

Faculty Steering Committee AGENDA

Thursday, February 21, 2013 • 12:00 Noon • Daly Center, Room MS 186

<i>Topic</i>	<i>Time</i>	<i>Individual Responsible</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
1. Call to Order		Jerry Young, President	The meeting was called to order at 12:05pm	
2. Old Business a. Approval of Minutes from January 17, 2013	5 min	Jerry Young, President	Correction was noted to spelling of Dr. Reuben Kapur.	Minutes were approved pending the correction to the spelling of Dr. Kapur's name.
3. Dean's Business a. AAMC CFAS Discussion	10 min	Mary Dankoski, OFAPD	*See attachment 1. Mary Dankoski presented this document on behalf of Stephen Bogdewic, EAD for Faculty Affairs & Professional Development, in his absence. The FSC has been asked to help identify faculty members that could be appointed to serve the AAMC CFAS. The time commitments to this committee are unclear at this point since it is a new group.	<ul style="list-style-type: none"> • For future appointments, this committee will be added to the Faculty Preferences Sheet • For this first appointment period, FSC members will send names to Melody by March 7 • A list of Division Chiefs will be sent to the FSC • Ask the AAMC to provide us a report of participating members from IU • Suggested Faculty: Richard Gunderman, Jennifer Choi, Tim Ellender, Nick Barbaro, Julie Welsh, Laura Torbeck, Ron Shew
4. Committee Report a. Academic Standards	10 min	Jennifer Choi, Academic Standards Chair	*See attachment 2 Jennifer Choi presented a summary of the work that the Academic Standards Committee has completed throughout the year. Jennifer distributed the committee's timeline and the review template the committee uses. ASC removed the competencies and centers from the review because any issues within those will come out in the review of courses. ASC has completed all of the clerkship reviews. The outcome of the clerkship reviews was very positive. Clerkships are run very well and accomplish the goals they set out to	

			accomplish. Students are doing well on step 2 and shelf exams. Student evaluations were appropriate. Basic Science courses are being reviewed next. ASC has added 10-15 minute education development during each meeting to improve the level of expertise as it relates to education.	
5. President's Business a. Faculty Election Ballot	10 min	Jodi Smith, President-Elect	<p>*See attachment 3</p> <p>In preparation for the Faculty Election, the proposed ballot was presented to the FSC for vetting. Once approved</p> <ol style="list-style-type: none"> 1. OFAPD will put the ballot into Oncourse. 2. A weblink will be emailed to eligible voting faculty (which included affiliates, but not part time) 3. Faculty will log in with their CAS authentication to cast their vote. 4. Voting will be open from Monday Feb 25 – Friday March 22 5. Reminders will be sent periodically throughout the voting period via InScope and email 	<ul style="list-style-type: none"> • The Faculty Election Ballot was reviewed and vetted by the FSC.
6. New Business a. Honor Code	10 min	Emily Walvoord, OFAPD	<p>*See attachment 4</p> <p>This code was written by the Student Honor Council in academic year 2001-2002 and is currently being signed by incoming students and house staff. Dean Brater would like all faculty to sign this as well as being included in the new faculty offer packets.</p>	<ul style="list-style-type: none"> • The Honor Code was reviewed and unanimously approved to be a requirement for all current and incoming faculty to sign.
b. Vitality Survey	10 min	Mary Dankoski, Secretary	<p>*See attachment 5</p> <p>Mary provided a very brief overview of the Vitality Survey.</p>	
7. Questions and Open Discussion	5 min	Jerry Young, President	<p>Announcements were made:</p> <p>*Spring Faculty Meeting: Tuesday, Feb. 26 @ 4:00</p> <p>*Dean Candidate Forums: check Search Committee Website</p>	
8. Adjournment			The meeting was adjourned at 1:17pm	

DRAFT



February 15, 2013

**Association of
American Medical Colleges**
2450 N Street, N.W., Washington, D.C. 20037-1127
T 202 828 0400 F 202 828 1125
www.aamc.org

Members, Council of Deans

Dear Colleagues:

As you may recall, the AAMC Assembly and the AAMC Board of Directors recently voted to transition the AAMC's Council of Academic Societies (CAS) to the Council of Faculty and Academic Societies (CFAS). The new CFAS will officially replace the CAS on July 1. The most significant change is that each medical school is being asked to make two faculty appointments to the Council. We write to ask for your help in appointing representatives to the CFAS and to model processes for involving your faculty in the decision. We request that you make your appointments by April 1.

As you may remember, schools are being asked to identify two representatives: the first to come from the senior leadership ranks (such as chair, division director, program director, center director – but without a dean's office appointment), and the second to be a faculty member within 10 years of initial faculty appointment. Thus, we will have both current and future faculty leaders represented in the new Council. Critical to CFAS's credibility as the voice of faculty in the AAMC leadership, it is important that appointments to the Council be done in consultation with faculty, rather than being a traditional "dean designation." We realize that your school's methods of appointment will be unique to your institution and that each of the appointments may require a different consultation pathway. We are sharing this request with your representative to the AAMC Group on Faculty Affairs as you may wish to discuss with them processes for your school to make these appointments.

The initial terms for representatives will be randomly staggered (two to four years), with subsequent terms of three years. Reappointment will be possible. Attached is a brief CFAS representative "roles and opportunities" description developed by the current CAS Administrative Board. Also attached is a brief response form that should be emailed to CFAS@AAMC.org or faxed to 202-828- 4794.

In addition to learning of your institution's appointments to the new Council, we also would like to capture the method you used to consult with faculty on the appointment. We ask that you provide a brief description of the selection process on the attached form.

Although the Council will not officially begin functioning until July 1, 2013, the early appointment deadline will assist the provisional CFAS Nominating Committee in its effort to develop a slate for the inaugural CFAS Administrative Board.

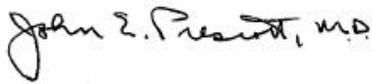
Members, Council of Deans
February 15, 2013
Page Two

We appreciate your participation and leadership in this critical appointment process. Please feel free to contact us or Tony Mazzaschi (202-828-0059 or CFAS@AAMC.ORG) if you have any questions.

Sincerely,



Kathleen G Nelson, MD
Chair, Council of Academic Societies



John Prescott, M.D.
AAMC Chief Academic Officer



Ann Bonham, Ph.D.
AAMC Chief Scientific Officer

Attachments

**Association of American Medical Colleges
Council of Faculty and Academic Societies (CFAS)
Representatives: Duties and Opportunities**

The purpose of the Council of Faculty and Academic Societies (CFAS) is to serve as a forum reflecting the diversity of medical school faculties represented by the Association of American Medical Colleges. Its members are drawn directly from the faculty rosters of each individual school as well as the academic professional societies that are populated with faculty from many schools. As such, the CFAS will identify critical issues facing faculty members of medical schools, provide a voice for faculty about those issues to the AAMC as they relate to creation and implementation of the AAMC's programs, services, and policies, and serve as a communications conduit with faculty regarding matters related to the core missions of academic medicine.

