WEBVTT

NOTE duration:"00:12:41"

NOTE recognizability:0.932

NOTE language:en-us

NOTE Confidence: 0.9368462

00:00:00.000 --> 00:00:01.836 Office for Academic and

NOTE Confidence: 0.9368462

00:00:01.836 --> 00:00:03.672 Professional development and the

NOTE Confidence: 0.9368462

00:00:03.672 --> 00:00:05.559 resources that has available.

NOTE Confidence: 0.9368462

00:00:05.560 --> 00:00:07.140 The best way for me to do this is to

NOTE Confidence: 0.9368462

00:00:07.192 --> 00:00:08.998 begin by walking you through the website.

NOTE Confidence: 0.9368462

00:00:09.000 --> 00:00:11.520 This is a website that Jonathan Brauer

NOTE Confidence: 0.9368462

00:00:11.520 --> 00:00:13.403 associating for Faculty Affairs was

NOTE Confidence: 0.9368462

00:00:13.403 --> 00:00:15.370 very instrumental in and building

NOTE Confidence: 0.9368462

00:00:15.370 --> 00:00:17.495 and putting together with our

NOTE Confidence: 0.9368462

00:00:17.495 --> 00:00:20.530 communications team several years ago.

NOTE Confidence: 0.9368462

00:00:20.530 --> 00:00:22.280 And we continue to provide,

NOTE Confidence: 0.9368462

00:00:22.280 --> 00:00:24.155 updated and provide new information

NOTE Confidence: 0.9368462

00:00:24.155 --> 00:00:25.280 on the website.

NOTE Confidence: 0.9368462

00:00:25.280 --> 00:00:27.891 I encourage you to think about going

NOTE Confidence: 0.9368462

00:00:27.891 --> 00:00:29.826 to this website for any information

NOTE Confidence: 0.9368462

00:00:29.826 --> 00:00:31.730 you need about the faculty life cycle.

NOTE Confidence: 0.9368462

00:00:31.730 --> 00:00:34.130 Is is meant to serve as a point of of

NOTE Confidence: 0.9368462

00:00:34.200 --> 00:00:36.608 1 central portal where you can access

NOTE Confidence: 0.9368462

00:00:36.608 --> 00:00:39.062 have a question about what you want

NOTE Confidence: 0.9368462

00:00:39.062 --> 00:00:41.386 to find something about Yale you can

NOTE Confidence: 0.9368462

00:00:41.386 --> 00:00:43.458 answer this portal and you should be

NOTE Confidence: 0.9368462

00:00:43.458 --> 00:00:46.409 able to get directed to where you need to go.

NOTE Confidence: 0.9368462

00:00:46.410 --> 00:00:47.194 It's important.

NOTE Confidence: 0.9368462

00:00:47.194 --> 00:00:51.570 This is the the the website home page.

NOTE Confidence: 0.9368462

00:00:51.570 --> 00:00:54.783 If you type in any browser Yale OAPD,

NOTE Confidence: 0.9368462

00:00:54.783 --> 00:00:56.248 you should be able to.

NOTE Confidence: 0.9368462

00:00:56.250 --> 00:00:58.056 It should be at the top of

NOTE Confidence: 0.9368462

00:00:58.056 --> 00:01:00.659 the search you'll see that.

NOTE Confidence: 0.9368462

00:01:00.660 --> 00:01:02.375 Let's see if I can do this,

NOTE Confidence: 0.9368462

00:01:02.380 --> 00:01:04.060 That at the top of this

NOTE Confidence: 0.9368462

00:01:04.060 --> 00:01:05.180 pointer is not showing.

NOTE Confidence: 0.93221617

00:01:07.980 --> 00:01:09.876 So at the top here there a drop

NOTE Confidence: 0.93221617

00:01:09.876 --> 00:01:11.698 down menu that if you click on it

NOTE Confidence: 0.93221617

00:01:11.698 --> 00:01:13.522 you can see a number of different

NOTE Confidence: 0.93221617

00:01:13.522 --> 00:01:15.334 tabs that you can click on.

