

INDIANA UNIVERSITY
SCHOOL OF DENTISTRY
OFFICE OF FACULTYFACULTY
AFFAIRS

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Office of Faculty Affairs

VOLUME 4 ISSUE 3

MARCH 2016

From the Desk of the EAD/ADFA



I sometimes wonder if, 50 or 100 years ago, people felt that "time flies by so quickly". It's a refrain we hear repeatedly, and with reason. It seems to me that we just returned from the winter break, and now we are talking about commencement and ordering apparel. I hope many of our faculty colleagues will plan to attend this important event for the senior students in all programs.

But February, even in a leap year being the shortest month, has nevertheless been busy and eventful in many ways.

As most will know, our office welcomed Meredith Lecklider, Administrative Specialist, to the OFA team, and she is already making her mark, including contributing to creating this newsletter.

For several years, the early new calendar year features a short and informal workshop on Promotion and Tenure, including participation from our campus Senior Associate Vice Chancellor. This started in the time of Mary Fisher's tenure in that office, subsequently continued by Melissa Lavitt, and this month, we welcomed Margie Ferguson. The purpose is to briefly review changes being made to the process, but more so, to allow participants to ask questions and voice any concerns. The session was lively, and the

feedback extremely positive. Credit goes to Gail Williamson, supported by Shelley Hall, and I have suggested to them that we do not wait until next winter, but perhaps hold another session in late summer/early fall.

Gail Williamson, as chair of both our own P&T Committee and the campus committee, informs us that this year's cycle has seen a record number of candidates being put forward by their schools.

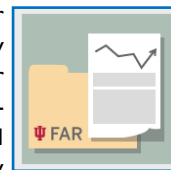
We, at IUSD, have a large number of faculty appointments and positions, searches and recruitments and planned retirements in motion. This entails a massive amount of work, much of it bureaucratic, and stoically shouldered by Damon Spight and the many faculty and chairs involved. All integral to our mission, going forward.

Following my visit to Tehran University of Medical Sciences last year, and receiving such a warm and enthusiastic interest in collaboration, we have received a follow-up invitation. Assuming visas will be granted, Dr. Gabe Chu and I plan to visit the university and dental school in July/August, with much of the focus being on research. There are several similarities in the curriculum programming and particularly graduate studies, and the school and university chancellor are sincerely interested in exploring CODA accreditation. I have advised them to speak with Dean Williams in that regard.

All this activity is timely, as we submitted the IUSD 5 year Vision Statement for our involvement in the IUPUI internationalization initiative, as requested by the Office of International Affairs, (<http://international.iupui.edu/>) last month on February 5th.

FAR's are (or should be!) in by now, and chair reviews are underway. As I promised publicly during the January faculty calibration meeting, subsequent to the departmental reviews with Dean Williams and I, final completion of the process will be by late summer/early fall, rather than late December, as was the case this past year!

We are in conference season now, so for those who attended the Chicago "Midwinter" last month and those who will travel to attend the American Dental Education Association (ADEA) <http://www.aadea.org/2016/> in Denver or American Association for Dental Research (AADR) <http://www.aadronline.org/> in Los Angeles, I wish you a fruitful and enjoyable experience, and thanks to the many, including students, who are representing IUSD at these important national forums.



Faculty Development Opportunities

There are many opportunities for professional development during the month of March. 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.*



Wednesday, March 2nd

Share Your Scholarship, Increase Your Impact (CDS)

Time and Location: 1:30 to 2:30 pm in University Library Room 2120

Presenters: Heather Coates, Jere Odell

Register: <http://ulib.iupui.edu/node/13920/register>

Thursday, March 3rd

Canvas Quizzes (CTL)

Time and Location: 10:00 to 11:00 am Online

Presenters: Peter Erney, Cordah Pearce

Register: <http://ctl.iupui.edu/>

Friday, March 4th

Collaborative Learning (CTL)

