



FACULTY AFFAIRS

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INSIDE
THIS
ISSUE:

Message from the ADFA	1
Faculty Development	2
Faculty Development Continued	3
Bridges to Success	4
Upcoming Eclipse	4
Department Enhancement Grants	5
ITL Scholarship	5
Annual Reviews Due	5
Faculty Transitions	6
IDEAL Conference	6
ADEA Connections	6
Enhancing Your Inner Mentor	7
IDA Solicitations	7
Announcements	8

Office of Faculty Affairs

VOLUME 12 ISSUE 3

MARCH 2024

From the Desk of the ADFA



It's time for March Madness and the sprint through the various organized dentistry meetings season. As we return from the various midwinter meetings, many are preparing for AO, ADEA and AADOCR. With many dental meetings now using apps in place of paper programs, it becomes easier to connect with colleagues and find their presentation times. Inside this month's newsletter, we have provided, at faculties request, instructions for those using the ADEA Live app for the first time. Use the QR code to the left to install the ADEA Live app. Make sure you "share info with colleagues" in your setting so we can connect with you.



As part of an ADEA registration grant, faculty and staff who are new to academics and have never attended may receive a registration waiver. This year's recipients are Dr. Hawra AlQallaf, Dr. Chandni Batra, Miss Lauren Levendoski, Dr. Toshiaki Nagai, and Dr. Scott Papineau. This is a great opportunity for them to learn more about ADEA and receive development opportunities to improve teaching and develop their careers. To those faculty who have attended many ADEA meetings, be on the lookout for these colleagues while you are in New Orleans.



New Orleans is also the host to the 2024 ADEA International Women's Leadership Conference (March 12-13, 2024). In the ADEA App, there is an icon for IWLC VII that will provide you with conference information. The timing of the two-day meeting will coincide with the final day of the 2024 ADEA Annual Session & Exhibition and the first day of the 2024 General Session & Exhibition of the International Association for Dental Research (IADR). The themes of the meeting are 1) Advocacy and Equity, and 2) Inquiry and Intervention through scholarship and research.

For those going to IADR/AADOCR, there is a meeting app as well. The apps may be downloaded wherever you get your apps and will provide you with meeting information and up-to-date



access to meeting materials. These apps may be used to search for presentations by topic or presenter. A quick search of Indiana leads to all those from IUSD who will be presenting. It's a great way to learn more about what your colleagues are studying. We will be recapping presentations and posters presented in our April newsletter.

IUSD Read to Lead Book Club Suggestions Wanted



The IUSD Read to Lead Professional Development Book Club is interested in your suggestions for our next series of discussions. The next series will meet September 2024 through March 2025. We are seeking recommendations of books in the categories of professional development, leadership, communication, mindset development, etc.

If you have a suggestion that you would like to be considered, please complete this survey to add it to the list. Once the survey closes, we will reach out once more with a final list that you will be able to vote on. The winning book along with registration details will follow this summer.

Please visit https://iu.co.l.qualtrics.com/jfe/form/SV_09c4kyYgknm97Fk to submit your suggestion.



**ENHANCE
YOUR
TEACHING
AND
RESEARCH
SKILLS.**

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.

Tuesday, March 12th

Academy of Teaching Scholars: And Introduction to Qualitative Methods in Education Research (CTL)

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

Presenter: Krista Longtin

[Register](#)

Thursday, March 14th

Academy of Teaching Scholars: Thinking about Thinking – And Introduction to Metacognition (OFAPD)

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

Presenter: Althea Kaminske

[Register](#)

Monday, March 18th

An Introduction to Hypothesis: How to Use Social Annotation Tools to Increase Student Engagement (CTL)

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

Presenter: Maggie Gilchrist

[Register](#)

Thursday, March 21st

Basics of EndNote

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

Presenter: IUPUI Library

[Register](#)

Thursday, March 21st

Grad CHAT: Teaching for Tomorrow: Exploring AI and ChatGPT in the Classroom (CTL)