NOTE Confidence: 0.93221617

00:01:15.340 --> 00:01:17.676 And if you were to look at the

NOTE Confidence: 0.93221617

00:01:17.676 --> 00:01:19.460 About OAPD tab, you'll realize this

NOTE Confidence: 0.93221617

00:01:19.460 --> 00:01:20.860 is actually about two offices.

NOTE Confidence: 0.93221617

00:01:20.860 --> 00:01:22.295 One is the Office of Academic Affairs

NOTE Confidence: 0.93221617

00:01:22.295 --> 00:01:24.129 and the other is the office of Bob

NOTE Confidence: 0.93221617

00:01:24.129 --> 00:01:25.299 leaves the Office of Professionalism,

NOTE Confidence: 0.93221617

00:01:25.300 --> 00:01:25.994 Leadership Development.

NOTE Confidence: 0.93221617

00:01:25.994 --> 00:01:27.729 You'll find information about our

NOTE Confidence: 0.93221617

00:01:27.729 --> 00:01:29.898 AM P committees who's on those and

NOTE Confidence: 0.93221617

00:01:29.898 --> 00:01:31.243 the Board of Permanent Officers.

NOTE Confidence: 0.93221617

00:01:31.250 --> 00:01:34.264 When you become a tenured or a

NOTE Confidence: 0.93221617

00:01:34.264 --> 00:01:35.866 tenured faculty member or a professor

NOTE Confidence: 0.93221617

00:01:35.866 --> 00:01:37.689 and a continuing employment,

NOTE Confidence: 0.93221617

00:01:37.690 --> 00:01:39.514 you become a member of the

NOTE Confidence: 0.93221617

00:01:39.514 --> 00:01:40.730 Board of permanent Officers.

NOTE Confidence: 0.93221617

00:01:40.730 --> 00:01:41.786 And these individuals,

NOTE Confidence: 0.93221617

00:01:41.786 --> 00:01:44.250 this group are responsible for the I

NOTE Confidence: 0.93221617

00:01:44.250 --> 00:01:46.490 really the governing body of the school.

NOTE Confidence: 0.93221617

00:01:46.490 --> 00:01:48.218 And that's a very important group

NOTE Confidence: 0.93221617

00:01:48.218 --> 00:01:50.454 in the in the for making decisions

NOTE Confidence: 0.93221617

00:01:50.454 --> 00:01:52.820 that go are related to the school.

NOTE Confidence: 0.93221617

00:01:52.820 --> 00:01:55.180 If you move over to Academic Affairs and

NOTE Confidence: 0.93221617

00:01:55.180 --> 00:01:57.738 look at the different items under that,

NOTE Confidence: 0.93221617

00:01:57.740 --> 00:01:59.840 you'll see that you can find your

NOTE Confidence: 0.93221617

00:01:59.840 --> 00:02:01.100 faculty affairs department teams.

NOTE Confidence: 0.93221617

00:02:01.100 --> 00:02:03.130 If you have a question that's related

NOTE Confidence: 0.93221617

00:02:03.130 --> 00:02:04.700 to your academic appointment,

NOTE Confidence: 0.93221617

00:02:04.700 --> 00:02:05.645 your faculty employment,

NOTE Confidence: 0.93221617

00:02:05.645 --> 00:02:07.220 your employment here at Yale,

NOTE Confidence: 0.93221617

00:02:07.220 --> 00:02:09.308 you should be actually talking to

NOTE Confidence: 0.93221617

00:02:09.308 --> 00:02:10.700 your faculty affairs coordinators,

NOTE Confidence: 0.93221617

00:02:10.700 --> 00:02:13.100 the central resource in your department,

NOTE Confidence: 0.93221617

00:02:13.100 --> 00:02:16.138 to help you get information you need.