Time and Location: 10:00 to 11:30 am in University Library Room 1125M

Presenters: James Gregory, Anusha Rao

Register: <http://ctl.iupui.edu/>

Tuesday, March 8th

Promotion in the Clinical Ranks (AA)

Time and Location: 9:00 to 11:00 am in Campus Center Room 305

Presenters: Margie Ferguson, Gail Williamson

Register: <http://academicaffairs.iupui.edu/>

Tuesday, March 8th

Collaborative Learning (CTL)

Time and Location: 10:00 to 11:30 am Online

Presenters: M Leach, Peter Erney

Register: <http://ctl.iupui.edu/>

Wednesday, March 9th

Building and Organizing Content in Canvas with Modules (CTL)

Time and Location: 11:00 am to 12:30 pm Online

Presenter: Erich Bauer

Register: <http://ctl.iupui.edu/>

Thursday, March 10th

Teaching @ IUPUI: Creating a Syllabus (CTL)

Time and Location: 11:30 am to 12:30 pm in University Library 1125M

Presenters: James Gregory, Terri Tarr

Register: <http://ctl.iupui.edu/>

Tuesday, March 22nd

Stepping Stones of Women in Leadership (OFAPD)

Time and Location: 11:45 am to 1:00 pm in Campus Center Room 268

Presenter: Sandra Petronio

Register: faculty.medicine.iu.edu/registration/indexDirect.php?id=1842

Tuesday, March 22nd

2016 Annual HIPAA and Compliance Training (IUSD)

Time and Location: 12:00 to 1:00 pm in DS Room 114

Presenter: Karen Rogers

No Registration Required

IUSD Continuing Education 2015-2016 Courses <http://ce.dentistry.iu.edu>

ADEA/AAL ITL

In January, the Office of Faculty Affairs (OFA) sought faculty nominations to attend the Academy of Academic Leadership and the American Dental Education Association's Institute for Teaching and Learning (ITL) in Atlanta, Georgia.

OFA is very pleased to announce that Dr. Pamela Linder, Visiting Clinical Assistant Professor, Department of Comprehensive Care and General Dentistry, Director of the Emergency Clinic, and

Dr. Yusuke Hamada, Clinical Assistant Professor, Department of Periodontics and Allied Dental Programs, were selected to attend this premier teacher training program. Their attendance to this program is supported by Dean Williams and OFA.



The program consists of a two-phase program totaling six days with Phase 1 convening August 11-13, 2016 and Phase 2 from October 13-15, 2016. The ITL program

is designed for health professions educators embarking on a new career in academia.

During the program, participants earn 50 hours of continuing education and acquire the skills of a master educator. The program also provides the participants the opportunity to learn from award-winning instructors and network with dozens of colleagues from around the US, Canada and countries around the world. In addition, participants can use the ITL program as a pathway to earn a Master's degree in Health Professions Education. Congratulations!



Faculty Development Continued

Thursday, March 24th

Peer Assessment in Canvas (CTL)

Time and Location: 11:00 am to 12:30 pm Online

Presenters: Douglas Jerolimov, Renee Petrina

Register: <http://ctl.iupui.edu/>

Friday, March 25th

EC Moore Symposium on Excellence in Teaching (CTL)

Time and Location: 8:30 am to 4:00 pm in Campus Center 450

Presenter: Randy Bass, keynote

Register: <http://ctl.iupui.edu/>

Friday, March 25th

Panel of Successful Early Career Applicants (OVCR)

Time and Location: 11:30 am to 1:00 pm in University Library Room 1126

Presenters: Multiple

Register: <http://crm.iu.edu/CRMEvents/NSFCAREERSession2032516/>



PROF. WILLIAMSON DHNB APPOINTEE

Prof. Gail Williamson, Director of Faculty Enhancement, Office of Faculty Affairs and Professor of Dental Diagnostic Sciences, Department of Oral Pathology, Medicine and Radiology, has been appointed to the American Dental Association Joint Commission on National Board Examinations, Dental Hygiene Consultant Review Committee. This five-year appointment became effective January 2016. She will serve as the radiology consultant on the committee. To serve in this capacity, committee members must have had prior service and experience as a national board test constructor.



