

Office of Faculty Affairs
and Professional Development

IUSM

Annual Report

Our Vision

To develop a vibrant,
diverse community where
each faculty member has the
optimal capability to make
meaningful contributions
to their career goals and the
institution's mission.



SCHOOL OF MEDICINE

INDIANA UNIVERSITY

Office of the Dean



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Faculty Affairs and Professional Development

2009-2010 Annual Report

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How OFAPD Supports the IUSM Mission

Indiana University School of Medicine Mission

It is the mission of the Indiana University School of Medicine to advance health in the State of Indiana and beyond by promoting innovation and excellence in education, research and patient care.

Our Core Beliefs

- Faculty are the single greatest resource of the institution.
- Talent is a strategic resource that has no limits.
- Faculty and institutional vitality are interdependent.
- Leadership development is not optional. Leadership ensures the ability to initiate and sustain functional relationships and achieve shared goals.
- Investment in faculty development is crucial to retaining productive, well-balanced faculty and to accomplishing the mission of the School.

The IUSM Office of Faculty Affairs and Professional Development is the only unit within the School whose sole mission is the support and development for the faculty:

- establish and sustain a culture that promotes faculty vitality and diversity;
- plan and implement faculty development activities that ensure effective and successful recruitment, appointment, retention, and promotion of faculty;
- train and educate visionary, innovative leaders who are capable of promoting the school's mission and capitalizing upon emerging challenges;
- implement a life-cycle of learning experiences that enable faculty to achieve their highest ambitions as educators, investigators, and clinicians;
- communicate current faculty development opportunities to the medical school community;
- ensure consistency with the school's strategic plan and core beliefs, and ensure optimal use of limited resources by coordinating school and university-wide faculty development offerings; and
- expand participation in national and international groups that assist or promote faculty affairs, leadership, and professional development.

Our Goals and Accomplishments

Faculty Development Goals:

Our progress in achieving these goals:

Develop appropriate mechanisms for assessing faculty needs and for measuring the impact of faculty development/faculty affairs programs and offerings.

Currently conducting a survey of and interviews with LAMP participants (Leadership in Academic Medicine Program) to evaluate the impact and outcomes of this program.

Recently completed a survey of participants in the Scientific Writing from the Reader's Perspective workshop given by Dr. George Gopen. The results are being analyzed and will help us evaluate the impact of this program and the costs and benefits.

Conducted the biennial 360 degree evaluation of department chairs, allowing for individualized feedback on how they are perceived by their faculty members and for their own professional development. This year's report contained longitudinal data as well.

The OFAPD registration database is fully functional and provides us with robust data regarding the faculty, staff, and students we serve. We are able to examine our contacts by multiple demographic groups (i.e., by gender, underrepresented minority, rank, track, department, etc) for broad patterns of participation.

Published second annual State of the Faculty report (2009-2010) available on the OFAPD website. This report provides easy access to frequently needed faculty data.

Conducted face-to-face meetings with 24 junior research faculty to assess needs, goals, and problems.

Foster and sustain a culture that values and promotes faculty development and vitality. Enhance campus life through a supportive and inclusive academic environment.

With data obtained from the 2008-2009 Faculty Vitality Survey, we developed an executive briefing to summarize the results, hosted a luncheon for Department Chairs to discuss the meaning of the results at the department level, and presented the results to the Executive Committee. Plans are under way to pilot this survey at other medical schools.

Maintain and regularly update OFAPD web site that includes an events calendar/registration system: www.faculty.medicine.iu.edu.

Develop visionary, innovative leaders capable of meeting the School's present and future mission and goals through diversity, collaboration, cooperation, and teamwork.

Continued the early-career program, Leadership in Academic Medicine Program (LAMP). The cohort of faculty consists of 35 members.

- Desert Survival/Capstone Project
Average Evaluation: 4.61/5.0
- So You Want to be an Academician
Average Evaluation: 4.55/5.0
- MBTI Personality Types/Promotion & Tenure Planning: What's in a Dossier?
Average Evaluation: 4.75/5.0
- Creating a Not-To-Do List
Average Evaluation: 4.53/5.0

Upcoming Programs:

- The Versatile Clinical Teacher
- Secret Life of Grants
- Conflict Management and the Art of Negotiation
- Four Leadership Competencies

Contribute to the local, national and international stature of faculty affairs and faculty development.

Publications:

Palmer, M.M., Dankoski, M.E., Brutkiewicz, R.R., Logio, L.S., Bogdewic, S.P. (2010). An Rx for Academic Medicine: Building a Comprehensive Faculty Development Program. *To Improve the Academy: Resources for Faculty, Instructional, and Organizational Development*, 28, 292-309.

Publications Currently Under Peer Review:

Dankoski, M.E., Palmer, M.M., Brutkiewicz, R.R., Logio, L.S., Bogdewic, S.P. Taking the Pulse of Faculty Vitality: A Multi-Method Approach. Currently under review with *Academic Medicine*, Dec 2009.

Palmer, M.M., Dankoski, M.E., Smith, J.S., Logio, L.S., Brutkiewicz, R.R., Bogdewic, S.P. Exploring Changes in Culture and Vitality: The Outcomes of Faculty Development. Under review with the *Journal of Faculty Development*, March 2010.

Dankoski, M.E., Palmer, M.M., Carroll, A.E., Brutkiewicz, R.R., Logio, L.S. & Bogdewic, S.P. (under review, *Journal of the Professoriate*). On the middle rung: Understanding the faculty experience of associate professors.

Presentations:

Bodgewic, S. P. (2009, November). *Conflict Management and Negotiation*. Workshop presented to 19th Annual Professional Development Day, UAMS College of Medicine, Little Rock, AK (invited).

Bodgewic, S. P. (2009, November). *The Art of Changing the Conversation*. Workshop presented to 19th Annual Professional Development Day, UAMS College of Medicine, Little Rock, AK (invited).

Bodgewic, S. P. (2009, October). *Organizational Culture: The Key to Success*. Workshop presented to Justine Bonsignore Zompa, MD 12th Annual Memorial Lecture, Providence, RI (invited).

- Bodgewic, S. P. (2009, September). *All Leaders are Behavioral Scientists*. Workshop presented to Opening plenary of The 30th Forum for Behavioral Science in Family Medicine, Lombard, IL (invited).
- Bodgewic, S. P. (2009, September). *Education is All About Leadership*. Workshop presented to The McGaw Medical Center of Northwestern University Annual Program Directors Retreat, Chicago, IL (invited).
- Bodgewic, S. P. (2009, September). *Conflict Management and Negotiation*. Workshop presented to The McGaw Medical Center of Northwestern University Annual Program Directors Retreat, Chicago, IL (invited).
- Bodgewic, S. P. (2009, August). *The Culture of the GFA*. Workshop presented to AAMC Group on Faculty Affairs Professional Development Conference, San Francisco, CA (invited).
- Bodgewic, S. P. (2009, August). *A Seminar for New Deans*. Workshop presented to AAMC Group on Faculty Affairs Professional Development Conference, San Francisco, CA (invited).
- Bodgewic, S. P. (2009, August). *Understanding Organizational Culture*. Workshop presented to Association of Professors of Gynecology & Obstetrics, Solvay Scholars, Annapolis, MD (invited).
- Bodgewic, S. P. (2009, August). *The Anatomy of Leadership*. Workshop presented to Association of Professors of Gynecology & Obstetrics, Solvay Scholars, Annapolis, MD (invited).
- Bodgewic, S. P. (2009, August). *Conflict Management and Negotiation Skills*. Workshop presented to Association of Professors of Gynecology & Obstetrics, Solvay Scholars, Annapolis, MD (invited).
- Bodgewic, S. P. (2009, August). *Managing the Academic Career*. Workshop presented to Association of Professors of Gynecology & Obstetrics, Solvay Scholars, Annapolis, MD (invited).
- Bodgewic, S. P. (2009, June). *Faculty Vitality and Leadership*. Workshop presented to Michigan State University College of Medicine, Chairs and Deans Conference, East Lansing, MI (invited).
- Bodgewic, S. P. (2009, April). *Leadership: A Question of Alignment*. Workshop presented to 2009 Society of Teachers of Family Medicine Annual Conference, Denver, CO (invited).
- Bodgewic, S. P. (2009, April). *Leadership Skills to Promote Culture Change in Academic Health Centers*. Workshop presented to Society of Teachers of Family Medicine Annual Conference, Denver, CO (invited).
- Bodgewic, S. P. (2009, March). *Institutional Culture Change*. Workshop presented to University of North Carolina Faculty Development Fellowship 30th Reunion, Innovation and Leadership in Family Medicine, Chapel Hill, NC (invited).