NOTE Confidence: 0.93221617

00:02:16.140 --> 00:02:18.240 We also have information about the

NOTE Confidence: 0.93221617

00:02:18.240 --> 00:02:20.932 faculty tracks, ranks and positions,

NOTE Confidence: 0.93221617

00:02:20.932 --> 00:02:22.924 information about appointments

NOTE Confidence: 0.93221617

00:02:22.924 --> 00:02:24.643 and appointments and promotions,

NOTE Confidence: 0.93221617

00:02:24.643 --> 00:02:27.100 and information you need in order to

NOTE Confidence: 0.93221617

00:02:27.160 --> 00:02:29.361 advance in your tracks if you want

NOTE Confidence: 0.93221617

00:02:29.361 --> 00:02:31.383 to switch tracks that you're in,

NOTE Confidence: 0.93221617

00:02:31.390 --> 00:02:32.825 information about that if you

NOTE Confidence: 0.93221617

00:02:32.825 --> 00:02:34.950 need to have a leave of absence,

NOTE Confidence: 0.93221617

00:02:34.950 --> 00:02:36.174 whether it's a sabbatical,

NOTE Confidence: 0.93221617

00:02:36.174 --> 00:02:36.786 triennial leave,

NOTE Confidence: 0.93221617

00:02:36.790 --> 00:02:37.789 or whether it's

NOTE Confidence: 0.93919086

00:02:39.950 --> 00:02:42.190 a child rearing leave or caregiver leave,

NOTE Confidence: 0.93919086

00:02:42.190 --> 00:02:44.062 this is where you can get

NOTE Confidence: 0.93919086

00:02:44.062 --> 00:02:45.310 information about that information.

NOTE Confidence: 0.93919086

00:02:45.310 --> 00:02:46.702 And then there's a tab that's

NOTE Confidence: 0.93919086

00:02:46.702 --> 00:02:47.630 just processes and documents,

NOTE Confidence: 0.93919086

00:02:47.630 --> 00:02:49.274 if you're looking for

NOTE Confidence: 0.93919086

00:02:49.274 --> 00:02:50.918 something related to that.

NOTE Confidence: 0.93919086

00:02:50.920 --> 00:02:53.512 So please make sure you actually

NOTE Confidence: 0.93919086

00:02:53.512 --> 00:02:55.240 familiarize yourself with this,

NOTE Confidence: 0.93919086

00:02:55.240 --> 00:02:57.320 this area of the website.

NOTE Confidence: 0.93919086

00:02:57.320 --> 00:02:59.198 If you look under faculty resources,

NOTE Confidence: 0.93919086

00:02:59.200 --> 00:03:00.440 this is the central hub.

NOTE Confidence: 0.93919086

00:03:00.440 --> 00:03:02.316 As I mentioned, there's a general page,

NOTE Confidence: 0.93919086

00:03:02.320 --> 00:03:04.160 but there's also a link to the diversity,

NOTE Confidence: 0.93919086

00:03:04.160 --> 00:03:05.660 equity inclusion websites.

NOTE Confidence: 0.93919086

00:03:05.660 --> 00:03:08.160 There's a link to benefits.

NOTE Confidence: 0.93919086

00:03:08.160 --> 00:03:11.247 There's a link to well-being in mental

NOTE Confidence: 0.93919086

00:03:11.247 --> 00:03:13.562 health, information about anything,

NOTE Confidence: 0.93919086

00:03:13.562 --> 00:03:14.810 clinical anything,

NOTE Confidence: 0.93919086

00:03:14.810 --> 00:03:16.810 research and medical education,

NOTE Confidence: 0.93919086

00:03:16.810 --> 00:03:18.130 the library communications.

NOTE Confidence: 0.93919086

00:03:18.130 --> 00:03:19.730 If you're building a website,

NOTE Confidence: 0.93919086

00:03:19.730 --> 00:03:21.980 Yale has very specific requirements

NOTE Confidence: 0.93919086

00:03:21.980 --> 00:03:23.330 for building websites.

NOTE Confidence: 0.93919086

00:03:23.330 --> 00:03:24.660 So those of you are in labs

NOTE Confidence: 0.93919086

00:03:24.660 --> 00:03:26.352 or who are trying to build a

NOTE Confidence: 0.93919086

00:03:26.352 --> 00:03:27.687 website of your clinical work,

NOTE Confidence: 0.93919086

00:03:27.690 --> 00:03:29.886 you should definitely speak with them.

NOTE Confidence: 0.93919086

00:03:29.890 --> 00:03:31.445 And then also information about

NOTE Confidence: 0.93919086

00:03:31.445 --> 00:03:32.689 compliance and safety training.

