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## **Data-Driven Decisions process continues**

Implementing Data-Driven Decisions (3D) will be a long-term process that will support the school's efforts to be one of the nation's finest School's of medicine in clinical care, education and research.

To reach these goals the School must make decisions about allocating resources in ways that

- Encourage and reward excellence
- Reflect the School's values and priorities
- Are built on complete and reliable data about revenues, expenses, and faculty activities
- Are developed in a process that is transparent, understandable and based on consensus

Groups of IUSM faculty, with staff support, have begun an intensive work effort that will last several months. This design phase will be followed by a faculty leadership retreat on Aug. 9, where the work will be assessed and an implementation process will be adopted.

The 3D project is overseen by Dean D. Craig Brater, MD, and an eight-member steering committee. Lists of all the committees and teams, with contact information, are on the 3D Web site at [www.medicine.iu.edu/administration/ddd/](http://www.medicine.iu.edu/administration/ddd/). Robert B. Jones, MD, PhD, executive associate dean for strategic planning, analysis and operations, is the 3D project manager.

Three design teams have been appointed to develop data-gathering and evaluation systems for our clinical, education and research missions, respectively. These teams are charged with determining the types of data we need to collect in order to measure current allocation of resources, including how members of the faculty spend their time. The design teams will be evaluating our current data collection instruments -- as well as those used at

other institutions -- to adopt, modify or develop instruments that will make possible a first pass (short term) data collection providing a rough measure of how we currently are allocating our resources. This first pass will be completed by August.

It must be stressed that the design teams have been charged with developing systems that will support recognition of individual faculty accomplishments, both quantitative and qualitative; that can help individual faculty be successful; and that can allow individuals to be rewarded appropriately.

Actual collection of data will be done by the finance team, chaired by Duane Gaither, MBA, executive associate dean for administration and finance. The finance team also will be responsible for developing the methodology for creating 3D financial reports, as well as developing departmental income statements.

A staff project team, chaired by Dr. Jones, is providing support to the design teams.

The initial months of design phase work will culminate in the August retreat. The retreat will enable faculty leaders to engage in in-depth discussions of the design teams' recommendations, and to make decisions that will lay the foundation for new management practices at the IU School of Medicine.

The leadership retreat is not the end of the 3D project, however. It is the beginning of a long-term process in which we will improve our 3D systems for collecting and evaluating data to allocate resources in ways that further the school's goals and priorities.

The success of the 3D project is critical to the long-term success of IUSM. The success of the 3D project depends on widespread support, and input, from the faculty. Members of the faculty are urged to contact the committee and team members, to monitor updates that will be reported in Scope and on the 3D Web site, and to ask questions and make suggestions, either directly

to members of the committees or via the web site.

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## **Data-Driven Decisions design teams begin work**

The design teams created for the Data-Driven Decisions (3D) project have begun meetings to develop the recommendations that will be considered Aug. 9 at the faculty leadership retreat.

The teams have been assigned the task of developing data-gathering and evaluation systems for our clinical, education and research missions, respectively. In their initial meetings, the teams began grappling with such issues as how to collect useful and accurate information about faculty activities, starting with evaluations of reports now used at IUSM and alternatives adopted by other schools of medicine.

Members of the clinical design team, chaired by Eric Wiebke, MD, concluded at their April 21 meeting that Work Relative Value Units (RVUs), which are used by Medicare and health care providers to track productivity and compensate providers, provide the most reliable mechanism for evaluating most clinical effort. There are, however, some problems and gaps in RVU data that will need to be addressed.

The research design team, chaired by Janice Blum, PhD, and the education design team, chaired by Stephen Bogdewic, PhD, will resume discussion on such issues in their May meetings.

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## **Web site created for Data-Driven Decisions**

The Data-Driven Decisions (3D) project was created to transform the IUSM's processes for budgeting and managing in ways that will enable the school to reach its goals for excellence amid current and future financial challenges. A 3D Web site has been created to help the IUSM community keep up to date on 3D activities.

The new site, at [www.medicine.iu.edu/administration/ddd/](http://www.medicine.iu.edu/administration/ddd/), contains background information on the 3D design phase now under way, lists the faculty and staff working on 3D, and offers opportunities for questions and feedback. Project updates also will be posted on the site.

