



FACULTY AFFAIRS

Dr. Michael Kowolik:
Executive Associate
Dean
Associate Dean for
Faculty Affairs and
Global Engagement
Professor of Periodontics

Prof. Gail Williamson:
Director of Faculty
Enhancement
Professor of Dental
Diagnostic Sciences
Newsletter Editor

Shelley Hall:
Executive Administra-
tive Assistant

Damon Spight:
Administrative Support
Specialist

Meredith Lecklider:
Administrative Specialist

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Office of Faculty Affairs

VOLUME 4 ISSUE 8

AUGUST 2016

From the Desk of the EAD/ADFA



At this time last month, we were embarking on a new fiscal and academic year fueled by having had two weeks of clinic re- pose. The promise of an exciting year to come has been dominated by the prospect of initiating the construction of our new building.

Meanwhile, with succession planning a crucial reality, Dr. Chris Guba generously and patriotically agreed to shoulder the responsibility of DDS education, comprehensively, in both her current role as Associate Dean for Academic Affairs, and also for Clinical Affairs, following the retirement of Dr. George Willis. This also requires providing her with additional support in order to lead us forward, not just in business as usual, but to develop a vision for our role as an educational and health care institution.

In that regard, we are currently seeking to appoint assistant deans in both offices, as well as to identify other key positions that will also have an eye on the focus of leading us confidently and successfully to and through re- accreditation in 2020.

This, along with filling other crucial faculty positions, is at the forefront of our activity right now. From junior positions to department chairs and administrators, the situation is highly dynamic. That in itself is a sign of a healthy institution. No stagnation and an eye on the future. A rather sobering realization is that five or six of our incumbent department chairs are likely to retire within the next 3-5 years. That is a critical level of leadership.

However, as ever, we are occasional- ly reminded that not all in the garden is flourishing. Sadly we experienced breaches in confidentiality in relation to student behavior that have potential to create confusion and misunder- standing. The ethics of professionalism are a core part of our mission, and we will be examining our existing policies and processes accordingly.

Once again, I am drafting this editor- ial while returning home from an over- seas trip, as part of our global com- mitment to the academy. Before descri- bing that, I am delighted to report on the evolution of another global innova- tion. I have previously talked about

our blossoming relationship with King Saud University. We have been the welcoming hosts of many graduate students from Saudi Arabia over many years and, after patient negotiations, have been expanding that relationship. Dr. Richard Gregory has been working to consolidate an agreement that benefits all parties, and this is described in more detail within the newsletter. What I would like to emphasize is that IUSD is at the forefront of this enter- prise on behalf of the university.

And so, here I sit on a return trip from Tehran with Dr. Gabe Chu, our Associate Dean for Research. This is a story unfolding that could occupy considerable print space. But in brief, my initial exploratory visit to Tehran University of Medical Sciences (TUMS) last year created the idea of such po- tential for us that, encouraged by our Office of International Affairs and Chancellor Paydar, I was enthusiastic that our research dean should see what I had seen. And so, we embarked on a plan to visit TUMS together. With that, we were both invited to speak at the 17th annual national En- dodontic Congress this past week. Not so easy, as we had to not only have our visas in place, but also US Treasury permission through the granting of an OFAC (Office of For- eign Assets Control) license in order to give our talks. The vagaries and intricacies of the "sanctions lifting" are complex. But, after 4 months of patience, with much help from our own Office of International Af- fairs and our legal colleagues in Bloomington, with just 2 days until our deadline, we received both approvals.

