

# Minutes

## Fall Faculty Meeting

October 27, 2014

### Call to Order

Abigail Klemsz, MD, PhD, President of the Faculty called the meeting to order and welcomed attendees to the Fall Faculty Meeting.

Abby remarked about the email she sent a few weeks ago asking for a reaffirmed commitment to the IUSM Honor Code. As of the time of the meeting, 1175 people had completed the online form. Paper copies were made available during the meeting for those that had not signed yet. If you have not had a chance to sign the Honor Code, we have laptops available for you to sign the Code today.

Meeting minutes from our Spring Faculty Meeting were approved by the Faculty Steering Committee and are available via the FSC webpage. Minutes from today's meeting will be posted after approval by the FSC at our next meeting, November 20. If you have questions, agenda items or issues you would like discussed, please feel free to submit those to us by visiting our website ([www.facultysteering.medicine.iu.edu](http://www.facultysteering.medicine.iu.edu)) and clicking on the Submit Questions and Agenda Items in the left hand column. As a reminder, meeting minutes from our monthly FSC meetings are also posted on our website. A new feature added to those postings is a monthly Dean's update.

### Presentations

- *School of Medicine Update* – Jay Hess, MD, PhD, vice president for University Clinical Affairs, dean of the School of Medicine. FULL SLIDE DECK ATTACHED.

#### Highlights

- Record highs in federal grant submissions and early phase clinical trials. The number of successful proposals from researchers at IU School of Medicine to the National Institutes of Health is up 13 percent this fiscal year and the number of both cancer and non-cancer phase 1 and phase 2 clinical trials has risen about 25 percent over the past two years.
- The rise in clinical research is due in part to efforts to make the school more attractive to industry partners through the reduction of internal review board approval times for new contracts and confidentiality agreements. Dr. Hess also encouraged faculty to take advantage of several programs designed to improve the competitiveness of their research and research applications, including:
  - [Project Development Teams](#) -- eight committees of multidisciplinary researchers overseen by the Indiana Clinical and Translational Sciences Institute to assist investigators in developing ideas into well-designed translational research projects
  - [Peer Review Mentorship Committees](#) -- a program from the IUSM Dean's Office focused on assisting research proposals in the neurosciences, cardiovascular diseases and obesity, diabetes and metabolic syndromes
  - [Independent Investigator Incubator](#) -- a faculty mentorship program for junior investigators focused on increasing research competitiveness
  - [Industry Collaboration Portal](#) -- a project to facilitate collaboration between academic researchers and local industry
- Another major focus of the school -- population health -- was highlighted with spotlights for three major projects in this area: the creation of a Management Services Organization at IU Health; the [Healthy Aging Brain Center](#), led by Malaz Boustani, M.D., which now provides treatment to over 2,000 area adults with cognitive impairment, dementia and depression; and the [OPTIMISTIC Project](#), led by Greg Sachs, M.D., which is working to reduce potentially avoidable hospitalization in 19 residential nursing homes across Indianapolis.
- Dr. Hess also discussed renovation plans for the former Wishard Hospital site, acquired by IU in a land swap upon the opening of the Sidney and Lois Eskenazi Hospital. In addition to the new [Regenstrief](#)

[Building](#), Dr. Hess cited two major projects in the works: the conversion of the former Regenstrief Building to house the new [IU Center for Interprofessional Health Education and Practice](#) and of the adjacent Dunlap Building to contain the new Center for Chemical Biology and Drug Discovery. Final approval on the Dunlap site is anticipated in late December. The former Regenstrief Building will also contain space for the recently established IU Richard M. Fairbanks School of Public Health as well as IU School of Dentistry. The Dunlap site will also provide space for the new Center for Musculoskeletal Research, which will involve the recruitment of new faculty in areas such as cartilage biology, muscle biology and rheumatology. Seven major faculty hires are also planned to provide leadership to the drug discovery program.

- Additionally, Dr. Hess pointed to a 40 percent increase in student applications – with an average GPA of incoming students of 3.74, a record high for the school. He also discussed a planned 300 slot expansion of primary care residencies across the state. On the horizon are the upcoming launch of a new master’s program in innovation and implementation science and a new fellowship program in health care administration expected in 2017.

- *Compensation Plan Update* – Mary Dankoski, PhD, executive associate dean for Faculty Affairs and Professional Development. FULL SLIDE DECK ATTACHED.

