



INDIANA UNIVERSITY
SCHOOL OF DENTISTRY
OFFICE OF FACULTY
AFFAIRS

FACULTY
AFFAIRS

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Office of Faculty Affairs

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From the Desk of the Interim Dean/ADFA



As previously announced, the IUSD Spring Convocation will be held on Thursday, January 11th, 2024. The program will be held at the Tower Ballroom (875 W. North Street, Indianapolis, IN 46202). Karen Rogers will be joining us to provide our annual HIPAA Compliance Training. We also are pleased to announce that Nader Nadershahi, Dean of the Arthur A. Dugoni School of Dentistry at the University of the Pacific, will be joining us to discuss strategies to support a humanistic environment in

dental institutions. While it is the expectation that all full-time faculty are in attendance and adjunct faculty are encouraged to attend, we still require registration to ensure appropriate meal and seating preparation. Please complete the registration by clicking the following link by end of day Friday, December 22nd—https://iu.co1.qualtrics.com/jfe/form/SV_3xDevTROeAFXBFs.

Building on the August convocation, "Lead From Where You Are", during the afternoon departmental sessions on January 11, 2024, each department will discuss what can be done at the departmental or individual level to support a humanistic

environment at IUSD. Department chairs will be providing the dean's office with a list of goals and timelines to achieve those goals. The status of these goals will be discussions during meetings with the chairs throughout the year based on the timeline established for each goal. I look forward to hearing from the faculty and staff of each department and unit on what they believe they can do to create their vision of a humanistic environment where we all feel we can thrive.



Happy Holidays!

TTA Nominations Open

The IU School of Dentistry's deadline for faculty to submit their Faculty Annual Report (FAR) through Digital Measures Activity Insight, (DMAI) is Monday, January 29, 2024 at 12:00 pm. Be sure to attach your full and current CV in the "Supplemental" section of the Faculty Annual Report. Please contact our office if you would like the IUPUI CV Format templates (both a tab and table option) for review for those that have not yet updated their CVs. An attached updated CV is a requirement for faculty award considerations throughout 2024. A DMAI resource guide is available if assistance is needed. Particularly for those applying for the Trustees' Teaching Award (TTA), note that the FAR deadline date is the same deadline date for submitting your TTA nomination.

To be eligible for the Trustees' Teaching Award, the faculty member must complete the Faculty Annual Report (FAR) by the IU School of Dentistry FAR submission deadline (January 29 by 12:00 pm). Self and/or peer

nominations will be accepted by e-mail notification to Lauren Levendoski at llevendo@iu.edu on or before 12:00 pm on Monday, January 29, 2024. The Trustees' Teaching Award honors individuals who have a positive impact on learning through the direct teaching of students. Award recipients must have demonstrated a sustained level of teaching excellence in the form of documented student learning and must have completed at least three years of service at IUPUI. Faculty who received this award in 2022 and 2023 are not eligible for the current award cycle. Tenured and tenure-track faculty and librarians engaged in teaching are eligible, as are full-time clinical faculty and full-time lecturers whose primary duties are teaching. Each awardee will receive \$2,500 for the TTA. See the email sent from our office on Nov 1, 2023 for campus guidelines and for more information. Please contact our office with questions.



Faculty Development Opportunities

There are many opportunities for professional development during the month of December/January. 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.**



Monday, January 8th

Maximize Your Literature Search in PubMed

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

Presenter: IUPUI Library

[Register](#)

Thursday, January 11th

Training for Faculty Search Committees (AA)

Time and Location: 10:00 am – 12:00 pm, Online - Zoom

Presenter: Teresa Sosa

[Register](#)

Thursday, January 11th

Basics of EndNote

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

Presenter: IUPUI Library

[Register](#)

Friday, January 12th

NIH Final Data Management and Sharing policy: Hands-On Practice

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

Presenter: IUPUI Library

[Register](#)