Spring Break, March 14-18, 2016

Community-Based Education

The next Faculty Council meeting is scheduled on Monday, March 7th from 12:00 to 1:00 pm in room 114. It will feature presentations from University of Michigan (U of M) School of Dentistry colleagues who direct the U of M dental safety net externships. These presentations are jointly sponsored by the IUSD Office of Academic Affairs, Curriculum and Assessment Committee and the Office of Civic Engagement.

IUSD is exploring methods for expanding our fourth year dental students' community-based clinical experiences. Last summer IUSD initiated its first, credit-earning, two-weeks dental safety net externship for rising fourth year dental students in nine Indiana not-for-profit clinics. These visiting U of M faculty members have extensive experience in this realm.

All IUSD faculty members, especially those who are clinical faculty, course directors and curriculum committee members are encouraged to attend.

The guest presenters include the following University of Michigan faculty, Dr. Wilhelm Piskorowski serves as the Assistant Dean

for Community-Based Dental Education, Department of Cariology, Restorative Sciences, and Endodontics. Dr. Piskorowski is a graduate of Loyola University School of Dentistry.

Dr. Howard Hamerink serves as the Academic Program Director of Community Based Clinical Education, Department of Biologic & Materials Sciences, Prosthodontics. Dr. Hamerink is a U of M graduate and did his graduate studies in dental materials and fixed prosthetics.

Dr. Mark Fitzgerald serves as Associate Chair, Department of Cariology, Restorative Sciences, and Endodontics. Dr. Fitzgerald is also a U of M graduate and completed his MS in Restorative Dentistry at Michigan.

The University of Michigan School of Dentistry Community-Based Dental Education



Program is one of the most comprehensive dental health service learning curricula in the nation. Participating fourth-year dental, dental hygiene undergraduates and graduate residents gain practical dental experience by serving in communities. A summer rotation providing oral health care to migrant workers in the Traverse City area and special needs pediatric patients at Bay Cliff in Marquette are just a few examples of this important program.

The Community Outreach program consists of direct partnerships between the University of Michigan School of Dentistry and seven federally qualified health centers located in thirteen cities throughout Michigan. This unique collaboration of public and private institutions is vital to the program's continuing viability, as students provide comprehensive oral health care to thousands of traditionally underserved patients and improve the general health of people throughout Michigan.

Take this opportunity to hear more about the U of M Community-Based Dental Education and its successes.

2016 IUSD Research Day



Dr. Ygal Ehrlich recently announced that the 24th IUSD Research Day will be held on Monday, April 11, 2016 from 12:00 pm to 4:30 pm. This annual event highlights the advances in basic and clinical research of the students, staff and faculty associated with Indiana University School of Dentistry. The Indiana Section of the AADR is the local link to the national and international organizations for dental research; the American Association for Dental Research (AADR) and the International Association for Dental

Research (IADR).

This year's keynote speaker will be Dr. Jack L. Ferracane, PhD, Professor and Chair of the Department of Restorative Dentistry at Oregon Health & Science University in Portland, Oregon.



Opening remarks will be delivered by Dr. Simon Atkinson, PhD, IUPUI Interim Vice Chancellor for Research and Chancellor's Professor of Biology at IUPUI School of Science.

Following the keynote address, research and clinical case poster presentations will be displayed and delivered. The poster sessions



are designed to encourage interaction among presenters and attendees with ample time allotted for questions and discussion. The Research Day event also includes an awards program to honor award winners in several categories including student, staff and faculty and a commercial exhibit featuring leading manufacturers and companies.

Registration can be accomplished online at <https://www.dentistry.iu.edu/research/iUSD-research-day>.

