank you.

Academic Standards Committee Report to the Faculty Steering Committee January 21, 2016

Committee Name: Academic Standards Committee

Committee Chair Name: Michael Klemsz, PhD

Committee Chair Email: mklemsz@iupui.edu

Meeting Frequency: Monthly (Second Tuesday)

What is the mission of your committee?

“The Academic Standards Committee (ASC) is charged to systematically evaluate curricular components of the medical education program at the Indiana University School of Medicine (IUSM) and provide regular reports to the Curriculum Council Steering Committee (CCSC) for their oversight of the entire curriculum. The ASC will review each IUSM course and clerkship at specified intervals, using data from outcomes and evaluations as well as data gathered from the course/clerkship directors. After careful consideration of the information, the ASC will acknowledge exemplars, note deficiencies, and make recommendations for the improvement of the course/clerkship to the course/clerkship directors as well as to the CCSC.

ASC also hears Level 2 grade appeals, focusing on the policies and procedures used in the assignment of a grade. The decision of the ASC is sent to the Senior Associate Dean for Medical Student Education.”

What has your committee accomplished this year?

Over the last year, we have accomplished three main tasks. The first was to revise our mission with the new mission statement as detailed above.

During 2015, we have successfully completed five clerkship reviews (Psychiatry, Family Medicine, Emergency Medicine, Sub-Internship and Neurology). Continuing on with the format change implemented in April of 2014, each of these clerkships underwent a two part review. First a subcommittee met and thoroughly reviewed all documents and data, creating a detailed report for the main committee. This information was then presented at the following month’s full committee meeting, allowing for a much more robust review and fuller recommendations. Once the full committee has heard the report and contributed to the final report and recommendations, the chairman and sub-committee chair met with each clerkship director to go over the findings, hear any clarifications, and discuss a path forward for the course/clerkship.

As mentioned in previous reports to the FSC, the ASC has been very focused on the foundations of each course and clerkship so that syllabi and objectives are standardized across campuses and

syllabi consistently refer to school policies. Specifically, the focus is on ensuring that each course or clerkship has a curriculum that meets the standards set forth by the LCME. Every part of each course/clerkship's review is tied to an LCME standard.

We have continued to find that this new format of review has allowed a closer working relationship with the clerkship directors. They provide more robust information to the ASC for the review, allowing the committee to get more at the heart of the curriculum. This allows a more balanced review, identifying weaknesses as well as successes and best practices. Both sides are highlighted at the meeting with the Course/Clerkship Director.

In keeping with our mission, we also receive and deliberate on Level 2 grade appeals. Specifically, the process involves focusing on the policies and procedures used to arrive at the assigned grade and ensuring they were appropriately described and followed. In 2015, we reviewed four Level 2 grade appeals, upholding the grade assigned by the clerkship in each case.

What goals does your committee have for the next academic year?

There are three main goals of the ASC for 2016. First, the committee will complete the current round of clerkship reviews. Second, since a new curriculum will be initiated in the fall of 2016, instead of reviewing the current set of foundational courses, the committee will work to develop a mini-review of the clerkships in the legacy curriculum, since these clerkships will continue to be used for medical students over the next few years. Finally, the ASC will meet and discuss our roles in reviewing the new curriculum and in the LCME site visit planned for 2017.



INDIANA UNIVERSITY
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Indiana University Health

TO: Physician Model Design Team Members

RE: Enterprise Alignment Update

DATE: January 4, 2016

Thank you for the time and effort you put into this process. With your help, we would like to share the outcome of the first work stream of the Enterprise Alignment process.

What you designed is what the very best do. If we look at the *U.S. News & World Report* Honor Roll, every one of the institutions listed is an academic health center, affiliated with a medical school that is both research intensive *and* patient centric:

- They insist on excellence, have shared goals, and hold each other accountable in all of the missions.
- No one is more important than another – not everyone teaches or does research, but they all have a part to play in supporting the overall mission.
- They learn together, through clinical research, innovation, success and failure.
- They tap the talent of the organization, train their workforce, and keep the best of the best.
- Lastly, the structure of the physician practice you have designed is similar to what the best academic health systems have established.
- While structure is important, all of the best organizations will readily admit that the people working together on a common vision is the most important variable in their ongoing success.