Wednesday, January 17th

Tracking and measuring your research impact: Author-level Metrics

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

Presenter: IUPUI Library

[Register](#)

Friday, January 19th

Introduction to Systematic Reviews

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

Presenter: IUPUI Library

[Register](#)



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

Martin Luther King Jr. Celebration

On Friday, January 12, 2024, Indiana University will celebrate the 38th anniversary of Martin Luther King Day as a national holiday in the United States with "An Afternoon Celebration of Dr. Martin Luther King Jr." at 3:00 p.m. at the Indiana Memorial Union, Alumni Hall, Bloomington, Indiana. The program will also be broadcast live for those

unable to attend in person. The program will include performances, award presentations, and a keynote address from Prof. Shaun Harper. Prof. Harper is a Provost Professor in the Rossier School of Education and the Marshall School of Business at the University of Southern California.

The program will be held from

3:00—5:00 pm, and will include a performance, the HEED Champion of Diversity Awards Presentation, a Building Bridges Awards Presentation, along with the keynote address. Please visit <https://mlkcelebration.indiana.edu/program/index.html> to register and for more information on the program and Prof. Harper.

Culturally Aware Mentor Training

Culturally Aware Mentor Training is a full day intensive training course with pre-training preparation. This awareness-raising helps mentors identify and address their personal assumptions, biases, and privileges that may operate in their mentoring relationships. Before attending this course, individuals need to complete 8 hours of NRMN faculty training (Faculty and Staff Mentoring Dialogues). Prior to attending the workshop, participants complete a 1-hour online module and prepare a “culture box” which contains at least two objects that represent important parts of their life story, especially as related to their social identities. Through group discussion, case studies, and role play, mentors have the opportunity to learn and practice culturally aware mentoring skills.

Training will be facilitated by Randall Roper, Ph.D., Professor of Biology and Director of the IUPUI Graduate Mentoring Center and Etta Ward, with the IU Research Office of Research Development.

The training will be held on Wednesday, January 2 and Thursday January 4, from 12:00—4:00 pm on both days via Zoom. Visit [here](#) to register. Be aware that you must attend both days.

Professional Development Cont'd

Monday, January 22nd

LabArchives Training

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

Presenter: IUSD Library

[Register](#)

Monday, January 22nd

Basics of EndNote

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

Presenter: IUPUI Library

[Register](#)

Friday, January 26th

Maximize Your Literature Search in PubMed

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

Presenter: IUPUI Library

[Register](#)

Tuesday, January 30th

Teaching Foundations: Designing Transparent Assignments (CTL)

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

Presenter: Anusha S Rao

[Register](#)

Tuesday, January 30th

Training for Faculty Search Committees (AA)

Time and Location: 1:30 – 3:30 pm, Campus Center Room INCE 309

Presenter: Teresa Sosa

[Register](#)



Faculty Annual Reports Due Jan. 30, 2024

The IU School of Dentistry's deadline for faculty to submit their Faculty Annual Report (FAR) through [Digital Measures—Activity Insight](#) (DMAI) is Monday, January 29, 2024 at 12:00 pm. Be sure to attach your full CV in the Supplemental section

of the FAR. A [DMAI resource guide](#) is available if assistance is needed. An attached updated CV is a requirement for faculty award considerations throughout 2024. You may also contact [Damon Spight](#) (274-3070) in the IUSD Office of Faculty

Affairs, in DS 102. Particularly for those applying for the Trustees' Teaching Award (TTA), note that the FAR deadline date is the same deadline date for submitting your TTA nomination.



Winter Break, Dec. 25—Jan. 5



Faculty Annual Reviews Due



Annual review faculty forms are due April 5, 2024, to the IUSD Office of Faculty Affairs. Sometime in the next few months, department chairs will be scheduling meetings with their full-time and adjunct faculty for these instrumental 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 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."