Time and Location: 4:00 – 5:00 pm, Online - Zoom

Presenters: Maggie Gilchrist, Valli Sanghami Shankar Kumar

[Register](#)

Tuesday, March 26th

Designing Assignments with AI in Mind (CTL)

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

Presenter: Maggie Gilchrist

[Register](#)

Spring 2024 Teaching Foundations: Inclusive Teaching Toolbox

The Center for Teaching and Learning is delighted to announce the Spring 2024 Teaching Foundations series of interactive webinars, which will provide a platform for professional growth and the exchange of ideas and best practices. This series is crafted to provide you with practical insights, innovative strategies, and a community of educators committed to creating inclusive and equitable learning environments.

Throughout each webinar, you will actively participate in interactive discussions, collabo-

orative activities, and reflect on your current practices. CTL will offer a letter of completion for inclusion in your teaching portfolio. To qualify, simply attend all four webinars and submit a one- to two-page reflection by Friday, May 10, 2024.

The first session, “[Decolonizing Curricula and Pedagogy](#),” will be held on March 20 from 12:00—1:00 pm via Zoom. This webinar will introduce attendees to the concepts of colonialism, how colonialism manifests in higher education, and some practical strate-

gies for starting to decolonize our classrooms and curricula that will value and enhance every student’s learning and experiences. The second session, “[Introduction to Universal Design for Learning](#),” will be held on April 11, from 12:00—1:00 pm. This webinar will introduce you to the three principles of Universal Design for Learning: Engagement, Representation, and Action and Expression, and how you can leverage those principles to create more inclusive, equitable, and engaging learning experiences for your students.

Research Impact Challenge



Want to improve the impact and visibility of your scholarship? Or would you like to learn new ways to discover research in your field? Join the 5-Day Research Impact Challenge to get hands-on practice with tools and platforms to enhance your research dissemination and discover research. For this challenge, instructions and tasks to complete each day will be provided through email to allow you to work at your own pace. There are two tracks for this event – one for authors and one for readers.

The learning objectives for the author track include:

- ⇒ Use ORCID and Google Scholar to make it easy for readers to find your work
- ⇒ Preserve and share your works with IUPUI ScholarWorks
- ⇒ Use citation databases to choose where to publish your works
- ⇒ Make effective use of social media platforms to increase your audience

The learning objectives for the reader track include:

- ⇒ Use citation metrics in scholarly databases to find scholarship in your field

⇒ Use citation metrics in scholarly databases to find highly cited papers and influential journals in your field

⇒ Use scholarly profiles (ORCID, Google Scholar, etc.) to find authors in your field.

⇒ Use social media platforms (Altmetric, Twitter, etc.) to discover authors and works in your field

The challenge will run from March 18–22, 2024. On March 22, 2024, there will be an online, live Q&A session from 11:00 am–12:00 pm.

Visit <https://iupui.libcal.com/event/12089285> to register and for more information.

Professional Development Cont'd

Thursday, March 28th

Inclusive Teaching Spring 2024 Series – Navigating HOT (Heated, Offensive, Tense) Moments in the Learning Environment (OFAPD)

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

Presenter: Matthew Holley

[Register](#)

Friday, March 29th

Basics of Zotero

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

Presenter: IUPUI Library

[Register](#)

IUSD CE Opportunities

The IUSD Continuing Education office has some CE opportunities coming up. On March 29, 2024, Dr. Brett Freeman will be presenting, “Emerging Concepts in Periodontics; Classification, Technology and Treatment” and Dr. Angela Ritchie will discuss, “The How, Why and What-to-do of Oral White Lesions.” For information or to register, please visit the IUSD CE website at <https://dentistry.iu.edu/continuing-education/>. There is a discounted tuition of \$30 for full time IUSD faculty/staff. For the discount, use promo code FAC30.