- Bodgewic, S. P. (2009, February). *How to Improve Readiness for Change: Teamwork and Faculty Morale*. Workshop presented to 2009 Association of Departments of Family Medicine Winter Meeting, New Orleans, LA (invited).
- Bodgewic, S. P. (2009, January). *Appreciating Conflict*. Workshop presented to 2009 Association of Professors of Gynecology and Obstetrics Faculty Development Seminar, Women's Health Education: Think Globally, Teach Locally, West Palm Beach, FL (invited).
- Bodgewic, S. P. (2009, January). *Education is All about Leadership*. Workshop presented to 2009 Association of Professors of Gynecology and Obstetrics Faculty Development Seminar, Women's Health Education: Think Globally, Teach Locally, West Palm Beach, FL (invited).
- BrckaLorenz, A. Palmer, M.M., Norris, K. W. (October, 2009). *Instructional Technology: A Welcome Change?* Presented at the Professional and Organizational Development Network conference, Houston, TX. (peer reviewed)
- Dankoski, M.E. (2009, September). *Indiana University School of Medicine Efforts to Advance Women in Medicine and Science*. Presented to the Intercampus Coalition for the Advancement of Women, Indianapolis, IN. (invited)
- Dankoski, M.E. (April, 2010). *Funding Faculty Development in Challenging Times: An Example from One Department of Family Medicine*. Poster session to be presented at the Society of Teachers of Family Medicine Annual Conference, Vancouver, British Columbia, Canada. (peer reviewed)
- Dankoski, M.E., & Bogdewic, S.P. (November, 2009) *Stepping Stones of Women in Leadership: A Unique Program to Celebrate Women in Medicine and Science*. Poster session presented at the Annual Women in Medicine and Science poster session at the annual meeting of the Association of American Medical Colleges, Boston, MA. (peer reviewed)
- Dankoski, M.E., Palmer, M.M., Smith, J.S., Brutkiewicz, R.R., Logio, L., Bogdewic, S.P. (August, 2009) *Redefining Faculty Vitality: Synergy between Satisfaction, Productivity, and Engagement*. Workshop presented at the 2009 Association of American Medical Colleges Group on Faculty Affairs Annual Conference, San Francisco, CA. (peer reviewed)
- Palmer, M. M. (2009, July). *Outcomes Based Teaching and Learning*. Presented to the faculty of Chulalongkorn University, Bangkok, Thailand. (invited)
- Palmer, M. M. (2009, July). *Teaching Net Generation Learners*. Presented at the Thailand Professional and Organizational Development annual conference, Bangkok, Thailand. (invited)

Palmer, M.M., Dankoski, M.E., Brutkiewicz, R.R., Logio, L., Bogdewic, S.P. (August, 2009) *Build It and They Will Come. How a Comprehensive Faculty Development Office Can Improve Faculty Vitality*. Poster session presented at the 2009 Association of American Medical Colleges Group on Faculty Affairs Annual Conference, San Francisco, CA. (peer reviewed)

Palmer, M.M., Shaker, G. S. & Chism, N.V.N. (October, 2009). *Understanding and Supporting Full-Time Nontenure-Track Faculty: A Welcome Change*. Presented at the Professional and Organizational Development Network conference, Houston, TX. (peer reviewed)

Welch, J., Wiehe, S. Palmer-Smith, V., Dankoski, M.E. (2009, September). *Work-Life Policies for Faculty Among Big 10 Universities*. Presented to the Intercampus Coalition for the Advancement of Women, Indianapolis, IN. (invited)

Presentations Currently Under Peer Review:

Dankoski, M.E., & Bogdewic, S.P. *Stepping Stones of Women in Leadership: A Unique Program to Celebrate Women in Medicine and Science*. Currently under peer review for a poster session for the annual Group on Faculty Affairs Conference of the AAMC, to be held in Aug 2010.

Palmer, M.M., Dankoski, M.E., Brutkiewicz, R.R., & Bogdewic, S.P. ~~*Did they like it? Did they learn? Did they change? Did it matter?: Assessing the Impact of Faculty Development*~~. Currently under peer review for a workshop for the annual Group on Faculty Affairs Conference of the AAMC, to be held in Aug 2010.

Proposal for External Funding:

Dankoski, M.E. *Stepping Stones of Women in Leadership: A Leadership Training Program*. Submitted to the Joan F. Giambalvo Memorial Scholarship, Women Physician Congress, American Medical Association; \$10,000 (submitted Feb 2010, currently under review).

Enable faculty to develop competencies needed to excel in their roles as educators, investigators, and scholars through a comprehensive curriculum of learning experiences

Conducted an IUSM luncheon with panel discussion as part of the New Faculty Orientation program. Attendees: 33; Average evaluation: 4.25/5.0

Co-sponsored yearly grant-writing workshop with IUPUI and Department of Medicine. Attendees 158; Average evaluation: 4.74/5.0

Sponsored 44 Academy of Teaching Scholar workshops. Attendees: 389 total; Average evaluation: 4.37/5.0

Forty two faculty are enrolled in Tier One of the Academy of Teaching Scholars Program.

Fifty faculty are participating in eight faculty learning communities sponsored by OFAPD.

Sponsored yearly two-day "Scientific Writing from the Reader's Perspective" workshop and one-day writing consultation program. The event reached full capacity within 2 hours of opening registration. Attendees: 173; Average evaluation: 4.56/5.0

Hosted "Research Faculty Development Seminar" series, which is available for viewing online at www.faculty.medicine.iu.edu:

- Helping Trainees Get to the Next Level
Attendees: 15; Average Evaluation: 4.63/5.0
- I'm a Newly Tenured Associate Professor--Now What?
Attendees: 9; Average Evaluation: 4.17/5.0
- Mentoring Graduate Students and Postdocs
Attendees: 8; Average Evaluation: 3.95/5.0
- Finding, Establishing and Maintaining Productive Research Collaborations
Attendees: 8; Average Evaluation: 4.65/5.0
- Dealing with Personnel Problems in the Laboratory--As a Principal Investigator
Attendees: 6; Average Evaluation: 4.64/5.0

Conducted three Faculty Enrichment and Education Development (FEED) seminars. Seminar topics:

A Slice of PI: Performance Improvement & Maintenance Certification. Attendees: 38; Average Evaluation: 4.3/5.0

Delivering Effective Feedback--Core Skills for Teaching and Learning. Attendees: 36; Average Evaluation: 4.49/5.0

Three's a Crowd. Attendees: 45 ;Average Evaluation: 4.3/5.0

Co-sponsored the Edward C. Moore Symposium on Teaching with the IUPUI Center for Teaching and Learning (CTL). Attendees: 171; Average Evaluation: 4.19/5.0

Conducted over 20 observations of faculty teaching in collaboration with MECA and IUPUI CTL.