Getting to Iran is not so straightforward and, even in the last year, things have changed. But we arrived in time and I was honored to give the keynote address at the con- gress on the topic of Global Antibiotic Resistance and the Responsibilities of the Dental Profession. Gabe Chu pro-

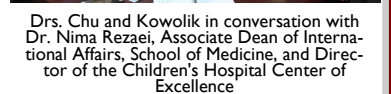
vided a masterful synthesis of the work that his colleagues in Biomaterials have been doing to advance the field of regenera- tive Endodontics. I personally learned about how the work of Marco Bottino and Ghaeth Yassen has updated guide- lines of the American Academy of Endodontics. With world class cli- nicians and scientists participating, Gabe and IUSD were at the center of inter- est. Typically in Iran, the working week is six days, and the dedication and enthusiasm to and for professional achievement across the spectrum is evident. But our wonderful hosts at the university and Office of Interna- tional Affairs ensured that we maxi- mized the opportunity to experience the historic culture that abounds. At the

core was a visit to the ancient city of Shiraz and, close by, Persepolis, where modern civilization was founded, around two and a half mil- lennia ago. All I can say here it that it was *Extraordinary*. Between us, Gabe and I have hundreds of photos and stories to recount.

Our days at the university were intense. We met with dental and medical school administrators and sci- entists, clinicians and PhD students. The hospitality was generous and at times, overpowering. But what we share is a common belief that scholarship and a sincere mission to improve the health of people and nations is paramount. That despite current political policies and restrictions, we can and will make a difference working together.



Drs. Kowolik and Chu with Ms. Sahar Mohammadian of the International Office, who so expertly and professionally guided our visit at every stage.

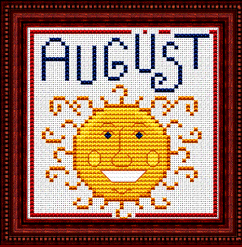


Drs. Chu and Kowolik in conversation with Dr. Nima Rezaei, Associate Dean of International Affairs, School of Medicine, and Director of the Children's Hospital Center of Excellence

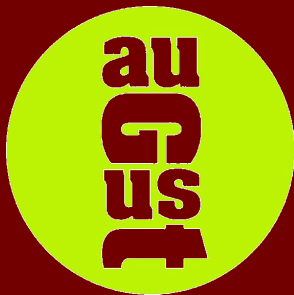
Globalization is here to stay, in every facet of life. We are and we should be in the vanguard. ☺ ☺ ☺ ☺

Faculty Development Opportunities

There are many opportunities for professional development during the month of August. 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.*



Wednesday, August 3rd

Best Practices for Slide Show Presentations (CTL)

Time and Location: 11:30 am – 12:30 pm, Online

Presenters: Douglas Jerolimov, Randy Newbrough

[Register](#)

Monday, August 8th

Canvas: First Look (CTL)

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

Presenters: Madeleine Gonin, Brett Pfingston, Peter Erme

[Register](#)

Monday, August 8th

Canvas: Assignments and Grading Overview (CTL)

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

Presenters: Cordah Pearce, Peter Erme

[Register](#)

Tuesday, August 9th

Canvas Communication Strategies (CTL)

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

Presenters: Madeleine Gonin, Peter Erme

[Register](#)

Wednesday, August 10th

First Day of Class (CTL)

Time and Location: 11:30 am – 12:30 pm, Online

Presenters: Douglas Jerolimov, Terri Tarr

[Register](#)

Wednesday, August 17th

Canvas: First Look (CTL)

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

Presenters: Kimmaree Murday, Madeleine Gonin

[Register](#)

Wednesday, August 17th

Associate Faculty Forum (CTL)

Time and Location: 5:15 – 8:30 pm in Engineering & Technology

Presenter: Douglas Jerolimov

[Register](#)

Thursday, August 18th

Canvas: Communication Strategies (CTL)

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

Presenters: Madeleine Gonin, Kimmaree Murday

[Register](#)

Thursday, August 18th

Conveying Messages with Graphs (OFAPD)

Time and Location: 5:15 – 7:00 pm in Glick Eye Institute Room 103

Presenter: Jean-Luc Doumont

[Register](#)

IUSD Continuing Education 2016 Courses <http://ce.dentistry.iu.edu>

New IUPUI Leaders

Effective August 1st, Dr. Stephen Hundley and Dr. David Malik will undertake new campus senior leadership roles as announced last month by IUPUI Chancellor Nasser Paydar.