On April 19, 2024 the annual Hine Scholarship Lecture and Laskin Lectureship Series program will be held at Hine Hall. Dr. Brian Goodacre will present, “Clinical Workflows for Digital Dentures: Scanning, Milling and Printing,” followed by Dr. Ted Reese providing us with an update on Indiana Dental Laws and Dr. Toni Roucka presenting, “Sustainability in Dentistry: Progressing Oral Healthcare through an Eco-Conscious Lens.” For information and to sign up, please visit the IUSD CE website. If you have questions about these events, please contact Roxana Fuentes at rfuentes@iu.edu.



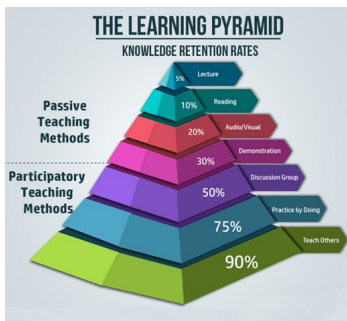
USD Spring Break, March 11-15

Bridges to Success



The Learning Pyramid (also known as the “Cone of Learning” and the “Pyramid of Learning”) was developed by the National Training Laboratories Institute of Applied Behavioral Science (<https://ntl.org/>) in the 1960’s. It is a conceptual model that depicts the variable levels of knowledge retention related to different learning modalities.

This was one of the insightful topics discussed during the fall 2023 IUSD Faculty Foundations series with Dr. Waldemar Polido (learn more by accessing the material on the [OFA Canvas site](#)). This educational framework illustrates that participatory teaching methods, like discussion groups and hands-on practice, are significantly more effective with enhancing knowledge retention than passive strategies, such as traditional lectures and reading assignments. Critics of this model contend that there are inconsistencies and unknown parameters (population tested, time between exposure and recall assessment, etc.) that undermine the utility of the framework. However, if



we consider these potential shortcomings but also the preferred learning styles of our current learners, it is logical that more interactive learning experiences can support better long-term student learning and recall.

Call to Action:

Though we are approaching the halfway point of the semester, it is not too late to incorporate a few participatory teaching methods into your courses/lectures. I challenge you to add a group discussion, practice-by-doing activity, or opportunity for students to teach each other to enhance their likelihood of retaining information from your course. Additionally, please modify your course evaluation to gain student feedback on this course adjustment. This is a great way to garner input to improve your teaching and to document curricular improvements for promotion and tenure purposes. As shown in the diagram, any strategy above a traditional lecture can lead to a significant increase in your students’ retention of knowledge. So, what strategies will you use to promote increased student learning and retention this semester and in future learning environments?

Kelton Stewart, DDS, MS
Assistant Dean of Faculty Development
Office of Faculty Affairs

Upcoming Eclipse

On April 8, 2024, North America will experience a total solar eclipse that passes over Indiana. Several locations — including the IU campuses in Bloomington, Indianapolis, Kokomo, Richmond and Columbus — will be in the path of totality (as you can see in this image from visitindy.com), where the sun is completely eclipsed by the moon.



To ensure that as many of the IU community members as possible can experience the eclipse, IU is canceling all in-person classes across the state on April 8, 2024, and all IUSD clinics will be closed. Please discuss plans with your department.

Visit this [IU Expert article](#) on how to protect your eyes during the eclipse. The eclipse is expected to last around three minutes and 45 seconds in central Indiana. Visit [IU News](#) for what to expect during the upcoming eclipse.

Opportunities for HIPAA Training

TRAINING

If you have yet to complete your annual HIPAA training, now is the time to attend an upcoming in-person session so you can remain compliant. The online option will not be available this year. This training is required for all faculty and staff, and will need to be completed by July 1, 2024. The following sessions are available:

⇒ Tuesday, March 19, 2024 — 12:15 pm—1:00 pm in DS 115

⇒ Monday, April 1, 2024 — 12:15 pm—1:00 pm in DS 115

⇒ Thursday, May 2, 2024 — 12:15 pm—1:00 pm in DS 115

You may check your ICT credential tracker to see the recording of your attendance in your ICT Transcripts if you are not sure if you have already attended a session. This training is only for faculty and staff; students will receive their annual training starting in fall of 2024.