Prepared online peer review of teaching form builder.

Presentations:

Bodgewic, S. P. (2010, March). *Understanding the Group Behavior of Professionals*. Workshop presented to the Medical Informatics Fellowship Program, Regenstrief Health Center, Indianapolis, IN (invited).

Bodgewic, S. P. (2010, March). *Conflict Management and Negotiation*. Workshop presented to the Medical Informatics Fellowship Program, Regenstrief Health Center, Indianapolis, IN (invited).

Bodgewic, S. P. (2010, March). *The Basic Competencies of Leadership*. Workshop presented to the Medical Informatics Fellowship Program, Regenstrief Health Center, Indianapolis, IN (invited).

Bodgewic, S. P. (2010, February). *Understanding Personal Styles and Preferences*. Workshop presented to the Medical Informatics Fellowship Program, Regenstrief Health Center, Indianapolis, IN (invited).

Bodgewic, S. P. (2010, February). *A Model for Career Development*. Workshop presented to the Medical Informatics Fellowship Program, Regenstrief Health Center, Indianapolis, IN (invited).

- Bodgewic, S. P. (2010, February). *The Essentials of Leadership*. IUSM Staff Leadership Development Series. Indianapolis, IN (invited).
- Bodgewic, S. P. (2009, August). *The Essence of Leadership*. Clarian Health Partners Leadership Development Initiative Conference, Indianapolis, IN (invited).
- Bodgewic, S. P. (2009, August). *The Challenge of Managing Professionals*. Workshop presented to the IUSM Surgery Residents, Indianapolis, IN (invited).
- Brutkiewicz, R.R. (2010, March). *Research Faculty Development in the School of Medicine: Activities and Impact*. Presentation to the IUSM Faculty Steering Committee, Indianapolis, IN (invited).
- Dankoski, M.E. (2009, March). Invited panelist, *Work-Life Balance*. IUPUI new faculty orientation program, "Pre-reqs for Success.", Indianapolis, IN (invited)
- Dankoski, M.E. (2009, June). *Real Life Clinical Teaching: How to Make it Work*. Workshop presented at the 2009 IUPUI Preparing Future Faculty Summer Institute, Indianapolis, IN (invited).
- Dankoski, M.E. (2009, July). *Clinical Teaching in the Ambulatory Setting: How to Make it Work*. Workshop presented at the Resident Education Retreat, Obstetrics/Gynecology Department., Indianapolis, IN (invited)
- Dankoski, M.E. (2009, September). *Excellent Teaching in Clinical Settings*. Roundtable discussion during the IUPUI Orientation for New Faculty, Indianapolis, IN (invited).
- Grove, K., Dankoski, M.E. (2010, February). *How Gender Shapes Student and Faculty Experiences in Higher Education*. Workshop presented at the Multicultural Teaching Institute, IUPUI, Indianapolis, IN (invited).
- Logio, L., Bogdewic, S.P. (2009, July). *Advising Medical Students*. Workshop presented at OB/GYN Department Faculty Development Session, Indianapolis, IN (invited)
- Logio, L., Bogdewic, S.P. (2009, August). *Advising Medical Students*. Workshop presented at OB/GYN Department Faculty Development Session, Indianapolis, IN (invited)
- Logio, L. (2010, March). *Education, Faculty Development, and the Indiana Clinic*. Presentation to Indiana Clinic Education Subcommittee, Indianapolis, IN (invited).
- Palmer, M. M. (2009, September). *Promoting Intergenerational Understanding*. Presented at the IUSM DiversiTea Workshop Series, Indianapolis, IN (invited).

- Palmer, M. M. (2009, November). *Exploring Social Networking and Teaching: What's the Future?* Presented at the IUPUI Center for Teaching and Learning Power Up Your Pedagogy Symposium, Indianapolis, IN (invited).
- Palmer, M. M. & Tarr, T. A. (2009, November). *Light the Fire, Don't Fill the Bucket: Designing Effective Presentations*. Presented at IUSM Department of Orthopedic Surgery annual retreat, Indianapolis, IN (invited).
- Palmer, M. M. (2010, February). *CONNECTing with Students: Adobe Connect Best Practices*. Presented for the IUPUI Center for Teaching and Learning workshop series, Indianapolis, IN (invited).
- Palmer, M. M. (2010, March). *Exploring Emerging Technology*. Presented for the IUPUI Center for Teaching and Learning Let's Talk Teaching workshop series, Indianapolis, IN (invited).

Advancement of Women Goals:

Our progress in achieving these goals:

To advance the professional and academic satisfaction and achievement of women faculty

The OFAPD and Women's Advisory Council were honored with the 2009 Association of American Medical Colleges Women in Medicine and Science Organizational Leadership Award. This prestigious national award is given annually to an organization that shows significant investment and outcomes in advancing women in medicine and science. Awarded at the annual AAMC Conference, Boston MA in November of 2009.

Continued to support the growth and momentum of the IUSM Women's Advisory Council. The Council has 38 members and meets on a monthly basis. Three subcommittees have been formed this year to address: a) mentoring, academic advancement, retention, and tenure; b) climate issues, and c) flexibility in career paths. Members of the subcommittees have continued the project to compare the IU work-life policies with other Big 10 schools and are currently writing a manuscript based on this work, and have developed a draft exit survey to better understand attrition among women faculty members. The Council is also currently exploring ways to reach out to faculty at the Regional Medical Education Centers and increase our representation by department.

Hosted "Stepping Stones of Women in Leadership" luncheon series:

- Mary L. Fisher, PhD, RN, NEA, BC; Associate Vice Chancellor for Academic Affairs & Professor, Nursing Administration
Attendees: 21; Average Evaluation: 4.3/5.0

Upcoming:

- Sharon M. Moe, MD; Vice-Chair for Research, Department of Medicine & Professor of Medicine
- Flora McConnell Hammond, MD; Chair of the Department of Physical Medicine and Rehabilitation Chief of Medical Affairs, Rehabilitation Hospital of Indiana

Hosted "Women in Medicine and Science Leadership" Conference

- Sara Laschever, "*Women Don't Ask: The High Cost of Avoiding Negotiation--and Positive Strategies for Change*" Provided two half-day workshops for women faculty, plus a presentation for chairs and deans. Attendees: 77; Average Evaluation: 4.13/5.0

Hosted "The Next Hurdle: From Associate to Full Professor" an event for women faculty at the associate rank to discuss seeking promotion to full professor. 23 attendees; Average Evaluation: 4.5/5.0

Nominated women faculty for awards/honors:

- Indiana Commission for Women Torchbearer Awards: nominated Lisa Harris, MD
- Marion Spencer Fay Award,: nominated Valerie Jackson, MD
- IUPUI Women's History Month Leadership Award, March 2010: nominated and received:
 - Karen West, MD (veteran faculty category)
 - Nadia Carlesso, MD (newcomer faculty category)
 - Julie Welch, MD (part-time faculty category)

Sponsored women faculty to attend national career and leadership development workshops:

- Sponsored Meena Garg, MD, MPH, Rachel Vreeman, MD, Monet Bowling, MD to attend AAMC Early Career women Faculty Professional development Seminar. Two additional faculty have applied for this year's program (Julie Welch, MD, and Attaya Suvannasankha, MD)
- Sponsored Jennie Thurston, PhD and Jodi Smith, MD to attend AAMC Mid-Career women Faculty Professional Development Seminar
- Abby Klemsz, MD, PhD has participated as a fellow in this year's class of the ELAM Program (Executive Leadership in Academic Medicine). Dr. Kelmsz is the first fellow from the IUSM to participate since 1997. Dr. Mary Dankoski is the IUSM candidate for the class of 2010-2011.