Stephen Hundley, who currently serves as the Interim Associate Vice Chancellor for Undergraduate Education and Dean of University College, is succeeding Dr. Trudy Banta, who retired in June. In his new role, Dr. Hundley will provide strategic advice and consultation to the chancellor on a range of matters

pertaining to IUPUI's functioning, effectiveness and future directions; lead the Office of Planning and Institutional Improvement, including managing staff, budgets, and the administrative and program review processes; direct campus-level accreditation activities; promote institutional effectiveness by determining how well IUPUI is achieving its strategic priorities, including benchmarking with peer and aspirant institutions; handle the executive search function for the campus; and serves as chair of the annual national-level Assessment Institute and executive sponsor of IUPUI's Program Review and Assessment Committee.

Dr. David Malik, who currently serves as the Interim Chair of the Department of Chemistry and Chemical Biology in the School of Science, has been appointed Interim Associate Vice Chancellor for Undergraduate Education and Dean of University College succeeding Stephen Hundley. He previously served as Executive Vice Chancellor at Indiana University Northwest. A national search for a permanent successor for this position will begin this fall.



Faculty Development Continued

Tuesday, August 23rd

Team Teaching Workshop (OFAPD)

Time and Location: 8:30 – 11:30 am in the Daly Center 186

Presenter: Kathryn Plank

[Register](#)

Friday, August 30th

Excellence in Teaching (OAA)

Time and Location: 9:00 – 11:00 am in Campus Center 409

Presenters: Margie Ferguson, Gail Williamson

[Register](#)

Friday, August 30th

Write Winning Grant Proposals (OFAPD)

Time and Location: 8:30 am – 5:00 pm in Walther Hall 203

Presenter: John Robertson

[Register](#)



DR. SHIN RECEIVES AAP AWARD

Dr. Daniel Shin, Clinical Assistant Professor, Department of Periodontics and Allied Dental Programs, is the recipient of the 2016 [Nevins Teaching and Clinical Research Fellowship](#) from the American Academy of Periodontology Foundation. The Nevins Fellowship was created to address the retention of top periodontal clinical researchers and educators early in their career with an award of \$20,000. Dr. Shin will be honored for this fine achievement during the [American Academy of Periodontology Annual Meeting](#) which will be held this September in San Diego, California. Congratulations!



all Semester, August 22, 2016



WHITE COAT CEREMONY

Dean John N. Williams cordially invites you to attend the Indiana University School of Dentistry *White Coat Ceremony* for the DDS Class of 2020 and the IDP Class of 2018. The ceremony will be held on Sunday, August 14, 2016 at 2:00 in the IUPUI Campus Center, Room 450. A reception will immediately follow the program. Please [RSVP](#) your attendance by 5:00 pm Thursday, August 4, 2016.



Academic Affairs Leadership

On July 16th, Dean Williams shared with IUSD employees and students an update on our Clinical Affairs transition, announcing that in response to the existing and emerging needs following Dr. George Willis' retirement on June 30, 2016, Dr. Chris Guba, effective immediately, will serve the School of Dentistry in the capacity of Associate Dean for Academic and Clinical Affairs. This restructuring of the Associate Dean for Academic Affairs position, as Dean Williams stated, "allows for more focus on *strategic matters* such as: construction of the new clinical building which begins later this summer, enhancing screening/patient assignment, new sources of patients/patient availability and the IDP program. In addition, the position will assure policies and procedures are in place and fully functioning as required

for our next [Commission on Dental Accreditation] accreditation site visit in the fall of 2020."

In conjunction with Dr. Guba's restructured role, two new positions were created that will focus on the operational needs of academic affairs and clinical affairs. Those positions are Assistant Dean for Academic Affairs and Assistant Dean for Clinical Affairs. Both roles, currently under recruitment, will report directly to Dr. Guba.