If you have any questions, please feel free to contact Karen Rogers at rogerkaj@iu.edu or 317-274-7077.

Department Enhancement Grants



The IUPUI Office of Academic Affairs Department Enhancement Grants (DEG) provide funds to help departments change processes and practices to reduce inequities and improve the climate for faculty – particularly for women and faculty from minoritized backgrounds. The grants provide faculty members with an opportunity to examine key factors impeding their ability to create an inclusive and equitable culture and to empower faculty to con-

tinue improving their departments beyond the initial grant period.

Departmental teams can apply for up to \$10,000 for projects ranging from 12 to 24 months.

Project teams should be at least three tenured or tenure-track faculty members from the same department, with the department chair or program director serving as principal investigator. Faculty in departments of science, technology, engineering, and mathematics (STEM) as well as those in disciplines

connected to health-related research are eligible for this grant opportunity. Clinical or non-tenure-track faculty with expertise or engaged in DEI work are encouraged to be part of the team.

Applications must be submitted by 11:59 pm on Monday, March 18, 2024. More details on this grant can be found on the DEG [website](#), where you can also apply and find a full description of the proposal guidelines. If you have grant-related questions, write to oa@iupui.edu or call 317-274-4500.

ITL Scholarship Opportunity

The Institute for Teaching and Learning, or ITL, is a teacher training program for full- or part-time dental educators and private practitioners interested in an academic career. The ITL program is presented as a four-day onsite program with class discussions, small-group projects, problem-solving exercises, observation and critique of teachers in action, self-directed coursework, peer feedback, and presentations by ITL Scholars. The program allows participants to explore all aspects of academia. Additionally, the ITL includes up to 35 hours of continuing education credit through the Commission for Continuing Education Provider Recognition and the Academy of General Dentistry PACE program.

In addition, participants have the opportunity to expand their experience with complimentary access to the [Fundamentals of Clinical Education](#) (FCE), an online, asynchronous program to equip new dental educators with the right tools to succeed.

The ADA Council on Dental Education and Licensure supports dental education and ADA general dentist members interested in academia. As part of the commitment to dental education, the Council grants three full tuition scholarships annually to the ITL. To be eligible for the scholarship, you must be a general dentist, a current ADA member, a graduate of a CODA-accredited dental education program, licensed to practice/teach dentistry in the US, and active in the

practice or teaching of dentistry. The deadline to apply for this scholarship is March 29, 2024. Visit [here](#) to apply and for more information on the application requirements. Other scholarship opportunities are available at <https://aalgroup.org/scholarship-opportunities>. Regular tuition costs to attend the ITL is \$3500. Each scholarship is worth the amount of tuition.

The ITL program will take place on August 26-29, 2024, in Chicago at the American Dental Association building. For more information about the ITL and to register, please visit <https://aalgroup.org/itl>. You may also view a preliminary agenda and a list of speakers online. Registration will close on August 16, 2024.

Annual Reviews Due



Annual Review of Faculty forms are due April 5, 2024 to the IUSD Office of Faculty Affairs. Department chairs will continue to set up meetings with their full-time and adjunct faculty members for these crucial one-on-one professional development and coaching sessions over the coming weeks. 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 devel-

opment 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 for innovation, collaboration, or even promotion - "fulfilling the promise."

Faculty Transitions

In February 2024, Dr. Steven Ellinwood accepted the position of director of the Indiana University Dental Education Programs of the Division of Allied Dental Education on the Indiana University Fort Wayne campus. In this role, Dr. Ellinwood now serves as the leader of dental education programs and liaison to campus administration. He, therefore, provides oversight for the Dental Hygiene, Dental Assisting and Dental Technology programs, which includes oversight of



student success in those programs as well as oversight of the faculty and staff supporting those programs.

Dr. Young Suk Kang accepted the position of clinical assistant professor in the department of Prosthodontics. In his new appointment, which begins July 2024, he will provide preclinical, clinical and didactic instruction to pre-doctoral students, participate in competency assessments and help implement a comprehensive pre-



doctoral curriculum using state-of the-art and emerging technologies.