Mary Dankoski, PhD served in the following capacities:

- Represented IUSM on IUPUI Office for Women Advisory Board
- Represented the IUSM on the Intercampus Coalition for the Advancement of Women, called by the IUB Dean for Women's Affairs to address issues for women across all of IU
- Serves as AAMC Group on Women in Medicine and Science Representative for IUSM
- Serves on planning committee for Changing the Face of Medicine, a national traveling exhibit about women in medicine which will be at the Ruth Lilly library from May – September 2010.
- Serves on IU National Center of Excellence in Women's Health Advisory Board

Presentations and Publications:

Dankoski, M.E. (2009, September). *Indiana University School of Medicine Efforts to Advance Women in Medicine and Science*. Presented to the Intercampus Coalition for the Advancement of Women, Indianapolis, IN. (invited)

Welch, J., Wiehe, S. Palmer-Smith, V., Dankoski, M.E. (2009, September). *Work-Life Policies for Faculty Among the Big 10 Universities*. Presented to the Intercampus Coalition for the Advancement of Women, Indianapolis, IN. (invited)

Dankoski, M.E., & Bogdewic, S.P. (November, 2009) *Stepping Stones of Women in Leadership: A Unique Program to Celebrate Women in Medicine and Science*. Poster session presented at the Annual Women in Medicine and Science poster session, at the annual meeting of the Association of American Medical Colleges, Boston, MA. (peer review)

Grove, K., Dankoski, M.E. (2010, Feb). *How Gender Shapes Student and Faculty Experience in Higher Education*. Workshop presented at the Multicultural Teaching Institute, IUPUI, Indianapolis, IN (invited).

Currently under Peer Review:

Dankoski, M.E., & Bogdewic, S.P. *Stepping Stones of Women in Leadership: A Unique Program to Celebrate Women in Medicine and Science*. Currently under peer review for a poster session for the annual Group on Faculty Affairs Conference of the AAMC, to be held in August 2010.

Proposal for External Funding:

Dankoski, M.E. *Stepping Stones of Women in Leadership: A Leadership Training Program*. Submitted to the Joan F. Giambalvo Memorial Scholarship, Women Physician Congress, American Medical Association; \$10,000 (submitted February 2010, currently under review). This project would elevate our Stepping Stones program to a national level. In collaboration with the AAMC, we would conduct Stepping Stones interviews with women deans of medical schools and make the content digitally reproducible as part of a leadership development protocol.

To provide women medical students with support for personal and professional development

Provided support and guidance for the student chapter of American Medical women's Association (AMWA), including:

- Dr. Dankoski serves as faculty advisor to the AMWA student chapter
- Developed online "on-demand" searchable mentoring database. Willing faculty sign up to be listed as a mentor, and students are able to login and search for someone to match their needs and interests.
- Co-sponsored and financially supported "Mentoring Mixers". This is a new program this year and replaces the previous format of matched faculty-student mentoring pairs. The new format allows for a more informal interaction to occur between faculty and students, where more organic mentoring relationships can form.
- Sponsored the AMWA student chapter presidents to attend the national AMWA conference in March 2010 (Sarah Durnbaugh and Annie Effinger)

Diversity Affairs Goals:

Our progress in achieving these goals:

Contribute to the local, national and international stature of faculty affairs and faculty development.

Developed a research agenda on issues related to faculty affairs and professional development:

Presentations:

Rausch, G.H., (2009, October) *The Future of Medicine*. Keynote Speaker at the Student National Medical Association (SNMA) Region V Conference in Indianapolis, IN.

Rausch, G.H., (2010, January) *Aesculapian Medical Society*. Presentation to the Aesculapian Medical Society on the creation of the Division of Diversity Affairs in the School of Medicine as a part of the development of a five year Strategic Plan to increase the number of underrepresented students, residents and faculty in IUSM.

Rausch, G.H., (2010, April) *Setting The Curve: Reaching Our Academic Potential*. Workshop presentation for the Minority Association of Pre health Professions Students (MAPS) at the 46th Annual Medical Education Conference (AMEC) in Chicago, IL.

Rausch, G.H., (2010, April) *Academic Success Strategies*. Keynote Speaker for the “Second Look” program for accepted applicants returning for a second recruiting trip to the School of Medicine in Indianapolis, IN.

Rausch, G.H., (2010, April) *What Has Worked And What’s Next? Impact And Effect*. Panel presenter for Indiana Minority Health Coalition (IMHC) 9th Annual Conference on “Beyond Cultural Competency” in Indianapolis, IN.

Establish a prominent and visible presence for diversity affairs.

Developed and began implementation of a five year Division of Diversity Affairs (DDA) Strategic Plan. The strategic plan has executive goals with specific quantified objectives for each goal and benchmarks delineated in a strategic plan logic model that incorporates performance measures/indicators with anticipated outcomes.

Created the Division of Diversity Affairs as the IUSM focal point for diversity with several initiatives designed to emphasize short-term and long range strategies for the recruitment and retention of underrepresented IUSM students, residents, and faculty.

Developed the IUSM vision: **The IUSM Family, where diversity is an everyday reality!**

Fred Hamilton was hired as the Director of Diversity Outreach Comprehensive Science (DOCS) pipeline initiative. DOCS is a project designed to motivate young people to begin to think about a career in medicine as early as the 5th grade. Mr. Hamilton has some 40 years of experience in higher education including working in graduate and medical school settings.

Hosted a winter meeting of the Aesculapian Medical Society with approximately 25 individuals in attendance.

Sponsored and hosted the annual National Association of Medical Minority Educators (NAMME) Central Region meeting.

- Dr. Rausch, the Associate Dean for Diversity Affairs, a founding member of NAMME, received an award for distinguished service to NAMME.

Dr. Rausch secured a Mayoral proclamation honoring Dr. George Rawls as part of the Rawls scholarship dinner event to raise funds for scholarships for underrepresented medical students.

- The Division of Diversity Affairs contributed \$5,000 to the Rawls scholarship fund.

In concert with the Student National Medical Association (SNMA) and the Society of Latinos (SOL), conducted the 9th Annual Diversity Week.

Appointed Dr. Javier Sevilla-Martir, a family medicine physician, as Assistant Dean for Faculty Diversity with a focus on underrepresented faculty recruitment and development.

Dr. Sevilla-Martir was nominated for the Center for Leadership Development Award in the Health Professions for his work in establishing the Indiana Student Outreach Clinic (IUSOC).

Dr. Sevilla Martir was a featured speaker at the National Hispanic Medical Association (NHMA) Annual meeting in Washington, D.C.

