

Faculty Steering Committee MINUTES

Thursday, September 17, 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 August 2015	5 min	Alan Ladd	Minutes attached	<i>*A vote was obtained and minutes were unanimously approved with no changes noted.</i>
2. Dean's Report	20 min	Steve Bogdewic	<u>Enterprise Alignment Update:</u> The enterprise is the working term used to describe the senior leadership of both the School of Medicine and IU Health. This group meets monthly to talk about alignment. It was decided that both entities would jointly sponsor two consulting firms to assist with the alignment project. Because each firm has had significant experience in working with large academic health centers, they know how health care systems and medical schools can best be integrated to advance all three mission areas. The firms have conducted over 80 interviews and have come up with some initial findings that have been used to develop three working areas. Enterprise vision/goals, physician practice model, and a funds flow model. Updates will be provided to faculty periodically through faculty meetings, announcements and FSC meetings. It is anticipated that the enterprise would receive final recommendations from Chartis in November or December.	
3. Old Business a. Volunteer Faculty Policy	30 min	Mary Dankoski	See attached documents and presentation. The revisions to the Volunteer Faculty policy were reviewed and briefly discussed. A motion was made and seconded to vote on the policy.	<i>*A vote was obtained and the Volunteer Faculty Policy was unanimously approved</i>
b. Affiliate Faculty Guidelines			The revisions to the Affiliate Faculty Guidelines were reviewed and briefly discussed. A motion was made and seconded to vote on the policy.	<i>*A vote was obtained and the Affiliate Faculty Policy was unanimously approved</i>

<p>4. New Business Discussion of submitted question regarding the Compensation Policy</p>	30 min	Alan Ladd	<p>Submitted Question: I've been approached by a faculty member who has asked that the FSC discuss updates on the new faculty compensation policy. The basis of the concern is that some departments have not clearly conveyed expectations and in some cases these expectations are not in line with school/campus policies. The concern extends to the fact that despite the lack of clarity in policy, faculty members are having salaries reduced. I don' know exactly the best way to present/discuss this at the FSC, but I wanted to bring it forward.</p> <p>*Documents related to the Faculty Effort & Compensation Policy can be found here: http://faculty.medicine.iu.edu/recruitment-policies/faculty-policy/faculty-effort-compensation/</p> <p>Dr. Mary Dankoski addressed the questions surrounding the compensation policy. The dean's office is in regular communication with department chairs to offer guidance in policy interpretation and to address any issues that come up. Emphasis has been placed on making the process fair and equitable. Members were encouraged to follow up with Mary outside of the meeting if needed.</p>	
<p>5. Announcements</p>	5 min	Alan Ladd		
<p>6. Questions and Adjournment</p>		Alan Ladd		

*Electronic voting remotes were distributed to voting members. Voting members participating via video or teleconference submitted their vote via email to mldarnal@iupui.edu at the time the vote is requested.

A recording of the meeting can be viewed here

http://www.indiana.edu/~video/stream/launchflash.html?folder=video&filename=Dean_Faculty_Meeting_20150917.mp4

Affiliate and Volunteer Faculty Policy Revisions

Presented to the Faculty Steering
Committee Sept 2015



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

Two Votes Today

- Volunteer faculty policy revisions
- Affiliate faculty policy



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

Volunteer Faculty

- Key changes:
 - Promotion reviews will stay internal to the IUSM
 - Access to professional development and other resources
 - Language revised to reflect updated titles and renaming of the regional campuses



Affiliate Faculty

Used for internal purposes to identify faculty members that are not employed directly by the University but participate in the missions of the School as an employee of an affiliated institution



SCHOOL OF MEDICINE

INDIANA UNIVERSITY



**Why are we
updating the affiliate
faculty appointment
type?**



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

Institutions

- Eskenazi Health
- Roudebush VA
- Larue Carter
- IU Health Physicians
- IUSM Approved Faculty Practice Plan (e.g., Goodman Campbell)
- **IU Health (as of July 2015)**



