

Office of Faculty Affairs  
and Professional Development

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# 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



## Office of Faculty Affairs and Professional Development Annual Report 2011-2012

### **Goal 1:**

Contribute to the local, national, and international stature of faculty affairs, faculty development, and diversity initiatives in healthcare.

### **Objective 1.1:**

Advocate for faculty affairs policies and programs that increase faculty members' success and vitality.

### **Actions taken for 2011-2012:**

- Published the annual State of the Faculty report for the 2010-2011 academic year at <http://faculty.medicine.iu.edu/facts.html>. This report details the promotion and tenure rates, attrition rates, and demographic information about faculty in the school.
- Administered the Faculty Vitality Study©, a survey developed by OFAPD designed to measure career and life management, climate and leadership, and satisfaction, engagement, productivity. These data are used to inform Department Annual Review meetings with department chairs and executive associate deans.
- Developed the online mentoring portal at <http://faculty.medicine.iu.edu/mentoring>. This tool helps departments and individuals to institute mentoring programs.
- Improved the executive search and screen process by developing a faculty recruitment toolkit. Appointed faculty from OFAPD as co-chair for executive level searches to attend to process.
- Instituted an Exit Survey of faculty members who have left the institution to better determine the factors that contributed to their exit.

### **Activities planned for 2012-2013:**

- Continue to publish the annual State of the Faculty report.
- As a part of the Sloan Accelerator Plan (details in Objective 3.1), work with the Faculty Steering Committee to develop clearer definitions for faculty appointment types.
- Share the tools and resources developed in the search and screen improvement process with department chairs and business administrators to improve the flow of the faculty hiring process at the department level.
- Review and update school grievance policy.



**Objective 1.2:**

Advance a research agenda on issues related to faculty affairs and professional development.

**Actions taken for 2011-2012:**

- Applied for and received funding from the Josiah H. Macy Foundation for \$35,000 to support an expansion of the Faculty Vitality Survey© and participant conference.
- OFAPD faculty and staff completed four peer-reviewed publications and over 15 national conference and poster presentations.
- OFAPD representatives were seven of the only 110 speakers at the national Association of American Medical Colleges joint Group on Faculty Affairs/Group on Diversity and Inclusion conference in 2011. Their presentations and posters were competitively selected.
- Conducted and published the following study, which examines the return on investment (ROI) of a faculty development program.
  - Dankoski, M., Palmer, M., Banks, J., Brutkiewicz, R., Walvoord, E., Hoffmann-Longtin, K., Bogdewic, S., & Gopen, G. (2012). Academic writing: Supporting faculty in a critical competency for success. *The Journal of Faculty Development*, 26(2), 47-54.

**Activities planned for 2012-2013:**

- Continue to pursue publication and dissemination outlets for our work, specifically on program impact.
- Continue to pursue external funding options for faculty development programming and research.

**Goal 2:**

Development and retention of quality faculty enthusiastic about their roles as educators

**Objective 2.1:**

Create a faculty development program for IUSM that will provide education and support for teaching career development, teaching methods, peer review, integration of emerging technologies, and opportunities for scholarship and external funding.

**Actions taken in 2011-2012:**

- Each year OFAPD hosts and partners to present well over 150 events/programs to support our faculty. In addition to these one-time specialized workshops and seminars, OFAPD offers a selection of ongoing programs on various topics. Most are open to all faculty, but some, like the Leadership in Academic Medicine Program (LAMP), require application and a commitment to attend for a full year.

**Activities planned for 2012-2013:**

- Host a Mobile Computing in Medical Education conference in partnership with the IUSM Office of Continuing Medical Education (CME) and spearheaded by participants in the iPad Faculty Learning Community
- Expand the number of online faculty development programs and increase marketing efforts at the regional centers.
- Partnering with the Department of Family medicine on a HRSA funded project to create online modules for teaching development for statewide use.



**Objective 2.2:**

Effectively communicate current faculty development opportunities to the medical school community and ensure optimal use of limited resources by coordinating school and university-wide faculty development offerings

**Actions taken in 2011-2012:**

- In partnership with two graduate students in the School of Liberal Arts, OFAPD conducted extensive usability testing of its website to determine the ease at which users are able to find materials and have their questions answered.
- OFAPD partnered with four different departments or units on campus to deliver programming to over 1,000 faculty, staff, and learners from across campus.

