INDIANA UNIVERSITY SCHOOL OF MEDICINE
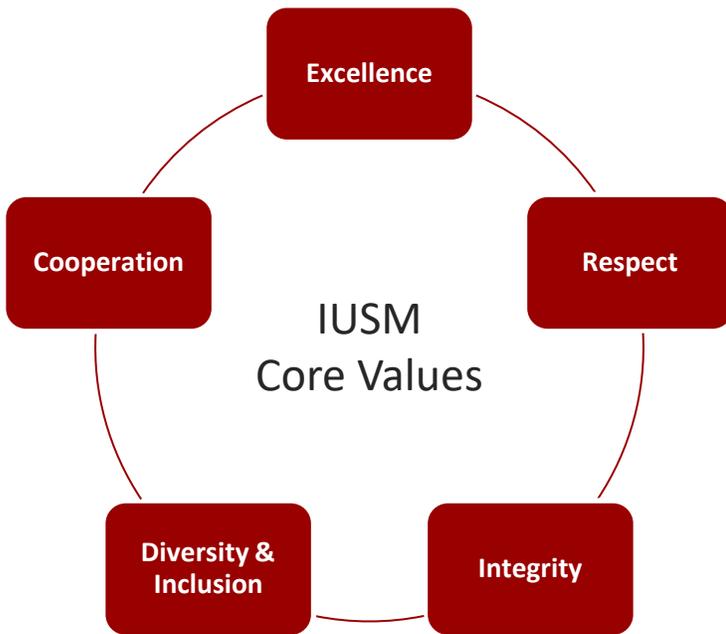
Promoting an Inclusive Learning Environment and Addressing Mistreatment

2025 ANNUAL REPORT

Excellence

Cooperation

Respect

IUSM
Core Values

Diversity & Inclusion

Integrity

IU School of Medicine Honor Code

For more information about the IUSM Core Values, review the IU School of Medicine Honor Code and the Honor Code Policy and System.

Related definitions and resources, FAQ's and ways to report a concern, including the IU School of Medicine Mistreatment Incident Report Form, can also be found on the IU School of Medicine Honor Code webpage.

Mistreatment System Triage Team

When a report is received through the IU School of Medicine Mistreatment Incident Report Form, a team of individuals in leadership roles within IU School of Medicine are alerted and the response protocol is initiated. The mistreatment system triage team consists of the following individuals:

• Mary Dankoski, Executive Associate Dean for Faculty Affairs & Professional Development

• Jennifer Choi, Senior Associate Dean for Graduate Medical Education

• Zeina Nabhan, Associate Dean for Graduate Medical Education

• Tera Howard, Assistant Dean for Graduate Medical Education

• Emily Walvoord, Interim Senior Associate Dean for Medical Student Education

• Megan Christman, Assistant Dean for Medical Student Education

• Alvaro Tori, Associate Dean for Faculty Affairs & Professional Development

• Tom Hurley, Associate Dean for Graduate Education

• Terri Christopher, Executive Director, Faculty Affairs & Professional Development

• Rebekah Eichholtz, Assistant Director of Faculty Relations

• Kenya Troutman, Faculty HR Team Lead

• IU Legal counsel

• IUI Office of Civil Rights Compliance when warranted

Data Reported between January 1 – December 31, 2025

Complaints Received From/On Behalf Of
(not including incomplete submissions)

MS1	2
MS2	12
MS3	12
MS4	10
Graduate Student	2
Fellow	1
Resident	61
Other	9
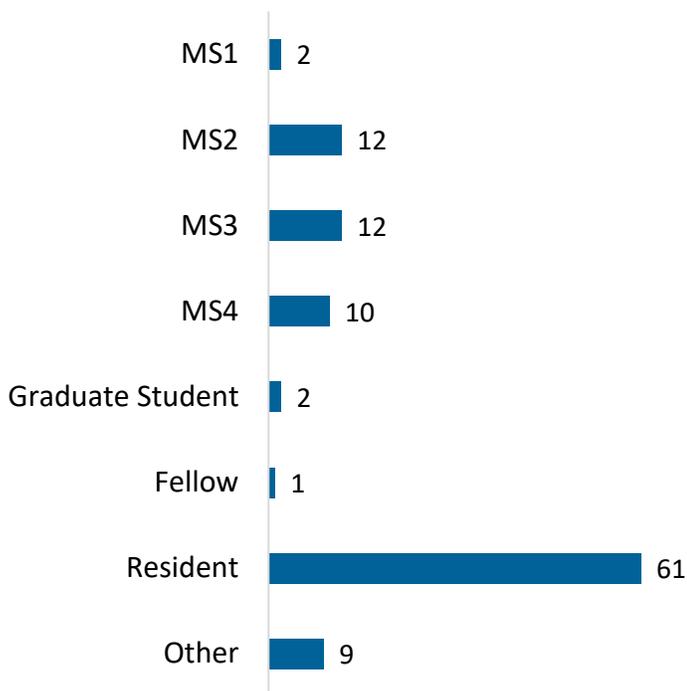
Incident Report Data