CFAS provides representatives:

- A venue in which to discuss the broad and varied concerns pertaining to issues in academic medicine including research, teaching, and service demands in academic health centers, promotion and tenure issues, and the mission and operations of academic societies.
- A forum in which to develop, value, and advance specialty/discipline perspectives.
- A means to develop consensus among their broad and varied constituencies.
- Opportunities for mentoring and professional development.
- Direct participation in AAMC governance through board membership.

CFAS shall have representatives from two constituencies: LCME-accredited medical schools; and academic societies that are formal members of the CFAS. Each constituency will select two (2) representatives to the CFAS.

The primary responsibility of CFAS representatives is the willingness and ability of the representative to serve the academic community by fulfilling the duties of their appointment. A desired collateral outcome is the promotion of leadership development among faculty in the academic medical community.

Representatives of CFAS will receive an initial orientation as to their duties and responsibilities, and regular updates of same. In general, these duties are in the categories of representation, communication, and advocacy.

Representation

In order to represent their constituency at the AAMC, CFAS representatives ultimately will need a general understanding of the operations and goals of the AAMC and be present at those meetings or activities where deliberations occur. CFAS representatives must develop:

- A knowledge of the structure of the AAMC and the function of Councils and Groups
- An understanding of the CFAS and its goals and mission
- Be informed of AAMC programs and activities relevant to faculty interests
- Attend and actively participate in CFAS and AAMC-sponsored programs and activities
- Actively solicit and represent concerns of faculty from the school/society, to inform CFAS

Communication

Bidirectional communication between CFAS and the sponsoring organization is critical to informing the goals, policies and programs of the AAMC, and in turn informing the sponsoring organizations of AAMC activities in support of the missions of academic medicine. The CFAS representatives should:

- Provide regular reports of CFAS activities and endeavors, especially after formal CFAS meetings, to governance or representation bodies of the sponsoring medical school or academic society.
- Bring faculty interests and concerns to CFAS discussions and deliberations.
- Distribute relevant AAMC and CFAS announcements and information to constituency.

Advocacy

In further pursuit of informing the policies and programs of the AAMC and supporting their efficacy, CFAS representatives should:

- Represent to and assist the AAMC and CFAS in development of relevant policy initiatives.
- Assist medical schools or academic societies in development of policy initiatives
- Represent faculty concerns and views to other AAMC initiatives and Groups, as appropriate.
- Actively communicate vital AAMC and CFAS policy statements and programmatic initiatives to academic, community, and legislative leadership.

There are AAMC staff who support and coordinate activities and serve as an important and ready resource to the membership.–

The Academic Standards Committee (ASC) is charged to develop and implement a systemic evaluation process for the components and outcomes of the medical education program. The ASC will review each IUSM course/learning unit, competency curricula, and student performance data at specified intervals to enhance the ability of the School to monitor and evaluate the educational program and make informed decisions to enhance the curriculum. After careful outcomes analysis, using national norms for learner performance as a frame of reference when possible and data from the assessment of learners and from faculty, the ASC will acknowledge exemplars, note deficiencies and make recommendations for the improvement of the objectives, content, pedagogy, design, learner assessments, and evaluation strategies being used by the components of the curriculum through regular reports made to the Curriculum Council Steering Committee. ASC also hears grade appeals after they have been reviewed by department chairs to make a recommendation to the Executive Associate Dean for Educational Affairs.


INDIANA UNIVERSITY

 OFFICE OF UNDERGRADUATE
 MEDICAL EDUCATION
 School of Medicine

Basic Science and ICM Course Review

Areas for Review	Discoveries
Course Goals and Objectives <ul style="list-style-type: none"> • Quality of each campuses syllabus • Clarity of goals and objectives • Are the goals/objectives for this course across centers the same? • Do course policies match school policies? 	
Content <ul style="list-style-type: none"> • Is the course content organized in such a way that the student can understand how it relates to the practice of medicine? • Is the content appropriate for this level of learner? • Is the course equivalent across all sites? 	
Integration of Clinical Science <ul style="list-style-type: none"> • How are the clinical sciences integrated into the course? 	
Competencies <ul style="list-style-type: none"> • Which competencies are covered in this course? • How are competencies being taught? 	
Assessment <ul style="list-style-type: none"> • Do course assessments map to what is being taught? • Are students told how they will be evaluated? • Do students receive adequate and timely feedback on course assessments? • How are students evaluated across sites? 	
Outcome Measures Please identify deficiencies from the following outcome measures: <ul style="list-style-type: none"> • Shelf Exam Scores • Grade Distributions 	
Evaluations Please describe actions taken from the following evaluations: <ul style="list-style-type: none"> • IUSM Course • IUSM Instructor • Departmental • AAMC Graduation Questionnaire 	

<p>Faculty Development</p> <ul style="list-style-type: none">• How are faculty recruited and developed to teach students?• When are faculty deselected from teaching duties?• What barriers to educational excellence exist in the department?• Are faculty knowledgeable about the curriculum (including the competencies)?	
<p>Best Practices</p> <ul style="list-style-type: none">• Are there any best practices discovered with regards to faculty development, course content, delivery, evaluation and/or assessment?	


INDIANA UNIVERSITY

OFFICE OF UNDERGRADUATE
MEDICAL EDUCATION
School of Medicine

Clerkship Review

Areas for Review	Discoveries
Clerkship Goals and Objectives <ul style="list-style-type: none"> • Are goals and objectives clearly stated? • Do the clerkship objectives map to school objectives? • Are course policies clearly stated and match school policies? 	
Content <ul style="list-style-type: none"> • How is the clerkship content organized and delivered? • Are students interacting at an appropriate level with an adequate volume and variety of patients? • How are core requirements met across sites? 	
Integration of Basic Science <ul style="list-style-type: none"> • How are the basic sciences integrated into the clerkship? 	
Competencies <ul style="list-style-type: none"> • Which competencies are assessed in this clerkship? • How are competencies being taught? 	
Assessment <ul style="list-style-type: none"> • Do clerkship assessments map to what is being taught? • Are students told how they will be evaluated? • How is feedback obtained? • Who is evaluating the student? • When do students receive feedback on course assessments? 	
Outcome Measures (Overall and by Campus) Please identify any deficiencies from the following outcome measures: <ul style="list-style-type: none"> • Shelf Exam Scores • Grade Distributions • OSCE Results 	

<p>Evaluations Please describe actions taken from the following evaluations:</p> <ul style="list-style-type: none">• IUSM Course• IUSM Instructor• Departmental• AAMC Graduation Questionnaire	
<p>Faculty Development</p> <ul style="list-style-type: none">• How are faculty recruited and developed to teach students?• When are faculty deselected from teaching duties?• What barriers to educational excellence exist in the department?• Are faculty knowledgeable about the curriculum (including the competencies)?	

General Eligibility Requirement:

All faculty in elected positions must be full-time, voting faculty members.