NOTE Confidence: 0.93919086

00:03:32.690 --> 00:03:35.091 So this again is is really it's

NOTE Confidence: 0.93919086

00:03:35.091 --> 00:03:38.322 it's a central hub and you can find

NOTE Confidence: 0.93919086

00:03:38.322 --> 00:03:40.447 whatever information you need there.

NOTE Confidence: 0.93919086

00:03:40.450 --> 00:03:42.538 We also run a faculty development

NOTE Confidence: 0.93919086

00:03:42.538 --> 00:03:43.930 series for junior faculty.

NOTE Confidence: 0.93919086

00:03:43.930 --> 00:03:46.594 This is a series of lectures that are

NOTE Confidence: 0.93919086

00:03:46.594 --> 00:03:49.568 given twice monthly during the academic year.

NOTE Confidence: 0.93919086

00:03:49.570 --> 00:03:51.870 We'll be posting the next

NOTE Confidence: 0.93919086

00:03:51.870 --> 00:03:53.661 year's schedule in shortly,

NOTE Confidence: 0.93919086

00:03:53.661 --> 00:03:56.127 probably by the end of August.

NOTE Confidence: 0.93919086

00:03:56.130 --> 00:03:59.042 And the goal here is to help people

NOTE Confidence: 0.93919086

00:03:59.042 --> 00:04:00.722 actually get information they need

NOTE Confidence: 0.93919086

00:04:00.722 --> 00:04:02.690 and have and participate in workshops

NOTE Confidence: 0.93919086

00:04:02.750 --> 00:04:04.352 on top various topics that are

NOTE Confidence: 0.93919086

00:04:04.352 --> 00:04:06.042 related to being a faculty member

NOTE Confidence: 0.93919086

00:04:06.042 --> 00:04:07.770 here at Yale in the springtime.

NOTE Confidence: 0.93919086

00:04:07.770 --> 00:04:10.145 We in particular go over

NOTE Confidence: 0.93919086

00:04:10.145 --> 00:04:11.570 information about appointments,

NOTE Confidence: 0.93919086

00:04:11.570 --> 00:04:12.932 reappointments and promotions

NOTE Confidence: 0.93919086

00:04:12.932 --> 00:04:15.202 and information about your CV

NOTE Confidence: 0.93919086

00:04:15.202 --> 00:04:17.450 part one and your CV Part 2,

NOTE Confidence: 0.93919086

00:04:17.450 --> 00:04:19.118 how to construct those

NOTE Confidence: 0.93919086

00:04:19.118 --> 00:04:20.369 and teaching evaluations.

NOTE Confidence: 0.93919086

00:04:20.370 --> 00:04:22.858 So I would encourage you to look at

NOTE Confidence: 0.93919086

00:04:22.858 --> 00:04:25.206 the early to attend some of those.

NOTE Confidence: 0.93919086

00:04:25.210 --> 00:04:26.958 There's also information about

NOTE Confidence: 0.93919086

00:04:26.958 --> 00:04:29.143 we after this orientation is

NOTE Confidence: 0.93919086

00:04:29.143 --> 00:04:31.752 done we'll be posting videos of

NOTE Confidence: 0.93919086

00:04:31.752 --> 00:04:34.114 the orientation itself on on the

NOTE Confidence: 0.93919086

00:04:34.114 --> 00:04:35.586 website and information related

NOTE Confidence: 0.93919086

00:04:35.586 --> 00:04:37.370 to faculty on boarding.

NOTE Confidence: 0.93919086

00:04:37.370 --> 00:04:39.305 And I'm going to turn this over now to

NOTE Confidence: 0.93919086

00:04:39.305 --> 00:04:41.473 Bob to talk about the leadership and

NOTE Confidence: 0.93919086

00:04:41.473 --> 00:04:43.408 development seminars that are that he has.