Number of Reports	174
Currently Under Review	15
Report or Incident Closed	159
Incomplete Submissions	65
Reports determined to be mistreatment (Level 1-4)	62
Reports determined to be a concern other than mistreatment	24
Reports determined to be a student-to-student interaction	8
Median Number of Days from Report to Triage	0 (same day)
Average Days from Triage to Close	34
Submitted on Behalf of Learner	9
Submitted by Learner - Anonymous	28
Submitted by Learner - Confidential	72

Learners who report confidentially receive follow-up information.

Sources of Mistreatment

The indicated source of mistreatment per incident are as follows for closed cases, not including those that were incomplete submissions:

- Clinical Faculty: 57
- Dean or Administrator: 2
- Administrative Staff Person: 5
- Science/Preclinical Faculty: 3
- Medical Student: 8
- Resident: 19
- Fellow: 4
- Patient: 1
- Other (e.g. Nursing staff, other healthcare team members, etc.): 10

Duration of Incident Reports

Although the average days from triage to close is 34, almost a third of the cases were closed in less than 2 weeks, and more than half were closed in less than 30 days. (The chart below is based on the closed cases not including incomplete submissions.)

>60 days 15%
0-14 days 30%
15-30 days 29%
31-60 days 27%
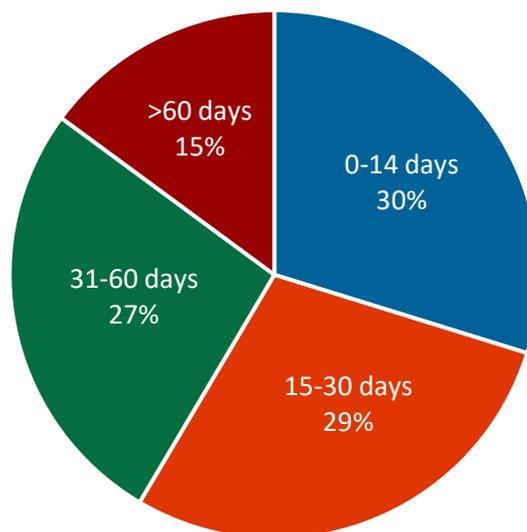
Categories of Mistreatment

The indicated category of mistreatment reported are as follows: (Total number is higher than number of incidents due to ability to select more than one category. This data does not include information from incomplete submitted reports.)

- Publicly humiliated: 52

- Privately humiliated: 26

- Denied opportunity for training or rewards based on race, ethnicity, or religion: 4

- Received lower evaluations or grades solely because of gender: 1

- Received lower evaluations or grades solely because of race, ethnicity, or religion: 1

- Subjected to offensive sexist remarks or names: 6

- Subjected to racially, ethnically, or religion-based offensive remarks or names: 9

- Subjected to offensive remarks or names related to sexual orientation or gender identity: 1

- Subjected to unwanted sexual advances: 5

- Physically harmed (e.g., shoved, slapped): 3

- Threatened with physical harm: 3

- Other discrimination or negative behaviors based on your personal characteristics or beliefs: 18

- Other: 51

Locations of Incident Reports

The majority of reports are from Indianapolis. Reports broken down by campus not including incomplete submissions:
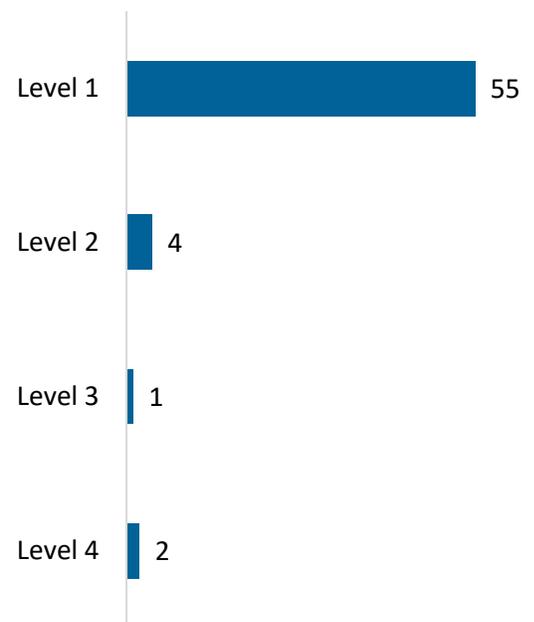
- Evansville: 8