Dr. Sevilla-Martir was interviewed by the Indianapolis Star regarding the importance of a diverse physician workforce and the School of Medicine's commitment to increasing diversity.

Dr. Sevilla-Martir secured a \$4,000 community grant in funding support for the IUSOC. A local church provided the funds to cover IUSOC clinic supplies and medicines with the possibility of continuing the funding on a quarterly basis.

Appointed Dr. Sheryl Allen, an emergency medicine physician, as Assistant Dean for Resident Diversity. Dr. Allen's focus is on the recruitment and retention of underrepresented residents.

Provided \$10,000 in funding support of the IU Student Outreach Clinic.

- Underrepresented student volunteer participation at the IUSOC has increased significantly after efforts to recruit more students of color to volunteer at the clinic.

In concert with the IUSM Student National Medical Association Chapter, sponsored and provided \$3,000 in funding support for the SNMA Region V Conference.

Partnered with the Indiana Minority Health Coalition (IMHC) in sponsoring and providing \$5,000 in funding support for the 9th Annual Conference. This year's theme was "Beyond Cultural Competence."

Revamped the Division of Diversity Affairs Website.

Division of Diversity Affairs moved into its new suite of offices on the second floor of the Medical Sciences Building and held an open house.

Dr. Rausch hosted the annual holiday party for 60 IUSM students, faculty, and staff.

Revised the strategic mission of the IUSM Diversity Council to more closely align it with the DDA's five year strategic plan.

Provide academic learning conditions to enhance the even progression and graduation of enrolled School of Medicine underrepresented students.

Implemented support groups for enrolled medical students. Woman-to-Woman and For Males Only is an initiative whereby underrepresented IUSM faculty conduct sessions designed to address the unique concerns of women and men of color in a predominantly majority medical school environment. Dr. Sheryl Allen, a Co-founder of this Support Group with Dr. Rausch, leads the sessions.

Krystal Ardayfio implemented a student monitoring initiative to address potential issues early on before they begin to negatively impact academic performance. The focus of this initiative is "prevention rather than crisis intervention."

Provided \$3,600 in funding support for a graduate student to attend the Compact for Diversity National Conference, an activity for graduate students and faculty of color to make contacts and network regarding academic careers.

Increase the number of qualified underrepresented matriculants and graduate students from Indiana University's School of Medicine

Recruited at various schools locally, regionally, and nationally. In addition, participated in the National Association of Medical Minority Educators, Association of American Medical Colleges and the National Hispanic Medical Association career fairs.

- Fred Hamilton attended the Tennessee State University Annual Graduate and Professional School Recruitment Fair. Mr. Hamilton visited with 35 students at various points in their educational development who were interested in medicine and/or graduate studies. Two students applied to IUSM—one to medicine and one to graduate school.
- Mr. Hamilton made a second visit to Tennessee State University to participate in the Health Informational Fair. Visited with 20-25 students interested in health care professions.
- Dr. Rausch and Mr. Hamilton visited Southern Illinois University, Carbondale. Interviewed 25 MEDPREP program students individually. Addressed an assembly of 35 students in one of the MEDPREP classes. Three students received interviews from IUSM.

Participated in the IUSM Admissions Office's "Second Look" program for accepted medical school applicants.

Increase the number of qualified underrepresented residents from Indiana University's School of Medicine.

Sponsored a career education seminar for resident physicians as they pursue employment opportunities in their chosen specialty.

Initiated an underrepresented resident support group with an accompanying listserv. This group focuses on shared concerns of underrepresented residents and seeks to implement solutions to identified problems. Dr. Sheryl Allen, a co-founder of this support group, leads the sessions that are held quarterly.

Dr. Rausch presented at the new house staff orientation.

Successfully recruited Dr. Antoine Leflore, our first African American Emergency Medicine junior faculty member at Wishard Hospital.

Increase the number of Indiana University School of Medicine underrepresented faculty.

Piloted a Cultural Competency Grand Rounds initiative. This program is designed to focus on the need for cultural competency in the care and treatment of patients from culturally diverse backgrounds.

Dr. Sevilla-Martir implemented a faculty mentoring program for new and junior faculty of color. Dr. Sevilla-Martir is mentoring three underrepresented faculty members and meets with them on a quarterly basis.

Two underrepresented faculty members successfully completed the Peer Assessment of Clinical Teaching (PACT) program.

On July 1, 2009, OFAPD received a grant from the IU President's Diversity Initiative to develop a leadership development program for faculty of color. The Next Generation @ IUPUI is designed to provide an avenue to expand the pool of faculty who are ready to assume leadership positions at Indiana University. The curriculum addresses higher education administration theories and trends. The 15 faculty participants, five of whom are IUSM faculty, receive individualized coaching and mentoring and develop a broader network of peers across the campus. Data collected thus far indicates that participants have benefited from their increased knowledge about leadership, increased insight regarding their personal abilities and strengths, and the support of a network of peers.

Expose, encourage, enhance, and sustain the motivation of secondary and post-secondary underrepresented students to explore the medical profession.

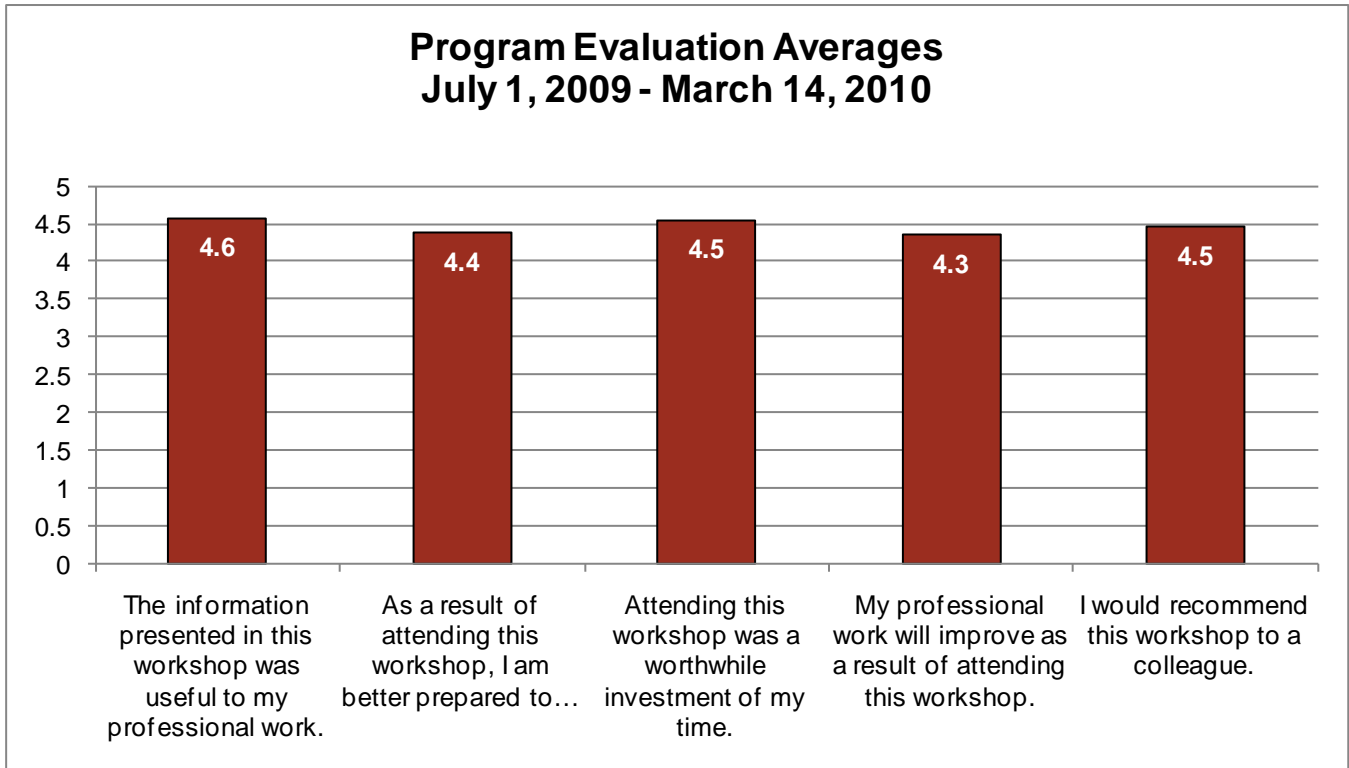
Partnered with the Indianapolis Colts Carson Scholars Fund (CSF) chapter in funding and sponsoring two Carson Scholars Fund Endowed Scholars at Charles A. Tindley Accelerated School and George Washington Community School. This program awards an annual \$1,000 scholarship to a deserving 4th – 11th grade student. The funds are invested and when the recipient enrolls in college he/she receives the funds to defray college expenses.