**Activities planned for 2012-2013:**

- The usability testing will be used as a basis for a website redesign.
- Develop targeted marketing of online programming for faculty at the regional centers.
- Continue to partner with the IUPUI Center for Teaching and Learning, the IUPUI Gateway to Graduation program, the IU School of Dentistry, and other campus offices to realize efficiencies by collaborating on programming efforts.

**Goal 3:**

To promote a diverse and inclusive environment where all members of the community can succeed to their highest potential

**Objective 3.1:**

Establish a prominent and visible presence for diversity and multicultural affairs.

**Actions taken in 2011-2012:**

- Applied for and was awarded funding through the ACE/Sloan Faculty Career Flexibility grant program. \$250,000 over two years. One of five medical schools in the country to receive this award. <http://www.acenet.edu/leadership/programs/Pages/Academic-Medicine.aspx>
- Participate in the AAMC Diversity Engagement Survey.
- Expanded the Ben Carson Reading Rooms program.
- Received local news coverage for the Diversity Outreach Comprehensive Science (DOCS) initiative.
- Compiled data that indicate the number of women tenured faculty at IUSM has increased by 41% since 2008, and exceeded (1) the national average in the percent of women among new hires, (2) the percentage of tenured women faculty, and (3) the mean number of women division/section chiefs, associate/vice chairs, and total department chairs.

**Activities planned for 2012-2013:**

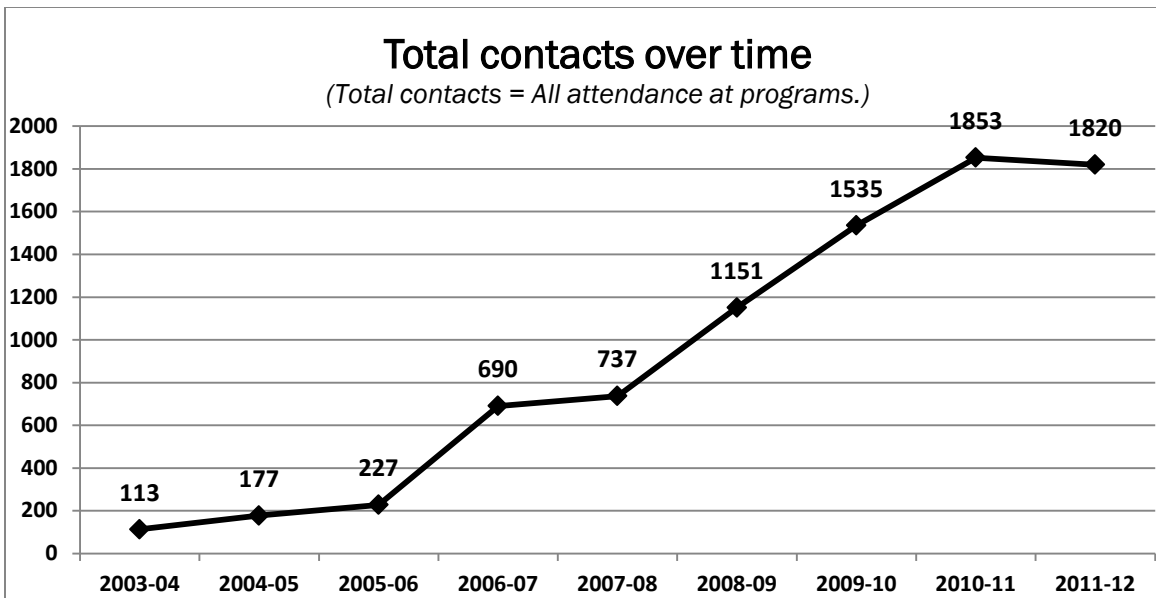
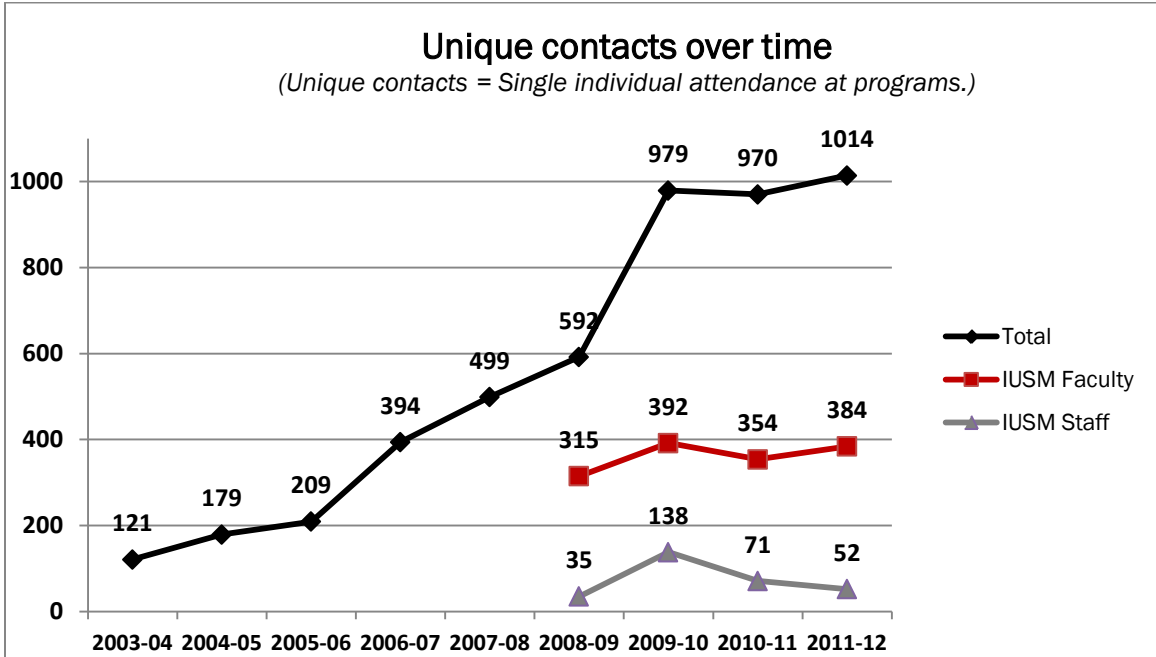
- Execute plans outlined in the Sloan Accelerator Plan related to issues of work life balance.
- Use the data from the AAMC Diversity Engagement Survey to explore opportunities to best engage underrepresented minority (URM) faculty.
- Work to increase the percentage of URM faculty through targeted recruiting efforts.

