



INDIANA UNIVERSITY
SCHOOL OF DENTISTRY
OFFICE OF FACULTY
AFFAIRS

FACULTY
AFFAIRS

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Office of Faculty Affairs

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DECEMBER 2017

From the Desk of the EAD/ADFA



It's apparently a sign of advancing seniority that time travels faster. Nothing to do with Einstein, relativity or folding space, but I really cannot believe that we are accelerating towards the end of yet another calendar year.

How much can be packed into a month? Well, November certainly gave us plenty of excitement and variety.

On Friday, November 3rd, things started quietly enough. We in Perio (I am proud to still be associated with that academic home) were hosting a relatively recent alumnus (2007), Dr. Karim El Kholy. He was visiting from The University of Basel, in Switzerland, where he is currently working in the Department of Oral Surgery and Stomatology, under the mentorship of a guru of implantology, Dr. Daniel Buser. His lunchtime seminar to the residents had to be re-housed, as a result of the major plumbing mishap that occurred to the southwest of the building, causing us to close all activity and lock down at 12 noon. I commend everyone, and that means everyone, on your compliance with the request to evacuate the building. When Adam Smith's team, the IUPUI Police Department, and I went around at about 12:15, all but 2 or 3 people had gone and, with all water supplies shut down, it was as well. Fortunately, everything was back to normal function by Monday morning.

In this office, I get to meet many students, always a privilege, even if not always for the most cheerful of reasons. But one super-energetic D2 student who corralled Dean Williams and I into a mini photo shoot was Lyla Nassimi, the IUSD ASDA

Communications Chair. She arrived with her latest best friend, Molar Bear, to have us comment on

student advocacy. A privilege to be asked and contribute to the national conversation on this important topic, as Molar Bear stopped by our school on his national tour.

On the theme of students, the November issue of the Journal of Dental Education carried a two-part article, (doi: 10.21815/JDE.017.093) presenting arguments for and against including student evaluations of faculty teaching as part of the formal review of faculty performance, including when promotion and/or tenure are being considered. A thought-provoking discussion, as we are continuously pondering this as part of faculty development. I recommend all to read or scan the article. Your views would be welcomed.

November is also the month of the annual ADEA Deans' Conference. Fort Lauderdale was the venue, sunny but intermittent rain and strong winds drove all but one of the reception events indoors. Usually a meeting with interesting, thought-provoking and sometimes controversial discussions, and for me, this provided a satisfying mix. The relationship of the dental school to its parent university, the relevance of global perspectives on dental education and the profession, and the view on healthcare from Washington DC by Beltway "insiders", provided some of the focus. Interestingly, one morning was devoted to discussions of "Well-being", among students and faculty. It was,



in fact, almost a replication of the session in which we engaged during our own faculty conference, just a month earlier. That is not a complaint. Rather, a comment on the increasing relevance and importance of the topic in higher education and especially professional education.

Also each November, our Japanese colleague, Dr. Masahiro Iwata, visits the campus to continue the painstaking project of creating an atlas of surgical anatomy, together with colleagues in the School of Medicine, particularly Dr. David Burr. "Masa" does this himself, assisted by his multi-talented wife, Hiromi. They are a truly delightful team, highly accomplished and internationally recognized for their pro bono work in Cambodia, Laos and Myanmar. Dean Williams and our own collaborative team had the pleasure of hosting them



for dinner during their last night in town.

Well, the Thanksgiving Holiday came and flew by, and the end of the year looms. Many of you will no doubt enjoy many social and fun events, possibly travel or host family and friends, during the festive season. We, from the Office of Faculty Affairs, wish you a truly wonderful and fulfilling, and well-earned break. We'll be back in 2018!



Faculty Development Opportunities

There are many opportunities for professional development during the month of October. The following list of programs were selected from various resources on the IUPUI Campus including the Office of Academic Affairs (AA), the Center for Teaching and Learning (CTL), the Office for Women (OFW), the Indiana University School of Medicine, Office of Faculty and Professional Development (OFAPD), the Office of the Vice Chancellor for Research (OVCR) and the IUSD Office of Continuing Education. Campus programs are at no cost to faculty.