NOTE Confidence: 0.9137546

00:04:44.970 --> 00:04:49.010 It's really a pleasure to to get to to to

NOTE Confidence: 0.9137546

00:04:49.114 --> 00:04:52.665 present to you all my office is or the

NOTE Confidence: 0.9137546

00:04:52.665 --> 00:04:55.860 team in in OAPD is really about promoting

NOTE Confidence: 0.9137546

00:04:55.860 --> 00:04:57.564 professionalism within the school,

NOTE Confidence: 0.9137546

00:04:57.570 --> 00:05:01.050 developing leaders and elevating Wellness.

NOTE Confidence: 0.9137546

00:05:01.050 --> 00:05:03.115 And so those those are our three

NOTE Confidence: 0.9137546

00:05:03.115 --> 00:05:05.048 missions and we're trying to present

NOTE Confidence: 0.9137546

00:05:05.050 --> 00:05:07.470 seminars and opportunities for you

NOTE Confidence: 0.9137546

00:05:07.470 --> 00:05:10.530 to learn about those those issues.

NOTE Confidence: 0.9137546

00:05:10.530 --> 00:05:12.245 And with the the goal that we're

NOTE Confidence: 0.9137546

00:05:12.245 --> 00:05:13.770 going to improve the the culture

NOTE Confidence: 0.9137546

00:05:13.770 --> 00:05:15.485 and the climate of the school for

NOTE Confidence: 0.9137546

00:05:15.539 --> 00:05:17.432 able to develop better leaders,

NOTE Confidence: 0.9137546

00:05:17.432 --> 00:05:19.488 promote professionalism and elevate

NOTE Confidence: 0.9137546

00:05:19.490 --> 00:05:22.370 elevate Wellness and wellbeing.

NOTE Confidence: 0.9137546

00:05:22.370 --> 00:05:24.146 So the the,

NOTE Confidence: 0.9137546

00:05:24.146 --> 00:05:26.498 the leadership kinds of of work that

NOTE Confidence: 0.9137546

00:05:26.498 --> 00:05:29.140 we're going to be doing is a monthly

NOTE Confidence: 0.9137546

00:05:29.140 --> 00:05:31.124 seminar that provides you with with

NOTE Confidence: 0.9137546

00:05:31.124 --> 00:05:33.488 things like how do you listen?

NOTE Confidence: 0.9137546

00:05:33.490 --> 00:05:35.218 The Dean said listening was such

NOTE Confidence: 0.9137546

00:05:35.218 --> 00:05:36.720 an important part of leadership

NOTE Confidence: 0.9137546

00:05:36.720 --> 00:05:38.490 and and we agree with that.

NOTE Confidence: 0.9137546

00:05:38.490 --> 00:05:40.650 But how do you develop better

NOTE Confidence: 0.9137546

00:05:40.650 --> 00:05:41.370 listening skills?

NOTE Confidence: 0.9137546

00:05:41.370 --> 00:05:43.659 How do you become accountable to yourself

NOTE Confidence: 0.9137546

00:05:43.659 --> 00:05:46.848 and how do you hold other people accountable?

NOTE Confidence: 0.9137546

00:05:46.850 --> 00:05:48.325 How do you develop an

NOTE Confidence: 0.9137546

00:05:48.325 --> 00:05:49.210 individual development plan?

NOTE Confidence: 0.9137546

00:05:49.210 --> 00:05:51.130 So we'll have seminars that

NOTE Confidence: 0.9137546

00:05:51.130 --> 00:05:53.086 that help you think about that

NOTE Confidence: 0.9137546

00:05:53.090 --> 00:05:54.730 from a wellbeing perspective.

NOTE Confidence: 0.9137546

00:05:54.730 --> 00:05:55.960 How do you,

NOTE Confidence: 0.9137546

00:05:55.960 --> 00:05:57.720 how do you find out about these benefits?

NOTE Confidence: 0.9137546

00:05:57.720 --> 00:05:59.592 That there's something on the the

NOTE Confidence: 0.9137546

00:05:59.592 --> 00:06:00.840 website about those benefits,

NOTE Confidence: 0.9137546

00:06:00.840 --> 00:06:01.986 but they're complicated.