Dr. Monica Yamauti accepted the position of associate professor in the department of Biomedical Sciences & Comprehensive Care on the Indianapolis campus. When she begins in July 2024, she will be providing didactic teaching, research mentoring for pre-doctoral, graduate-level and PhD students, some clinical instruction as well as management for the Indianapolis campus Dental Materials Laboratory.



IDEAL Conference



Indiana University, in partnership with the National Conference on Race and Ethnicity (NCORE) will host the inaugural Midwest IDEAL Conference from April 4 - April 6, 2024. The IDEAL Conference provides a regional forum for the critical exchange of resources, best practices, and research on the social and political landscape of diversity, equity, inclusion, and access in higher education. The major goal

of the conference is to offer an affordable and accessible professional development resource for Midwestern secondary and post-secondary education institutions. IDEAL offers critical discourse in the following four areas:

- ⇒ Teaching and Learning: Curriculum Creation and Course Instruction
- ⇒ Staff Community: Recruitment, Retention, Development, and Belonging
- ⇒ Student Body: Recruitment, Retention, Development and Belonging

⇒ Institutional Leadership: Political, Fiscal, and Strategic Management

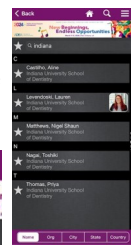
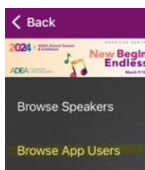
Kimberlé Crenshaw, civil rights activist and feminist, will be on site to provide the conference closing keynote on Saturday, April 6, 2024. Conference registration includes a pre-conference institute, keynote sessions, workshops, poster sessions, a welcome and closing reception. Standard registration is \$450. To register and for more information, visit <https://ideal.iu.edu/index.html>.

ADEA Connections



Looking to connect in New Orleans? To plan for your upcoming trip to the 2024 ADEA Annual Session, you can download the ADEA app to plan your schedule as well as find colleagues that are attending.

To search for IUSD colleagues, you will need to select "Presenters & People" from the main page (see screenshot to the left). You will then select, "Browse App Users" on the next page. You will then be



able to search by institution or name for others attending. In the example shown, we searched for "Indiana" and several IUSD colleagues showed up.

Additionally, the Office of Faculty Affairs is working to coordinate a gathering of IUSD colleagues during the upcoming ADEA Annual Session. If you are interested in attending such a gathering, please complete the survey via the QR code to receive additional details.



Enhancing Your Inner Mentor



The Enhancing Your Inner Mentor: Mentoring Up curriculum is intended for early career investigators in academic research, research

faculty and postdoctoral fellows. While the individual activities and cases included in the curriculum may describe a specific type of research or a specific aspect of a mentoring relationship, the curriculum as a whole is designed to benefit a broad range of scholars irrespective of the research they are engaged in or the stage of their mentoring relationships. If you wish to attend, please plan to attend all four sessions. The following sessions will be offered:

⇒ Friday, March 8, 2024, 12:00 – 1:30 pm
Session 1: Maintaining Effective Communication

This session, following an introduction to the series, will focus on communicating effectively across diverse dimensions including varied backgrounds, disciplines, ethnicities, positions of power, etc., and accepting and using con-

structive feedback. In addition, we will identify different communication styles, approaches and the use of multiple strategies for improving communication (in person, at a distance, across multiple mentors, and within proper personal boundaries).

⇒ Friday, March 15, 2024, 12:00 – 1:30 pm
Session 2: Aligning Expectations: Assessing Understanding

In this session, effectively establishing mutually beneficial expectations for the mentoring relationship and clearly communicating expectations for the mentoring relationship to align scholar and mentor expectations will be covered. This discussion takes into account the importance of all four domains of a scholar's life to their overall career satisfaction and how to utilize a structured process designed to initiate and support conversations on the challenges of achieving better work/life integration.

