



FACULTY AFFAIRS

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Office of Faculty Affairs

VOLUME 12 ISSUE 9

SEPTEMBER 2024

From the Desk of the EAD/ADFA



The start to the semester brought our August 2024 Convocation. This year, we devoted the morning session to discussion about IUSD's future, specifically curriculum. Given we are approximately four years from our next CODA site visit, if we plan to make any major curricular revisions, now is the time to plan it, with next fall being the target date to institute it in order to ensure time to collect data for the self—study. After an introduction from Dean Murdoch-Kinch and Dr. Laura Romito, there were round table discussions. There were a minimum of two tables



which discussed one of five topics: clinical achievement and assessment (pass/fail versus letter grading); organization of the Comprehensive Care clinic structure (potential for vertical integrations); didactic curriculum decompression; remediation of students; and decompression of the curriculum to allow a half day per week (no scheduled class or clinic activity) in the pre-doctoral program to allow dedicated time for faculty professional development, scholarly activity, academic service, committee meetings, calibration, student office hours, student remediation, etc. After the table discussion each group reported several of their ideas related to their topic of discussion.

The faculty were polled using a Qualtrics survey via a QR code pre and post discussion of their interest to have the half day for professional development and other activities. The two surveys were given in case faculty changed their mind post discussion. The survey questions were:

1. Do you want to have a half day per week where there are no scheduled classes or clinics for the purpose of faculty development programming,

committee meetings, or scholarly activities and provides time for the students to study, work on technical skills or work on group projects?

2. Is the above half day per week important enough to you for the greater good of the institution, that you are willing to make modifications in the

Answers	Pre-Presentation Survey Response (% of total responses)	Post-Presentation Survey Response (% of total responses)
Yes to both	74 (78%)	69 (77%)
Yes to #1, no to #2	4 (4%)	5 (5%)
No to #1, yes to #2	2 (2%)	2 (2%)
No to both	15 (16%)	14 (16%)
Total Responses	94	89

curriculum that might impact you?

Below are the results:

Results of the discussion: As a result of the discussion and the information gleaned from the flip chart notes, the DDS program will begin transforming the curriculum. Working with the Office of Education and Academic Affairs, existing as well as new task forces may need to be developed to begin this work. The following guiding principles will be used for each of the areas. Curricular transformation should incorporate the following guiding principles:

(...continued on page 5)

2025 Faculty Events

Mark your calendars for upcoming 2025 Faculty Events and adjust your schedule accordingly! See below:

- January 9th, 2025: [IUSD Spring Convocation](#)
- June 16-18th, 2025: [Faculty Development Program](#)
- August 15th, 2025: [IUSD Fall Convocation](#)

October 16-17th, 2024: [IUSD Teaching Conference](#)

Please contact our office with any questions.



Faculty Development Opportunities

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



Thursday, September 12th

Maximize Your Literature Search in PubMed

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

Presenter: IUI Library

[Register](#)

Thursday, September 12th

High-Impact Practice Weekly Drop-in Zoom Consultations (CTL)

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

Presenter: Institute for Engaged Learning

[Register](#)

Tuesday, September 17th

Introduction to Systematic Reviews

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

Presenter: IUI Library

[Register](#)

Tuesday, September 17th

Teaching Foundations: How to Prepare for Challenging Moments During Discussions (CTL)

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

Presenter: IUI Library

[Register](#)

Tuesday, September 17th

Advanced EndNote

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

Presenter: IUI Library

[Register](#)

Wednesday, September 18th

High-Impact Practices: Drop-in Consultation (CTL)

Time and Location: 1:00 – 2:00 pm, Hine Hall IP 243M

Presenter: Institute for Engaged Learning

[Register](#)

Wednesday, September 18th

Covidence for Systematic Reviews

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

Presenter: IUI Library

[Register](#)

Thursday, September 19th

Service Learning Community of Practice

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

Presenter: Charity Bishop

[Register](#)

Thursday, September 19th

High-Impact Practice Weekly Drop-in Zoom Consultations (CTL)

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

Presenter: Institute for Engaged Learning

[Register](#)



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

2025 CEG Information Sessions



If you are interested in applying for a 2025 [Curriculum Enhancement Grant](#) (CEG), you are encouraged you to attend on of these online information and Q&A sessions. During the 75-min session you will meet the program chairs and also:

- ⇒ learn about the program goals, project tracks including the new Student Success Track, proposal requirements, and the review process,
- ⇒ review examples from past successful proposals, and
- ⇒ learn about proposal development guidelines including using generative AI.