Bantz Community Fellowship



In 2015 IUPUI established the Charles R. Bantz Chancellor's Community Fellowship in recognition of the leadership and contributions of Charles R. Bantz to the IUPUI campus and Indianapolis community. This grant initiative reflects Charles Bantz's dedication to research that embraces community-driven goals, creates university-community partnerships, and results in community impact.

The Charles R. Bantz Chancellor's Community Fellowship Award differs from most other forms of academic funding in that it offers faculty a unique opportunity to use research to address complex problems by linking academic expertise to community action, with the expectation that community partners and IUPUI students are involved in planning and achieving this work. The Bantz Community Fellow Award aligns with the campus vision for community engagement, set forth in the most recent strategic plan. The following goals represent the values at the heart of the Bantz Fellowship program:

- ⇒ Work in and with the community, learning together to address local needs.
- ⇒ Translate research into solutions that improve people's lives.
- ⇒ Offer students an innovative and distinctive educational experience.
- ⇒ Foster an engaged and welcoming campus where all individuals are valued and supported.

The Charles R. Bantz Community Fellowship Award (\$40,000) is funded through

charitable gifts and campus funding. The Bantz Award is further supported by the Office for Translating Research into Practice (TRIP), the Office of the Executive Vice Chancellor for Academic Affairs, and the Office of Community Engagement. The Bantz Community Fellowship Award provides up to one year of research support for a collaborative research team made up of IUPUI faculty and students, which may also include staff. Working with a named community partner organization, the team will be brought together to address a pressing community issue, primarily in Central Indiana or in the awardee's campus region.

The Bantz Community Fellowship Award is intended to support and advance the work of established researchers with significant connections in the community. Bantz Community Fellowship awardees should have a body of research and history of working in/with the community that have led to the proposed project, and be able to demonstrate established partnerships within the community and with the named community partner(s). This award is intended to provide support to a research team to build upon an existing body of research and deep connections in the community, and ideally with the named community partner(s).

The Bantz Community Fellow must be an IUPUI faculty member who serves as the Primary Investigator on the project. The team must include student researchers and community partners, and may include expertise and leadership from a Co-PI. To be eligible to serve as Faculty Fellow and PI on a

Bantz Community Fellowship team, the faculty member must have a primary academic appointment as tenured, tenure-track, clinical faculty or lecturer. Bantz Fellowship Awardees must maintain residency on the IUPUI, Columbus, or Fort Wayne campus during the award year. The Charles R. Bantz Chancellors Community Fellowship Award grant period is from July 1 through June 30 of each year.

Bantz Awardees and their deans are notified of the awards by the IUPUI Chancellor in the spring of each year. Awardees are honored at the annual Fall [TRIP](#) Showcase. Awardees are expected to use the Bantz Fellowship Award to leverage new and additional funding and respond to annual requests for information about advances in the work and impacts in the community.

Nominations must be submitted no later than midnight of Tuesday, January 23, 2024. Please visit <https://academicaffairs.iupui.edu/Faculty-Affairs/Honors-Awards/IUPUI-Campus-Awards/ChancellorsCommunityFellowship/> for the full information about the Bantz Community Fellowship Award. Nominations must be submitted online via the form listed on this site. You may also preview a pdf of the application form, along with further award eligibility criteria and application guidelines. Contact information for questions about the award can be found on the site listed above.

Be sure to attend the upcoming [information session](#) on this award. It will be held on Tuesday, January 16, 2024 from 11:00 am—12:00 pm via Zoom.

Campus Awards Available

Faculty excellence is recognized and rewarded in a variety of ways at IUPUI. Recognition through campus and university honors and awards can add distinction to faculty members' professional development as well as increase awareness of their teaching, research and scholarship, and engagement and service activities across IUPUI and Indiana University. Faculty at IUPUI have numerous opportunities for recognition, many of which include financial awards.