**ENHANCE
YOUR
TEACHING
AND
RESEARCH
SKILLS.**



Tuesday, December 5th

Scientific Writing from the Reader's Perspective (OFAPD)

Time and Location: 8:00 am - 5:00 pm, HS 1110

Presenter: George D. Gopen

[Register](#)

<http://ce.dentistry.iu.edu>

Wednesday, December 6th

Advanced Scientific Writing from the Reader's Perspective (OFAPD)

Time and Location: 8:00 am – 5:00 pm, HS 1110

Presenter: George D. Gopen

[Register](#)

Thursday, December 7th

IUPUI Data: What's There and Where Can I Find It? (CTL)

Time and Location: 2:30 – 4:30 pm, CE 450-C

Presenter: Michele Hansen

[Register](#)

Friday, December 8th

Indiana CTSI Annual Meeting (OFAPD)

Time and Location: 8:00 am – 3:00 pm, Indianapolis

Presenter: Dan Harman

[Register](#)

Wednesday, December 13th

Advancing a Culture of Patient Safety: Why Learner Mistreatment Matters for all Faculty (OFAPD)

Time and Location: 12:10– 12:50 pm, Online

Presenter: Mary Dankoski

[Register](#)

Wednesday, December 13th

Canvas: Getting Started (webinar for instructors) (CTL)

Time and Location: 3:00 – 4:15 pm, Online - <http://go.iu.edu/learncanvas>

Presenters: Madeleine Gonin, Kimmaree Murday

[Register](#)

Monday, December 18th

Canvas: Getting Started (webinar for instructors) (CTL)

Time and Location: 11:00 am – 12:15 pm, Online - <http://go.iu.edu/learncanvas>

Presenters: Madeleine Gonin, Kimmaree Murday

[Register](#)

Wednesday, December 20th

Quality Matters at IU: Applying the Quality Matters Rubric to Online Courses (CTL)

Time and Location: 10:00 am – 4:00 pm, UL 1130

Presenter: Douglas Jerolimov

[Register](#)

IUSD FACULTY AND STAFF HOLIDAY BREAKFAST

DATE: DECEMBER 13, 2017
TIME: 7:30 TO 9:30 AM
LOCATION: STUDENT LOUNGE



IUSD Mentoring Update



On November 14th, Dr. Paul Edwards, Professor of Oral and Maxillofacial Pathology presented an update on IUSD's

mentoring initiative at the IUPUI Mentoring Academy Symposium, organized by Prof. Gail Williamson, Acting Assistant Vice Chancellor for Academic Affairs. The project was approved and initiated almost two years ago by Drs. Michael Kowolik, Assoc. Dean for Faculty Affairs & Global Engagement, Paul Edwards and Gabe Chu, Assoc. Dean for Research.

Titled "Empowering Department Chairs to Facilitate Faculty Mentoring: Guidance on Best Practices Enhanced with Access to a Mentor/Mentee Database", IUSD's program recognizes the critical role of the chair in overseeing and guiding each

faculty's mentoring plan. Attendees at the symposium were updated on the program's progress to date; including chair workshops on best practices on mentoring and identification of resources, facilitated by Dean Janet Guthmiller, Univ. of Nebraska School of Dentistry, and on individual career development planning, guided by Assistant Dean Megan Palmer, IUSM Office of Professional Development. Future workshops focusing on additional areas of interest identified by the chairs, including how best to integrate mentoring into daily departmental functioning, are currently being planned.

An overview of the status of the mentor/mentee database, developed in conjunction with our colleagues at CAITS, Nicholas Kolar and Scott Hemmerlein, was also provided to those in attendance. Intended to assist chairs and faculty members in the

selection of both overall career and specific research topic mentors, this resource currently comprises 800 research and scholarly interest focus keywords, demographic data on mentors and mentees as well as their mentoring experience and expectations, and a searchable list of available research resources/equipment at IUSD. Based on feedback from beta-testers, this database is being updated to a standalone, web-based application to allow for increased functionality. Within the next month or two, we will be reaching out to both mentors and mentees at IUSD to provide early testing and feedback on this resource.

In addition, a natural development of the IUSD program has been to work more closely with the Peer Mentoring Group, led by Dr. Liz Ramos. A joint presentation has been submitted for inclusion in the program for the annual meeting of ADEA to be held in March 2018.