In partnership with the Indianapolis Colts CSF Chapter, the DDA sponsored and funded six CSF Reading Rooms in targeted elementary and middle schools. The reading rooms foster a culture of academic excellence through reading and, thereby, motivate, develop, and sustain the interest of these young people as they progress along the educational pathway in pursuit of a career in medicine.

Conducted the grand opening of the CSF Reading Rooms project in Indianapolis with a live video feed from Johns Hopkins with Dr. Ben Carson, the noted pediatric neurosurgeon and co-founder of the Carson Scholars Fund. There were various Carson Scholars Fund, IUSM, and community dignitaries in attendance.

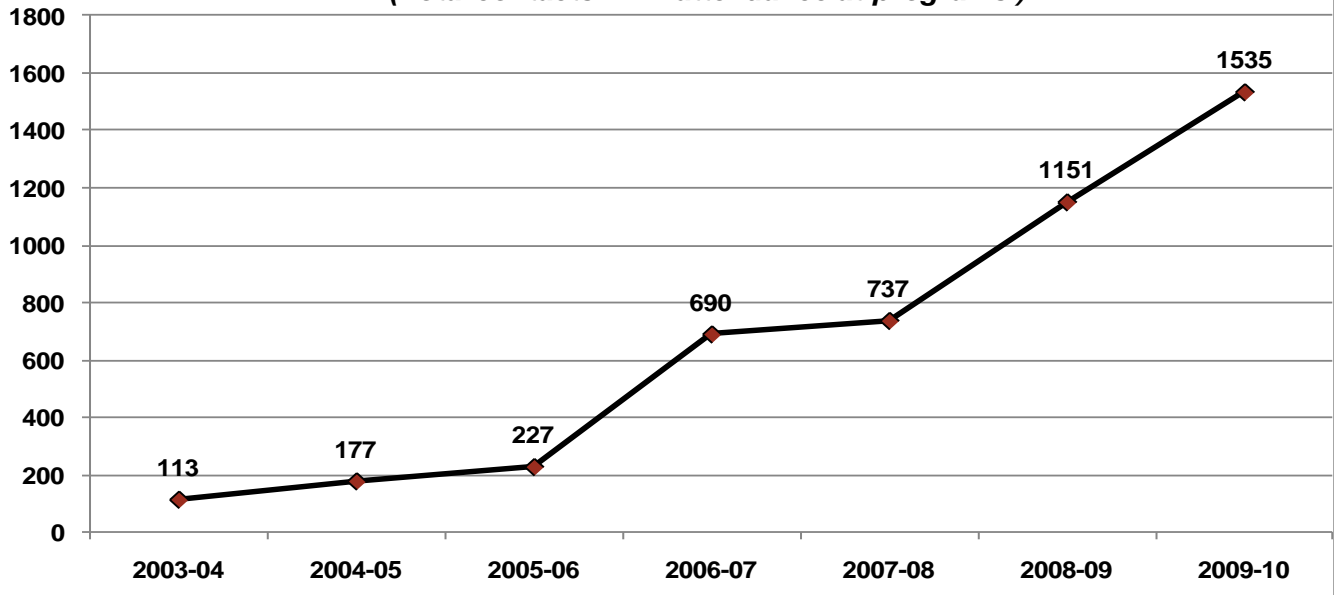
The DDA established Health Career Clubs at the following high schools: Charles Tindley Accelerated School, George Washington Community School, Crispus Attucks Medical Magnet High School, and Pike High School. This program provides opportunities for high school students to expand their knowledge and understanding of health career options. Participants are provided with educational enrichment activities to position them for advancement into a pre-med curriculum upon graduation from high school.

Our Data



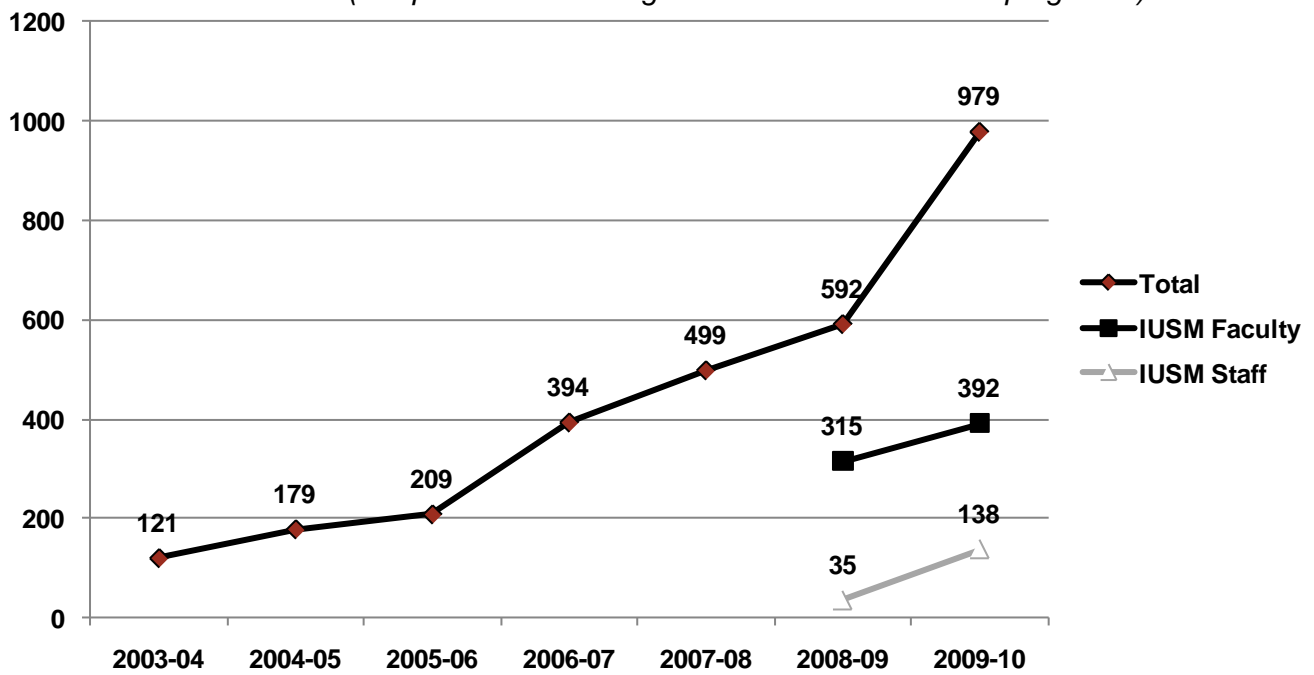
Total contacts over time

(Total contacts = All attendance at programs.)