Nominations are open for the following awards:

⇒ [Alvin S. Bynum Award for Excellence in Academic Mentoring](#)

The Alvin S. Bynum Mentor Award is given each year to outstanding academic mentors who have demonstrated longstanding and extraordinary commitment to the learning process. All full- and part-time faculty and academic staff members are eligible for this award. Criteria for selection include the mentor's cumulative impact on the lives of students, commitment to student development, and the ability to project and instill enthusiasm and pride. The emphasis in selection of award recipients will be on out-of-class mentoring activities, not in-class teaching. The recipient receives a cash award of \$1,000.

⇒ [Chancellor's Faculty Award for Excellence in Civic Engagement](#)

Eligible for nomination are full-time faculty members in any classification for whom professional service and teaching, research, or service in the Central Indiana community is an expectation and who have taught at IUPUI for at least five years. Faculty nominated for this award should exemplify high standards of civic engagement; professional service; or service learning with documented records of achievement that include peer review, student evaluations, assessments from community organization representatives and evidence of scholarly research, publications, or presentations developed from the professional service to the community and civic engagement. An individual may receive this award only once. This award includes a base salary increase of \$3,000.

⇒ [Chancellor's Award for Excellence in Multicultural Teaching](#)

This award acknowledges faculty who integrate culturally-relevant content into their curriculum; who employ an inclusive, student

-centered pedagogy; and who champion diversity as a value that ensures the academic success of all students. Strong nominees will have demonstrated excellence in multicultural teaching practice and will need to provide evidence of work that ascribes to at least one or both of the two dimensions of diversity and equity directly related to classroom instruction, as outlined in the current IUPUI [Diversity Goals](#). Self-nomination is not permitted. A cash award of \$3,000 will be given. All IUPUI faculty, full- or part-time, are eligible for nomination.

⇒ [Chancellor's Award for Excellence in Teaching](#)

This award recognizes faculty who create the opportunities and atmosphere for our students to succeed. Any full-time faculty member teaching at IUPUI for at least three years is eligible to be nominated. Any part-time faculty member teaching in the award cycle is eligible to be nominated for the part-time award. Full- and part-time faculty nominated for this award should best exemplify the high standards of teaching expected at IUPUI and have earned respect and admiration from colleagues and students alike, for the gift of instilling in students a love of learning and respect for knowledge. A \$3,000 award will be given to one full-time faculty member, which will be added to his or her base salary. A \$2,000 cash award will be given to one part-time faculty member.

⇒ [Chancellor's Diversity Scholar](#)

Nominations are being accepted for any full-time tenured or tenure-track faculty member who exemplifies the value of diversity in his or her scholarship and service and maintains a record of high accomplishment and leadership. The work should be considered outstanding and worthy of recognition because of its campus, local community, and/or global impact. Strong candidates will have demonstrated excellence in diversity and equity related to research, professional service, civic engagement, and overall impact on campus climate. Self-nomination is not permitted. A cash award of \$3,000 will be given.

⇒ [IUPUI Chancellor's Professor](#)

This appointment recognizes senior faculty members who display a record of extensive accomplishment and leadership in teaching, research, and campus service. Nominees must have been at IUPUI for at least 10 years and must be of full professor rank. Nominees

must have compiled a career-long record of high-level achievement in all three areas of faculty work (teaching, research/creative works, and service) and a demonstrated commitment to the mission of the campus. Chancellor's Professors are faculty who contribute in concrete, demonstrable ways to the development of IUPUI as an academic community of exceptional quality and integrity as well as to their disciplines through the creation and application of knowledge. The recipient will receive a \$5,000 permanent base increase, over and above merit increases.

⇒ [Glenn W. Irwin Jr., M.D. Research Scholar Award](#)

This award recipient is expected to represent a sufficiently high level of achievement in research, grant writing, scholarship, or creative activity to stand as a visible representative of excellence for the entire campus. A national or international reputation is assumed as a prerequisite for award candidates. The award is open to all IUPUI and IUPUC faculty of any rank. Deans, chairs, or colleagues may nominate candidates. The \$5,000 award is given to one individual annually and is added to his or her permanent base salary.