Research Day abstracts must be submitted online. Please note that none will be accepted after Wednesday, March 9, 2016, 11:59 pm. Details regarding abstract preparation and their format as well as poster template information can be found at the above URL. Mark the date on your calendar.

Plethorophobia: IUSD Focuses



In a world in which the discovery and spread of new diseases seems commonplace, the term “plethorophobia” may at first thought sound like something to do with a new disease. “Phobia,” of course, unveils that the word applies to a type of fear. This specific type of fear is associated with the risk of becoming unfocused when taking diversity efforts beyond just the numerical representation of a few identities such as gender and race to a more comprehensive and inclusive range of identities to establish practices, policies and programs that deepen institutional capacity.

Toward such ends, this January IUPUI Vice Chancellor for Diversity, Equity, and Inclusion, Dr. Karen Dace called a meeting with all campus deans to move the IUPUI campus forward in its commitment to “fulfilling the promise” relative to diversity. Each unit of the IUPUI campus, including the School of Dentistry, has been charged by Dr. Dace to immediately begin developing a diversity plan that uses, in as much as possible, cost-free strategies and/or practices that build a

sustainable climate of inclusiveness conducive for all faculty, staff, and students to not simply have representation in their School, but to be able to thrive in their capacities in their School, specifically, and on campus, in general.

The IU School of Dentistry in purposefully addressing plethorophobia positions itself to sustainably equip and empower its faculty, staff, and students to engage in the four stages of diversity management: representation, relationship management, workforce diversity management, and managing strategic diversity. Daryl G. Smith, author of *Diversity's Promise for Higher Education: Making It Work*, expounds on what the pathway to deepening institutional capacity entails by contending that “rather than engaging diversity as a list of identities or creating a uniform set of policies and practices, framing diversity in terms of how the institution’s mission and goals can be improved through the lens of different groups or issues provides an opportunity for both inclusiveness and differentiation.” It is easier to ignore, reassign, delay, deny, humor, or humiliate as a way to “manage” diversity. However, such poor management does become both a disease and a dis-ease.

Overcoming areas of poor management and not faltering in areas of healthy management requires IUSD to address its cases and symptoms of plethorophobia. It requires

expanding efforts to improve competency and capacity on diversity, equity, and inclusion issues. It necessitates having difficult, bold yet civil, enriching conversations that may conflict with personal beliefs, traditional practices, and, potentially, existing policies and procedures. This all should happen with keen attention to IUSD’s local and global context as those push and pull on IUSD’s mission in relationship to its climate and intergroup relations, access and success, education and scholarship, and its institutional viability and vitality. To be successful this work demands the sustained involvement of administrators, faculty, staff, and students as well as patients. No one person is responsible. We all have an important role. Dr. Pamela Shaw, IUSD’s Associate Dean for Diversity, Equity and Inclusion, has the role of forming and overseeing a Diversity Planning Workgroup to prepare a diversity plan for IUSD. Outputs from this workgroup will include an IUSD Diversity Plan protocol and implementation guidelines, an IUSD Diversity Advisory Council, departmental collaboration activities, and SMART goals that include long-term planning. Dr. Shaw, commenting on this renewed focus, said “with the support of IUPUI and national diversity leadership, we have an opportunity to create a plan that will support our goal of *being one of the best dental schools in the 21st century*.”

The Assessment Institute

You are invited to join over 1000 educators from virtually every state and several other countries at the 2016 Assessment Institute in Indianapolis, held from October 16-18. The Assessment Institute is an event focused exclusively on outcomes assessment in higher education. If you are interested in submitting a proposal, please do so by March 21. To submit a proposal, go to: <http://assessmentinstitute.iupui.edu/program/proposals.html>. Those submitting proposals will be notified of their status after June 1, 2016. The Institute will feature

special track plenary sessions and workshops emphasizing assessment in: Community Engagement, ePortfolios, Faculty Development, Global Learning, Graduate/Graduate Professional Education, High Impact Practices (First-Year, Learning Communities, Service Learning, Capstones, etc.), and Student Affairs Programs and Services.