Individual Positions**President-Elect of the Faculty (Two-Year commitment, one person elected per year).**

This faculty member serves one year as President-Elect and one year as President. During both these years and the year following their term as President, this person serves on the Faculty Steering Committee. Choose one.

President Nominees

Abigail Klemsz, Pediatrics

William Wooden, Surgery

Secretary-Elect of the Faculty (Two-Year commitment, one person elected per year).

This faculty member serves one year as Secretary-Elect and the following year as Secretary of the Faculty of the School of Medicine. During both of these years, this person serves on the Faculty Steering Committee. Choose one.

Secretary Nominees

Jeffrey Rothenberg, Obstetrics & Gynecology

Emily Walvoord, Pediatrics

Yar Luan "Sam" Yeap, Anesthesia

Regional Campus Representative on Faculty Steering Committee (Two-Year Term, one person elected per year).

This faculty member represents the regional educational campuses on the Faculty Steering Committee. The committee meets monthly (except for June and July) with the Dean, usually at noon; the meeting lasts for one to two hours. **Full-time faculty from Regional Campuses only. For 2013-2014, cannot be Bloomington or South Bend.** Choose one.

Regional Rep to Faculty Steering Nominees

Gabi Waite, Cellular & Integrative Physiology, Terre Haute Campus

Brian Kennedy, Cellular & Integrative Physiology, Northwest Campus

Indiana University Health Physicians (IUHP) Representative on Faculty Steering Committee (Two-Year Term, one person elected per year).

This faculty member must be a member of either the IUHP-PC or IUHP-SC and will serve a two-year term on the Faculty Steering Committee as a representative for issues related to patient care by faculty. **Faculty from IUHP only.** Choose one.

IUHP Rep Faculty Steering Nominees

Sharmila Roy-Chowdhury, Surgery

Tim Taber, Medicine

IUPUI Faculty Council Unit Representative (Two-Year Term).

Faculty members in this role represent the IU School of Medicine on the IUPUI Faculty Council. This group meets monthly during the academic year, usually on the first Tuesday of each month from 3:30 P.M.-5:00 P.M. Unit representatives are elected for two-year terms. **No elected member shall be eligible to serve more than two terms consecutively. Tenure-track faculty only. Must select 4 representatives in 2013 (four officers, plus four who are voted upon).**

According to Karen Lee (IUPUI Faculty Council), an exception was made in the past, but cannot be made going forward. Faculty members from any track are welcome to attend, and can vote on issues deemed broad enough for all to participate.

Automatically Serve

President (Jodi Smith)

President-Elect

Secretary (Alan Ladd)

Secretary-Elect

IUPUI Faculty Council Nominees (four will be chosen)

Rafat Abonour, Medicine

Thomas Birdas, Surgery

Richard Nass, Pharmacology

Mehdi Nassiri, Pathology and Laboratory Medicine

Frank Yang, Microbiology & Immunology

Standing Committee Representatives

Two faculty are elected per year, per committee. All faculty elected to standing committees serve two year terms. One of the elected members of each committee serves as the committee's representative to the Faculty Steering Committee. Eligibility requirements are below. While many committees accept the membership of part-time faculty members, per the IUSM faculty constitution, all elected committee members must be full-time faculty members.

Academic Standards Committee.

This committee is concerned with maintaining the academic standards of the School's educational programs. Primary activities include review of National Board of Medical Examiners test results, nomination of faculty members for National Board of Testing Committees, review of the Student Course and Instructor Evaluation Program, and review of grading systems. **Full-time, tenure or clinical track faculty. Choose two.**

Academic Standards Committee Nominees

Michael McKenna, Pediatrics

Raghu Motaganahalli, Surgery

Jennelle Richardson, Pharmacology & Toxicology

Girish Vitalpur, Pediatrics

Shamaila Waseem, Pediatrics

Admissions Committee.

Through its interview and selection processes, this committee advises the Dean on applicants that should be offered a place in the Medical School class each year. The committee is also involved with recruitment efforts. **Full-time, tenure or clinical track faculty. Choose two.**

Admissions Committee Nominees

Brian Decker, Medicine
Edward Liechty, Pediatrics
Kevin McMullen, Radiation Oncology
Samisubbu Naidu, Dermatology
Kevin Smith, Radiology & Imaging Sciences

Awards Committee.

The purpose of this committee is to manage the process by which recipients are selected for school and campus-level awards. These award opportunities will be posted and competitive candidates within the school identified for nomination. **Full-time, tenure or clinical track faculty. Choose two.**

Awards Committee Nominees

Louis Cantor, Ophthalmology
John (JT) Finnell, Emergency Medicine
Theresa Rohr-Kirchgraber, Pediatrics
Yang Wang, Radiology

Biomedical Research Committee.

This committee reviews research proposals for funding available from the School for young investigators, for bridge funding, or for pilot projects using the Cores. **Full-time, tenure or clinical track faculty. Choose two.**

Biomed Research Committee Nominees

Elliot Androphy, Dermatology
Glenn Blackwood, Radiology & Imaging Sciences
Paul Dexter, Medicine
Linda DiMeglio, Pediatrics
Suk-Hee Lee, Biochemistry & Molecular Biology
Steven Miller, Surgery
Lei Wei, Pediatrics

Curriculum Council.

The Curriculum Council is concerned with the design of the School's curriculum for medical students. The Council sets curricular policy for the Indiana University School of Medicine and as policies are endorsed by the Dean, the Council will have oversight responsibility for ensuring implementation. This committee identifies strategic curricular directions, ensures that the IUSM curriculum reflects the broader school education mission and is attentive to national trends in medicine and medical education. This committee actively manages the curriculum at all nine campuses to ensure implementation of priority curricular initiatives, a robust statewide curriculum

with appropriate attention to curricular gaps and unwanted redundancy, equivalency of the curriculum, and attention to LCME policies and concerns. This committee intentionally seeks to create a professional culture and learning environment that enhances our educational endeavor and fosters excellence through our competency curriculum, and so intentionally works with transparency and in collaboration with faculty, staff and student colleagues. **Full-time, tenure or clinical track faculty. Choose two.**

Curriculum Council Nominees

Douglas Carr, Surgery

Thomas Fox, Pediatrics

Aaron Kamer, Radiology & Imaging Sciences

Kellie Kaneshiro, Ruth Lilly Medical Library

Elizabeth Whipple, Knowledge & Information Sciences

Faculty Community Relations Committee.

The Faculty Community Relations Committee recognizes that the faculty, staff and students of the Indiana University School of Medicine are affected by, and have an effect on, their surrounding neighborhood and the central Indiana community. The committee, working with university departments, such as the IUSM Office of Public and Media Relations, will promote the various educational, research and clinical programs and resources of the School of Medicine, enhancing the quality of life in the community and on campus. **Full-time, tenure or clinical track faculty. Choose two.**

Faculty Community Relations Committee Nominees

John Baldea, Family Medicine

Richard Gunderman, Radiology

Linda Han, Surgery

Marc Mendonca, Radiation Oncology

Frank Messina, Emergency Medicine

Jonathan Ting, Otolaryngology-Head & Neck Surgery

Jennifer Walthall, Emergency Medicine

Faculty Development Coordinating Committee (FDCC).