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## **Graduation is less than a week away**

“M.D.” Those initials will carry special meaning Sunday, May 9 – Mother’s Day and the day that the IUSM class of 2004 receives their medical degrees.

A special ceremony for the 258 students receiving their medical degrees will be at 4:30 p.m. immediately following the Indiana University-Purdue University Indianapolis graduation exercises. Both the IUPUI and IU School of Medicine ceremonies will be at the RCA Dome.

“When members of the Class of 2004 began their studies they were challenged to understand the scientific basics of the practice of medicine, to be compassionate and to maintain the dignity of the profession,” said IUSM Dean Craig Brater, MD.

“Their graduation is a sentinel event as they enter residencies to further develop their knowledge and skills in their chosen specialties,” added Dr. Brater, who will preside over the conferring of doctoral degrees in medicine and related sciences, and masters’ degrees in public health and medical science.

More than half of those matching to residencies will do so in Indiana. Forty-one percent of the graduates will enter primary-care programs, which include internal medicine, family medicine, pediatrics, obstetrics/gynecology and combined internal medicine-pediatrics. That's 2 percent more than those entering primary care specialties in 2003.

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## **March receives named professorship**

Keith March, MD, PhD, has been named the Cryptic Masons Medical Research Foundation Professor of Vascular Biology Research.

The professorship was established in 1996 by the Cryptic Masons Medical Research Foundation. The position is intended to be held by an individual in a leadership position in the Indiana Center for Vascular Biology and Medicine of which Dr. March is the director.

The Foundation was organized in 1986 to fund research at IUSM on the causes of atherosclerosis and its complications. The term vascular biology, the current terminology for atherosclerosis, describes a broad approach to understanding the process of the disease rather than focusing on one specific component of the disease, such as hardening of the arteries.

Dr. March received his medical degree and doctoral degree in chemistry from Indiana University. He completed an internal medicine residency and a cardiology fellowship at IU Medical Center.

He joined the IUSM faculty in 1990 and was named director of the Indiana Center for Vascular Biology and Medicine in 1999.

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## **Dalsing named Habegger Professor of Surgery**

Michael Dalsing, MD, has been named the E. Dale and Susan E. Habegger Professor in Surgery.

Dale Habegger, MD, graduated from IUSM in 1949 and served as a volunteer faculty member in the Department of Surgery from 1964 until the time of his retirement in 2003. The holder of the professorship must be a full-time faculty member involved in the ongoing training of surgical residents.

Dr. Dalsing joined the IUSM faculty in 1984. Since 1987, he has served as director and chief of the Division of Vascular Surgery.

He is a graduate of Saint Mary's College and The Medical College of Wisconsin. He completed his residency at IUSM and a surgical fellowship at Northwestern University.

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## **Hurley named interim chair of biochemistry**

Thomas Hurley, PhD, has been named interim chair of the Department of Biochemistry and Molecular Biology effective June 1. Robert Harris, PhD, who has served as chair of the department since 1988, announced two years ago that he was stepping down from the position to pursue his research and teaching interests.

Dr. Hurley currently is a professor of biochemistry and molecular biology. He joined the faculty in 1992 after receiving his doctorate at IUSM in 1990. He co-directs the protein structure and function course and is director of the Center for Structural Biology and the medical biophysics graduate program.

Dr. Harris, a Distinguished Professor and the Showalter Professor of Biochemistry, joined the IUSM faculty in 1970. He was elevated to full professor in 1975 and has been named a Distinguished Professor in 2001.

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## **Conflict of interest process streamlined**

In an effort to reduce the number of academic appointees who must submit Conflict of Interest (COI) report forms, the Conflict of Interest Committee, with the assistance of the IUPUI Office of Research and Graduate Education and Vice-Chancellor Mark Brenner, will immediately begin using an on-line screening tool to log and track submissions, identify those academic appointees who must make more detailed reports, and share information with the ORGE.