The challenge and uncertainties of knowing how best to put pieces together are met best when there has been careful, intentional, collaborative discussion and institutional review integrated with other

conscientious, analytical measures. Those steps require deliberateness, time, patience, some risk-taking, even courage.

With a consciousness always alert to our diverse patient population of more than 33,000, a patient appointment volume of nearly 118,000, a student body of 660, a paid employee base of nearly 600, and a volunteer base of more than 300, all of those measures and steps will continue to be applied as efforts advance and the complexities of how all of those human and tactical factors stay in partially predictable fluctuation, particularly when construction for our building extension begins. Within the next few weeks. Your feedback, suggestions, and support are important to the commitment of being one of the best dental schools in the 21st century.



IN-AADR Membership Drive



The [Indiana Section of the American Association for Dental Research](#) (IN-AADR) is reminding members to renew their membership or to become a new member of the organization for 2016-2017.

Officers include Drs. Ned Warner (president), Ygal Ehrlich (immediate past president), Frank Lippert (president-elect), and Achint Utreja (secretary/treasurer). As a supporting body of the [American Association for Dental Research](#), the IN-AADR's

primary objective is to "promote the advancement of research in all sciences pertaining to the oral cavity, its adjacent structures, and their relation to the body as a whole; the utilization of this knowledge for the promotion of better approaches to the prevention and treatment of oral diseases and other diseases of the head and neck; and the improvement of communication and cooperation among all investigators in order to share this knowledge for the benefit of all people." The IN-AADR also provides CE credits to all members attending IN-AADR sponsored seminars through the Office of Continuing Education at IUSD.

Another important activity of the IN-AADR is the sponsorship and organization of the annual IUSD Research Day, including the provision of several awards.

The annual membership fees are very affordable; for staff (\$5) and faculty (\$10). Membership is FREE for all students (DDS, DH, DA, IDP, graduate, post-docs etc.).

The following information provides a snapshot of the membership last year. There were 78 members. Of that total, 37 were faculty, 2 staff, 9 DDS students, 18 graduate students and 12 PhD students. Considering those numbers, the IN-AADR would like to expand its membership base to include more IUSD faculty, staff and students.

Renew or start your membership today by using the form attached along with the newsletter to show your support for the research efforts of our students, staff and faculty.



IUSD Building Project News



The East Parking Lot Will be Open until August 15th.

The permanent closing of the east parking lot for the new clinical building construction has been moved back

at least until August 15th, reported Adam Smith, Director of Facilities Planning & Auxiliary Operations. The University is performing a due diligence review of the winning contractor and the final scope of the \$21.6 million project. When that process is complete, the contractor will fence off the east lot and construction will begin. The east parking lot closure affects faculty parking as follows:

⇒ Adjunct faculty who previously parked in the east patient lot may park in EM surface lots or the Vermont Street garage.

⇒ IUSD patient parking will be moved to lot #54 west of the dental school ([Parking Information](#)).

Parking Services has allotted 146 spaces for “patient parking only” spots on the south side of lot #54, approximately two-thirds of the lot.

⇒ Patients will post their vinyl IUSD parking sticker in their window shield. A “parking ambassador” will monitor the lot every weekday to ensure that only patients are parked in these designated spots.

⇒ Most, if not all, of the loading dock parking spaces will convert to “D” designated spots for handicapped parking.

More information and ongoing construction updates are available on the IU School of Dentistry’s [website](#). The OFA newsletter will provide monthly updates as well.

August 1-4 is the Last Week to Provide Feedback on the Mock-up Operatories.

The first week of August is the last week the prospective operatory vendors will provide mock-ups for the new clinical



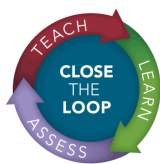
space. If you have not had a chance to visit or would like another opportunity, come try out the chairs Monday through Thursday this week in the dental school library. The schedule of vendors is:

- ⇒ Midmark—August 1st
- ⇒ Planmeca—August 2nd
- ⇒ Pelton Crane—August 3rd
- ⇒ A-Dec—August 4th

Then provide your feedback at this anonymous survey link: <http://go.iu.edu/jrp>. Dean Williams welcomes everyone’s comments and feedback on these prototype clinical operatories.