- Indianapolis: 85

- Muncie: 6

- Northwest: 1

- South Bend: 1

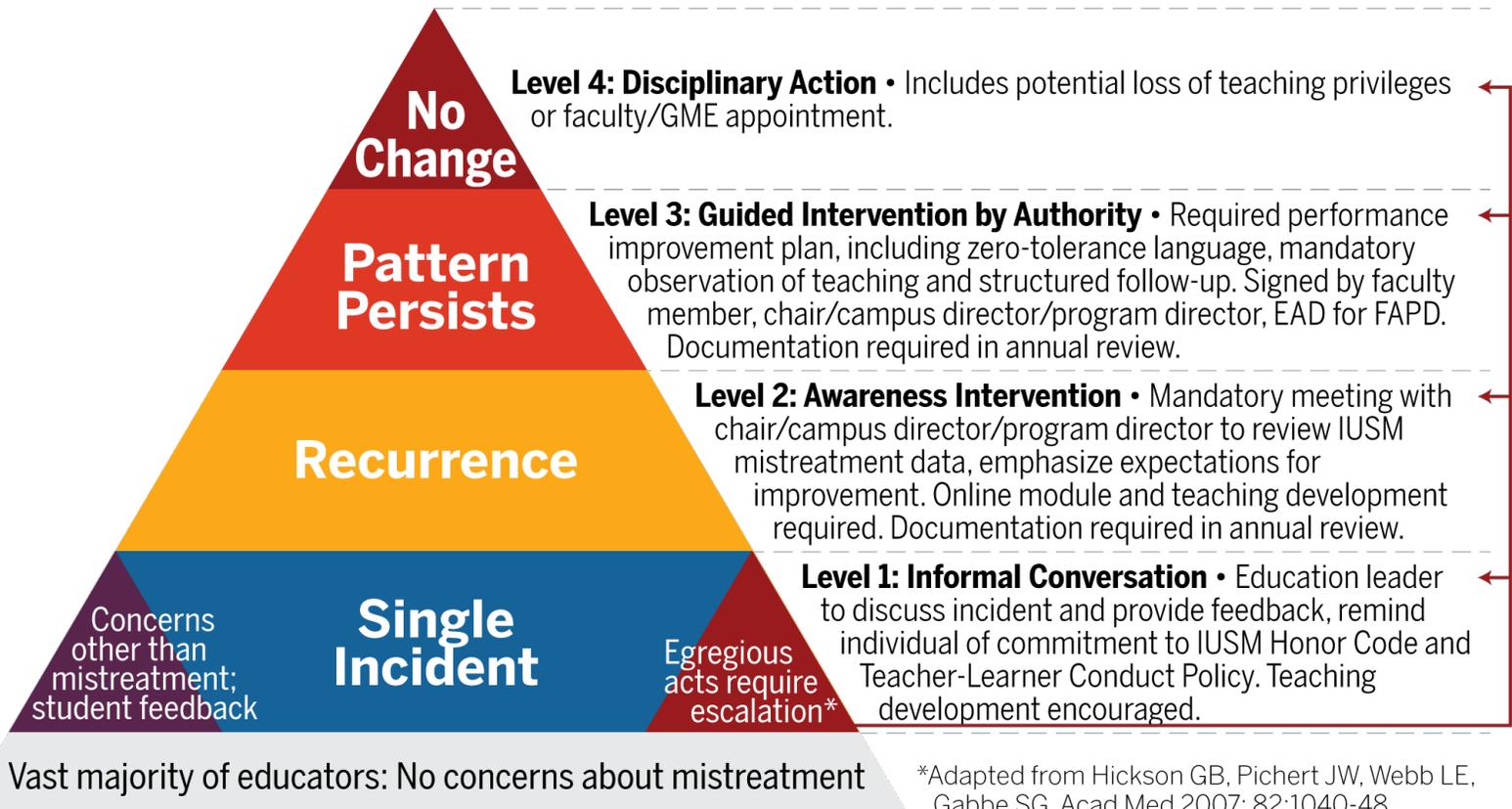- West Lafayette: 2

- Unspecified: 6

Results of Incident Reports

Of the closed cases (Refer to the Graduated Response to Mistreatment below for explanation regarding levels*):

- 55 were treated as Level 1 interventions (single incident, feedback delivered on learning environment)

- 4 were treated as Level 2 interventions (second incident of a similar nature, feedback delivered and given professional and teaching expectations)

