



FACULTY AFFAIRS

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# Office of Faculty Affairs

VOLUME 12 ISSUE 11

NOVEMBER 2024

## From the Desk of the EAD/ADFA



**Elements is coming! Elements is coming!** In November, the university will be rolling out **Elements by Digital Science** software that has replaced Digital Measures Activity Insight (DMAI), providing access to faculty. Shortly, you should be receiving emails providing access

information to your elements page. Then, the Elements team will begin the migration of the information stored in DMAI. This conversion will NOT happen all at once but will appear to be staggered as it is not simply turning a switch giving everyone access to their data all at once. So, word to the wise, don't manually begin to input data that may already be in DMAI - WAIT until you see what past information is going to already be there. You can, however, enter any data that would be new information you did not previously enter and would not be in the system.



### How will this information be used?

The university plans to use this system as the one system for activities. The plan is for Elements to be used for:

- ⇒ **the annual review process for all schools on all campuses**
- ⇒ **as a means for selection of faculty for awards**
- ⇒ **as a data system to run reports for all levels of the university**
- ⇒ **as a replacement for the university CV template for promotion and tenure review**

### What will be added automatically versus what will you need to enter manually?

All university managed data such as rank, titles, and positions, course information, will be automatically added by the system. Once you provide the system information identifying information such as ORCID and/or Scopus numbers, etc., the system will automatically search and retrieve the information linked to those numbers. This information will include scholarly activities such as publications and grants. If you have abstracts linked to your Google Scholar account, it may pull those as well. However, if they are not linked in that way, you may need to manually add

abstracts.

You will have the ability to set the system to automatically accept the data, or for those of us with common names, you can set the system to suggest data and allow you to accept the information as yours. For those of you who have used systems like ResearchGate or LinkedIn, it can be set up like those systems.

Information that you will need to enter manually are things like service activities, offices held in organizations, non-university committees, community, or civic service, etc. Basically, information that is not linked to a database that the system would have the ability to access.

### How will faculty be trained on how to use the system?

**The university's plans for training:** The university is scheduling 2-hour training sessions for faculty to learn how to use the system, input data, and organize their portal. These sessions will be recorded. There will be informational PowerPoints, videos, and handouts on a website faculty will be able to access.



### IUSD's plans for training and implementation:

Because of the limited availability our faculty have for training sessions, we are coordinating with the university and the folks from Elements to have training sessions at IUSD. We plan to have the session both in-person and virtually. We are working to have these scheduled in December, date to be arranged.

We recognize that the conversion to Elements is a big lift for our faculty. Over the course of the next month, we hope to have each department identify Champions who will act as superusers. Dr. Stewart, Lauren Levendoski, and I were part of the pilot testing and have completed the Elements Experts training session. We plan to work with the Champions as they start their Elements journey. They in turn will be able to provide support at the department-level over the course of the transition in 2025. Faculty will have one year then to fully populate Elements to be used for the Annual Faculty Review for the 2025 calendar year.

*Continued on page 4...*

# Faculty Development Opportunities

There are many opportunities for professional development during the month of November. The following list of programs were selected from various resources on the IU Indianapolis 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.**



## Monday, November 11th

### DGi Gen AI Series: What Have We Learned & What Might We Do Differently? (CTL)

**Time and Location:** 2:00 – 3:00 pm, Online - Zoom

**Presenters:** Justin Hodgson, Vivian Halloran, Adam Maksl, Remi Kalir

[Register](#)

## Tuesday, November 12th

### Introduction to Generative AI in Medical Education

**Time and Location:** 1:00 – 2:00 pm, Online - Zoom

**Presenter:** IUI Library

[Register](#)

## Wednesday, November 13th

### Fun with Endnote!

**Time and Location:** 10:00 – 11:00 am, Online - Zoom

**Presenter:** IUSD Library

[Register](#)

## Wednesday, November 13th

### Bioethics Grand Rounds: Evaluating Patient Decisions: How, When, and Why

**Time and Location:** 12:00 – 1:00 pm, Emerson Hall

**Presenter:** Peter Schwartz

[Register](#)