ADEA weTeach Resources

The American Dental Education Association (ADEA) provides high quality educational resources for use by dental, allied dental and other health educators through [ADEA weTeach](#). This site includes MedEdPortal Publications, which are on par with traditional scholarly works and may support faculty tenure and advancement decisions. But unlike other academic publications, ADEA weTeach emphasizes practical “how to” information and best practices for teaching, learning and assessment.



ADEA is a partner with the Association of American Medical Colleges (AAMC) in MedEdPortal®. As such ADEA weTeach resources are housed on AAMC servers as either MedEdPortal Publications, which are peer-reviewed or iCollaborative resources, which are non-peer reviewed. The newest topics available include *Applied Didactic Exams*, *Basic Course Design*, *Clinical Instructional Strategies and Interprofessional Curriculum Development Strategies*. There are many more topics available for faculty to access.

Are you interested in publishing on MedEdPortal and ADEA weTeach? If so, ADEA will be hosting a webinar on August

31st from 12:00 to 1:00 pm Eastern time entitled, *Getting Your ADEA weTeach Resources Published—Why It’s Worth It and What You Need to Know*. Use this link for more information about the program and to [REGISTER](#). The program will be presented by Dr. Michelle Wheator, Professor and Assistant Dean for Research and Scholarly Achievement, University of Detroit Mercy School of Dentistry and Dr. Randy Quock, Professor and Vice Chair of the Department of Restorative Dentistry and Prosthodontics at the University of Texas School of Dentistry at Houston. One continuing education credit will be offered for the course.



EDOSSIER INFORMATIONAL SESSIONS

The IUPUI Office of Academic Affairs is offering two eDossier informational sessions during August. eDossier is a platform for housing promotion and/or tenure dossier documents and facilitating the review process at the school, campus and university levels. The programs will be held on Monday, August 8, 9:00-11:00 am in Campus Center

307 - [Register](#) and on Tuesday, August 9, 1:00-3:00 pm in Campus Center 307 - [Register](#)

IUSD IPE Working Group

In 2012, six IUSD faculty attended the Educating Health Professionals in Interprofessional Care (EHPIC) course held at IUPUI and provided by the University of Toronto's Centre for Interprofessional Education. Following the intensive three day course, the faculty launched the IU School of Dentistry Interprofessional Education working group. The IUSD IPE group is composed of IUSD faculty and staff who have an interest in interprofessional education. Initially the group met quarterly; its goals were to document the school's existing interprofessional learning activities and discuss how to increase faculty and student learner opportunities for involvement in IPE. However, after the Indiana University Center for Interprofessional Health Education and Practice was officially established and Dr. Andrea Pfeifle was appointed director, the group began to meet on a monthly basis.

Currently the group consists of the following faculty members: Odette Aguirre-Zero, Pam Ford, Larry Garetto, Chris Guba, Rick Jackson, Joan Kowolik, Angeles Martinez-Mier, Lisa Maxwell, Mindy Meadows, Liz Ramos, Pam Rettig, Laura Romito, Stuart

Schrader, Priya Thomas, Jeannie Vickery, Tawana Ware, Darlene West, Karen Yoder and David Zahl.

The group's self-described mission is to promote awareness and understanding of interprofessional health education and practice at IUSD and enhance the engagement of the School's faculty, students and staff in appropriate IPE learning activities. Specifically, the group aims to: 1) Identify and document current IPE learning activities involving IUSD students, faculty and/or staff; 2) Identify and assess potential IPE learning opportunities for IUSD students; 3) Collaboratively develop/modify appropriate IPE learning opportunity proposals for review by the IUSD Curriculum and Assessment Committee; 4) Work with the Office of Academic Affairs and the IUSD Curriculum and Assessment Committee to develop appropriate IPE experiences and ensure equally accessible and equitable opportunity for participation in IPE coursework for IUSD pre-doctoral and dental hygiene students; 5) Serve as a liaison group to the IU Center for Interprofessional Health Education and Practice (CIPHEP) and facilitate

support of an IPE Core Curriculum (IUPUI); and 6) Identify, communicate, and engage in IPE faculty development opportunities.