NOTE Confidence: 0.9137546

00:06:01.986 --> 00:06:04.660 And so having a seminar in which

NOTE Confidence: 0.9137546

00:06:04.730 --> 00:06:06.574 someone who's expert in that area will

NOTE Confidence: 0.9137546

00:06:06.574 --> 00:06:08.440 be able to help you think through,

NOTE Confidence: 0.9137546

00:06:08.440 --> 00:06:10.358 what are the benefits for child care?

NOTE Confidence: 0.9137546

00:06:10.360 --> 00:06:12.600 What are the benefits for elder care?

NOTE Confidence: 0.9137546

00:06:12.600 --> 00:06:14.765 What are your financial planning

NOTE Confidence: 0.9137546

00:06:14.765 --> 00:06:16.024 through Tia CREF,

NOTE Confidence: 0.9137546

00:06:16.024 --> 00:06:18.084 Really important issues that we

NOTE Confidence: 0.9137546

00:06:18.084 --> 00:06:20.798 want you to get familiar with.

NOTE Confidence: 0.9137546

00:06:20.800 --> 00:06:22.344 And lastly some leadership

NOTE Confidence: 0.9137546

00:06:22.344 --> 00:06:23.888 development for senior leaders.

NOTE Confidence: 0.9137546

00:06:23.890 --> 00:06:26.638 So using consulting skills and and

NOTE Confidence: 0.9137546

00:06:26.638 --> 00:06:29.206 being able to to consult effectively,

NOTE Confidence: 0.9137546

00:06:29.210 --> 00:06:31.925 being able to coach effectively

NOTE Confidence: 0.9137546

00:06:31.925 --> 00:06:34.640 and and learning what contemporary

NOTE Confidence: 0.9137546

00:06:34.726 --> 00:06:37.264 leadership ideas are and how do

NOTE Confidence: 0.9137546

00:06:37.264 --> 00:06:40.145 they affect and and are implemented

NOTE Confidence: 0.9137546

00:06:40.145 --> 00:06:42.129 into the the Yale environment.

NOTE Confidence: 0.9338196

00:06:44.770 --> 00:06:46.370 There are lots of definitions

NOTE Confidence: 0.9338196

00:06:46.370 --> 00:06:47.650 of professionalism out there.

NOTE Confidence: 0.9338196

00:06:47.650 --> 00:06:49.198 Many times there are long lists

NOTE Confidence: 0.9338196

00:06:49.198 --> 00:06:51.014 of don't do this and don't do

NOTE Confidence: 0.9338196

00:06:51.014 --> 00:06:52.708 that and for sure don't do this.

NOTE Confidence: 0.9338196

00:06:52.710 --> 00:06:57.066 What we've tried to do is is collect the

NOTE Confidence: 0.9338196

00:06:57.070 --> 00:06:59.074 policies and procedures here at Yale

NOTE Confidence: 0.9338196

00:06:59.074 --> 00:07:01.390 that are pertinent to professionalism.

NOTE Confidence: 0.9338196

00:07:01.390 --> 00:07:03.815 So the Yale University faculty

NOTE Confidence: 0.9338196

00:07:03.815 --> 00:07:05.270 standards of conduct,

NOTE Confidence: 0.9338196

00:07:05.270 --> 00:07:06.587 the professionalism standards

NOTE Confidence: 0.9338196

00:07:06.587 --> 00:07:09.221 for Yale Medicine and at Yale

NOTE Confidence: 0.9338196

00:07:09.221 --> 00:07:11.775 New Haven Hospital for those who

NOTE Confidence: 0.9338196

00:07:11.775 --> 00:07:13.550 are involved in clinical work.

NOTE Confidence: 0.9338196

00:07:13.550 --> 00:07:15.104 And we've included those on the website.

NOTE Confidence: 0.9338196

00:07:15.110 --> 00:07:17.504 So you'll be able to go in and really

NOTE Confidence: 0.9338196

00:07:17.504 --> 00:07:18.578 understand what professionalism

NOTE Confidence: 0.9338196

00:07:18.578 --> 00:07:20.070 means here at Yale

NOTE Confidence: 0.9453298

00:07:23.150 --> 00:07:25.350 from an academic integrity standpoint.