With the use of seven screening questions, the number of academic appointees who must submit COI Report forms should be sharply reduced. Faculty who answer the screening questions in the negative will have, with their affirmation, fulfilled their reporting obligation for the next 12 months or until there is a change in their status.

Those academic appointees who respond to any of the screening questions in the affirmative will still be required to complete the COI Report form and submit it as an attachment to an e-mail message to the Conflict of Interest Committee at [medcoi@iupui.edu](mailto:medcoi@iupui.edu).

The School's COI website will also maintain a history of submissions for each academic appointee, allowing individuals to easily determine whether or not they need to make an updated submission.

To facilitate the change to on-line tracking, all academic appointees are asked to make an on-line submission by **Friday, May 21**. The School's

Conflict of Interest website is at <http://administration.iusm.iu.edu/coi/>.

Individuals with questions or those having difficulty using the website, should contact Amy-Jeanne Sayre in the Office of Academic Administration at 274-7214, or [asayre@iupui.edu](mailto:asayre@iupui.edu).

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## **Medical Humanities presentation today**

“Blood and Organ Donation Policy: Comparative Historical Perspectives from England and the U.S.” is the topic of the 4 to 5:30 p.m. Monday, May 3, Medical Humanities Seminar.

Speaking will be Sue Lederer, PhD, associate professor of History of Medicine, Yale Medical School, and Kim Pellis, PhD, assistant professor of medical history, Uniformed Services University of the Health Sciences, Bethesda, Md., and Bill Reed, vice president of operations, Indiana Blood Center

The meeting will be in Research Building 2, room 101. This is the new building directly across from the entrance to the Medical Library.

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## **Recovery focus of annual Mental Health Symposium**

Kay Jamison, PhD, the “face” of bipolar illness and a frequent guest on National Public Radio, will be the keynote speaker at the seventh annual Mental Health Symposium hosted by the IUSM Department of Psychiatry and the Mental Health Association in Indiana.

Dr. Jamison is a professor of psychiatry at Johns Hopkins University School of Medicine and author of five books including *Night Falls Fast* and *An Unquiet Mind*. The daylong symposium will be Friday, May 14, in the Grand Hall and Conference Center at Crowne Plaza Hotel, Union Station. This year's theme is "Recovery."

IUSM faculty will present topics ranging from issues in pediatric psychopharmacology, treatment of schizophrenia and alcohol addiction. Dr. Jamison will discuss teen suicide during the symposium luncheon.

The symposium is open to individuals in recovery, as well as family members, caregivers, advocates and service providers. The deadline for registering is **Friday, May 7**.

For more information or to register, contact the Mental Health Association in Indiana at 638-3501.

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## **Register now for Molecular Biology Workshop**

The 2004 Molecular Biology Workshop will be Mondays through Fridays June 15 through July 1.

The workshop is a combination of lectures and hands-on labs and is open to faculty, staff and graduate students. Graduate students may take it for credit. Participants will receive instruction in basic molecular biology and theory of laboratory methods, leading to discussions of cutting-edge techniques and real life examples of problems and methods.

Laboratories are hands on. Participants will learn to perform basic and advanced techniques, trouble-shoot problems and critically examine industrial kits and equipment.

For more detailed information about the workshop, see [www.iupui.edu/~mbwkshp/](http://www.iupui.edu/~mbwkshp/), or contact Chao-Hung Lee, PhD, at 274-2596, or [chlee@iupui.edu](mailto:chlee@iupui.edu).

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## **TIAA-CREF and Fidelity offer individual counseling**

TIAA-CREF and Fidelity offer free one-on-one consultations on retirement and investment planning to faculty and staff in the IU Retirement Plan and to those who participate in the Tax Deferred Annuity Plan and the IU Retirement Savings (457b) Plan.

Consultations may include information on developing an investment plan, reviewing asset allocation/diversification, analyzing fund performance and retirement income options.

A consultant from TIAA-CREF will be at IUPUI on May 14, June 11 and July 9.

Consultations will be held in the Purchasing Department conference room, Union Building, room 561. To schedule an appointment, register online at [www.tiaa-cref.org/moc](http://www.tiaa-cref.org/moc), or call 974-4000 and ask for the appointment desk.