Several IUSD IPE working group members are actively involved in the CIPHEP. Dr. Laura Romito serves as the CIPHEP Associate Director for Faculty Development & Curriculum. She and Dr. Rick Jackson serve on the CIPHEP Curriculum Design & Implementation team which is charged with the development of interprofessional learning activities for the IU TEACH curriculum framework. Dr. Priya Thomas was recently appointed as IUSD's representative on the CIPHEP Executive Committee and Advisory Board.

The IUSD IPE working group encourages any staff or faculty member interested in interprofessional education and practice to join them in advancing interprofessional work at IUSD and Indiana University.



King Saud University Grant

Indiana University School of Dentistry (IUSD) has received a \$1.3 million grant over five years from King Saud University (KSU) College of Dentistry

in Riyadh, Saudi Arabia to facilitate the training development of their dental faculty. The grant will allow junior faculty at KSU to attend either MSD or PhD programs at IUSD, providing them with the training to



allow them to return to KSU as more proficient faculty in their clinical and research fields. Two MSD and two PhD students per year are planned to enter IUSD graduate programs each year of the grant. In addition, two senior dental students per year will come to IUSD as research interns for up to two months for intensive research training. Furthermore, one small, one medium and one large interschool faculty re-

search project are planned each year. Several IUSD faculty will be invited to provide two week long intensive courses at KSU each year. Lastly, renovation of up to two small lecture rooms at IUSD will allow the placement of state of the art audio-video lecture capabilities. The grant will strengthen the close ties IUSD has with KSU College of Dentistry and will allow each school to improve its research capability.



CHANGES TO CAS LOGIN COMING

On August 11th IU's new Central Authentication Services (CAS) login screen will debut, featuring IU's latest branding guidelines, security features, and functional updates. If your login screen at One.IU or Duo authentication appears different on or shortly after August 11th, it will be safe to proceed with logging in.

Welcome New Faculty



The Department of Biomedical and Applied Sciences welcomes Dr. Bruce Gitter, who, effective August 1, 2016, is no longer a visiting faculty member but a non-tenure track full-time clinical professor for the department. Dr. Gitter, who is passionate about research, has several patents, the most recent of which are US6403577 Hexamethyleneimyl tachykinin receptor antagonists; US6727255 Piperidinyl and piperazinyl tachykinin receptor antagonists; and US6869957 Non-peptide tachykinin receptor antagonists. He brings a strong pharmacology background, continuing to fill a vital academic need for IUSD as we daily seek to provide our stu-

dents with patient-care education that equips them with knowledge and expertise to address the diverse needs and experiences of the patients and communities IUSD faculty, students, and alumni serve throughout Indiana and beyond. Among his teaching responsibilities, Dr. Gitter will provide didactic instruction in general pharmacology and pharmacotherapeutics throughout the graduate, pre-doctoral and dental hygiene curricula.

In June we announced Indiana University alumnus Dr. Angela Ritchie would be joining the department of Oral Pathology, Medicine and Radiology as a clinical assistant professor. Her



first day was on August 1st. Dr. Ritchie's teaching responsibilities will include didactic instruction in pre-doctoral, dental hygiene, post-doctoral oral pathology, and oral medicine courses.

This month we also welcome several new adjunct faculty members who will be working in our departments of Comprehensive Care and General Dentistry (CC), Endodontics (Endo), Orthodontics & Oral Facial Genetics (Ortho), Pediatric Dentistry (PD), and Prosthodontics (Prosth): Drs. Kevin Ludwig (PD), Mariela Garcia de la Noceda (CC), Jillian Brady (Prosth), Lisa Conard (Prosth/CC), Jeffrey Steele (CC), Daniel Jenks (Endo), Peter Buschang (Prosth) and Jacob Long (Prosth). Welcome to all!