CEG proposal submissions are due by Monday, December 2, 2024. The CEG provides support for faculty to implement and assess teaching interventions that are designed to promote student success and enhance learning outcomes and experiences at IU Indianapolis, IU Columbus, or IU Fort Wayne. The grant offers time, funds, instructional design and instructional technology guidance. This information session will be offered the following four times via Zoom in 2024:

- ⇒ Wednesday, September 18, 12:00 – 1:15 p.m.
- ⇒ Tuesday, October 1, 2:00 – 3:15 p.m.
- ⇒ Thursday, October 24, 3:00 – 4:15 p.m.
- ⇒ Wednesday, November 20, 11:00 a.m. – 12:15 p.m.

Visit the CTL [event page](#) to register.

Professional Development Cont'd

Friday, September 20th

Generative AI Sampler: A Tech Tasting Event (CTL)

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

Presenter: April Law

[Register](#)

Wednesday, September 25th

On Grant Writing: Rhetorical Patterns of the NIH Aims Page (OFAPD)

Time and Location: 12:00 – 1:00 pm

Presenter: Gustavo Arrizabalaga

[Register](#)

Wednesday, September 25th

Basics of EndNote

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

Presenter: IUI Library

[Register](#)

Thursday, September 26th

Teaching Foundation: Roles of Media Literacy and Critical Thinking in Discussions (CTL)

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

Presenters: Mahasin Ameen, Douglas Jerolimov

[Register](#)

Friday, September 27th

Maximize Your Literature Search in PubMed

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

Presenter: IUI Library

[Register](#)

Monday, September 30th

Pedagogical Approaches & Faculty Success Stories (CTL)

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

Presenters: Terri Hebert, Justin Hodgson, Miranda Rodak

[Register](#)

USD Picnic, Sept 18, 11:30am—1pm

Primary Partner Faculty Grant

IU Global offers funding to faculty and librarians interested in participating in research projects with one of [IU's primary partner institutions](#). The duration of experience is variable depending on the applicant's goals but applicants should expect to propose a stay that is no less than two weeks but no more than one month.

This grant process is competitive and priority will be given to applicants who have not received funding support from IU Global over the past three years for research or creative activity.

To apply, you must be a tenure-line faculty member, librarian, or research scientist/scholar at an IU campus. If you're a non-tenure-line faculty member whose evaluation criteria for promotion includes research or creative activity, you are also eligible with an explanation in the letter of support from your dean or chair. Faculty members in Visiting or Emeritus status are not eligible for

these grants, nor are graduate students or academic specialists. Participants receive funding to cover airfare and a reasonable living stipend.

To apply, you should prepare a brief proposal (maximum 1,500 words, double-spaced, 12-point font) that describes your intended activities before starting the online application.

Proposed activities may include conducting research, engaging in creative activity, consulting with colleagues, or offering lectures or short courses. You should indicate how your proposed activities are important to your professional development, the development of a school or departmental affiliation, or the development of the partner institution.

Proposals for research or creative activity should include an outline of the project and should specifically identify local resources you would employ or engage. If you propose

to offer lectures or a short course, you should provide confirmation that your topics are of interest to colleagues at the partner institution.

You should identify a counterpart at the partner institution with whom you would like to work prior to completing the application. IU Global expects a letter of invitation from the potential host at the partner institution as well as a letter of support from your chair or equivalent unit representative. You are required to upload a copy of your CV.

Application deadlines are Oct 1, Feb 1, Apr 1, & Jul 1. Activities should fall within the 2024—2025 academic year (July 1, 2024—June 30, 2025). Any proposed dates outside these parameters require approval from Seth Walker at partner@iu.edu.

To apply and for more information, visit <https://global.iu.edu/partnerships/faculty-partner-grant/index.html>.

International Mobility Grant

[The International Mobility Grant](#) provides matching support for IU faculty to participate in a variety of activities that align with the applicant's individual research or creative work. It is intended to incorporate the longstanding support [OVPIA](#) (IU Office of the Vice President for International Affairs) has offered for participation in major disciplinary or interdisciplinary conferences in international venues but expands program parameters to also include participation in smaller workshops, working sessions, or individual meetings with collaborators. International mobility grants may also support short-term travel to conduct archive or field research, install an exhibit, or perform in a creative production.