NOTE Confidence: 0.9453298

00:07:25.350 --> 00:07:28.230 We take research very seriously and

NOTE Confidence: 0.9453298

00:07:28.230 --> 00:07:30.150 research integrity very seriously.

NOTE Confidence: 0.9453298

00:07:30.150 --> 00:07:32.131 And so we're also able to to

NOTE Confidence: 0.9453298

00:07:32.131 --> 00:07:33.898 look into allegations that might

NOTE Confidence: 0.9453298

00:07:33.898 --> 00:07:35.188 involve research integrity.

NOTE Confidence: 0.9453298

00:07:38.150 --> 00:07:39.680 You know, I'm a graduate

NOTE Confidence: 0.9453298

00:07:39.680 --> 00:07:40.904 of the medical school.

NOTE Confidence: 0.9453298

00:07:40.910 --> 00:07:42.668 I stayed for for residency and

NOTE Confidence: 0.9453298

00:07:42.668 --> 00:07:44.509 fellowship and then joined the faculty.

NOTE Confidence: 0.9453298

00:07:44.510 --> 00:07:46.435 And I've had really wonderful

NOTE Confidence: 0.9453298

00:07:46.435 --> 00:07:47.860 experiences at Yale. I'm.

NOTE Confidence: 0.9453298

00:07:47.860 --> 00:07:49.210 I'm really hopeful that many

NOTE Confidence: 0.9453298

00:07:49.210 --> 00:07:51.275 of you are going to have those

NOTE Confidence: 0.9453298

00:07:51.275 --> 00:07:52.825 those same kinds of experiences.

NOTE Confidence: 0.9453298

00:07:52.830 --> 00:07:53.910 And at the same time,

NOTE Confidence: 0.9453298

00:07:53.910 --> 00:07:55.980 I recognize that that there that

NOTE Confidence: 0.9453298

00:07:55.980 --> 00:07:58.259 Yale was not a perfect institution

NOTE Confidence: 0.9453298

00:07:58.259 --> 00:08:01.663 and that we need to be able to

NOTE Confidence: 0.9453298

00:08:01.663 --> 00:08:03.467 reform the the institution.

NOTE Confidence: 0.9453298

00:08:03.470 --> 00:08:04.870 And there were things that

NOTE Confidence: 0.9453298

00:08:04.870 --> 00:08:06.740 happened to me along the way that

NOTE Confidence: 0.9453298

00:08:06.740 --> 00:08:08.678 I wish I had had a chance to be

NOTE Confidence: 0.9453298

00:08:08.678 --> 00:08:10.184 able to talk to others about.

NOTE Confidence: 0.9453298

00:08:10.190 --> 00:08:10.704 And so,

NOTE Confidence: 0.9453298

00:08:10.704 --> 00:08:12.503 so our office is really the place

NOTE Confidence: 0.9453298

00:08:12.503 --> 00:08:14.390 that you can come in and do that.

NOTE Confidence: 0.9453298

00:08:14.390 --> 00:08:16.420 We're really able to to sit down

NOTE Confidence: 0.9453298

00:08:16.420 --> 00:08:18.793 and and hear what's going on with

NOTE Confidence: 0.9453298

00:08:18.793 --> 00:08:20.583 you in a confidential manner.

NOTE Confidence: 0.9453298

00:08:20.590 --> 00:08:22.410 We can talk with you about the

NOTE Confidence: 0.9453298

00:08:22.410 --> 00:08:23.190 the appropriate office.

NOTE Confidence: 0.9453298

00:08:23.190 --> 00:08:25.098 There's lots and lots of offices

NOTE Confidence: 0.9453298

00:08:25.098 --> 00:08:26.829 that deal with issues at Yale

NOTE Confidence: 0.9453298

00:08:26.829 --> 00:08:28.630 and we we have expertise in being

NOTE Confidence: 0.9453298

00:08:28.630 --> 00:08:30.430 able to triage that for you.