⇒ [Glenn W. Irwin, Jr. M.D. Experience Excellence Award](#)

This award recognizes faculty and staff members for service "above and beyond the call of duty." Service for the benefit of the university as a whole or for any of its units which is non-reimbursed and is not specifically job-related will be recognized. The focus of this award is to recognize those individuals whose service activities go above and beyond the responsibilities of their basic job. All full-time faculty are eligible to be nominated for this award during this nomination period, even if they have been a previous nominee. Nominations must be for faculty who have worked for the university for a minimum of 12 months. A plaque is awarded at the Chancellor's Academic Honors Convocation and the recipient receives \$100.

Nominations for the above awards must be submitted online no later than midnight on January, 15, 2024, except for the Glenn W. Irwin, Jr. M.D. Experience Excellence Award, which must receive nominations by Tuesday, January 23, 2024. Visit the [IUPUI Honors and Awards](#) page for more information.

Faculty Transitions

The close and beginning of another calendar year brings with it new opportunities for all of us. At the IU School of Dentistry this includes faculty such as Drs. Mizuho Kittaka, Paul Reifeis, John Williams, Carolina Frota, and Flavio Camejo.

Dr. **Mizuho Kittaka**, assistant research scientist in the department of Biomedical Sciences and Comprehensive Care, has accepted a new position. His last day with IUSD will be January 31, 2024. Dr. Kittaka began with IUSD in 2018 as a postdoctoral research fellow under the mentorship and support of Dr. Yasuyoshi Ueki, conducting research in the area of bone cell biology. Dr. Kittaka's research efforts have resulted in him being co-author of publications such as "[Osteocytes directly regulate osteolysis via MYD88 signaling in bacterial bone infection](#)" and "[Osteocyte RANKL Drives Bone Resorption in Mouse Ligature-Induced Periodontitis](#)."



Dr. **Paul Reifeis**, clinical assistant professor in the department of Cariology & Operative Dentistry, retires from the IU School of Dentistry on December 31, 2023. Dr. Reifeis has served the school for more than 41 years. An alum of IUSD (DDS, 1978; MSD, 1997) and the IU Robert H. McKinney School of Law (JD, 1984), Dr. Reifeis has served as a course director and has been a recipient of the Trustees' Teaching Award as well as the Teaching Excellence Recognition Award. Dr. Reifeis's dedication to service has



continued all the way through his retirement. He, for example, continued to serve on the IU School of Dentistry's Quality Improvement Committee and the IU School of Dentistry's Emergency Committee. His scholarship contributions include articles such as "[New Clinical Faculty Training Program: Transforming Practicing Dentists into Part-Time Dental Faculty Members](#)," and "[Introducing CAD/CAM into a predoctoral dental curriculum: a case study](#)."

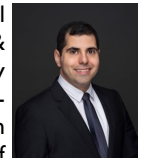
Dr. **John Williams**, dean emeritus and professor (department of Cariology & Operative Dentistry), retires from IUSD on December 31, 2023. A servant at heart, Dr. Williams utilized a phased retirement plan for the purpose of continuing to support the mission and goals of IUSD. He also wanted to support the academic and career goals of our students. Dr. Williams served as IU School of Dentistry's dean from 2010 to 2019. Among his key leadership accomplishments was the successful funding, construction and opening of the 45,000 square feet, \$21.6 million James Fritts, DDS Clinical Care Center. From April to June 2012, Dr. Williams also served as interim executive vice chancellor for IUPUI (Indiana University Purdue Indianapolis). His distinguished awards and honors include being a recipient of the [IU President's Medal](#) and the Maynard K. Hine Award for Exemplary Contributions to the Dental and/or the Health Professions at a National & International Level. His scholarship contributions include



"[Dental Education Economics: Challenges and Innovative Strategies](#)."

