

FACULTY STEERING COMMITTEE MEETING

Thursday, October 18, 2012

12:00 Noon – Daly Center, Room MF 186

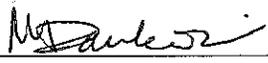
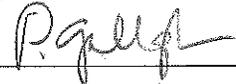
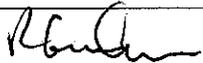
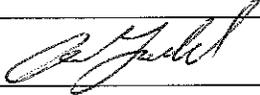
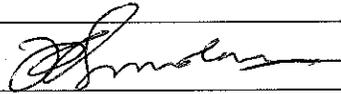
Minutes

<i>Topic</i>	<i>Time</i>	<i>Individual Responsible</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
1. Call to Order		Richard Gunderman, Past President	Meeting was called to order at 12:10pm by Richard Gunderman.	
2. Old Business				
a. Approval of Minutes from Sept. 20, 2012	5 min	Richard Gunderman, Past President	a. Meeting minutes from the September 20 th meeting were approved unanimously.	*A link to the committee description page will be added to the Faculty Preferences Sheet.
b. Preferences Sheet Update	5 min	Mary Dankoski, Secretary	b. Mary Dankoski reviewed the faculty preferences sheet online. Updates have been made to the language of the form as well as the descriptions and information for the committees and positions. It was recommended that a link to the committee description page be added to the preferences sheet in hopes that the additional information will help increase attendance to committee meetings, specifically the Faculty Steering Committee (FSC).	
3. Dean's Business	20 min	Craig Brater		
a. New facility, IUSM-Lafayette at Purdue University Center			a. Dean Brater discussed the new facilities at the IUSM-Lafayette at Purdue University center. The new facility will be shared with other health related schools at Purdue. There has been good support and interest from donors in the Lafayette community to help make these much needed improvements happen. Anticipated completion date is 2014.	
b. Curricular Reform			b. Curricular Reform website was presented to the Dean's executive group. The Dean was particularly impressed with the student involvement that took place within this effort, which has taken over 2 years and involved more than 250 internal and external individuals. An announcement will be made in Scope introducing the website and faculty members are encouraged to use the website to give feedback and ask questions. Maryellen Gusic, Executive Associate Dean for Education Affairs is scheduled to present more at the November FSC meeting.	
4. Committee Report			REMINDER:	
a. None			November – P&T Committee	

<p>5. President's Business</p> <p>a. Report from 10/11/12 meeting with Russell Reynolds Assoc., Dean's Search Recruitment firm</p>	10 min	Alan Ladd, Secretary-Elect	<p>a. Russell Reynolds Associates is the external recruitment firm working with the School in the search for the next Dean. The firm identified the FSC as 1 out of 10 stakeholder groups and scheduled a meeting on Oct. 11, 2012. The purpose of this meeting was to determine what the FSC felt was important to look for in the next Dean . Alan Ladd, James McAteer, Dave Daleke (via polycom), Elizabeth Whipple, Deb Cowley, and Krista Hoffmann-Longtin were present for the meeting. Jim McAteer expressed concern that the expectations for the meeting were poorly communicated and left the group unprepared to provide specific information so a more generalized approach was taken. The meeting was beneficial in that Chair of the Search Committee, John Williams, Dean of the School of Dentistry was able to gather information about the School of Medicine and what challenges might a new Dean face. The firm provided their contact information, which is also available on the Search Committee webpage. The search committee, advisory committee and external recruitment firm are all working aggressively to identify a successor before Dean Brater retires.</p>	
<p>b. Scholarship Initiative</p>	10 min	Karen West	<p>b. Karen West and Jim Brokaw visited the meeting to present information regarding the Faculty & Staff Scholarship Initiative. Their goal is to visit as many faculty, committee, department and staff meetings as possible to discuss in person the scholarship opportunity initiated by the Admissions and Scholarship Committee. Each attendee was given a letter explaining the initiative and a giving envelope. The letter is attached. If you would like a giving envelope, please contact Melody Darnall at mldarnal@iupui.edu</p>	
<p>6. New Business</p> <p>a. Sloan Award</p>	10 min	Mary Dankoski	<p>The IUSM was awarded a \$250,000 grant for Faculty Career Flexibility through the AAFP and Alfred P Sloan Foundation, as previously shared in the August FSC meeting. Mary Dankoski presented the specific components of the grant. Please see the attached presentation.</p>	
<p>7. Questions and Open Discussion</p>	5 min	Richard Gunderman, Past President	<p>No further questions.</p>	
<p>8. Adjournment</p>			<p>Meeting was adjourned at 1:22pm.</p>	