This program is intended to invest in global engagement that supports your individual professional work. It typically supports one-time, short-term travel. OVPIA funding of up to \$1,500 must be matched by funds from your home unit.

All tenured and tenure-eligible faculty members at any IU campus are eligible to

apply. Non-tenure-track faculty members whose evaluation criteria include research or creative activity are eligible to submit proposals with an explanation of the importance of research or creative activity to their evaluation in the letter of support from their chair or dean. Visiting and adjunct faculty, part-time faculty, emeritus faculty, post-doctoral fellows, and graduate students are not eligible. Awards are contingent on the faculty member's continued employment at IU in the semester following the term in which travel takes place. Priority is given to faculty members who lack other sources of funding for international mobility, such as externally supported research labs or existing networks, unless there is a compelling reason the international travel cannot be covered by existing resources.

The deadlines to apply are October 1, February 1, April 1, and July 1 annually. Award amounts are tiered by world region and based on anticipated travel costs. This grant will require matching funds from the faculty member's home academic depart-

ment, school or campus. Individual faculty research account funds may be used to meet the match requirement, but personal funds (out-of-pocket) may not be used as the match.

Travel to Canada, Puerto Rico, or within the U.S. is not supported. Eligible activities may include:

- ⇒ Delivery of a keynote or plenary address, presentation of a paper selected through peer-review, or other significant participation in a major international conference
- ⇒ Participation in a workshop or symposium
- ⇒ Short-term archive or field research (typically two weeks or less)
- ⇒ Meetings with research collaborators
- ⇒ Installation of an exhibit
- ⇒ Performance or other creative activities

For more information on this grant and to apply, please visit the [website](#). For questions, contact iagrants@iu.edu.



APPLY
NOW

From the Desk of the EAD Cont'd

(...continued from page one)

1. Establish one half day per week in the predoctoral program curriculum with no scheduled classes or clinical activity. This time would be dedicated for faculty to engage in professional development, scholarly, academic, or service activities to include, but not be limited to: faculty development and calibration; compliance and training activities; Faculty Council meetings, committee meetings, development of instructional/course materials; student support/office hours and similar collaborative activities.
2. Clinical achievement and assessment. Incorporate a clinical course grading structure and achievement benchmarks that align with an EPA assessment framework and motivate continued engagement in diverse clinical experiences.
3. Organization of Comprehensive Care Clinical Structure. Develop a clinical structure that supports continuity in

4. Didactic Curriculum decompression via stretching and/or reducing content and resequencing content for closer clinical application. Assess curricular content for relevance and remove outdated, unplanned redundant, and unnecessary content. Re-sequence curriculum components to allow for earlier, meaningful clinical experiences that align closely with foundational content and skills practice starting in the D1 year. This group may determine the half day. (Working in parallel with Delphi process panelists participating in the Biomedical Sciences review.)



5. Remediation: In collaboration with OE-AA and OSA, develop guidelines for a within-course Development and Prevention program for both didactic and clinical courses, to include early identification, diagnosis of underlying factors, interventional plan, and follow up of students at risk for poor course outcomes. Propose structure and guidelines for end of course remediation program for students who do not successfully complete courses to enable them to have the time, including summer, and learning resources to successfully complete the course.

Based on the responses for the convocation survey, we will engage in more school-wide discussions on these topics. We are underway in planning the January 9, 2025 Convocation, which will continue our curricular discussion in a similar table discussion format. Please plan to attend this next January. More to come as we develop the program.

CARE Program



Applications are now being accepted for the Colgate Award for Research Excellence (CARE). The CARE program is a 1-year research grant (\$30,000.00 USD) to foster the development of first-time-in-career (0 to 5 years) academic oral health or dental re-

searchers. The goal of the program is to advance oral healthcare therapies in the realm of basic science, translational science, and clinical care. In order to be eligible to apply for the CARE grant, you must: ⇒ have a primary appointment as a full-time faculty at an accredited dental school in the USA or Canada

⇒ be in the first five years of your initial academic appointment
 ⇒ have additional sources of financial support for the proposed study
 Applications will be accepted at <https://colgategrant.smapply.io> until October 25, 2024. Visit <https://www.colgateprofessional.com/care-program/information> for more information.