#### Highlights

- 2014 Faculty Vitality Survey results summary was made available to meeting attendees (see attached). Results of the survey indicate the Clinical Track Faculty have significantly lower levels of career satisfaction than our Tenure Track Faculty. Steps are being taken to address that by looking at revising our Standards of Excellence in Service and Teaching and putting more efforts into mentoring and career development consultations. The results are also discussed with every department chair during their Department Annual Review (DAR), which are currently being held. Dr. Dankoski will also be attending departmental faculty meeting to discuss the result of the survey in order to have a more comprehensive discussion about faculty vitality.
- Faculty Effort Guidelines is the companion document to the Compensation Guidelines and were discussed in detail at the Spring Faculty meeting. The Guidelines are intended to provide role clarity for faculty, which is known to create greater role clarity in order to increase satisfaction. As a result of the discussion at the Spring Faculty meeting, a group was put together to take the comments received along with additional institutional homework in order to revise the document. Copies of the policy were made available to meeting attendees as well as the FAQ’s.
- Major Changes:
  - Chairs & Center Directors charged with developing unit-specific faculty effort policies
  - New section about Research Education
  - Research Area
    - Goal: External funding to support 80% of research effort
    - Minimum Expectation: External funding to support 60% of research effort
    - 3 year rolling average

- *Educational Affairs Update* – Peter Nalin, MD, executive associate dean for Educational Affairs. FULL SLIDE DECK ATTACHED.

#### Highlights

- New curriculum rollout postponed to 2017
- Want to focus on LCME and Self-study, incorporate any changes that may emerge from process
- Anticipate LCME site visit in November 2016
  - This is the first visit since all of our regional campuses began offering education in the 4 year program.
  - By postponing curricular reform, we will be able to ensure adequate resources and support for the accreditation visit as well as use the self-study process to further inform what our curriculum should be.

## Question & Answer Session

### Online questions submitted

1. Q1: Effort document – . . . consider modifying the 80% and 60% goal in light of current external funding environment.
  - a. Mary Dankoski: The committee spent a lot of time discussing the funding environment and trying to balance research fiscal needs with Dept and faculty members individual needs. There was a lot of variability in Departments expectations with some having none and other 100% funding requirement. We wanted to standardize it. We will work with Departments to implement this. One new aspect is that reaching 80% funding would make you qualify for a bonus. To help individuals we are also working to improve the annual review process and to change the standards in P&T to better support team science and collaborative work.
2. Q2: Question regarding tenure definition and the need for academic and financial freedoms . . . Base salaries are already low and the salary cuts proposed if not achieving the 60% goal would impinge on financial freedoms.
  - a. Mary Dankoski: What tenure means is under national debate as well as what financial freedom means. We think the compensation is helpful as it provides a standardized framework for faculty and chairs. This will prevent chair from decreasing salary arbitrarily that has happened. Now it is transparent across the campus.
3. Q3: Satisfaction all time low:
  - a. Mary Dankoski: The data from the vitality survey does not really reflect this. The survey does show a few areas where we are lower (i.e., clinical faculty lower satisfaction). And looking at both the quantitative data with the qualitative comments we know we have areas we can improve. One thing we are working on is creating better alignment with IUHP and an improved funds flow model. We are also increasing programs and support for mentoring and career development.
4. Q4: Do faculty participating as CPS facilitator get compensation for teaching?
  - a. Peter Nalin: We will be addressing the heterogeneity of faculty compensation for teaching in the future. (Mike Sturek commented that CPS does come back to departments)

### Questions/Comments from the floor

1. Mike Sturek – further commented on the fact that we are protected by having a transparent system. Furthermore we got tenured by getting external funding so this shouldn't be anything we are not already good at.
2. The statistics I saw suggests that average research salary support is only 37% funding so do you anticipate that majority of our faculty are going to take a 10% salary cut.
  - a. Dean Hess – No we anticipate people will be submitting more grants. Many senior faculty have submitted no grants in several years. We will also deal with extenuating circumstances and there will be a grievance process to address any salary deductions that faculty feel are unjust.
3. By forcing people to increase their salary lines in grants with modular budgets have you thought about how this will affect the people under you and the money needed to do the grants? Do you know if non-modular grants have similar funding rates as modular grants?
  - a. Dean Hess – Yes the 43% grant amount is high but we need to submit more non-modular grants.
  - b. David Wilkes – The data shows non-modular budgets were more successful than modular budgets

## Adjournment

To view a full recording of this meeting using your IU network login information, go to:

<http://medaudio.medicine.iu.edu/Mediasite/Catalog/Full/9518c4a6c5cf4993b21cbd53e828a92521/bdf686083e474f49ae7387da66bf454114/9518c4a6c5cf4993b21cbd53e828a92521>