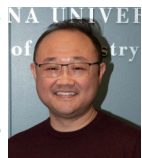
Dr. **Carolina Frota** joins the IU School of Dentistry department of Orthodontics and Oral Facial Genetics in January 2024 as assistant professor on tenure-track and with the administrative position of assistant program director for the pre-doctoral program of Orthodontics & Oral Facial Genetics. Coming to IUSD from the University of Manitoba (Winnipeg, Canada), Dr. Frota's academic and administrative experience, insights, and knowledge come, most recently, from her roles there as co-clinic director of the graduate orthodontic clinic in the department of Preventive Dental Science in the division of Orthodontics as well as course director for Neurophysiology for the Master of Science in Orthodontics program, course coordinator for Orthodontics 4 and lecturer for Orthodontics 3 in that department.

Dr. **Flavio Camejo** joins the IU School of Dentistry department of Oral and Maxillofacial Surgery & Hospital Dentistry in February 2024 as clinical assistant professor. He comes to IUSD from Marquette University School of Dentistry, where he was clinical assistant professor in the department of Surgical Services and served as oral and maxillofacial surgeon in the school's Faculty Practice. At [IOA Post Graduate Institute](#) in Joinville, Brazil, he was program director of the postgraduate program in oral surgery.



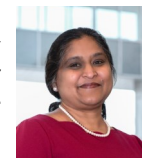
Faculty News

Congratulations to Prosthodontics faculty members Dr. Wei-Shao Lin and Dr. Dean Morton, who have been recognized as top-cited scientists in the 2023 list by the



Elsevier Data Repository. Their selection was based on the top 100,000 scientists by c-score (with and without self-citations) or a percentile rank of 2% or above in the sub-field.

Congratulations also go to Dr. Thankam Thyvalikath, Dental Public Health and Dental Informatics, who will be inducted as



a fellow of American College of Medical Informatics (ACMI) at the American Medical Informatics Association (AMIA) 2023 Annual Symposium, in New Orleans, Louisiana.

Join us in congratulating our colleagues for their achievements. Congratulations!

Early Career Teaching Academy

Applications are now being accepted for the 2024 Early Career Teaching Academy (ECTA). ECTA provides the setting within which faculty members can develop themselves into powerful teachers who are rooted in a commitment to student success through evidence-based and DEI-informed teaching strategies and in the development of a reflective and distinctive teaching practice. Faculty who become Early Career Teaching Academy Fellows are in a position to play a leading role in efforts to develop a community of evidence-based teaching practitioners within departments and schools at IUPUI; to develop, articulate and promote teaching successes; and to serve as teaching mentors for colleagues.

The Academy will begin online (asynchronously) on Monday February 5, 2024, followed by three intensive full-day

meetings (in-person) on February 16, 23, and March 1 (Fridays, from 8:30 a.m. to 4:30 p.m.), followed by two additional in-person meetings (in-person) on March 22 and October 11 (Fridays, from 1:00 to 3:00 p.m.).

These sessions will engage participants in a conversation about developing and assessing effective teaching and learning strategies for IUPUI's diverse student body, situated among participants' individual and emerging teaching philosophies and amid the goals of their departments and schools. Faculty will develop their teaching philosophy and identify a student learning activity they will develop to realize that philosophy, and to sketch a broad outline of their teaching careers.

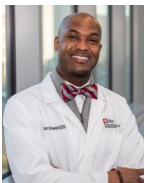
The Academy invites applications from full-time faculty members in their first, second,

or third year of a full-time appointment at IUPUI, IUPUC, or IUFW.

Eligible faculty members may apply for admission into the Early Career Teaching Academy by submitting an online application at <http://ctl.iupui.edu/Programs/ECTA>. As part of the application, faculty members will provide their chair's or supervisor's email address so that the Center for Teaching and Learning can ask for an endorsement of the faculty applicant, one that emphasizes why the faculty member is a good fit for the Early Career Teaching Academy. Applicants accepted to the program must commit to attending all five scheduled meetings.