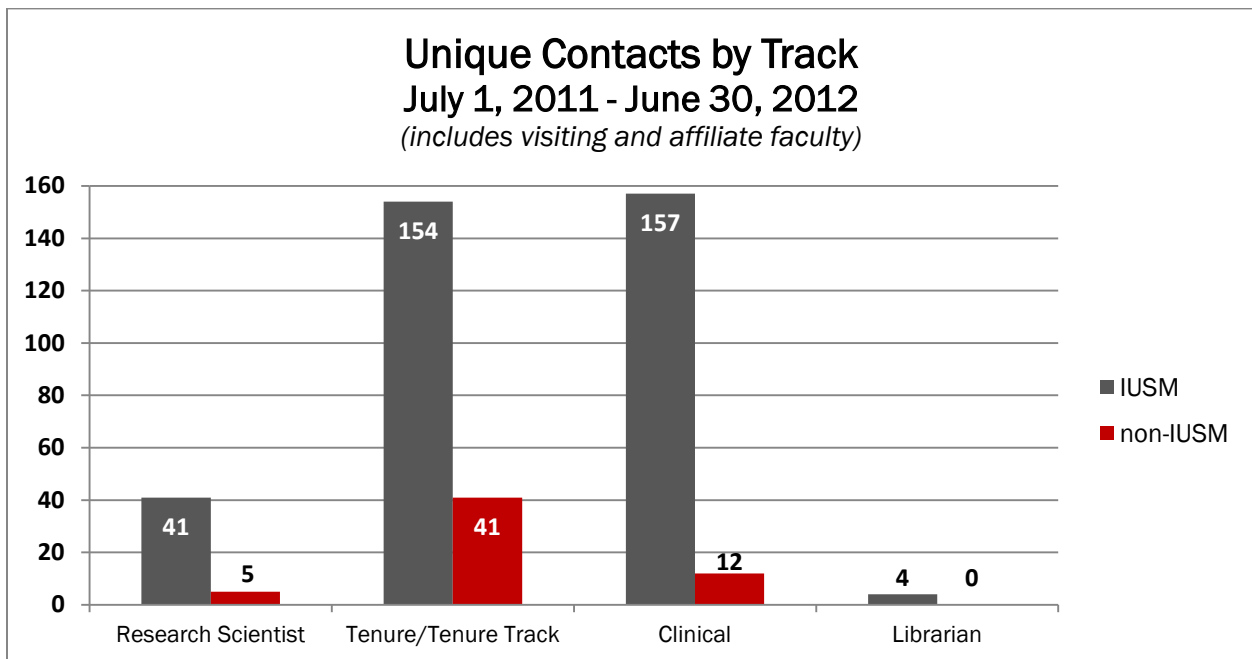
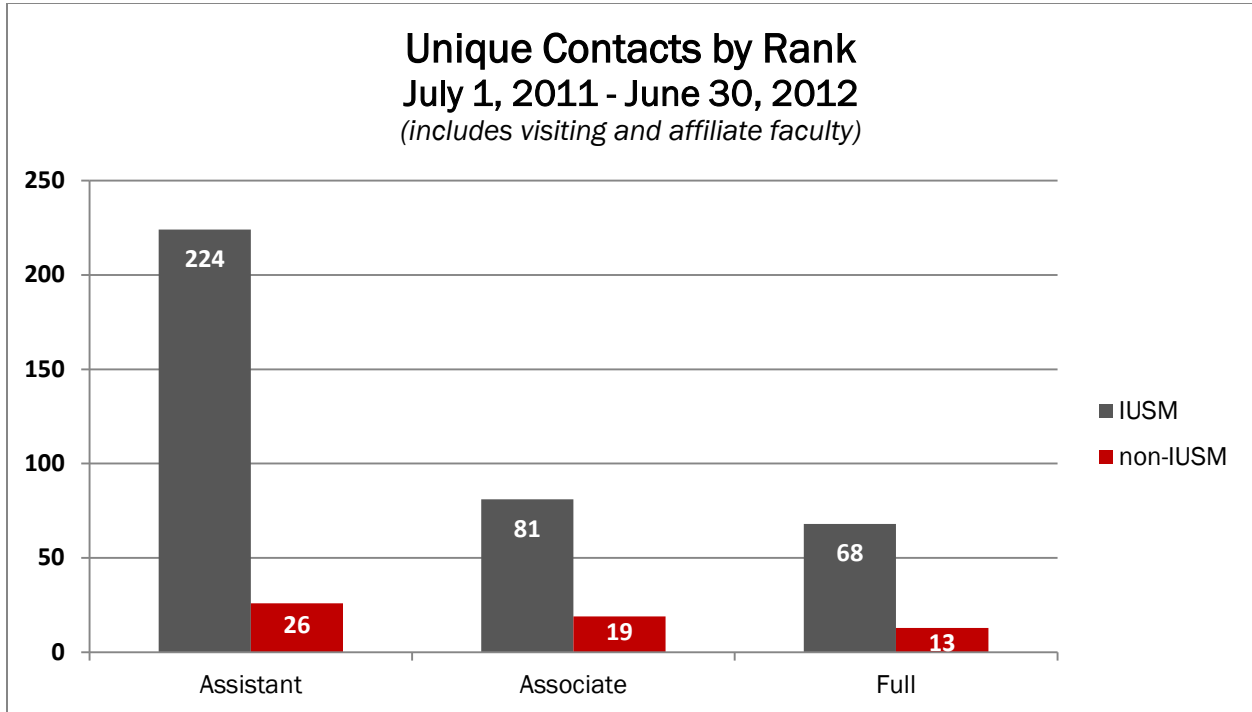


Total Programs for 2011-2012:

122

including partner programs from the  
IUPUI Center for Teaching and Learning and the Office of the Vice Chancellor for Research





# Office of Faculty Affairs and Professional Development

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**Sheryl E. Allen, MD**, *Assistant Dean*

**Stephen P. Bogdewic, PhD**, *Executive Associate Dean*

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**Deborah K. Cowley**, *Director, Academic Administration*

**Mary E. Dankoski, PhD**, *Assistant Dean*

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

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

**Krista Hoffmann-Longtin, MA** *Director of Programs and Evaluation*

**Javier Sevilla-Martir, MD**, *Assistant Dean*

**Megan M. Palmer, PhD**, *Assistant Dean*

**George Rausch, EdD**, *Associate Dean, Diversity Affairs*

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