

# Minutes

## Fall Faculty Meeting

September 29, 2015

### Call to Order

Alan Ladd, MD, President of the Faculty and Chair of the Faculty Steering Committee called the meeting to order and welcomed attendees to the 2015 Fall Faculty Meeting.

Alan gave a brief update from the Faculty Steering Committee (FSC) in regards to the newly formed Faculty Assembly. Last year Dean Hess charged the FSC with improving the communication between the Deans Office and the faculty. In response, the FSC expanded its representation to include a faculty assembly. The Assembly will serve as an advisory body to the Steering Committee. Faculty Assembly members are non-voting representatives of their respective departments, but will participate fully in the monthly committee meeting discussions and in ad hoc committee work. Faculty Assembly members will be responsible for communicating initiatives and notifications from the Faculty Steering Committee and the Dean to their peers and likewise be responsible for bringing the concerns of their peers to the Steering Committee. Members of the Assembly will be appointed for 2-year terms. The mechanism by which each department's Assembly representative is determined will be left up to the departmental chair, with the hope that the departmental faculty will either provide significant input or elect their representative. A list of the departmental Faculty Assembly representatives is posted our webpage [www.facultysteering.medicine.iu.edu](http://www.facultysteering.medicine.iu.edu)

### Awards Presentation

Mary Dankoski, PhD, executive associate dean for Faculty Affairs and Professional Development presented the following faculty awards:

Excellence in Faculty Mentoring Award

Raghu G. Mirmira, MD, PhD (Basic Science)

Paul R. Helft, MD (Clinical)

Outstanding Community Engagement Award

Nancy L. Swigonski, MD

Peter Nalin, MD, Executive Associate Dean for Educational Affairs presented the following teaching awards:

Inspirational Educator Award

Kevin G. Rodgers, MD

Scholar Educator Award

Mark W. Braun, MD

### Medical Student Education Update

Brad Allen, MD provided a progress report of the Curricular Renewal project.

(See attached presentation)

### Research Update

Anantha Shekhar, MD, PhD gave a general update from Research Affairs.

(See attached presentation)

### Dean's Update

Jay Hess, MD, PhD presented updates from several key areas for the School.

(See attached presentation)

## Question & Answer Session

Online questions submitted

Q1: How will the IUSM navigate the closing of University Hospital and the movement of the IUH Adult AHC to 16th & Senate (Methodist Hospital) in terms of maintaining an integrated Academic Medical Center?

A: Jay Hess: We need to design a health care facility for the future. A number of faculty working groups that will engage the planning process soon. IU Health has selected an architect for both the Indianapolis and Bloomington project. Some key elements that will need to be considered as we move to an Academic Health Sciences Campus in the future is improving the transportation system between facilities (i.e. Eskenazi, Riley, VA, AHC), establishing gathering places in order to establish a sense of community, identifying a new name for the AHC, and working out a staffing model.

Q2: In regards to the compensation plan implemented July 1, how will the School of Medicine recognize effort for attempts to obtain extramural funding? The 2014 IUPUI Supplement to the IU Academic Handbook states that "For a higher learning institution, the effort by the faculty to secure research support should be appropriately recognized by the university." Dean Hess also has stated that principal investigators will receive credit for attempting to obtain funding, and the compensation plan is not intended to be punitive. However, several faculty members received unsatisfactory 2014 annual reviews and had their salaries reduced 10% starting July 1, in spite of multiple grant submissions and obtaining either some funding or a scored grant submission. These actions do not appear to be consistent with IUPUI policies or the dean's statements.

A: Mary Dankoski: Efforts to secure funding should and are taken into consideration in the annual review. What makes this consideration difficult is how to quantify how much of that effort is satisfactory. To that end, there is no hard and fast rule. Which is similar to the promotion and tenure process. There is no hard and fast rule for the amount of grant funding needed to be promoted or the number of papers need to be published. The P&T committee and standards of excellence for the School evaluate faculty members on the total body of their work. So similarly, the expectation is that at a faculty member's annual review a holistic approach and review of the total body of work for that annual period is to be considered. There are several factors that need to be accounted for, such as the career stage of the faculty member, the quantity and quality of the proposals, whether those are scored, etc. The departments are currently under an annual review period, referred to as the DAR (Department Annual Review). During these discussions with the department chairs, this is a theme that has been reviewed and discussed. Lastly, to address the part of the question that indicated there have been several negative faculty reviews, the number of faculty members that received an overall unsatisfactory annual review in 2014 were 6. 2 of those 6 were affiliate faculty members who work full time at one of our affiliated institutions. 1 was a research scientist, non-tenure track faculty. 3 were tenure track basic scientists, 1 of has left the institution for another opportunity.

There were no additional questions or comments from the floor.

### Adjournment

The meeting was adjourned at 5:54pm.

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

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