CANDIDATE STATEMENT

Date: Tuesday, September 10, 2024
Time: 1:30—3:30 pm
Location: Online—Microsoft Teams
Presenter: Willie Miller

This workshop will describe the basic outline and key parts of a candidate statement. Please be sure to attend this workshop or view the recording prior to scheduling one-on-one consultation to discuss your candidate statement. Register [here](#).



Bridges to Success



One of the key elements to support professional growth as an educator is effective mentorship. While the efforts of an educator are paramount in ensuring their professional success, those efforts are exponentially magnified when the educator is supported by good mentors. Many of you likely have established mentoring relationships with individuals inside and outside of IUSD through an organic process. However, the school is seeking to be more strategic and intentional about providing our faculty with a constellation of knowledgeable and capable individuals to serve as mentors. As a part of this new initiative, the IUSD Office of Faculty Affairs has collaborated with the department chairs to establish a more formal mentoring program. The framework for our mentorship program is based on work conducted by colleagues at the University of Michigan (scan the QR code to learn more about the mentoring framework). Within this conceptual framework, identified mentees will be paired with 2-3 mentors who will provide guidance in key professional areas such as teaching, research, service, and/or leadership. The goal is to ensure that our faculty have the support needed to



excel in all aspects of their career. Additionally, we understand that the needs of our faculty evolve over time and the established mentoring panels will change as our mentees navigate their careers. OFA held an initial meeting with our mentors last month. Over the next month, we will facilitate an initial meeting with the mentees and host a mentorship program kickoff event that will bring all of our mentors and mentees together. Our program will also include other events that will help to empower our mentees with the skills and knowledge needed to achieve their professional goals and traverse challenges that they will encounter along their journey. With everyone's participation, we believe that we can further enhance the collaborative culture within our institution and provide an additional layer of support to aid our talented faculty in reaching the stars.

Call to Action:

Take a few minutes over the next week to write down the individuals in your life that you view as a mentor. When was the last time you spoke with these individuals? Are they actively engaged in your success? Are they still willing to provide you with support as a mentor? If you are unsure about any of these questions, it might be time to reset and recompose a portion of your mentoring network.



that our faculty have the support needed to

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

Campus P&T Sessions



The IUI campus Academic Affairs office will be offering several Promotion and Tenure sessions coming up in the next few weeks. Take advantage of these if you would like more information on the promotion and tenure process.

⇒ [Promotion in the Lecturer Ranks](#)
Lecturer faculty pursue promotion on the basis of excellence in teaching. This workshop will cover key campus criteria for excellence, tips for documentation, and planning steps in the process of applying for promotion. This event will be held on Wednesday, September 18, 2024 from 9:30—11:00 am online, via Teams.

⇒ [Promotion and Tenure on Balanced, Binned Case for Tenure Track](#)

This workshop will explore decisions and documentation for success in promotion or tenure on the traditional “binned” balanced case, touching on third-year review, tenure review, and promotion to full. This event will be held on Tuesday, September 24, 2024 from 1:30—3:00 pm via Teams.

⇒ [Promotion and Tenure on Balanced, Integrative Case for Tenure Track](#)

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 for tenure-track faculty. Particular points of emphasis will be on documenting impact, articulating a DEI or

thematic philosophy, and identifying supportive evidence. Every case will be unique—be prepared to be flexible and creative within the general outlines of the case criteria. This event will be held on Thursday, September 26, 2024 from 9:30—11:00 am via Teams.

⇒ [Promotion and Tenure: Choosing a Case Type](#)

This workshop will review case types (single area of excellence, balanced-binned, and balanced-integrative) to help faculty choose the type that best represents their contributions. It will discuss both associate-level and full-rank considerations. This event will be held on Wednesday, October 2, 2024 from 10:00—11:30 am via Teams.

Contact ofaa@iu.edu with questions.

2024 ADEA DEIB Workshop



The annual ADEA Diversity, Equity, Inclusion and Belonging (DEIB) Workshop equips dental education professionals—administrators, faculty, staff, residents, fellows and students—with tools and strategies to foster access, diversity, inclusion, belonging, equity, and well-being, promoting a humanistic environment in academic dentistry and society.