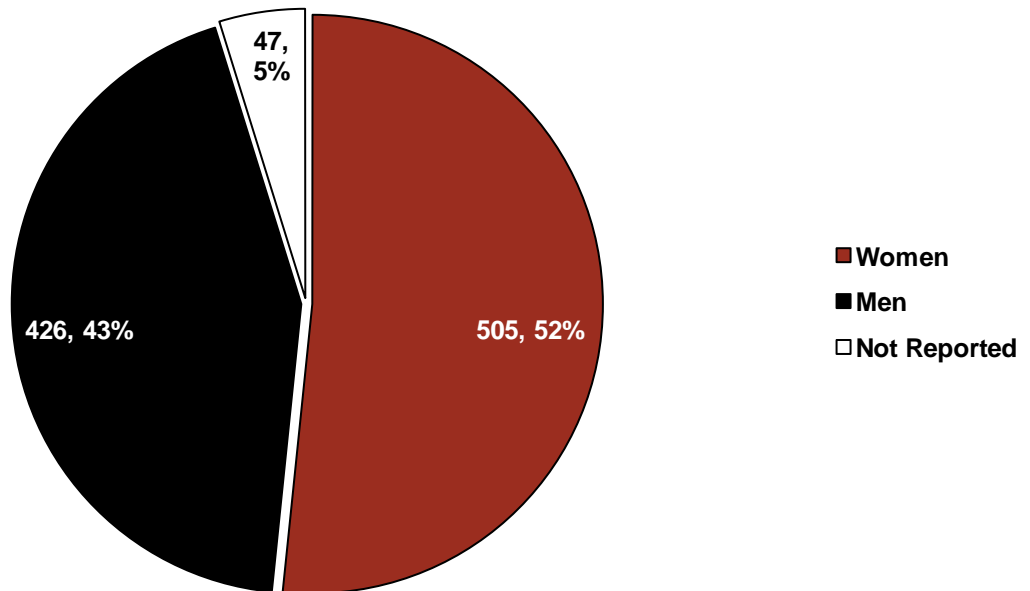


Unique contacts over time

(Unique contacts = Single individual attendance at programs.)