The Faculty Development Coordinating Committee (FDCC) serves as an advisory committee of the Office of Faculty Affairs and Professional Development (OFAPD). Group members research faculty issues and concerns and serve as faculty development liaisons to their departments. **Full-time, tenure or clinical track faculty. Choose two.**

Faculty Development Coordinating Committee Nominees

Yelena Chernyak, Psychiatry

Scott Renshaw, Family Medicine

Ragini Vittal, Medicine

Curtis Wright, Medicine

Xiaoling Xuei, Biochemistry & Molecular Biology

Lecturers and Clinical Rank Faculty Promotions Committee.

This committee reviews and makes recommendations concerning lecturer and clinical rank faculty dossiers submitted for promotion and/or awarding of a long-term appointment contract.

Full-time Clinical or Tenured Faculty at Full rank only. Choose two.

Lecturer and Clinical Track Promotion Committee Nominees

Deborah Givan, Pediatrics

Dennis Wagner, Anesthesia

Promotion and Tenure Committee.

Committee members are expected to familiarize themselves with School and Campus tenure and promotion requirements, to be prepared to discuss anywhere from 20 to 60 dossiers that have been submitted, and to serve as the primary or secondary reviewer of a few dossiers assigned by the committee chair. This involves a written review which the member presents to the rest of the committee. After the dossier is discussed and the vote is taken, the primary and secondary reviewers are expected to send their reviews (edited if necessary to reflect the committee's discussion) to the committee's support staff so that the committee chair can write the formal letter for the dossier. **Full-time, Tenure Track Faculty at Full rank only. Choose two.**

Promotion and Tenure Committee Nominees

Indra Das, Radiation Oncology

Millie Georgiadis, Biochemistry & Molecular Biology

Mimi Kokoska, Otolaryngology-Head & Neck Surgery

Student Promotions Committee.

This committee reviews the academic progress of our students and considers individual issues of academic probation, non-progression regarding competency curriculum, or withdrawal/dismissal from the school for failure to maintain academic standards. **Full-time, tenure or clinical track faculty. Choose two.**

Student Promotions Committee Nominees

Kathleen Boyd, Pediatrics

Eugene Ceppa, Surgery

Debomoy Lahiri, Psychiatry

Xianyin Lai, Cellular & Integrative Physiology

Kenneth Lazarus, Pediatrics

Ronald Shapiro, Radiation Oncology

Indiana University School of Medicine Honor Code

Embarking on a career in the life sciences and health care professions means accepting the responsibilities and unique privileges of these professions. These include self-monitoring and self-governance, and the responsibilities for these professional duties begin the moment that an individual starts medical school or graduate school. I understand that it is a great honor and privilege to study and work in the health care profession.

As a member of the Indiana University School of Medicine community, I promise to uphold the highest standards of ethical and compassionate behavior while learning, caring for others, performing research, and/or participating in educational activities. I do so according to the following tenets that will guide me through my career. I will strive to uphold the spirit and the letter of this code during my years at Indiana University School of Medicine and throughout my career in the health professions.

Honesty

- I will maintain the highest standards of honesty.
- If engaged in research, I will conduct these activities in an unbiased manner, report the results truthfully, and credit ideas developed and worked on by others.
- If engaged in patient care, I will be considerate and truthful, and will accurately report all historical and physical findings, test results, and other pertinent information.

Integrity

- I will conduct myself professionally.
- I will take responsibility for what I say and do.
- I will recognize my own limitations and will seek help when appropriate.

Respect

- I will respect the dignity of others, treating them with civility and understanding.
- I will contribute to creating a safe and supportive atmosphere for teaching and learning.
- I will regard privacy and confidentiality as core obligations.
- I will not tolerate discrimination.

Expectations of the University and your colleagues

Indiana University School of Medicine promises to create a professional environment that fosters excellence, abhors intolerance, and values each individual's unique contribution to our learning community.



Signature: _____

Date: _____

FACULTY VITALITY

Presented at the
Faculty Steering Committee
Feb 2013

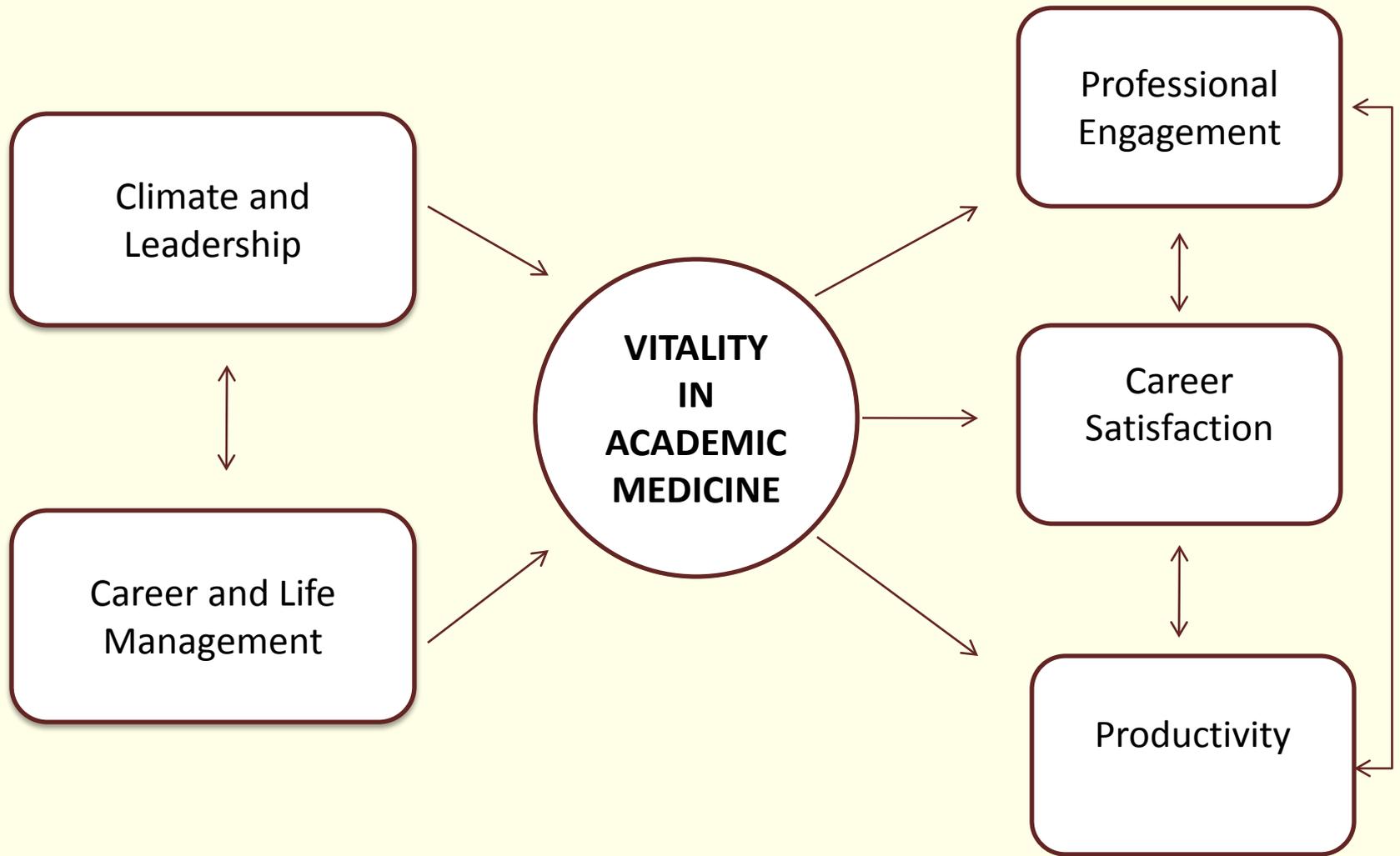
Office of Faculty Affairs and Professional Development