## Wednesday, November 13th

### Generative AI Sampler: A Tech Tasting Event (CTL)

**Time and Location:** 1:00 – 2:30 pm, Online - Zoom

**Presenter:** April Law

[Register](#)

## Wednesday, November 13th

### Maximize Your Literature Search in PubMed

**Time and Location:** 3:30 – 4:30 pm, Online - Zoom

**Presenter:** IUI Library

[Register](#)

## Thursday, November 14th

### On Grant Writing: Training and Mentoring Components of a K Application (OFAPD)

**Time and Location:** 12:00 – 1:00 pm, Online - Zoom

**Presenter:** Linda DiMeglio

[Register](#)

## Thursday, November 14th

### PubMed Searching

**Time and Location:** 1:00 – 2:00 pm, Online - Zoom

**Presenter:** IUSD Library

[Register](#)

## Friday, November 15th

### Basics of EndNote

**Time and Location:** 12:00 – 1:00 pm, Online - Zoom

**Presenter:** IUI Library

[Register](#)



<https://dentistry.iu.edu/ce-professional-services/continuing-education/index.html>

# Grant Opportunity

The Small Research Grants on Education Program supports education research projects that will contribute to the improvement of education, broadly conceived, with budgets up to \$50,000 for projects ranging from one to five years. This program is “field-initiated” in that proposal submissions are not in response to a specific request for a particular research topic, discipline, design, method, or location. The goal for this program is to support rigorous, intellectually ambitious and technically sound research that is relevant to the most pressing questions and compelling opportunities in education. Proposals to the Small Research Grants on Education program must be for research projects that aim to study education. Proposals for activities other than research are not eligible (e.g., program evaluations, professional development, curriculum development, scholarships, capital projects, software development). Additionally, proposals for research studies focused on areas other than education are not eligible. Principal Investigators (PIs) and Co-PIs applying for a Small Research Grant on Education must have an earned doctorate in an academic discipline or professional field. The PI must be affiliated with a non-profit organization or public/governmental institution that is willing to serve as the administering organization if the grant is awarded. Applications open on October 10, 2024, and must be submitted before December 4, 2024 at 12:00 p m C T . C o n t a c t [smallgrants@spencer.org](mailto:smallgrants@spencer.org) with questions. More information can be found at [https://www.spencer.org/grant\\_types/small-research-grant](https://www.spencer.org/grant_types/small-research-grant). The review process, FAQ’s, and eligibility and restrictions can also be found online.

## Professional Development Cont’d

### Friday, November 15th

#### Improving Immigrant Health Care Access: Moving in the Right Direction?

**Time and Location:** 12:30 – 1:30 pm, Online - Zoom

**Presenters:** Sarah Kimball, Arturo Vargas Bustamante

[Register](#)

### Monday, November 18th

#### AI/Generative AI in my Professional Work (CTL)

**Time and Location:** 2:00 – 3:00 pm, Online - Zoom

**Presenter:** Justin Hodgson, Kevin Jones, Anne Leftwich

[Register](#)

### Tuesday, November 19th

#### Introduction to Systematic Reviews

**Time and Location:** 12:00 – 1:00 pm, Online - Zoom

**Presenter:** IUI Library

[Register](#)

### Wednesday, November 20th

#### 2025 CEG Information Session (CTL)

**Time and Location:** 11:00 am – 12:15 pm, Online - Zoom

**Presenters:** Anusha S Rao, Richard Turner

[Register](#)

### Wednesday, November 20th

#### Accessibility and PDFs: The Basics (CTL)

**Time and Location:** 11:00 – 11:45 am, Online - Zoom

**Presenter:** John Ault

[Register](#)

### Wednesday, November 20th

#### High-Impact Practices: Drop-In Consultation

**Time and Location:** 1:00 – 2:00 pm, Hine Hall IP 243M “The Cove”

**Presenter:** Institute for Engaged Learning

[Register](#)



Hanksgiving Break Nov. 28-19



# From the Desk of the EAD/ADFA Cont'd

Continued from page 1...