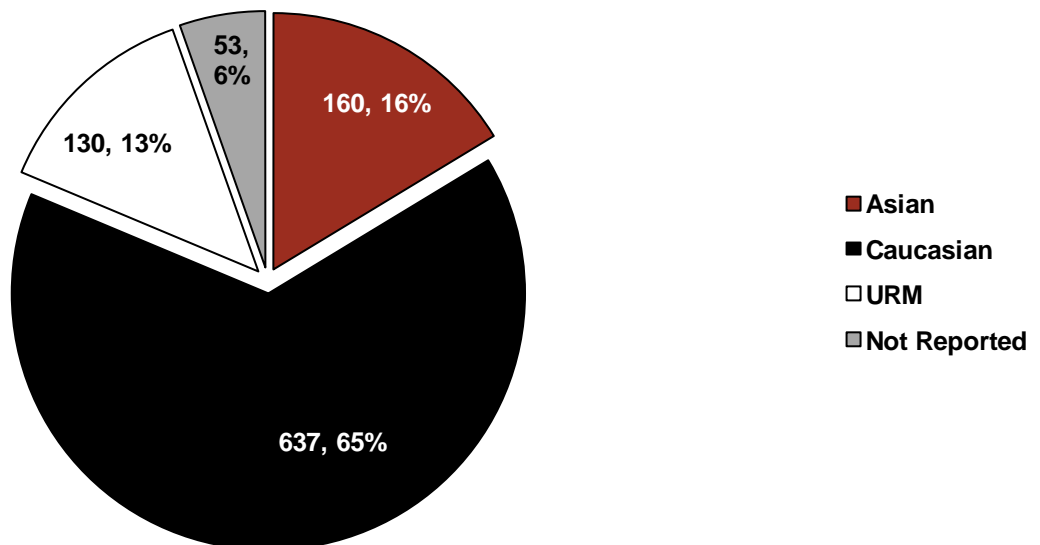


Unique contacts by gender July 1, 2009 - March 14, 2010

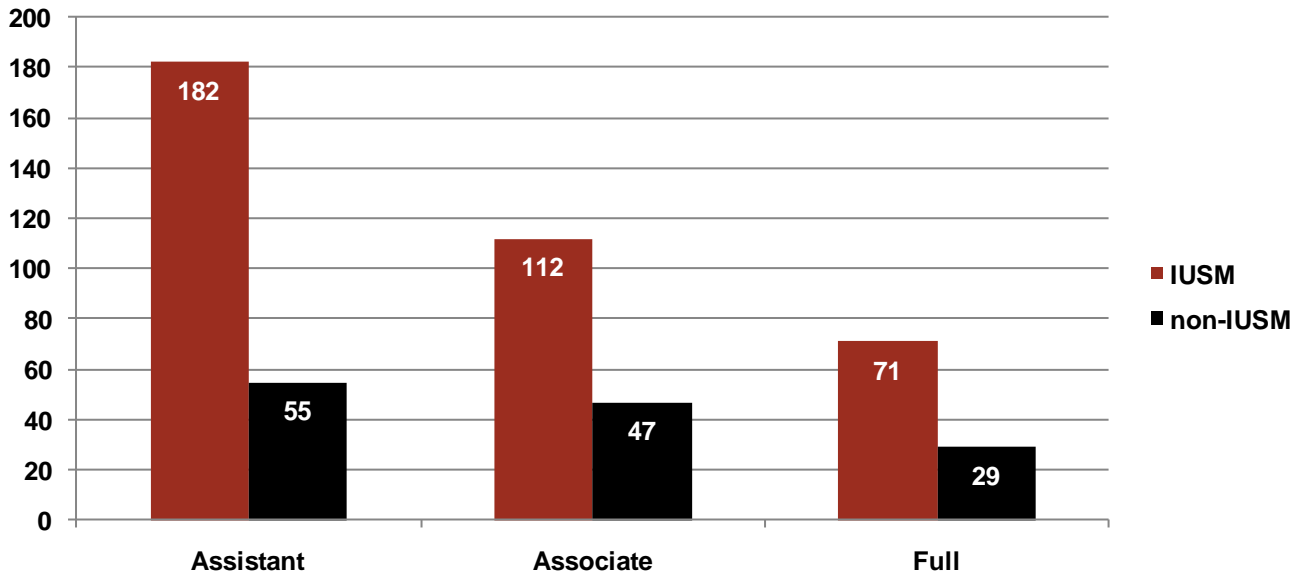


Unique contacts by race/ethnicity July 1, 2009 - March 14, 2010

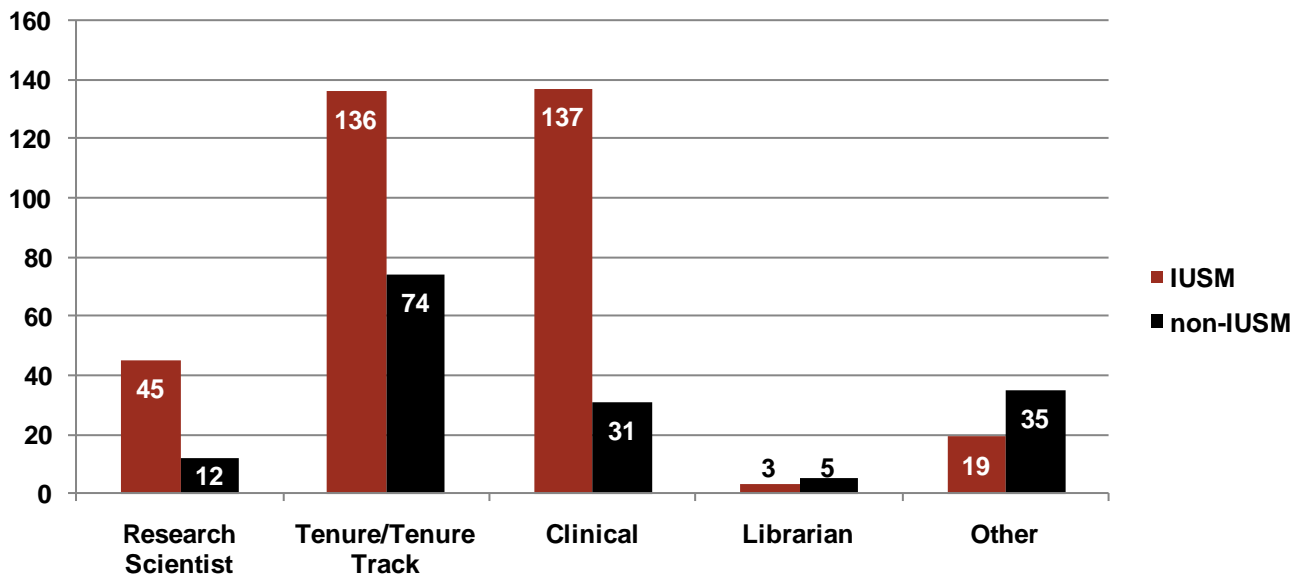
URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander



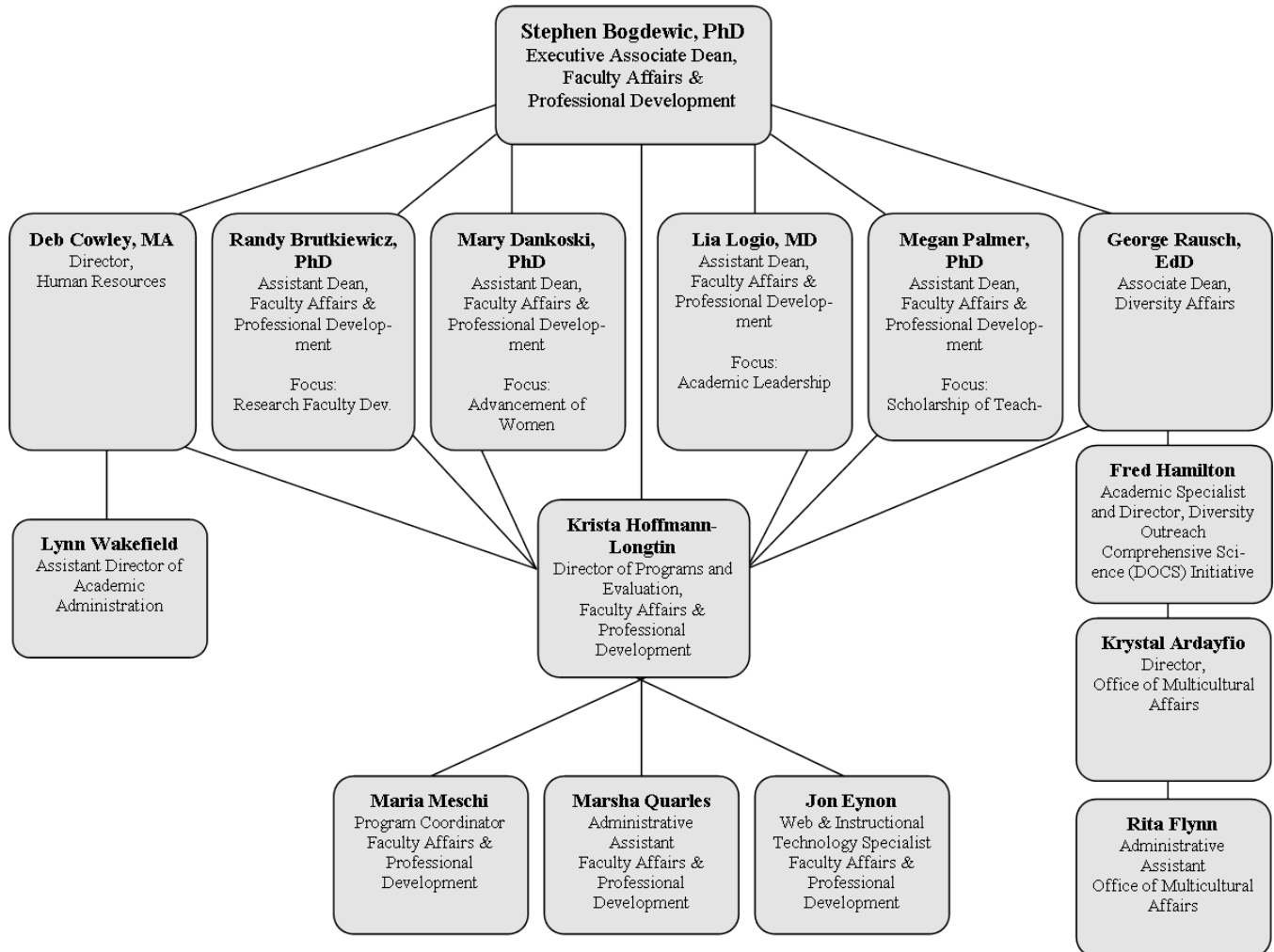
Unique Contacts by Rank July 1, 2009 - March 14, 2010 *(includes visiting and affiliate faculty)*



Unique Contacts by Track July 1, 2009 - March 14, 2010 *(includes visiting and affiliate faculty)*



Office of Faculty Affairs and Professional Development Organization Chart April, 2010



Office of Faculty Affairs and Professional Development

Stephen P. Bogdewic, Ph.D.

Executive Associate Dean for Faculty Affairs and Professional Development

Krystal L. Ardayfio, *Director, Multicultural Affairs*

Randy R. Brutkiewicz, Ph.D., *Assistant Dean*

Deborah K. Cowley, *Director, Academic Administration*

Mary E. Dankoski, Ph.D., *Assistant Dean*

Jon S. Eynon, *Web and Instructional Technology Specialist*

Rita A. Flynn, *Administrative Specialist, Multicultural Affairs*

Fred Hamilton, *Director, Diversity Outreach Comprehensive Science (DOCS) Initiative*

Krista Hoffman-Longtin, *Director of Programs and Evaluation*

Lia S. Logio, M.D., *Assistant Dean*

Maria Meschi, *Program Coordinator*

Megan M. Palmer, Ph.D., *Assistant Dean*

George Rausch, Ed.D., *Associate Dean*,

Marsha A. Quarles, *Administrative Specialist*

Lynn H. Wakefield, *Assistant Director, Academic Administration*



SCHOOL OF MEDICINE

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