This one-day symposium offers networking and learning opportunities to help participants understand the diversity-related Commission on Dental Accreditation (CODA)

standards and develop mission-driven inclusion initiatives. The small group workshop format encourages quality discussions, collaborative planning and idea exchange. This immersive experience fosters meaningful connections and practical takeaways that participants can implement in their own institutions. By actively engaging in the DEIB Workshop, attendees can drive positive change and cultivate an inclusive culture in academic dentistry. The workshop will focus on enhancing cultural competency, identifying and dismantling systemic barriers, and developing leadership skills for advocacy. Participants will engage in hands-on activities to design actionable plans that pro-

mote social justice within their institutions. By the end of the workshop, attendees will be empowered to champion equity and create lasting change in academic dentistry.

The Workshop will be held on October 23, 2024 at the Loews Coronado Bay Resort in Coronado, CA. If you are registering for both this workshop and the ADEA Fall Meetings, register for the ADEA Fall Meeting first to save 20% on this workshop. The deadline for online registration is September 23, after that it will be on-site registration. Please visit <https://www.adea.org/DiversityWorkshop> for more information, the hotel rate, to view the agenda, and to register.

Faculty Travel Grants



The IU Center for the Study of Global Change has limited funds to assist faculty and staff members with travel to present papers at academic conferences or for Center-related activities. Papers or presentations should be on global or international topics in any field. Awards average \$500 and can be used either for domestic or international travel.

For international travel, the Global Center

must also receive permission from the U.S. Department of Education. Therefore, grant recipients must provide their travel information to the Global Center prior to ticket purchase and at least forty-five days in advance of departure. All flights must adhere to the Fly America Act and Open Skies agreements. Hotel costs must adhere to U.S. federal rates.

To apply for a Travel Grant, please write to global@iu.edu with the purpose of your

travel including the title of your presentation, a brief budget outlining anticipated travel costs, and your planned itinerary. There is no formal application form, and applications are accepted and reviewed year round.

Applications and supporting documents should be sent to global@iu.edu with the subject line: Faculty and Staff Grants. Visit <https://global.indiana.edu/research/faculty-grants.html> for more information.

Grant for Former CEG Recipients

Former CEG Recipients are eligible to apply for additional funds to support travel to either further disseminate results of the original CEG project beyond what was supported on the original grant or to support dissemination of work that is an extension of the original project.

All past CEG principal investigators or co-principal investigators are eligible to apply up to three years after the submission of

their final CEG report. Awards will be limited to \$1,000 per project. Grant funds will be awarded when the recipient has provided documentation that the presentation has been accepted and the recipient has registered for the meeting. Recipients will also be expected to submit a brief report after their travel is complete. The report will describe the reflections of the presenters on how the presentation was received by

the attendees, the feedback received about the CEG work, and the next steps on sustaining or expanding the CEG work.

Visit <https://ctl.indianapolis.iu.edu/Programs2/CEG/travel-grant> to download the CEG Travel Grant Application. Submit completed applications by emailing it to iuictl@iu.edu with the subject: CEG Travel Grant Application. Applications may be submitted at any time during the year.

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EXCELLENCE IN RESEARCH FOR TENURE TRACK FACULTY

DATE: FRIDAY, OCTOBER 4, 2024
TIME: 1:30 TO 3:00 PM
LOCATION: ONLINE—TEAMS
PRESENTER: MARGARET FERGUSON, WILLIE MILLER
[REGISTER](#)

NEW FACULTY PLAN NOW FOR SUCCESS

DATE: THURSDAY, SEPTEMBER 12, 2024 [REGISTER](#)
LOCATION: UNIVERSITY LIBRARY 1126 **PRESENTERS:** WILLIE
TIME: 11:00 AM – 1:00 PM MILLER & MARGARET FERGUSON

THIS PROGRAM WILL PROVIDE NEW FACULTY WITH AN OVERVIEW OF THE PROMOTION AND TENURE PROCESS AS WELL AS STRATEGIES TO BEGIN THE JOURNEY TOWARD PROMOTION AND TENURE. GUIDANCE ON HOW TO DEVELOP A PLAN FOR PROMOTION WILL ALSO BE PROVIDED BY A PANEL OF RECENTLY PROMOTED FACULTY. LUNCH WILL BE PROVIDED.