**How will this impact this year's annual review?** After discussions with the dean, knowing that to use Elements as the primary source of the annual review process may create undue stress for faculty, we have decided to not use the system for this process for the calendar year 2024. Instead, we will use the Annual Review of Faculty form and a Faculty Activity template that we have created to be used for this year's review. This form follows the format of the IU CV template, but will only contain



information pertinent to the calendar year 2024. We believe the form will not be a wasted use of your time as it will be helpful for faculty to use as they input this year's data in Elements. Many of you have activities with no end dates that will likely show up as inaccurate activities for this year. We have not seen what the new output will look like, but are concerned that, "worse-case scenario," it may require more work to clean up than to enter on our form at this time. Also, it may be difficult for faculty and department chairs to read in the as-is format of the conversion. By using the template this year, it will allow faculty the needed time to "clean up" the information that was converted

from DMAI as well as add new information as we move to Elements being the sole accepted format.

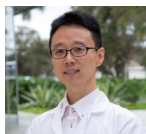
Benefits of our Faculty Activity form are that it will 1) simplify the review for Department Chairs and the Awards committee, 2) help organize the faculty for entry of this information into Elements, and 3) provide the Office of Faculty Affairs accurate information of the faculty member's activities that can help us identify potential development opportunities for the faculty. You will be receiving emails regarding the process, timelines, and the forms shortly. As additional information becomes available we will share it with the faculty.

## Faculty News

Congratulations to Dr. Monica Gibson, associate professor and director of the Periodontology graduate program in IUSD's department of Periodontology, who has been elected as Vice Chair of the Graduate Program Director's Committee of the American Academy of Periodontology (AAP). The academy consists of eight districts, is 7,500 members strong, and is one of



the 12 dental specialties recognized by the American Dental Association. Dr. Gibson, a member of District 4, will be in her newly-elected position for two years and then will assume the Chair position for two years.



Congratulations as well to Dr. Chiaki Yamada, an assistant research scientist in IUSD's department of Biomedical & Applied Sciences and an associate member of the Indiana University Simon

Comprehensive Cancer Center (IUSCCC). He has received support from the IUSCCC Cancer Drug Discovery & Development Accelerator (CD<sup>3</sup>A) for his project focused on oral squamous cell carcinoma. This significant support, provided in kind through connections with industry veterans with expertise in cancer drug development, is instrumental in advancing Dr. Yamada's research in cancer drug development.



## Grant Writing Essentials Workshop

Proposal Development Services is hosting a grant writing essentials workshop entitled, "What Successful Proposal Writers Know: Clearing Common Hurdles to Research Grant Funding," given by grant writer Elisabeth Andrews. This training will focus on elevating your grant writing so you can showcase the strength and value of your work. Through simple tools and strategies, you'll learn how to connect to a reviewer's mindset, proactively manage objections, and position your project for success.

This workshop will be a highly interactive format with practical writing exercises and will focus on principles that apply to every proposal. You will have an immediate application to your current

research projects and will leave with a concise summary already drafted. Through simple tools introduced in this training, you'll learn essential skills behind great grant writing: how to connect to a reviewer's mindset, anticipate objections, and describe the importance and value of your work. Come prepared with a research topic you would love to explore further.

This workshop will be held on Thursday, November 7, 2024, from 9:00 am—12:00 pm in room 0110 in the University Library. Visit <https://events.iu.edu/research/event/1549162-what-successful-proposal-writers-know-clearing-commo> for more information and to register.

Contact [pdshep@iu.edu](mailto:pdshep@iu.edu) with questions.