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

IUSM Faculty Vitality Model



Study Process and Methods

- In field from April-June 2011
- Nearly 2,200 faculty participated *IUSM N=830*
- Overall response rate of 42% *IUSM=44%*
- Response rates from 31% to 78% across institutions
- Collaborated with
 - 4 academic medical centers
 - 2 dental schools
 - 2 nursing schools
 - 1 school of health and rehabilitation science



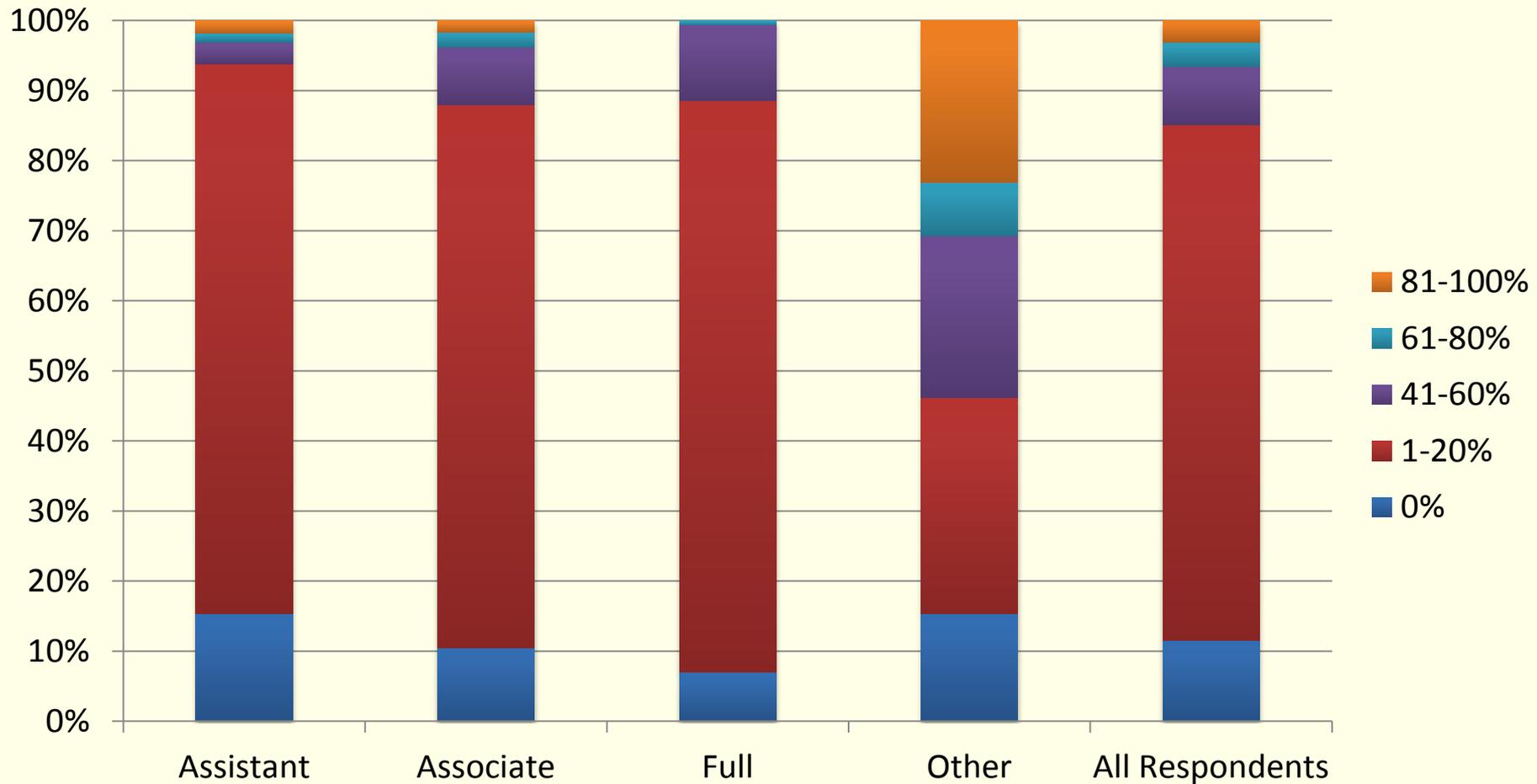
Attachment 5	IUSM	Other Academic Medical Centers	Other Health Professions	All Respondents
Track				
Tenure track	64%	48%	40%	51%
Clinical/Research	30%	44%	42%	41%
Other	6%	8%	19%	9%
Rank				
Assistant	38%	43%	44%	42%
Associate	24%	27%	29%	27%
Full Professor	31%	27%	21%	27%
Other	8%	2%	6%	4%
Degrees earned				
MD	57%	58%	1%	50%
PhD	33%	33%	33%	33%
MD-PhD	4%	4%	0%	3%
DDS	0%	0%	24%	3%
MSN, BSN, RN, ARNP	0%	0%	29%	4%
Other	6%	4%	13%	6%