Applications are due by Wednesday, January 24, 2024 at 11:59 p.m. Please see <http://ctl.iupui.edu/Programs/ECTA> for more information on the ECTA and application information.

Bridges to Success



In the final 2023 Bridges to Success installment, I thought it would be fitting for us to take an opportunity to reflect on the outcomes of your efforts this year. *How did you do this year? Did you achieve the teaching, service, and/or research goals that you established for yourself? Will you leave 2023 a more knowledgeable and capable educator, researcher, leader, and advocate for the profession? Did you establish and maintain a work-life integration that allowed you to experience joy and success both personally and professionally?* If you responded no to any of these questions, what barriers did you encounter that hindered your ability to gain success?

Famous French painter Claude Monet stated, **"It's only on the strength of observation and reflection that one finds a way."** As you take time over the next few weeks to relax and recharge after a long year, I encourage you to allocate time to also ponder how you can attain success in the new year. Upon our return in 2024, we will enter our season of annual reviews, a more formal discussion of the topic being highlighted here. Within our Annual Review of Faculty document there are two questions that will help you develop strategies for success in 2024 and beyond. Those questions include:

- Which goals did you not accomplish this past year and what were the barriers to your completing the goal?



- What resources would help you progress in your academic career?

By acknowledging our barriers to success and identifying tools/resources that could be helpful as we seek to overcome any current obstacles, we can strengthen ourselves and "find a way" to achieve our personal/professional goals.

Call to Action:

Allocate time during the winter break to reflect upon the goals that you were and were not able to achieve in 2023. After this initial reflection, make a list of people and/or resources (OFA, Department Chair, colleagues, team members, etc.) that can help you attain the type of growth and success that you will need to make the greatest impact both inside and outside of IUSD. I thank you all for your invaluable contributions to our institution. And while we have not become the type of institution that we strive to be, we are stronger, more successful, and poised for boundless greatness because of the invaluable time, expertise, and passion that you bring and share each and every day. The Office of Faculty Affairs and I look forward to supporting you, as you continue to make IUSD truly extraordinary!

Season greetings,

Kelton T. Stewart

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

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School of Dentistry

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Indianapolis, IN 46202-5186

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PROMOTION FOR WOMEN

DATE:	JANUARY 24, 2024
TIME:	9:00 TO 10:00 AM
LOCATION:	ONLINE—ZOOM
PRESENTER:	IUPUI OFFICE OF ACADEMIC AFFAIRS
REGISTER	

IUPUI CTL Reading Group: Equality or Equity

In preparation for the keynote address at the Plater-Moore Conference on Teaching and Learning, the Center for Teaching and Learning will host two reading groups of “Equality or Equity: Toward a Model of Community-Responsive Education,” the title of Jeff Duncan-Andrade’s much-acclaimed book. Duncan-Andrade argues that students deserve more than equal access; they deserve meaningful educational experiences no matter their diverse interests and needs. The reading groups (one online, one in-person) will start in January and meet once a month prior to the conference. Registration for the reading groups is limited. Participants will receive a personal hard copy of Equality or Equity and will have the opportunity to meet Jeff Andrade-Duncan at the conference. The [first group](#) will meet on 1/25, 2/22, and 3/28 from 2:00—3:00pm at UL 1125M-Faculty Crossing. The [second group](#) will meet on 1/26, 2/23, and 3/29 from 10:00 am—11:00 am online via Zoom. Click the above links to register and for more information.

Reminder—CEG Proposals Due by January 31, 2023

Don’t forget to submit your Curriculum Enhancement Grant proposals by January 31, 2024. It is open to all faculty from IUPUI, IUPUC, and IUFW. Visit <https://ctl.iupui.edu/Programs2/CEG/rfp> for information about the funding levels, application process, and grant requirements. Be sure to check out the [resources](#) for developing a strong CEG proposal as well. Any questions should be directed to thectl@iupui.edu or (317) 274-1300.