Holiday Break, December 18–January 1

December Retirements

This month IUSD has two highly esteemed colleagues entering retirement on December 31. A graduate of Boston University (MS, Applied Physiology, 1979; PhD, Physiology, 1984), Dr. Lawrence (Larry) Garetto, currently a full professor in the department of Oral Pathology, Medicine & Radiology, has been a faculty member of IUSD for more than 29 years. He began in 1984 as an assistant professor of Orthodontics, and then progressed to other appointments here and on the IUPUI campus. Those appointments include becoming an associate professor of Cellular/Integrative Physiology (IU



School of Medicine), serving as director of IUSD's Bone Research Laboratory and director of Teacher Training & Development (IUSD, Office of Dental Education), and Associate Dean for Dental Education. A champion for ethics instruction, Dr. Garetto currently holds an appointment as a clinical ethics consultant for IU Health Downtown (Indianapolis) Hospitals and is an affiliate faculty member for the Charles W. Fairbanks Center for Medical Ethics.

Dr. Darlene West, who has served IUSD more than 23 years, started her faculty appointment in 1994 and has remained a passionate clinical



assistant professor for the department of Oral Surgery & Hospital Dentistry since then, holding other appointments during that time, such as interim director of the General Practice Residency Program and house staff for both Eskenazi Hospital and Indiana University Hospital. She has been serving in the latter two roles since 1982.

More than a colleague, Dr. West is also an alumna of the IU School of Dentistry, having graduated from the school's Dental Hygiene program (1968), DDS program (1981) and GPR program (1982). Her impact on students, patients, and colleagues, in addition to the same for Dr. Garetto, are immeasurable yet clearly evident. Both will be missed!



Co-Created Learning

In his book *The Courage to Teach*, renown author and educator Dr. Palmer Parker provides insight on qualities and practices that distinguish average learning environments from remarkable learning environments. In higher education institutions particularly, considerable emphasis is placed upon technique and technology. Effective use of technique and technology are integral to effective teaching; however, the consistent manifestation of a faculty member's

identity and integrity are no less important. Learning environments are more dynamic and powerful when student and teacher are connecting as whole individuals, not merely conduits of facts, figures, practices, theories and definitions. Parker deems avoidance of "hiding" behind technology and techniques as building "relational trust." He contends that this relational trust is "built on movements of the human heart such as empathy, commitment, patience, and the capacity to

forgive." It is in this environment of risk, vulnerability, security, belonging, self-efficacy, and experience where learning is co-created best and leadership emerges with profundity. Our tendency as educators is to protect ourselves and control the environment. Both faculty member and students should daily learn in the classroom. Co-created learning is heightened when control is shared, when we wisely share ourselves and empower our students to do the same.

Mid-Career Faculty Workshop

Dr. Deborah DeZure, Advisor to the Provost at Michigan State University, presented a workshop on November 14, 2017 entitled: "Mid-Career Faculty: Their Needs, Challenges and Opportunities". This was an individual presentation within a larger program offered that day which was entitled: "Mentoring Academy Program for Administrators".

During her presentation she discussed what motivates faculty, including intrinsic interests, social knowledge and self-efficacy. Intrinsic interest is one's longstanding personal beliefs, such as wanting to give back to the field what you obtained from it, social knowledge is a perception of what is valued and rewarded in the organi-

zation, and self-efficacy is a personal belief that you know how to do something important to the organization and can do it well. Dr. DeZure suggested that we should make the most of our existing intrinsic interests while addressing (and improving) our needs for the social knowledge (know the expectations and rewards of the organization) and self-efficacy (training to fulfill all required roles).

She also discussed the expectations and experiences of those mid-career faculty that recently received tenure. These faculty were, in general, surprised by their new roles and responsibilities. The increased expectation for additional committee assignments was sometimes viewed as difficult and

the faculty felt unprepared and neglected after being mentored so well prior to the tenure decision. The challenges for recently tenured faculty included staying on top of their field with increasing changes in their area of expertise and maintaining their motivation. Department chairs need to be more involved in mentoring these mid-career faculty and providing support and guidance on career paths.

Dr. DeZure ended her presentation discussing the need for departments to grow leaders from within. There is a big need for this at every institution. She suggested a good way to address this issue is to give more administrative and leadership experience to these faculty.

IUSD Building Update

Adam Smith, Director of Facilities Planning & Auxiliary Operations, reports the following construction update on the new IUSD Fritts Clinical Center.