Faculty Recruitment Update



In this newsletter's article on "Academic Affairs Leadership," it was mentioned that two new assistant dean positions have been created to meet our current and emerging academic and clinical affairs needs. The application deadline for the internal search for an Assistant Dean for Academic Affairs and an Assistant Dean for Clinical Affairs was August 1st. It is hoped that both positions will be filled by mid-September.

Other administrative and faculty position vacancies anticipated to be completed by the middle or end of September are Chair for the Department of Biomedical and Applied Sciences; assistant research professor in the Department of Biomedical and Applied Sciences; the position of tenure-track associate professor in the Department of Cariology, Operative Dentistry and Dental Public Health; Division Director for Operative Dentistry in the Department of Cariology, Operative Dentistry and Dental Public Health; and Director of the Undergraduate Oral and Maxillofacial Pre-doctoral Clinic in the Department of Oral Surgery and Hospi-

tal Dentistry.

Other faculty non-postdoctoral and non-visiting faculty searches in progress include the tenure-track associate/full professor in the area of Skeletal Repair, Skeletal Development, and Bone Cancer Biology in the Department of Biomedical and Applied Sciences; the tenure-track research-intensive assistant/associate professor vacancy in the Department of Cariology, Operative Dentistry and Dental Public Health; and the position of clinical assistant professor in Pediatric Dentistry.

As a result of an offer being made but the candidate subsequently withdrawing for non-IUSD related reasons, the position of clinical assistant professor in Cariology, Operative Dentistry and Dental Public Health is being carefully reassessed while the department works to address existing faculty workload and dental outreach objectives.

To all who have served on, currently serve on and will be serving on a search and screen committee to fill these positions - thank you! We also thank each of you who have interviewed candidates individually or as part of a small group.

Michael Haid, Senior Vice President of

Global Solutions at [Right Management](#) has contended that talent is one of the most crucial differentiators for an organization because patient recruitment strategies, laboratory setup, operational strategies, and the like can all be replicated by any competitor in customer service, patient care, academic instruction, or any aspect of what makes an employer successful. This is true, except when it comes to talent. "Your people," says Haid, "bring unique strengths into your [institution], and that can't be copied by anyone."

We have said it many times, you—our employees—make the difference. Let us continue being diligent in developing our own talents and skills as, with each faculty vacancy, our Search and Screen committees, various interview groups, and senior and mid-level administrators make every effort to bring to and grow within IUSD faculty whose professional and personal portfolio unequivocally exemplify our [core values, mission and vision](#). Whether it is patients, students, employees, volunteers or visitors, we want it always felt that there is no better place to be than IUSD! Recruitment suggestions? Contact us at dsexecaf@iupui.edu.

Indiana University
School of Dentistry
Office of Faculty Affairs
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NEW CHAIR & ASSOCIATE DEAN ORIENTATION

DATE: AUGUST 11, 2016
TIME: 11:30 AM TO 1:00 PM
LOCATION: CAMPUS CENTER 405
REGISTER: BY INVITATION

IUPUI NEW FACULTY WELCOME AUGUST 16TH

The IUPUI New Faculty Welcome will take place on Tuesday, August 16, from 1:30-4:30 pm in Campus Center 450. Registration will begin at 1:00 pm. This event will introduce new faculty to the academic work at IUPUI and especially to those resources created to ensure success. Further, this event will feature a welcome from campus officials, networking time, and a place-making bus tour of the campus and downtown Indianapolis. Charter buses will provide transportation to and from the Chancellor's New Faculty Reception, hosted by Chancellor and Mrs. Paydar. The reception will be held from 4:30 to 6:30 pm at the Tobias House. During the reception, new faculty will have the opportunity to mingle with deans, chairs, senior administrators, and other new faculty members. [Registration](#) is required for both the program and the reception.