# In Memoriam



The IU School of Dentistry shares in celebrating the lives and cherishing the memories of Dr. [Melvin Lund](#) and Dr. Chris Miller, both of whom have left an enduring legacy of positional and relational leadership. Dr. Lund, affectionately known to some as “Pug,” retired from the school in June 1993, with the title Professor Emeritus of Operative Dentistry. His passion for and dedication to dentistry, its students, patients, and practitioners, extended well beyond his retirement, evidenced undeniably by his serving as an adjunct professor in Operative Dentistry for

the school in 2012 and 2013, at the young age of 90. A true servant leader, Dr. Lund, recruited from Loma Linda University where he served for 13 years as chair of that institution’s Restorative Dentistry department, not only chaired IUSD’s then Operative Dentistry department from 1971-1988, he also served as interim chair of IUSD’s Endodontics department (July 1972–September 1973). Dr. [Chris Miller](#), whose career highlights exemplary leadership and often service “way beyond” the call of duty, began his more than 37 years of evolutionary

contributions to IUSD in 1970, after completing an NIH research fellowship at Purdue University. That year with an appointment as an assistant professor of Microbiology and Immunology for IUSD and the IU School of Medicine, he began the work of creating IUSD’s department of Oral Microbiology. He would go on to chair that department, serve as director of Infection Control Research & Services, Associate Dean for Research & Graduate Education, Associate Dean for Academic Affairs & Graduate Education, and Executive Associate Dean, before retiring in July 2007 as Professor Emeritus of Oral Microbiology.



# Dental Trainer Educator Series

The IUSD Department of Dental Public Health and Dental Informatics will be hosting a dental trainer educator series in the month of November, and you are invited to attend. Entitled, “Promoting Gender Equity Focused Cultural Competence Training Among Dental School Faculty,” this series will be four parts. The sessions offered are as follows:

- ⇒ [Rainbow Colored Glasses: Improving Cultural Sensitivity in Providing Care for LGBTQIA+ Patients](#)—Lecture given by Dr. Keri Eason, Director of Research and Impact, American Institute of Dental Public Health. This will be held on November 12, from 12:00-1:00 pm in DS 114
- ⇒ [Gaps in Dental Education: LGBTQ+ Health Equity and the Paths Forward](#)—Panel Discussion Session given by Dr. Dustin Nowaskie, President and Chief Medical Officer, Outcare Health. This will be held on November 13, from 12:00-1:00 pm in DS 115
- ⇒ [Inclusive, Affirming Care in Action: Simulating LGBTQ+ Patient Experiences in Dentistry](#), a workshop session in Scenario Based Learning, given by Dr. Alex Barrera, Dir. Of Dentistry at

- Avenue 360 Health and Wellness. This will be held on November 14 from 12:00—1:00 pm in DS 115.
- ⇒ [Inclusive Leadership in Dental Practice](#), a lecture session given by Dr. Herminio Perez, Assistant Dean of Student Affairs, Diversity and Inclusion at Rutgers School of Dental Medicine. This will be held on November 15 from 12:00– 1:00 pm in DS 115.

You can attend as many sessions as your schedule permits, and you will receive CE credits per session attended. If you attend all four sessions, you will receive a total of four CE credits. Lunch will be provided, and it is requested that you register at least one week in advance. Lunch is not guaranteed past this window. Amazon gift cards will be provided to participants who complete all project activities (surveys, workshop, and lecture). To register for one or all of the events, please scan the QR code or visit [https://iu.co1.qualtrics.com/jfe/form/SV\\_5yZrIV0Rsi9gyLI?O\\_CHL=qr](https://iu.co1.qualtrics.com/jfe/form/SV_5yZrIV0Rsi9gyLI?O_CHL=qr). Contact Dr. Anubhuti Shukla with questions at [anshukla@iu.edu](mailto:anshukla@iu.edu).



## RESEARCH FUNDING RESOURCE

A new resource is available to help faculty streamline their search for funding opportunities. Location at [go.iu.edu/findfunding](https://go.iu.edu/findfunding) (also available via the QR code). This link will direct users to the IU Research page listing the eight current funding opportunity search mechanisms. These search categories include: Internal Funding, Pivot, Corporate and Foundation Funding, Limited Submission Opportunities, Foundation Director Online, Grants.gov, Scholars@IU, and Research Administrative Dashboards.



# Faculty Transitions

The IU School of Dentistry welcomes Dr. **Graziela Ribeiro Batista** to the department of Comprehensive Care & Allied Professions. She comes to IUSD from A.T. Still University, Missouri School of Dentistry and Oral Health (Kirksville, MO) where she most recently held the position of associate professor for the Preclinical Education and Simulation Lab as well as the position of course director for Skills Acquisition. She also held for three years the position of course director for Interprofessional Education and Interprofessional Collaborative Practice.