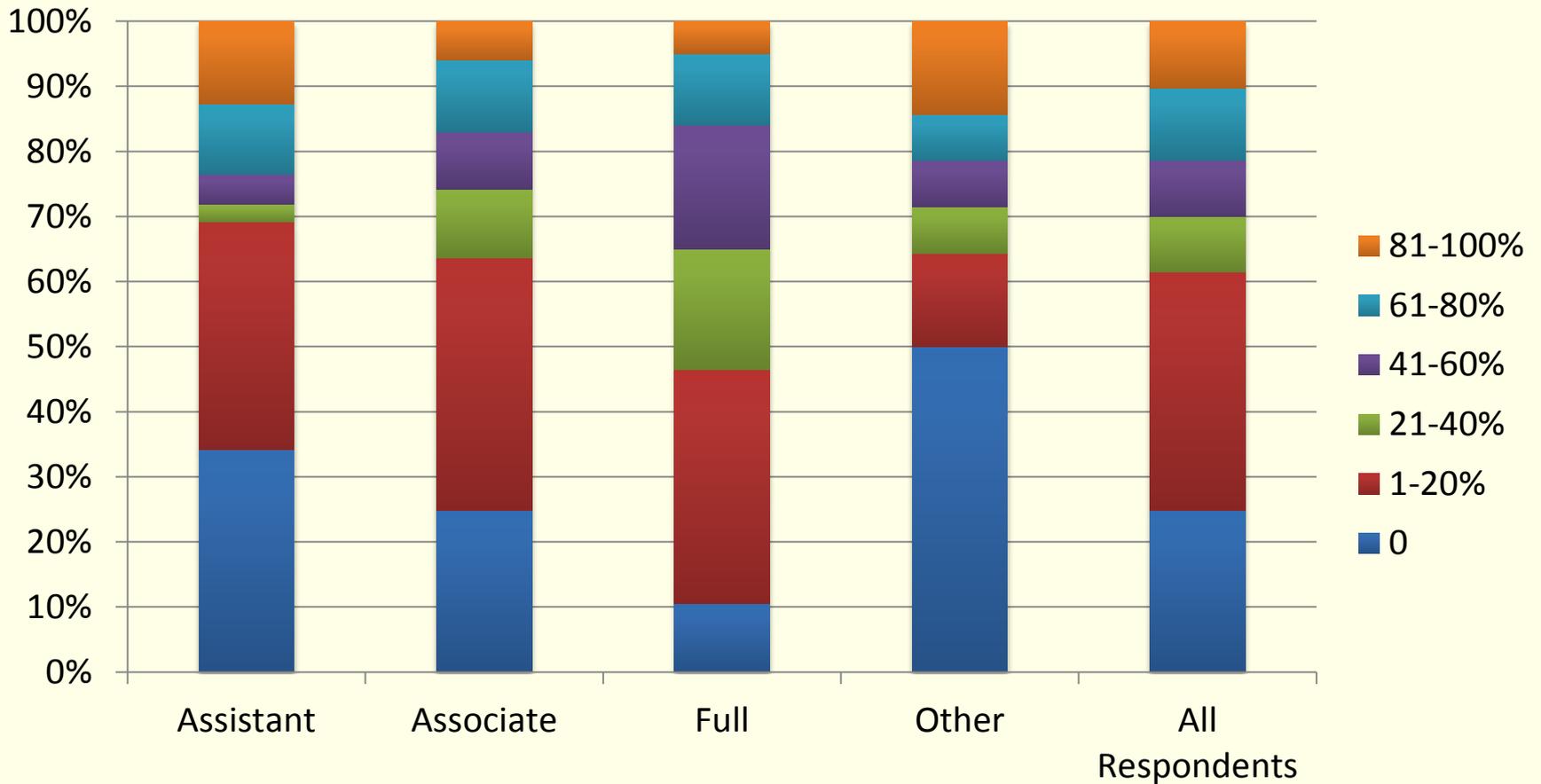
Attachment 5	IUSM	Other Academic Medical Centers	Other Health Professions	All Respondents
Employment Status				
Full-time	93%	94%	81%	92%
Part-time	7%	6%	19%	8%
Years as faculty				
4 or less	23%	20%	18%	20%
5-9	18%	21%	21%	20%
10-14	15%	15%	18%	15%
15 or more	45%	44%	42%	44%
Race / Ethnicity				
White (non-Hispanic)	69%	72%	86%	73%
Underrepresented Minority	7%	5%	4%	5%
Other	24%	23%	10%	22%
Gender				
Men	61%	63%	29%	58%
Women	39%	37%	71%	42%



Percent of Time Spent Teaching



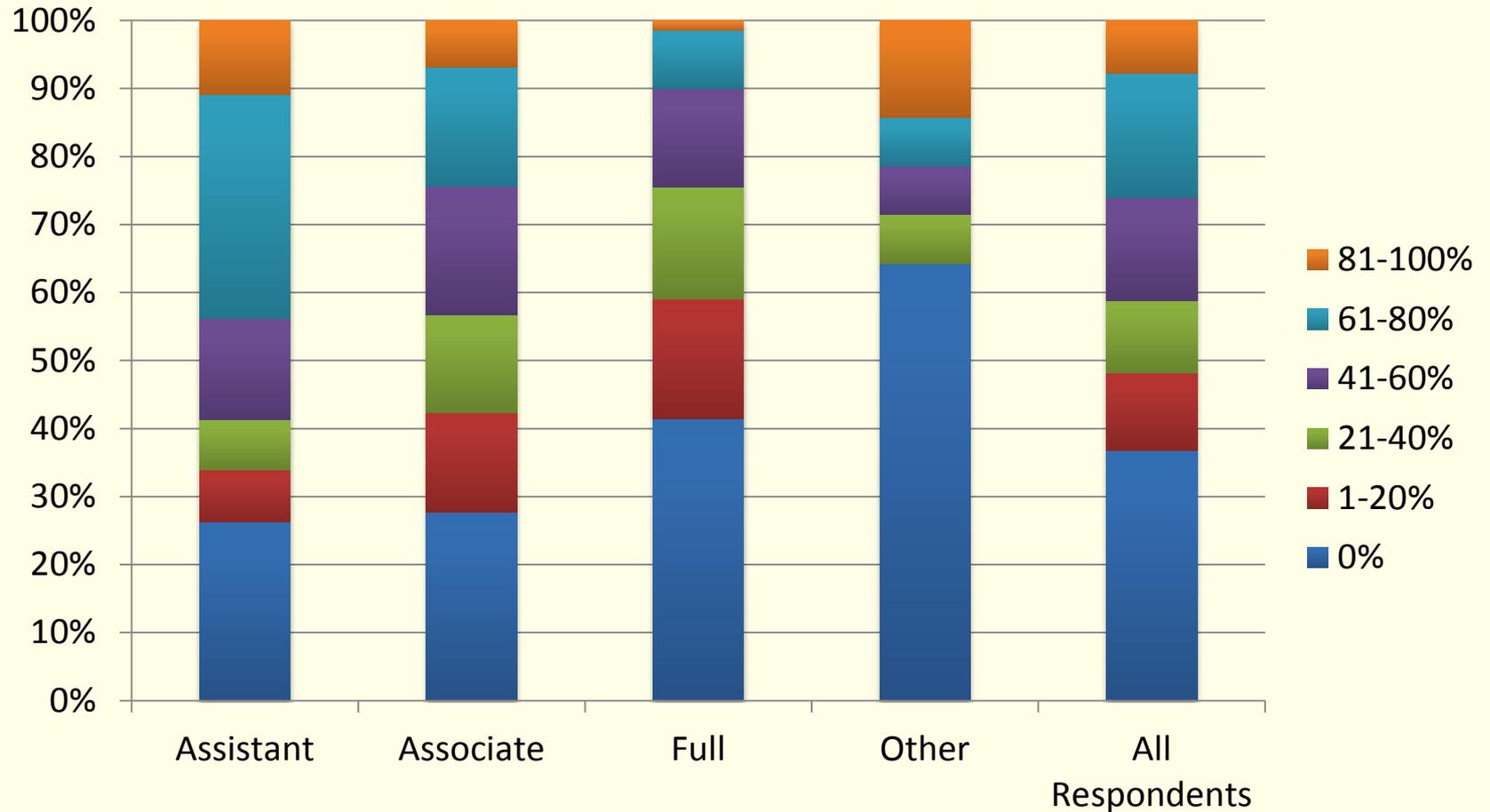
Percent of Time Spent on Research



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Percent of Time Spent Delivering Care