There will be challenges. We work in a dynamic field that's buffeted by economic, political and social pressures. When challenges arise, it will take strong leadership to resolve them. This means maintaining collegiality, listening and empathizing with each other's needs, and staying focused on the needs of patients and the communities we serve. This new model also involves more shared responsibility and reporting relationships across missions.

Our structure doesn't matter if we don't model the behavior we expect of others and engage them in this work. Doing so is fundamental for executing on our vision and achieving the results we want.

We are providing you with a slide deck and set of key messages that represent the work done to date from this initial work stream. As you know, there is still much to do. We have additional work groups presently engaged that are working through the details of what you have designed. One of those work groups is a Change Management Team. They will assemble a comprehensive plan that will include communication tools designed to facilitate this information as we finalize an implementation plan in March 2016. Until that plan is available, you may use the attached materials to share this information with your teams.

Thank you again for your help and support.

Jay Hess, M.D., Ph.D., M.H.S.A.
Vice President for University Clinical Affairs
Dean of the School of Medicine
Walter J. Daly Professor
Indiana University

Dennis Murphy
President
Chief Operating Officer
Indiana University Health

Promotions on the Clinical Track

2008-2015

	2008	2009	2010	2011	2012	2013	2014	2015
Total Clinical Track Faculty	470	530	579	628	665	694	712	708
Clinical Full Professor	41 (8.7%)	52 (9.8%)	53 (9.2%)	55 (8.8%)	59 (8.9%)	62 (8.9%)	59 (8.3%)	53 (7.5%)
Clinical Associate Professor	143 (30%)	176 (33%)	181 (31%)	181 (29%)	177 (27%)	172 (25%)	178 (25%)	170 (24%)
Clinical Assistant Professor	286	302	345	392	429	460	475	485
Promoted to Full	1	4	1	2	3	3	1	4
Promoted to Associate	14	13	9	6	6	9	12	13
Women at Full	8	9	9	9	11	14	14	14

Faculty Ballot for 2016-2017 Academic Year

President-Elect

First	Last	Title
Dan	Rusyniak	Professor – Tenure – Emergency Medicine; Adjunct Professor – Neurology; Pharmacology & Toxicology
Chandru	Sundaram	Professor - Tenure - Urology
William	Wooden	Professor - Tenure - Surgery

Secretary-Elect

First	Last	Title
Megan	Palmer	Assistant Dean OFAPD – Assistant - Tenure – Emergency Medicine; School of Education; Adjunct Assistant Prof of Anatomy & Cell Bio
Tim	Masterson	Assistant – Urology

Regional Campus Representative

First	Last	Title
David	Bell	Associate – Tenure - Cellular & Integrative Physiology, IUSM-Fort Wayne
Mari	Hopper	Assistant - Tenure - Cellular & Integrative Physiology, IUSM-Evansville

CFAS Representative

First	Last	Title
Robert	Presson, Jr	Chair, Dept of Anesthesia; Robert K. Stoelting Professor of Anesthesia; Professor of Pediatrics
Jeff	Rothenberg	Interim Chair OB/GYN; Associate – Clinical - OB/GYN
Richard	Zellars	Chair, Dept of Radiation Oncology

IUHP Representative

First	Last	Title
Mehdi	Nassiri	Associate – Tenure - Pathology & Laboratory Medicine
Steve	Steiner	Associate – Tenure - Pediatrics
Malik	Nouri	Assistant – Clinical - Anesthesia

Faculty Ballot for 2016-2017 Academic Year

IUPUI Faculty Council

First	Last	Title
Kacy	Allgood	Assistant Librarian – Tenure
Erik	Imel	Associate – Tenure – Medicine; Pediatrics
David	Nelson	Associate – Tenure – Microbiology & Immunology; Medicine; Adjunct Associate Professor of Biology (IU Bloomington College of Arts & Sciences)
X. Frank	Yang	Associate – Tenure – Microbiology & Immunology