Affiliate Faculty

IUSM-Indy or AHC

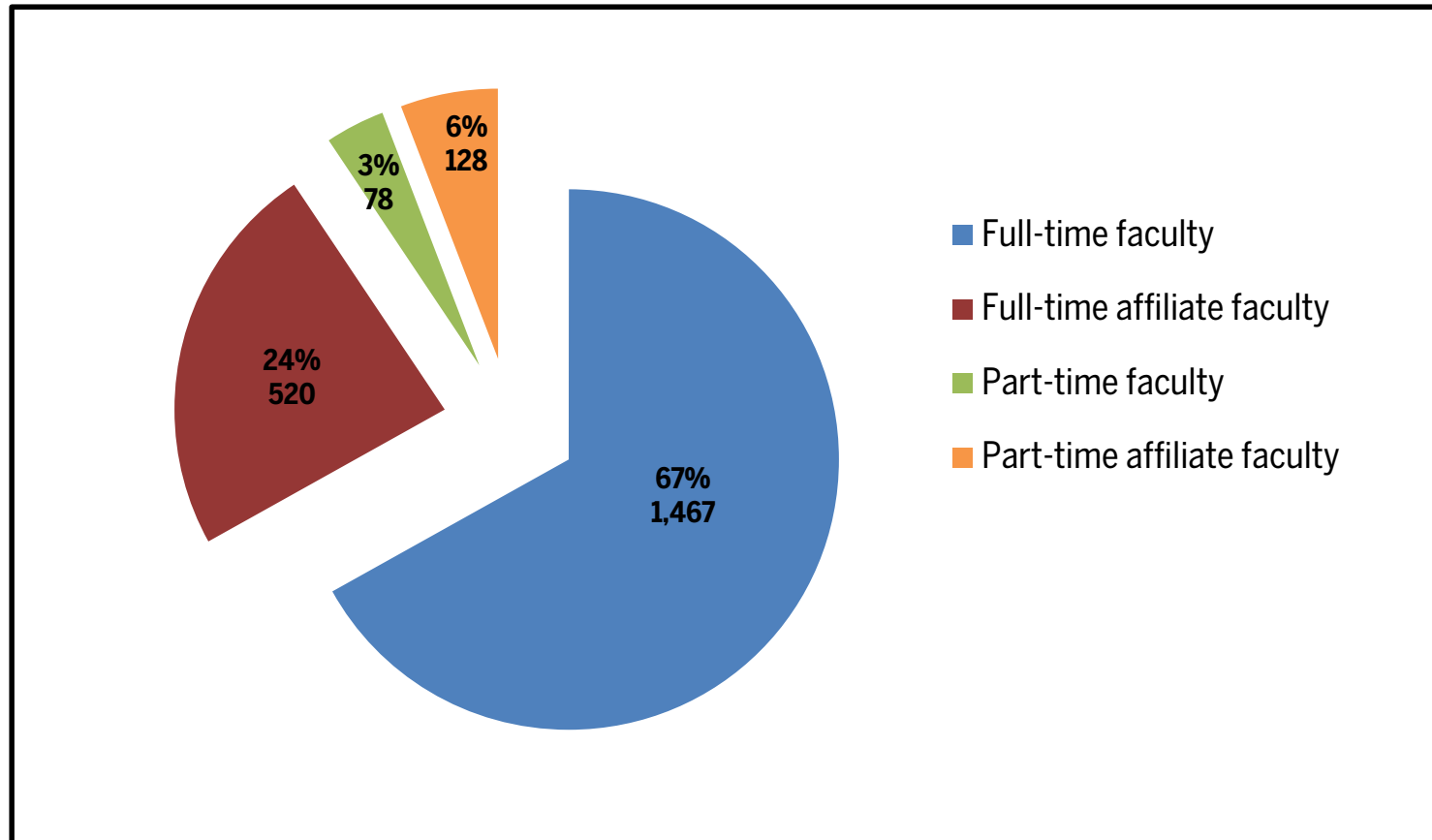
- Title same as IU faculty
- Promotion criteria same as IU faculty
- Voting rights in IUSM
- Principal performance criterion: Teaching
- Expectations set by chair
- Initial appt up to 3 yrs
- Subject to review and re/appointment by chair