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IUSM Key Findings

- 79% of faculty were very or somewhat satisfied with their careers
- 70% report that their achievements are often recognized by their leaders
- URM faculty report significantly greater satisfaction ($B=.20, p<.05$) and better perceptions of climate and leadership ($B=.28, p=.05$) than white counterparts
- No significant differences by gender



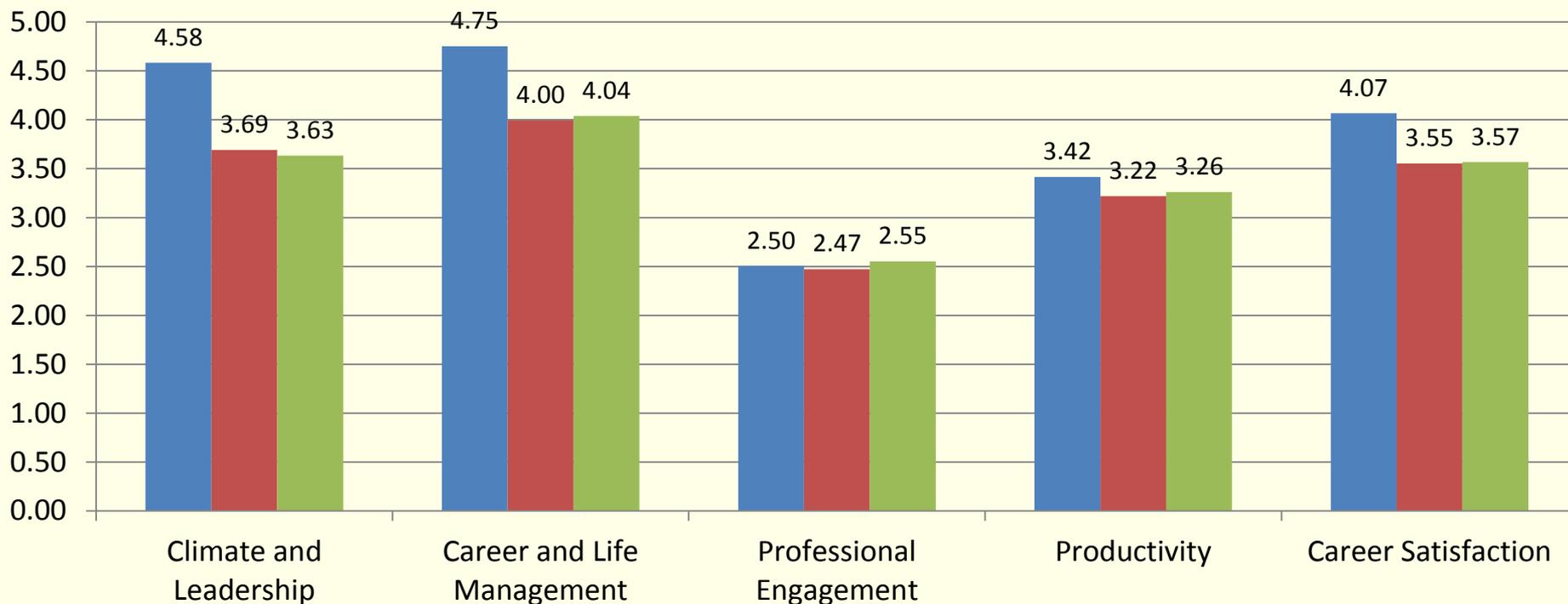
How are vitality data used?



What the data say about INDIVIDUAL DEPARTMENTS

	Sample Department	Clinical	IUSM
Climate and Leadership	4.58	3.69**	3.63**
Career and Life Management	4.75	4.00**	4.04*
Professional Engagement	2.50	2.47	2.55
Productivity	3.42	3.22	3.26
Career Satisfaction	4.07	3.55	3.57

***p<.001 **p<.01 *p<.05



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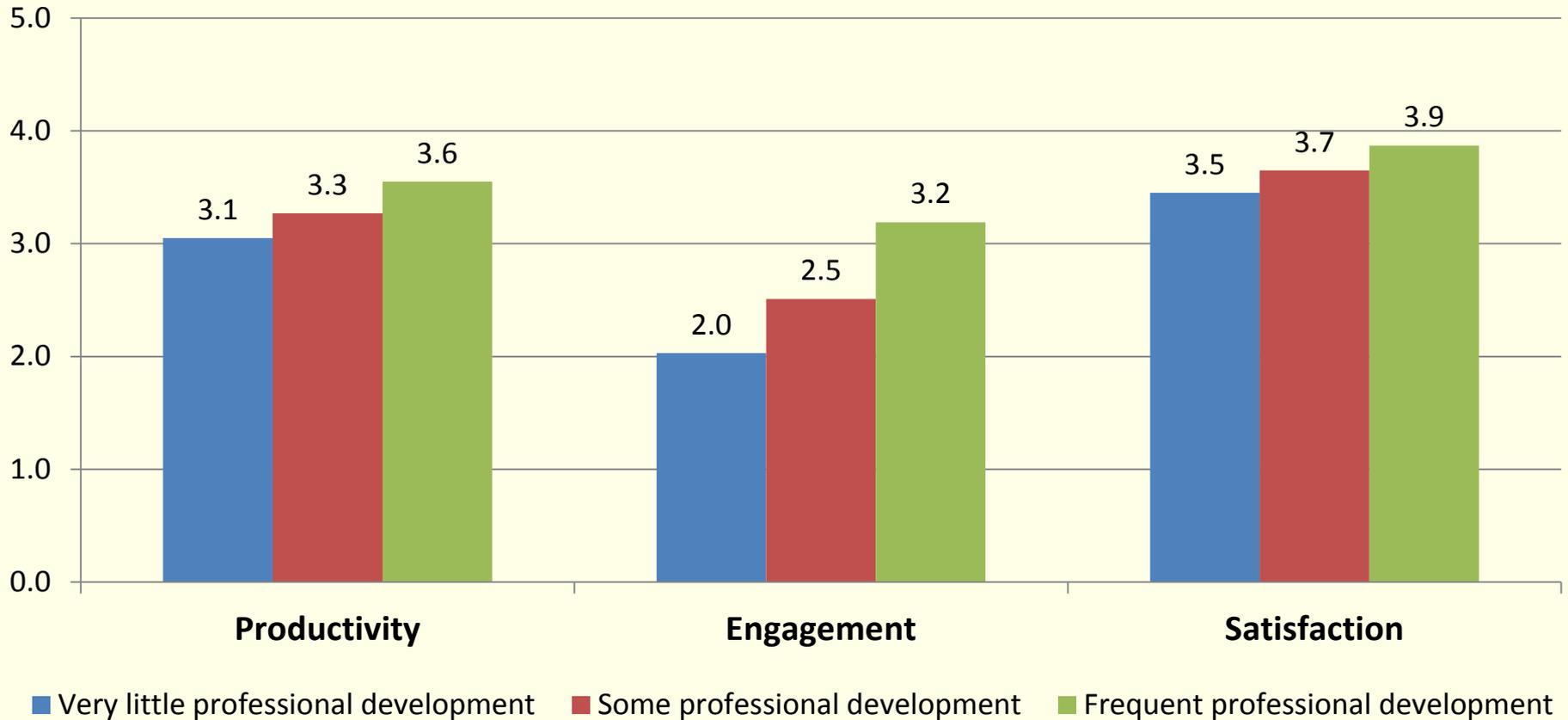
What we do with INDIVIDUAL DEPARTMENT data