⇒ Friday, March 22, 2024, 12:00 – 1:30 pm
Session 3: Addressing Equity and Inclusion: Fostering Independence

In this session, scholars work to improve and expand their understanding of equity and inclusion, and how diversity influences men-

tor-scholar interactions. Moreover, you will work to recognize the impact that conscious and unconscious assumptions, preconceptions, biases, and prejudices bring to the mentor-scholar relationship and how to manage them.

⇒ Friday, March 29, 2024, 12:00 – 1:30 pm
Session 4: Building Research Self-Efficacy, Achieving Independence and Seeking Professional Development

In this session, scholars identify signs of self-efficacy that resonate when conducting research related tasks and define self-efficacy and its four sources. Further, during the session work will be done to define independence, its core elements, and how those elements change over the course of a mentoring relationship. Finally, speakers will identify the roles mentors play in their overall professional development and develop or revise their individual career development plans to support engagement in open dialogue on balancing the competing demands.

To register and for more information, visit <https://medicine.iu.edu/faculty/registration?scheduleid=0eb5b4f3-6747-6444-3ea6-24256ef1f30b>.

IDA Solicitations



The IUSD Faculty Awards Committee wishes to solicit names for nomination to the prestigious Indiana Dental Association Outstanding Faculty Member of the Year Award. This award is given each year to the outstanding faculty at IUSD chosen by you, the IUSD community. The recipient of this award receives a significant monetary award and a plaque. The award recipient will be announced at the Annual IUSD Fall Faculty Conference.

To be eligible, the individual must be a full-time professor or associate professor at IUSD. Individuals can be tenured, tenure-track or clinical-track faculty. They must not

have won this award in the past five years. The last five recipients were Drs. Jeffrey Platt in 2019, Armando Soto in 2020, Anderson Hara in 2021, LaQuia Vinson in 2022, and Angela Bruzzaniti in 2023. The number of nominees will depend upon the number of faculty per department. If a department has five or fewer full-time tenured and/or clinical-track faculty, only one nominee is permitted. If the department has more than five full-time tenured and/or clinical-track faculty, the department is permitted a maximum of two nominees.

Your nomination must include a brief paragraph (up to one page), outlining the major reasons for your nomination. The committee will use last year's Digital Measures

Activity Insight Report and CV to evaluate candidates. Please be sure to include any significant accomplishments of your nominee since January 2023. Criteria considered include a continuous record of quality teaching, scholarly activity and excellence in service at IUSD.

Please contact our office if you would like a list of eligible faculty, criteria, and evaluation rubric. You may send nominations via email to Lauren Levendoski at llevendo@iu.edu. Nominations are due no later than 12:00 pm on Monday, April 1, 2024. Nominations beyond the deadline will not be accepted in fairness to all and due to the short timeline for the awards committee to evaluate candidate materials.

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**PROMOTION & TENURE: EXCELLENCE IN RE-
 SEARCH FOR TENURE TRACK**

DATE: FRIDAY MARCH 8, 2024
TIME: 11:30 AM TO 1:00 PM
LOCATION: ONLINE—ZOOM
PRESENTER: IUPUI OFFICE OF ACADEMIC AFFAIRS
[REGISTER](#)

Training for Faculty Search Committees

If you plan to serve on a faculty search committee, you are required to complete training, and formal assessment of candidates may only take place upon completion of the training. Training is valid for a two-year period, after which it must be renewed.

These two-hour trainings review research-based practices to ensure equity and inclusion across every stage in the search process and are designed to help faculty generate diverse candidate pools and run effective searches by:

⇒ Strategically planning, and initiating active and dynamic faculty searches

- ⇒ Developing well-defined criteria and evaluation processes to mitigate biases
- ⇒ Assessing candidate experience, expertise, through a DEI lens
- ⇒ Generating the short list and interview questions that center DEI

The next session will be held on Monday, March 18, 2024 from 2:00—4:00 pm, online via Zoom. It will be presented by Teresa Sosa, and you can find more information and register online [here](#). You will also find support material for faculty search committees provided via the link.