A Fidelity Investments Retirement Counselor will be on campus on May 26, June 22 and July 28. Consultations will be held in the Human Resources conference room, Union Building, room 372. To schedule an appointment, call the reservations center at 1-800-642-7131.

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## Tennis anyone?

The Indianapolis Tennis Center, located on the campus of IUPUI, has a special membership for IUPUI faculty and staff. From April 1 – Sept. 30, IUPUI faculty and staff who are new members may have unlimited outdoor court time (indoor court fees apply if you play inside).

For more information, call the Indianapolis Tennis Center at 278-2100, or visit [www.indytennis.iupui.edu](http://www.indytennis.iupui.edu). Special student memberships also are available, call for more information.

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## Honors

The artwork of **Felicia Hinant**, MS 2, will appear in the student portion of the Journal of the American Medical Association May 5. The title of the painting is “First Year.” This is the second time one of her paintings has appeared in the Student JAMA. That work, which is now hanging near the gift shop in Riley Memorial Hospital, appeared Feb. 13, 2002.

**Elisabeth von der Lohe**, MD, was recognized as a top cardiologist for women in the February issue of Good Housekeeping magazine. The publication also recognized the Women’s Heart Clinic at Krannert Institute of Cardiology as one of the top 44 cardiac centers for women in America. The magazine based its findings on research by Castle Connolly Medical Ltd.

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## This week on *Sound Medicine*

Tune in at noon, Saturday, May 8, to *Sound Medicine*, the weekly radio program co-produced by IUSM and WFYI Public Radio (90.1 FM) in Indianapolis. The program is hosted by Barb Lewis. This week's co-host is Ora Pescovitz, MD.

Guests will include Austin, Texas, pediatrician Ari Brown, MD, who will discuss the common problem of vaccine shortages, including the recent Prevnar shortage that prompted the Centers for Disease Control to encourage physicians to suspend the final two doses of the vaccine until the shortage is resolved. Prevnar is a vaccine for certain pneumococcal bacteria that can cause life-threatening meningitis and blood infections.

New research in the mother-to-baby transmission of HIV will be discussed by Yvonne Bryson, MD, director of pediatric infectious diseases at UCLA.

Also on the program will be IU cardiology researcher Loren Field, PhD, who will explain why he decided to publish a paper about a stem cell experiment that did not work as he had expected.

Archived editions of *Sound Medicine*, as well as other helpful health information, can be found at [soundmedicine.iu.edu](http://soundmedicine.iu.edu).

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## Online IUSM calendars

A comprehensive listing on IUSM seminars, lectures and Grand Rounds can be accessed at [www.medlib.iupui.edu/calendar](http://www.medlib.iupui.edu/calendar). To place items on the Scientific Calendar, please forward them to Iona Sewell at [imsewell@iupui.edu](mailto:imsewell@iupui.edu).

A Special Events Calendar for presentations, symposiums, conferences and other activities at IUSM can be found on the School's Web page at

[www.medicine.iu.edu](http://www.medicine.iu.edu). The calendar also can be accessed directly at [webdb.iu.edu/iusm/scripts/calendar/instr.cfm](http://webdb.iu.edu/iusm/scripts/calendar/instr.cfm).

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## Submissions to Scope

*Scope* wants your news items.

The deadline for submission is 8:30 a.m. on Fridays. *Scope* is published electronically and sent to faculty, staff, students, and residents.

There are three easy ways to submit story ideas or information to *Scope*:

- e-mail the information to [mhardin@iupui.edu](mailto:mhardin@iupui.edu)
- mail the information to Mary Hardin, Z-7, Ste. 306, IUPUI
- paste your plain text message into *Scope* Web form on the IUSM faculty & staff page: <http://medicine.iu.edu/faculty>

Contributions submitted by e-mail should be forwarded in 12 point, plain text format.

In the interest of accuracy, please do NOT use:

- acronyms
- abbreviations
- campus building codes (use full, proper name of building and include the room number)
- Dr. as a preface before names (designate MD or PhD)

To keep the electronic version of *Scope* as streamlined as possible, only seminars and lectures of general or multidisciplinary interest will be included.

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