There will also be sessions presented with national assessment leaders, a poster session, and additional learning opportunities emphasizing: Accreditation, Assessment in General Education, Assessment in All Major

Fields, Assessment Methods, Assessment in Community Colleges, Institution-Wide Data Collection/Use, and Use of Technologies in Assessment.

The event is hosted by IUPUI and Dr. Trudy Banta, Senior Advisor to the Chancellor for Academic Planning and Evaluation, who serves as the Institute Chair. The Assessment Institute will be held at 350 West Maryland Street in Indianapolis. For more information on the Institute, please visit <http://www.assessmentinstitute.iupui.edu> or email planning@iupui.edu.

Fulbright Announcement



Dr. David Zaret, Vice President for International Affairs, recently announced the Competition for the 2017-2018 Core Fulbright Scholar Program is now open. The Core Fulbright U.S. Scholar Program sends nearly 500 American scholars and professionals annually to over 125 countries, where they lecture and/or conduct research in a wide

variety of academic and professional fields. Visit the [CIES website](#) for application details.

Below are a few facts to keep in mind:

- ⇒ Grant lengths vary; applicants can propose projects for a period of 2 to 12 months, as specified in the award description.
- ⇒ Grant benefits vary but generally they include travel and living expenses for the awardee and their accompanying dependents.
- ⇒ Open to all U.S. citizens (permanent

residents are not eligible)

⇒ **Application deadline is Monday, August 1, 2016.**

The [Catalog of Awards](#) is available for your review and consideration. You may also join the [My Fulbright](#) online community for updates and to access helpful resources for completing the application. For more information, visit the [CIES website](#), and contact the Fulbright representative on the IUPUI campus, Professor Ian McIntosh imcintos@iupui.edu.

HRSA Loan Repayment News

Recently the American Academy of Pediatric Dentistry (AAPD) published that the Health Resources and Services Administration (HRSA) announced plans to broadcast either this spring or summer a new Dental Faculty Loan Repayment Program grant cycle. This comes after finalization of FY 2016 omnibus legislation that included \$10 million for Title VII Pediatric Dentistry training and \$875,000 for the Dental Faculty Loan Repayment program. For those interested in applying for these funds, the AAPD

emphasizes preparing for your grant application now. The overall amount of available funds is small; therefore, competition for those funds will be intense. Moreover, once the grant cycle announcement is released, predictions are that the application window will be only 30 to 60 days between when the announcement is made and applications will be due. There will be strict adherence to whatever timeline is established. Knowing appropriations are small for the upcoming grant cycle, AAPD will be pushing hard

for a “robust” large applicant pool. Their intentionality is in recognition that a large, strong applicant pool projects an impressive base of interest among pediatric dentistry programs. The outcome of such a demonstration is enhanced opportunity for AAPD to pressure for increased funding for the Dental Faculty Loan Repayment Program in FY 2017. More loan information is available at this URL http://www.aapd.org/assets/1/7/2015_Legislative_Fact_Sheet_1-Pediatric_Dental_Title_VII.pdf

Annual Reviews Due April 1

Annual review faculty forms are due April 1, 2016, to the IUSD Office of Faculty Affairs. Over the next several weeks department chairs will be scheduling meetings with their full-time and adjunct faculty for these invaluable professional development and coaching one-on-one sessions. Among the adjunct



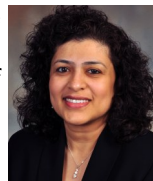
faculty, only those with more than 20% FTE should expect an annual review, although adjunct faculty with 20% or less FTE can also receive an annual review. Before being submitted to the Office of Faculty Affairs, each annual review should be signed by the department chair and the faculty member. To optimize the value derived from the annual review process, when completing the individual career plan section, it is critical to

jointly consider professional development goals as well as the succession needs of the department and School. When preparing to discuss challenges encountered during the past year, those should not be thought of as threats to character, competency, or career. Rather, such intentional discussion often becomes the catalyst for new opportunities for innovation, collaboration, and even promotion. Due April 1st - no fooling!