**FACULTY STEERING COMMITTEE
SIGN-IN SHEET**

October 18, 2012

Name	Role	Initials
Matthew R. Allen, Ph.D.	Biomedical Research	
D. Craig Brater, M.D.	Dean, Ex-Officio	
Jennifer N. Choi, M.D.	Academic Standards	
Deborah K. Cowley	Academic Admin, Ex-Officio	
David L. Daleke, Ph.D.	Regional Rep	
Mary E. Dankoski, Ph.D.	Secretary, IUPUI FC Rep	
Timothy J. Ellender, M.D.	Curriculum Council	
Patricia J. Gallagher, Ph.D.	Graduate Studies	
Thomas A. Gardner, M.D.	IUHP Rep	
Richard B. Gunderman, M.D., Ph.D.	Past-President	
Susan J. Gunst, Ph.D.	Promotions and Tenure	
Sandeep K. Gupta, M.D.	Lecturer and Clinical Rank Faculty Promotions	
Nasser H. Hanna, M.D.	Admissions	
Krista Hoffmann-Longtin, M.A.	OFAPD, Ex-Officio	
Debra C. Kirkpatrick, M.D.	President-Elect	
Alan P. Ladd, M.D.	Secretary-Elect	
James A. McAteer, Ph.D.	Faculty Development Coordinating	
Peter M. Nalin, M.D.	Student Promotions	
Chandru Sundaram, M.D.	IUHP Rep	
Robert V. Stahelin, Ph.D.	Regional Rep	
Elizabeth C. Whipple, M.L.S.	Community Relations	
Kenneth E. White, Ph.D.	Awards	
Jerry V. Young, M.D.	President	

James Broken
Karen West

Guest
Guest

J-B
CW



INDIANA UNIVERSITY

SCHOOL OF MEDICINE

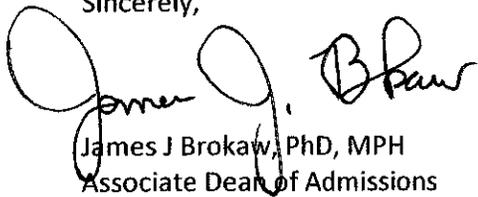
October 1, 2013

Dear Colleague:

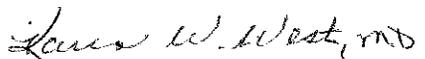
As you may know, the average debt load for our graduating medical students has risen substantially in recent years and is now approaching \$160,000. Every year Indiana University School of Medicine loses talented students from all types of backgrounds because we cannot provide the same level of scholarship support as many of our competing institutions here in the Midwest. Last year 33 of our accepted students listed the reason for matriculating elsewhere as "scholarship offers." Therefore as co-chairs for the Medical School Admissions Committee and Scholarship Committee we would like to announce an opportunity for the faculty and staff to contribute to a special \$100,000 scholarship fund that will be matched by an additional \$100,000 to establish an endowment that will be used for ongoing support. Please keep in mind that there are over 1000 full time faculty and staff at our school and that is each of us could pledge \$1000 (or more) over \$1,000,000 could be raised. We are well aware that solicitations for donations to various worthwhile causes come to you (and us) in the mail almost on a weekly basis and that the economy has been sluggish in the last several months. Keeping all that in mind, we hope that you will be reflective and seriously consider a pledge over four years or as a single outright gift toward this one million dollar goal. After the first \$100,000 has been raised, the remaining funds raised will be used to establish other ongoing scholarships for our medical students. We have been able to provide an option for payroll deduction if that works better for you.

Should you have questions about this initiative please do not hesitate to contact either of us. The sooner the \$100,000 is in the hands of the Foundation the sooner the match occurs and the funds can be an available award for a member of next year's incoming class. Please consider this tax deductible donation before the conclusion of this year. We appreciate your consideration and participation in this worth endeavor. There is a donation form included in this correspondence for your convenience.

Sincerely,



James J Brokaw, PhD, MPH
Associate Dean of Admissions
Associate Professor
Co-chair Admissions Committee



Karen W West, MD
Class of 1977
Professor of Surgery
Co-chair Admissions Committee

Faculty Career Flexibility Accelerator Plan

Supported by the American Council on
Education and the Alfred P. Sloan Foundation

Office of Faculty Affairs and Professional Development

October 2012



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

The Project

- \$250,000 grant
- One of five medical schools
- Focus on 3 factors that lead to high satisfaction with workplace flexibility:
 - **Role clarity**
 - **Social support for work/life integration**
 - **Input into one's schedule**
- Programs support faculty at all phases of the career lifecycle



**ALFRED P. SLOAN
FOUNDATION**



SCHOOL OF MEDICINE

INDIANA UNIVERSITY



Role Clarity

- Communicate policies and procedures through a web-based *Work-Life Portal*
- Revise faculty appointments and promotion and tenure criteria so expectations match work realities
- Clarify policies regarding part-time faculty and advocate for change in part-time faculty benefits and engagement





Social Support

- Enhance recruitment across institution and create a school-wide system for recruiting dual career couples
- Engage senior and emeritus faculty more regularly in opportunities for coaching and mentoring
- Investigate ways to increase support for dependent care giving demands





Schedule Control

- Promote opportunities to increase the use of technology for working and attending meetings remotely
- Partner with departments and clinical units to develop shared understanding of preferences for work-life integration and the structure of work





Next Steps

- Create advisory board and working groups
- Review vitality and institutional survey data to identify gaps
- Create metrics to measure progress for each goal
- Coming soon: <http://worklife.medicine.iu.edu>





Contacts

- Administered by the Office of Faculty Affairs and Professional Development (OFAPD)
- Contact: (317) 278-3089
- ofapd@iupui.edu