Academic Standards Committee

First	Last	Title
Ashay	Bhatwadekar	Assistant – Tenure – Ophthalmology; Pharmacology & Toxicology
DuyKhanh (Mimi)	Ceppa	Assistant – Tenure - Surgery
Mark	Goebel	Professor – Tenure – Biochemistry & Molecular Biology
Elizabeth	Whipple	Associate – Tenure - Librarian

Admissions Committee

First	Last	Title
Lauren	Dungy- Poythress	Associate – Clinical – OB/GYN
Brian	Egan	Assistant – Clinical – Anesthesia
Patricia	Gallagher	Professor – Tenure – Cellular & Integrative Physiology
Fredrick	Pavalko	Professor – Tenure – Cellular & Integrative Physiology

Awards Committee

First	Last	Title
Travis	Jerde	Assistant – Tenure – Pharmacology & Toxicology; Urology
Matt	Landman	Assistant – Tenure - Surgery
Albert E.	Lee	Assistant – Clinical – Neurological Surgery
Katherine	McHugh	Assistant – Clinical – OB/GYN
Lyne	Racette	Assistant – Tenure – Ophthalmology;

Biomedical Research Committee

First	Last	Title
Armin	Blesch	Professor – Tenure – Neurological Surgery
Thomas	Everett IV	Associate Research Professor of Medicine - Scientist
Shannon	Hawkins	Associate – Tenure – OB/GYN
Karl	Koehler	Assistant – Tenure – Otolaryngology-Head & Neck Surgery
Troy	Markel	Assistant – Tenure – Surgery

Curriculum Council Steering Committee

First	Last	Title
Michael	Chu	Assistant – Tenure - Surgery
Christen	Dilly	Assistant – Tenure - Medicine
Dan	Lodge-Rigal	Associate – Clinical – Pathology & Laboratory Medicine, Med. Sci. Prog.
Palmer	Mackie	Assistant – Clinical – Medicine; Neurology
Jennelle	Richardson	Assistant – Clinical – Pharmacology & Toxicology

Faculty Community Relations Committee (FCRC)

First	Last	Title
Taeok	Bae	Associate – Tenure – Microbiology & Immunology, IUSM-Northwest Gary
Nancy	Johnston	Asst Director & Asst Scientist – Laboratory Animal Resource Center (Scientist)
Liam	Howley	Assistant – Clinical – Medicine

Faculty Development Coordinating Committee (FDCC)

First	Last	Title
Thomas	Birdas	Associate – Clinical - Surgery
Shaoxiong	Chen	Assistant – Tenure – Pathology & Laboratory Medicine
Heather	Fleming	Assistant – Clinical – Emergency Medicine
Katherine	Hubert (Chan)	Assistant – Tenure – Urology
Benjamin	James	Assistant – Tenure - Surgery
Dawn	Neumann	Assistant – Tenure – Physical Medicine & Rehabilitation
Christine	Raches	Assistant – Clinical - Pediatrics
Taha	Shipchandler	Associate – Clinical – Otolaryngology-Head & Neck Surgery

Faculty Ballot for 2016-2017 Academic Year

Promotion & Tenure Committee

First	Last	Title
James C.	Williams, Jr	Professor – Tenure – Anatomy & Cell Biology
J. Dennis	Fortenberry	Professor – Tenure – Pediatrics and Medicine – Adjunct Professor, School of Public Health
Fletcher	White	V.K. Stoelting Professor of Anesthesia – Tenure – Professor of Pharmacology & Toxicology and Ophthalmology
Stephanie	Davis	Professor – Tenure – Pediatrics
Roberta	Hibbard	Professor – Tenure – Pediatrics

Lecturers and Clinical Rank Faculty Promotions Committee

First	Last	Title
John	Christenson	Professor – Clinical – Pediatrics
Michael	Trautman	Professor – Clinical – Pediatrics; Adjunct Professor, School of Nursing
Linda	Han	Professor – Clinical – Surgery