IUSM Regional Campus

- Title: Adjunct Clinical _____
- Promotion criteria similar to volunteer faculty
- No voting rights
- Principal performance criterion: Teaching
- Expectations set by chair
- Initial appt up to 3 yrs
- Subject to review and re/appointment by chair



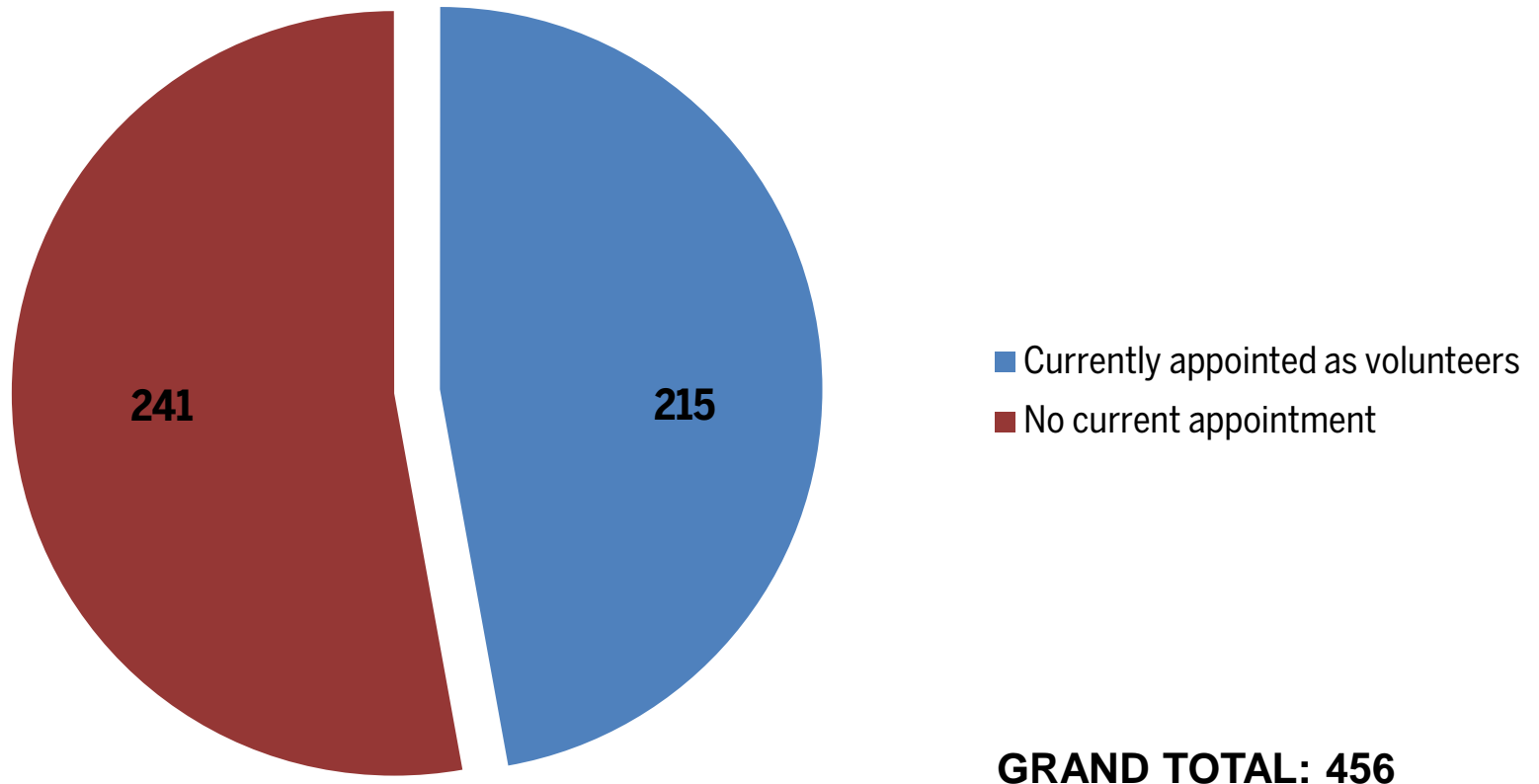
Current IUSM Faculty



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

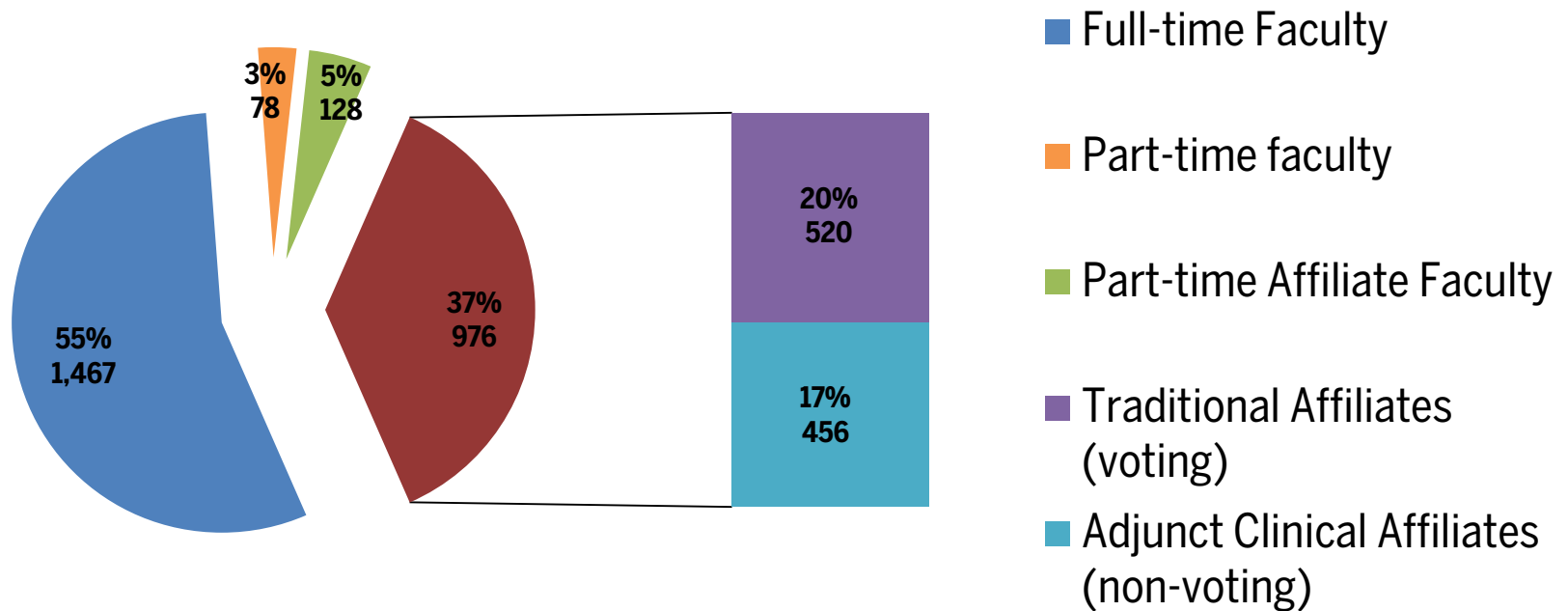
Potential New Affiliate Faculty



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

Potential Impact of Expansion



Affiliate Faculty

IUSM-Indy or AHC

- Title same as IU faculty
- Promotion criteria same as IU faculty
- Voting rights in IUSM
- Principal performance criterion: Teaching
- Expectations set by chair
- Initial appt up to 3 yrs
- Subject to review and re/appointment by chair