Dr. Batista earned her DDS from the University of Taubaté (UNITAU) (Brazil), her Master of Science in Restorative Dentistry from São Paulo State University (UNESP), and her PhD in Restorative Dentistry (Operative Dentistry) from the same institution.

Dr. Batista's accomplishments include being honored as the Missouri School of Dentistry

and Oral Health Class of 2025 Outstanding Teaching Award recipient and then the class of 2026 Outstanding Teaching Award recipient. At IUSD, Dr. Batista will hold the position of clinical associate professor and the administrative position of program director of the IU School of Dentistry Graduate Operative Dentistry Program. Among her responsibilities are the provision of didactic, pre-clinical and clinical instruction supporting our operative dentistry curriculum and developing the Graduate Operative Dentistry program's goals, selecting its residents, ensuring that all appointed residents meet the minimum eligibility requirements, and ensuring the provision of adequate physical facilities for the educational process of the program.

This month IUSD also welcomes Dr. **Yusuke Matsuda**, who will be joining the department of Biomedical & Applied Sciences as a postdoctoral research fellow working with Dr. Yasuyoshi Ueki. Coming to IUSD from



the IU School of Medicine's Division of Hematology/Oncology where he served as a postdoctoral research fellow, his background includes having been a clinical fellow in the Orthodontics unit at Miyake-Hello Dental Clinic and a clinical fellow in the Department of Orthodontics at Okayama University Hospital (Okayama, Japan).

Dr. Matsuda's role under the mentorship and supervision of Dr. Ueki includes conducting research to elucidate the impact of osteocyte-immune cell interactions in the mechanism of bone destruction. Dr. Matsuda will manage overall lab activities and oversee and help train undergraduate/graduate student workers, generate manuscripts for publication in scientific journals, and assist in the development of research grant applications.

Dr. Matsuda earned his DDS from the School of Dentistry at Showa University (Tokyo, Japan) and his PhD in Stem Cell Biology from the Graduate School of Medicine, Dentistry and Pharmaceutical Sciences at Okayama University (Okayama, Japan).

## Global Gateway Grant

The Global Gateway Grant provides matching support of up to \$5,000 for activities – such as workshops, symposia, public talks, and artistic performances – that take place at one or more of IU's Global Gateway offices in [Accra](#), [Bangkok](#), [Beijing](#), [Berlin](#), [Mexico City](#), and [New Delhi](#). To be eligible, you must be a permanent, full-time academic appointee at any IU campus. Application deadlines every year are October 1, February 1, April 1, and July 1. Please submit proposals at least twelve weeks in advance of the event date.

IU Global will match up to \$5,000 in commitments from other IU units (e.g. departments, schools, and campuses). Commitments from external sources (e.g. partner institutions that have faculty participating in the activity) will be considered. In such

cases at least 50% of the matching funds must come from internal IU sources.

All proposals for funding should address the general criteria of furthering international collaborative research, creative activity, or institutional development initiatives. Preference will be given to applications that involve collaborative activities likely to be sustained and enhanced in the future. IU Global encourages proposals that build on existing [IU institutional partnerships](#) as well as those that help create new ones. Interested faculty are required to first consult with the appropriate [Gateway Academic Director and/or in-country Director](#) to discuss the proposed activity and determine feasibility.

The narrative statement should be no more than two pages in length and should

include the following:

- ⇒ A description of the proposed activity
- ⇒ Details of participating individuals from IU and external institutions
- ⇒ A description of the benefits of hosting the activity at the Gateway and the anticipated outcomes, e.g., in terms of furthering collaborative research
- ⇒ The preferred time for the activity

Valid expenses may include (but are not limited to): travel, accommodation, catering and hospitality, supplies and printing, honoraria (excluding IU faculty and staff), and international wire transfer fees.

For more information and to apply, visit <https://global.iu.edu/resources/faculty/global-gateway-grant/index.html>.