Student Promotions Committee

First	Last	Title
Tara	Benjamin	Assistant – Clinical – OB/GYN
Brian	Brewer	Assistant – Tenure - Surgery
Tamika	Dawson	Assistant – Clinical – Family Medicine
Rosalia	Misneri	Associate – Tenure - Urology
Amy	Munchhof	Assistant – Clinical – Medicine; Pediatrics

FACULTY ASSEMBLY

Name	Department	Present
Matt Allen, PhD	Anatomy	<input checked="" type="checkbox"/> <i>[Signature]</i>
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 checked="" type="checkbox"/> <i>via polycom</i>
Ted Cummins, PhD	Pharmacology & Toxicology	<input type="checkbox"/>
Alex Dent, PhD	Microbiology & Immunology	<input checked="" type="checkbox"/>
Matthew Kuhar, MD	Pathology	<input checked="" type="checkbox"/>
Tim Masterson, MD	Urology	<input type="checkbox"/>
Lisa Mims, MD	OB/GYN	<input type="checkbox"/>
Rick Nelson, MD, PhD	Otolaryngology	<input checked="" type="checkbox"/>
Mara Nitu, MD, DC	Pediatrics	Polycam <i>Polycam</i>
Fred Pavalko, PhD	Cellular & Integrative Physiology	<input checked="" type="checkbox"/>
Whitney Pratt, MD, PhD	Physical Medicine & Rehabilitation	<i>Polycam</i> <input type="checkbox"/>
Richard "Ben" Rodgers, MD	Neurological Surgery	<i>Polycam</i> <input type="checkbox"/>
Chandan Saha, PhD	Biostatistics	<input checked="" type="checkbox"/> <i>@csaha</i>
Noelle Sinex, MD	Medicine	<input type="checkbox"/>
Dan Spandau, PhD	Dermatology	<input type="checkbox"/>
Ron Wek, PhD	Biochemistry & Molecular Biology	<input type="checkbox"/>
Ken White, PhD	Medical & Molecular Genetics	<input type="checkbox"/>
Sam Yeap, MD	Anesthesia	<input checked="" type="checkbox"/>
	Family Medicine	<input type="checkbox"/>
	Neurology	<input type="checkbox"/>
Joseph Dynlacht, PhD	Radiation Oncology	<i>J.D.</i> <input checked="" type="checkbox"/>
	Psychiatry	<input type="checkbox"/>

FACULTY STEERING COMMITTEE

SIGN-IN SHEET

January 21, 2015-2016

Name	Role	Present
Steve Bogdewic, PhD	Ex Officio	<input type="checkbox"/>
Amanda Benaderet, MD	Student Promotions	<input checked="" type="checkbox"/>
Randy Brutkiewicz, PhD	Graduate Studies	<input checked="" type="checkbox"/>
John Christenson, MD	Lecturer & Clinical Rank Faculty Promotions	<input type="checkbox"/>
Deb Cowley	Ex Officio	via polycom <input type="checkbox"/>
Dipika Gupta, PhD	Regional Rep	via polycom <input type="checkbox"/>
Paul Herring, PhD	Promotion & Tenure	<input type="checkbox"/>
Jay Hess, MD, PhD	Dean	<input type="checkbox"/>
Diane Iseminger	Ex Officio	<input type="checkbox"/>
Abigail Klemsz, MD, PhD	Past President	<input type="checkbox"/>
Alan P Ladd, MD	President	<input checked="" type="checkbox"/>
Sarah Landsberger, PhD	Awards	<input type="checkbox"/>
Chen Lin, PhD	Secretary-Elect	<input checked="" type="checkbox"/>
Tim Masterson, MD	IUHP Rep	<input type="checkbox"/>
Dan Rusyniak, MD	Secretary	<input type="checkbox"/>
Uma Sankar, PhD	Biomedical Research	<input checked="" type="checkbox"/>
Margaret Schwarz, MD	Regional Rep	via polycom <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 checked="" 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"/>

Peter Nalin

✓