- 1 was treated as Level 3 intervention (action taken on teaching privileges, guided intervention)

- 2 were treated as Level 4 (immediate action taken on teaching privileges/faculty appointment)

- 8 were student-to-student interactions

- 24 were determined to be concerns other than mistreatment according to definitions under policy

- 65 were considered to be incomplete submissions

Level 1	55
Level 2	4
Level 3	1
Level 4	2

Graduated Response to Mistreatment*

No Change

Pattern Persists

Recurrence

Single Incident

Concerns other than mistreatment; student feedback

Egregious acts require escalation*

Vast majority of educators: No concerns about mistreatment

Level 4: Disciplinary Action • Includes potential loss of teaching privileges or faculty/GME appointment.

Level 3: Guided Intervention by Authority • Required performance improvement plan, including zero-tolerance language, mandatory observation of teaching and structured follow-up. Signed by faculty member, chair/campus director/program director, EAD for FAPD. Documentation required in annual review.

Level 2: Awareness Intervention • Mandatory meeting with chair/campus director/program director to review IUSM mistreatment data, emphasize expectations for improvement. Online module and teaching development required. Documentation required in annual review.

Level 1: Informal Conversation • Education leader to discuss incident and provide feedback, remind individual of commitment to IUSM Honor Code and Teacher-Learner Conduct Policy. Teaching development encouraged.

*Adapted from Hickson GB, Pichert JW, Webb LE, Gabbe SG. Acad Med 2007; 82:1040-48.

Number of Incident Reports*

Comparisons of Mistreatment Data

■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025

125
109
108
97
88

| | Jan | Mar | June | Sep | Dec |
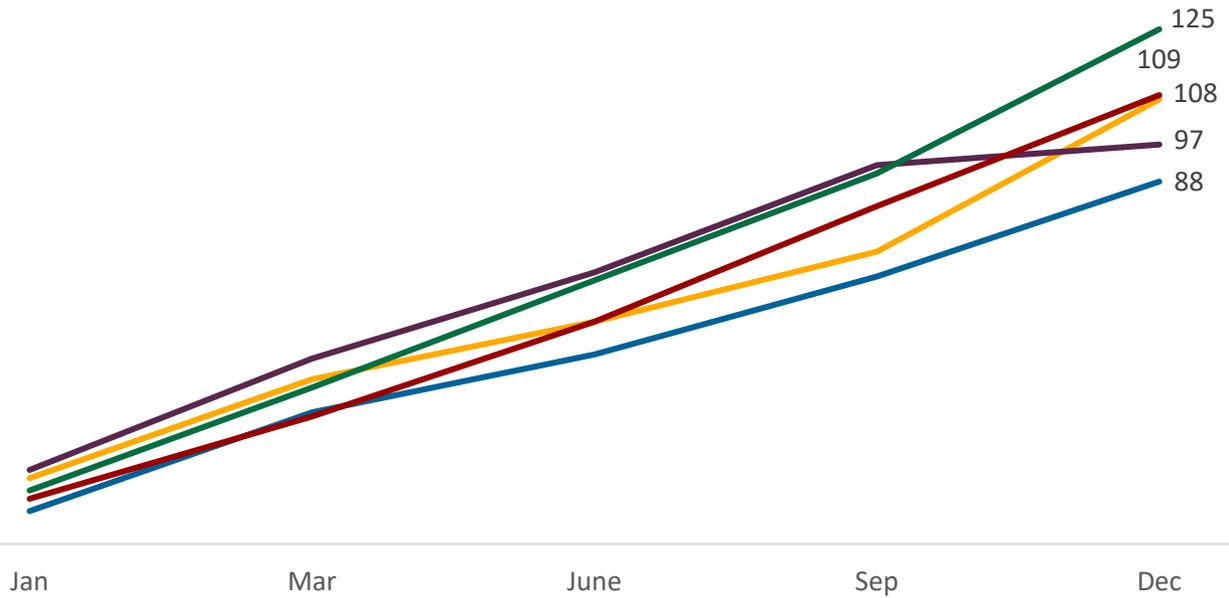
*The number of incident reports does not include incomplete submissions.