# Faculty Annual Reviews Due

The annual review of faculty forms will be due April 4, 2025, to the IUSD Office of Faculty Affairs. Early in the spring semester, department chairs will be scheduling meetings with their full-time and adjunct faculty for these instrumental professional development and one-on-one coaching 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 discussions should be approached objectively by the department chair and faculty member. These honest,

intentional discussions can become the catalyst for new opportunities, innovation, collaboration, or even promotion - "bring on tomorrow!"

Please contact our office at [iusdofa@iu.edu](mailto:iusdofa@iu.edu) with any questions.



## Research Grants Available

IU Research has many internal funding opportunities you are able to take advantage of. From the options available on <https://research.iu.edu/funding-proposals/funding/index.html>, a few are detailed below.

The [External Resubmission Grant](#) has a maximum funding of \$50,000 available and is due by June 1, 2025. It supports new research projects that were previously submitted for, but did not receive, external funding, and whose likelihood of funding on resubmission would increase with the acquisition of additional data or proof of concept.

The [Research Micro Grant](#) has a maximum funding amount of \$3,000 and a dead-

line of June 1, 2025. It provides funding for small research projects, research expenses, book publishing, and other research related items in support of faculty research and creative activities that are sustainable through external funding. Fundable items are considered as: book publishing; data collection, analysis, surveys; IU research assistants, statisticians, student workers; supplies, fees, study incentives; and travel expenses necessary to conduct the proposed work.

The [Seed Grant](#) has a maximum funding amount of \$50,000 and a deadline of April 1, 2025. It supports new, innovative research or creative activity projects that are

sustainable through external funding. Seed Grant awardees are required to submit proposals for external funding based on their Seed Grant awarded research project within three years of the award letter date.

To be eligible for any of the above grants, you must be a full-time tenured or tenure-track faculty, a research scientist or research center director, or a non tenure-track faculty whose evaluation criteria are based on research activity. All of the above grants must have projects that are limited to one year in duration.

For more information on eligibility requirements and to apply, please visit the grant pages.

### International Short Term Visitor Grant

The International Short-Term Visitors Grant provides support for travel expenses to bring distinguished visitors to Indiana University campuses for events such as conferences, workshops, lectures, or performances that explore international topics.

Applicants must have support from the department, school, or campus sponsoring the event. Preference will be given to applications with external funding. A

permanent, full-time faculty member must serve as a principal organizer and primary contact.

The IU Office of the Vice President for International Affairs will contribute to transportation costs for invited participants, up to a maximum of \$4,500 per event (\$1,500 maximum per individual visitor; applicants may seek support for up to three international visitors for one conference or workshop). OVPIA fund-

ing will only support international travel expenses. This program does not support domestic travel for U.S.-based visitors or costs associated with virtual events.

You must apply for funding at least eight weeks before the event date. To apply and for more information on selection criteria, visit <https://global.iu.edu/resources/faculty/ist-grant/index.html>. Contact [iagrants@iu.edu](mailto:iagrants@iu.edu) with questions.

## Indiana University

### School of Dentistry

#### Office of Faculty Affairs

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## INTEGRATIVE CASES—DEI AND THEMATIC

**DATE:** TUESDAY, NOVEMBER 12, 2024

**TIME:** 10:00 TO 11:30 AM

**LOCATION:** ONLINE—TEAMS

**PRESENTER:** WILLIE MILLER

[REGISTER](#)

THIS WORKSHOP WILL DISCUSS KEY ELEMENTS OF THE NEW INTEGRATIVE DIVERSITY, EQUITY, AND INCLUSION (DEI) CASE, FROM "INTEGRATIVE" TO "DIVERSITY", AS WELL AS THE NEW INTEGRATIVE THEMATIC CASE.

## TRAINING FOR FACULTY SEARCH COMMITTEES

DATE: NOVEMBER 18, 2024

LOCATION: ONLINE—ZOOM

TIME: 10:00 AM—12:00 PM

PRESENTER: TERESA SOSA

[REGISTER](#)

SEARCH COMMITTEE TRAINING IS NOW REQUIRED OF ALL PARTICIPANTS ON FACULTY SEARCH COMMITTEES.