IUSM Regional Campus

- Title: Adjunct Clinical _____
- Promotion criteria similar to volunteer faculty
- No voting rights
- Principal performance criterion: Teaching
- Expectations set by chair
- Initial appt up to 3 yrs
- Subject to review and re/appointment by chair



**FACULTY STEERING COMMITTEE
SIGN-IN SHEET
September 17, 2015**

Name	Role	Present
Steve Bogdewic, PhD	Ex Officio	<input checked="" type="checkbox"/>
Amanda Benaderet, MD	Student Promotions	<input checked="" type="checkbox"/>
Randy Brutkiewicz, PhD	Graduate Studies	<input type="checkbox"/>
John Christenson, MD	Lecturer & Clinical Rank Faculty Promotions	<input type="checkbox"/>
Deb Cowley	Ex Officio	<input type="checkbox"/>
Dipika Gupta, PhD	Regional Rep	<input checked="" type="checkbox"/>
Eyas Hattab, MD	Secretary-Elect	<input checked="" type="checkbox"/>
Paul Herring, PhD	Promotion & Tenure	<input 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"/>
Alan P Ladd, MD	President	<input checked="" type="checkbox"/>
Sarah Landsberger, PhD	Awards	<input type="checkbox"/>
Tim Masterson, MD	IUHP Rep	<input checked="" type="checkbox"/>
Dan Rusyniak, MD	Secretary	<input type="checkbox"/>
Uma Sankar, PhD	Biomedical Research	<input checked="" type="checkbox"/>
Margaret Schwarz, MD	Regional Rep	<input checked="" type="checkbox"/>
Christine Stehman, MD	Academic Standards	<input type="checkbox"/>
Yuichiro Takagi, PhD	Admissions	<input type="checkbox"/>
Jonathan Ting, MD, MS	Faculty Development Coordinating Committee	<input type="checkbox"/>
Emily Walvoord, MD	President-Elect	<input checked="" type="checkbox"/>
Bree Weaver, MD	Community Relations	<input checked="" 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 checked="" type="checkbox"/>
Todd Bertrand, MD	Orthopaedic Surgery	<input type="checkbox"/>
Bart Besinger, MD	Emergency Medicine	<input checked="" type="checkbox"/>
Thomas Birdas, MD	Surgery	<input checked="" type="checkbox"/>
Brandon Brown, MD	Radiology	<input type="checkbox"/>
Tim Corson, PhD	Ophthalmology	<input checked="" type="checkbox"/>
Ted Cummins, PhD	Pharmacology & Toxicology	<input checked="" type="checkbox"/>
Alex Dent, PhD	Microbiology & Immunology	<input checked="" type="checkbox"/>
Matthew Kuhar, MD	Pathology	<input checked="" type="checkbox"/>
Hai Liu, PhD	Biostatistics	<input type="checkbox"/>
Tim Masterson, MD	Urology	<input checked="" type="checkbox"/>
Lisa Mims, MD	OB/GYN	<input checked="" type="checkbox"/>
Rick Nelson, MD, PhD	Otolaryngology	<input type="checkbox"/> via polycorn
Mara Nitu, MD, DC	Pediatrics	<input checked="" type="checkbox"/>
Fred Pavalko, PhD	Cellular & Integrative Physiology	<input checked="" type="checkbox"/>
Whitney Pratt, MD, PhD	Physical Medicine & Rehabilitation	<input type="checkbox"/> via polycorn
Richard "Ben" Rodgers, MD	Neurological Surgery	<input checked="" type="checkbox"/>
Noelle Sinex, MD	Medicine	<input type="checkbox"/>
Dan Spandau, PhD	Dermatology	<input checked="" 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 checked="" type="checkbox"/>
	Family Medicine	<input type="checkbox"/>
	Neurology	<input type="checkbox"/>
	Radiation Oncology	<input type="checkbox"/>
	Psychiatry	<input type="checkbox"/>