Next Gen 2.0 Candidates

Last month, the IUPUI Next Generation 2.0 organizers issued a call for applicants for the 2016-2017 program cohort. Next Gen 2.0 is an intensive one-year leadership development program designed to prepare faculty and advanced professional staff who are either women and/or from less represented populations for positions of leadership and opportunities for advancement in higher education. The Office of Faculty Affairs solicited nominations from Department Chairs and Staff Administration for potential applicants for this campus-level program.

OFA is please to announce that Dr. Priya Thomas, Clinic B Director, Department of Comprehensive Care and General Dentistry and Ms. Karen Rogers, Compliance Consultant, IUSD Compliance Office, have been selected to apply to the program as the IU School of Dentistry faculty and staff candidates. If selected for the program, they will be guided through a curriculum designed to assist them with transitioning into future leadership positions as well as the oppor-



tunity to work collaboratively in smaller groups to identify, plan and implement a capstone project that responds to an identified need of the IUPUI campus or the Indianapolis community. Applicants will be notified the week of April 18, 2016 if they have been accepted into the program.

Currently, Dr. Liz Ramos, Clinical Assistant Professor, Department of Periodontics and Allied Dental Programs, and Mr. Damon Spight, Administrative Support Specialist, Office of Faculty Affairs, are in the 2015-2016 cohort of this leadership program.

Pre-Commencement Info

The 2016 Pre-Commencement Ceremony is fast approaching for the IU School of Dentistry. The deadline for ordering your faculty apparel is less than a month away if you have not already done so. All Pre-Commencement faculty apparel must be ordered by **Tuesday, March 15, 2016**. If you fail to meet this deadline, you risk not having apparel for



the ceremony, as the IUPUI campus cannot ensure the appropriate apparel on site.

If you do plan to attend, please email Sheila Horan at sahoran@iu.edu so that a seat can be reserved for you on the platform with other faculty members. You can order your Pre-Commencement faculty apparel (if needed) at the following link: <http://myiupui.com/dent-fac>. The IUSD Pre-Commencement Ceremony will be on Saturday May 7, 2016 from 2:00 to 4:00 pm.

The program will be held in the Sagamore Ballroom at the Indiana Convention Center, which is located at 100 South Capitol Avenue, Indianapolis. The main Commencement Ceremony will be held on Sunday, May 8th at 1:00 pm at the Lucas Oil Stadium.

For more information about the 2016 Commencement and to see a full list of school recognitions events, please visit the following URL at <http://alumni.iupui.edu/commencement>.



NOTES FROM THE DENTAL SCHOOL LIBRARY

Our free-standing shelves that once held circulating books and other materials in the library are almost empty, creating needed space to be opened up for more study and collaborative options complete with natural light. While we have removed some materials that were beyond the scope of this library, NOTHING remotely related to dentistry, oral health or areas important to IUSD has been removed. The wall shelving has stayed, populated by a "core collection" of materials made up of more recent publications and materials used within the last five years. Older and less popular resources are housed in compact shelving in the basement. You can identify these items in IUCAT because they have the location code "Dentistry Library-Stacks Storage." Keep coming to see us. I do hope to see you from 12 to 1PM in DS 122 on either March 3 or March 30, for everything you need to know to get up and running with EndNote X7.

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**CHAIRS AND ASSOCIATE DEANS
ROUNDTABLE**

DATE: MONDAY, MARCH 7TH

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

LOCATION: CAMPUS CENTER, 405

BY INVITATION ONLY ♦ [REGISTER](#)

ADEA ANNUAL SESSION

March 12-15, 2016
Denver, Colorado

Registration:
[http://
www.adea.org/2016/](http://www.adea.org/2016/)

Program:
[http://
www.adea.org/2016program.aspx](http://www.adea.org/2016program.aspx)