- Department-specific reports issued to Chairs
- Review at DAR with Dean and EADs
- Department Chairs Development Series
- Chair 360



What the data say about FACULTY DEVELOPMENT

Professional Development and Vitality



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What we do with FACULTY DEVELOPMENT data

- Evidence base to inform faculty development offerings and initiatives
- Assess for change over time
- Shapes thinking toward ROI



What the data say about FACULTY RANK



Associate Professors: Significantly lower scores than full professors on ALL scales

Assistant Professors: Significantly lower scores on productivity and engagement than full professors

Full Professors



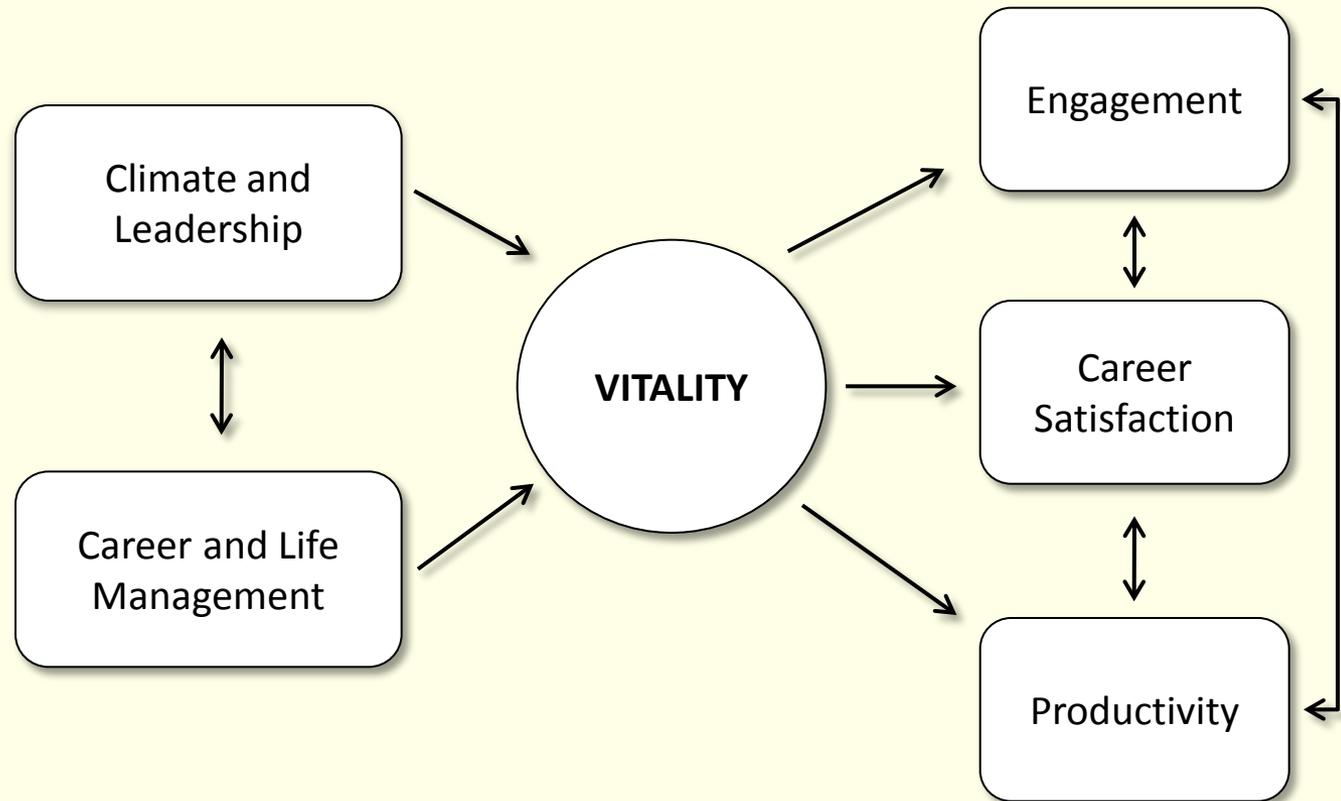
What we do with VITALITY and RANK data

- Tenure clock extension
- Associate professors focus groups
- New Mentoring Portal
<http://faculty.medicine.iu.edu/mentoring>
- Sloan Foundation Grant - emeritus and senior faculty



What the data say about INDIVIDUAL AGENCY

Earlier analyses illustrate that career and life management has a large effect on overall vitality



What we do about INDIVIDUAL AGENCY data

- Hire motivated faculty
 - Search and screen improvement efforts
 - Executive Recruitment Specialist
- Give faculty tools to manage their careers
 - IDP/Coaching
 - Sloan Award for work/life flexibility
- Focus on just-in-time resources
 - LAMP now for faculty in years 2 and 3 of appointment



Thank You!

www.faculty.medicine.iu.edu/vitality



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

**FACULTY STEERING COMMITTEE
SIGN-IN SHEET**

~~January 17, 2013~~ February 21, 2013

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	JN
Deborah K. Cowley	Academic Admin, Ex-Officio	
David L. Daleke, Ph.D.	Regional Rep	via polycom
Mary E. Dankoski, Ph.D.	Secretary, IUPUI FC Rep	MDankoski
Timothy J. Ellender, M.D.	Curriculum Council	TE
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	Sandeep
Nasser H. Hanna, M.D.	Admissions	
Krista Hoffmann-Longtin, M.A.	OFAPD, Ex-Officio	
Alan P. Ladd, M.D.	Secretary-Elect	
James A. McAteer, Ph.D.	Faculty Development Coordinating	JM
Peter M. Nalin, M.D.	Student Promotions	
Jodi Smith, M.D., Ph.D.	President-Elect	Jodi Smith
Chandru Sundaram, M.D.	IUHP Rep	CSundaram
Robert V. Stahelin, Ph.D.	Regional Rep	
Elizabeth C. Whipple, M.L.S.	Community Relations	EW
Kenneth E. White, Ph.D.	Awards	Ken White
Jerry V. Young, M.D.	President	JVYoung