Results of Incident Reports

	Concerns Other Than Mistreatment	Level 1	Level 2	Level 3	Level 4	Patient to Student	Student to Student
2021	40%	32%	9%	3%	8%	0%	8%
2022	26%	49%	11%	5%	3%	1%	4%
2023	25%	51%	6%	1%	4%	0%	14%
2024	21%	61%	4%	2%	3%	0%	9%
2025	26%	59%	4%	1%	2%	0%	9%
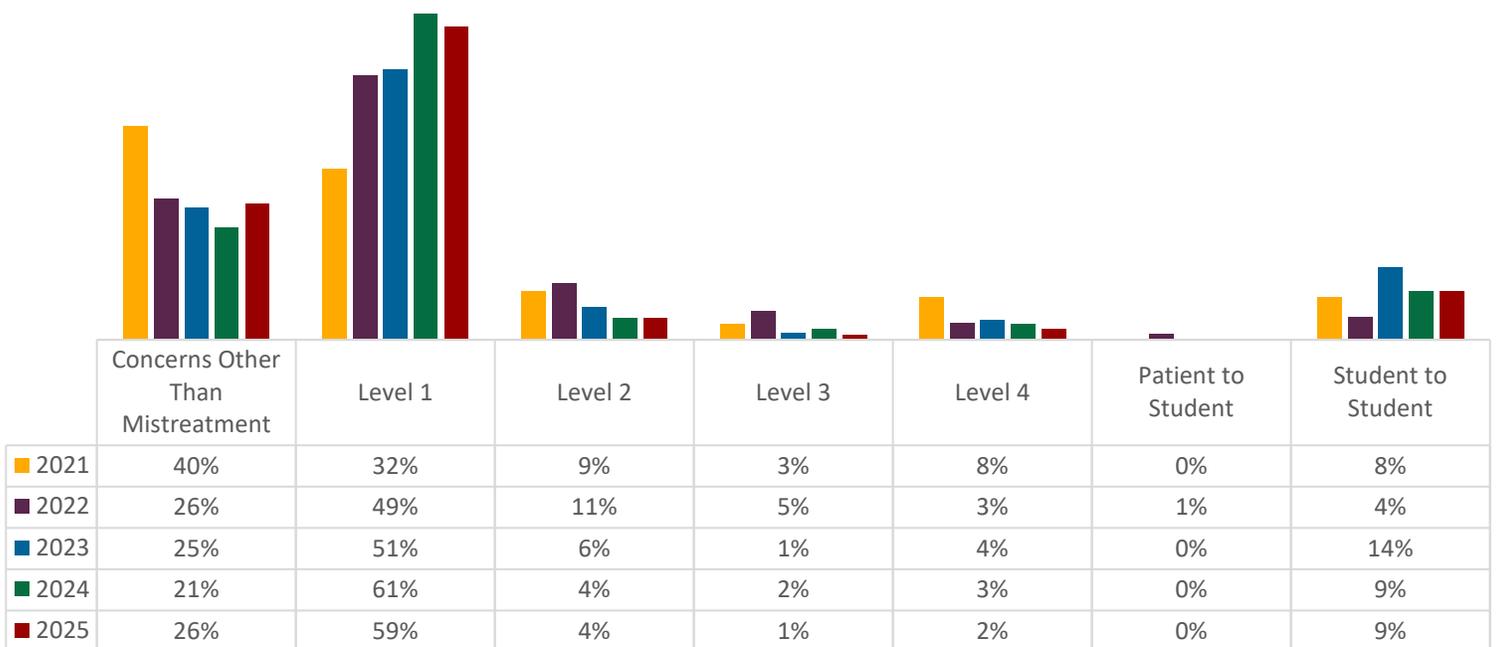
Sources of Mistreatment

Comparisons of Mistreatment Data

■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025

	Clinical Faculty	Dean or Administrator	Administrative Staff Person	Fellow	Medical Student	Other Healthcare Provider	Patient	Resident	Science/Preclinical Faculty
■ 2021	34%	7%	6%	3%	6%	28%	0%	7%	9%
■ 2022	45%	6%	3%	3%	5%	11%	1%	11%	15%
■ 2023	36%	5%	6%	7%	11%	13%	0%	15%	8%
■ 2024	50%	3%	5%	5%	10%	16%	0%	8%	4%
■ 2025	52%	2%	5%	4%	7%	9%	1%	17%	3%

Complaints Received From/On Behalf Of

	MS I	MS II	MS III	MS IV	Resident	Graduate Student	Post-doc Fellow	Fellow	Health Professions Program	Other/Not Specified
■ 2021	6%	9%	17%	7%	48%	4%	1%	1%	0%	8%
■ 2022	14%	11%	16%	3%	45%	1%	3%	1%	0%	4%
■ 2023	10%	14%	20%	7%	34%	6%	0%	2%	0%	7%
■ 2024	4%	11%	18%	7%	41%	5%	0%	4%	0%	10%
■ 2025	2%	11%	11%	9%	56%	2%	0%	1%	0%	8%