The Fritts Center is 80% complete, with the ceiling, floors and lighting just about finished on every floor. The elevators are close to being ready for inspection.

Outside, the grounds have been landscaped, the asphalt driveways are complete and Vermont Street has been re-paved. Within the next two weeks, the construction fencing will be removed. Beginning the week of December 11th, 22 semitrailers of operatory equipment manufactured by ADEC will be delivered and installed.



Recruitment Update

As we near the end of another calendar year, we also wrap up several faculty recruitment efforts. In the attachment to this newsletter is a [public announcement](#) highlighting Dr. Brian Sanders, who filled our department chair vacancy for the department of Pediatric Dentistry, and Dr. Kelton Stewart, who has been appointed interim chair for the department of Orthodontics & Oral Facial Genetics.

With the appointment of Dr. Laila Al Dehailan as visiting clinical assistant professor in the department of Cariology, Opera-

tive Dentistry, and Dental Public Health, the assistant/associate professor position posted for that department has been closed.

For the department of Biomedical & Applied Sciences, its vacant associate professor position has been filled by the recruitment of Dr. Yasuyoshi Ueki, who will start in August 2018, along with Dr. Tetsuya Yoshimoto, a researcher coming with Dr. Ueki as an international visiting scholar and Dr. Mizuho Kittaka, who will be coming with Dr. Ueki as a postdoctoral fellow. Dr. Kittaka is anticipated to arrive in June 2018 to

handle Dr. Ueki's research setup needs.

Two other vacancies expected to be filled this month are the clinical assistant professor position in Pediatric Dentistry and the clinical assistant professor position in Oral Pathology, Medicine & Radiology. Announcement of the candidates filling those two positions will be made in our January 2018 newsletter.

It has been another busy year of faculty recruitment for the School. Thank you to all who have contributed to our successful recruitments and supported each new hire!

Plater Medallion Nominations



The William M. Plater Civic Engagement Medallion provides an excellent opportunity to honor and highlight the civic engagement of students.

The Plater Medallion, which began in 2006 as a part of the IUPUI Commencement ceremonies, recognizes civic-minded graduates and pre-professionals who have demonstrated exemplary civic engagement through their educational experiences at IUPUI.

Last year, 50 undergraduate and graduate students from 16 different schools across

campus received the Plater Medallion. The Plater Medallion recognizes any graduating students, including those receiving their bachelors, masters, or doctorate/professional degrees.

We ask that faculty and staff nominate students who have demonstrated personal, academic and civic growth; high levels of integrity and collaboration; and significant community impact. Student engagement can include community involvement that is integrated with coursework, research, or voluntary service.

Nomination forms and student application

materials can be found at <http://go.iu.edu/platermedallion>. Online applications, which are completed by students, are due Thursday, February 15, 2018. Recipients and their families will be recognized at the [Robert G. Bringle Civic Engagement Showcase](#) on Tuesday, April 10, 2018. In addition, award-ees may wear the Plater Medallion as part of their academic regalia during commencement ceremonies.

If you have any questions, or wish for more information, please contact the IUPUI Center for Service and Learning at csl@iupui.edu or 317-278-2662.

FACET NEWS

The Faculty Academy on Excellence in Teaching (FACET) services now include a [repository](#) of resources for all faculty. This repository pulls together a wide range of faculty and professional development links which is useful and available for all Indiana University system faculty. Check it out!

The Journal of the Scholarship of Teaching and Learning (JoSoTL) is a peer-reviewed publication of Indiana University FACET. The Journal has just published its latest issue [here](#). You can review the Table of Contents [here](#) and then visit the journal web site to review articles and items of interest.



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CHAIR AND ASSOCIATE DEAN ROUNDTABLES

DATE: DECEMBER 7, 2017

TIME: 8:00 – 10:00 AM OR 11:30 AM – 1:30 PM

LOCATION: CAMPUS CENTER 409

[REGISTER](#)—MORNING SESSION

PRESENTER: GAIL WILLIAMSON

[REGISTER](#)—LUNCH SESSION

LEADERSHIP ACADEMY

DATE: DECEMBER 13, 2017

TIME: 12:00—1:30 PM

LOCATION: CAMPUS CENTER ROOM 307

PRESENTER: MARGARET FERGUSON

[REGISTER](#)