NOTE Confidence: 0.9291737

00:08:33.110 --> 00:08:35.273 We're able to to really think through

NOTE Confidence: 0.9291737

00:08:35.273 --> 00:08:37.270 what are the interventions that might

NOTE Confidence: 0.9291737

00:08:37.270 --> 00:08:40.106 be might be useful in this in this

NOTE Confidence: 0.9291737

00:08:40.106 --> 00:08:42.060 situation and importantly you guide us

NOTE Confidence: 0.9291737

00:08:42.060 --> 00:08:44.035 in those interventions that we're not a

NOTE Confidence: 0.9291737

00:08:44.035 --> 00:08:45.935 place where if you come and tell us about

NOTE Confidence: 0.9291737

00:08:45.935 --> 00:08:47.615 something that's going on we run off

NOTE Confidence: 0.9291737

00:08:47.615 --> 00:08:49.780 and do things without your your input.

NOTE Confidence: 0.9291737

00:08:49.780 --> 00:08:52.052 We really want to make sure that you

NOTE Confidence: 0.9291737

00:08:52.052 --> 00:08:54.328 remain at the center of those those

NOTE Confidence: 0.9291737

00:08:54.328 --> 00:08:55.997 issues and then we want to make sure

NOTE Confidence: 0.9291737

00:08:55.997 --> 00:08:58.375 that you that you get follow up from us.

NOTE Confidence: 0.9291737

00:08:58.380 --> 00:08:59.910 You know, Connecticut State law

NOTE Confidence: 0.9291737

00:08:59.910 --> 00:09:01.794 precludes us from being able to

NOTE Confidence: 0.9291737

00:09:01.794 --> 00:09:02.978 say exactly what happened,

NOTE Confidence: 0.9291737

00:09:02.980 --> 00:09:06.004 but we can give you a sense of the type

NOTE Confidence: 0.9291737

00:09:06.004 --> 00:09:07.734 of intervention that's that's happened.

NOTE Confidence: 0.9394906

00:09:10.000 --> 00:09:12.336 Again, I want to really emphasize that the

NOTE Confidence: 0.9394906

00:09:12.336 --> 00:09:14.237 interventions are ones that you've approved.

NOTE Confidence: 0.9394906

00:09:14.240 --> 00:09:16.543 So we're not going out and doing

NOTE Confidence: 0.9394906

00:09:16.543 --> 00:09:18.860 things that you haven't let us know

NOTE Confidence: 0.9394906

00:09:18.860 --> 00:09:21.440 that would be would be okay with you

NOTE Confidence: 0.9394906

00:09:21.440 --> 00:09:23.901 and we're really aiming at remediating

NOTE Confidence: 0.9394906

00:09:23.901 --> 00:09:26.427 the faculty member that's that you've

NOTE Confidence: 0.9394906

00:09:26.427 --> 00:09:28.880 had an adverse interaction with.

NOTE Confidence: 0.9394906

00:09:28.880 --> 00:09:30.800 So we want this to make to be

NOTE Confidence: 0.9394906

00:09:30.800 --> 00:09:32.400 a place where we remediate.

NOTE Confidence: 0.9394906

00:09:32.400 --> 00:09:34.560 We make sure it doesn't happen

NOTE Confidence: 0.9394906

00:09:34.560 --> 00:09:36.717 to someone else again and again.

NOTE Confidence: 0.9394906

00:09:36.720 --> 00:09:38.508 Through that we improve the culture

NOTE Confidence: 0.9394906

00:09:38.508 --> 00:09:40.380 and climate at this school. All

NOTE Confidence: 0.9314795

00:09:43.420 --> 00:09:46.372 right many many ways to to report to us.

NOTE Confidence: 0.9314795

00:09:46.380 --> 00:09:48.630 My preference it was that you send me an

NOTE Confidence: 0.9314795

00:09:48.630 --> 00:09:50.556 e-mail or you give us a call and then

NOTE Confidence: 0.9314795

00:09:50.556 --> 00:09:52.748 we said we set up a time and we come and

NOTE Confidence: 0.9314795

00:09:52.748 --> 00:09:56.216 and talk about what's what's going on.

NOTE Confidence: 0.9314795

00:09:56.220 --> 00:09:58.425 I just that's the that's the most

NOTE Confidence: 0.9314795

00:09:58.425 --> 00:10:00.637 effective if you if you want to you

NOTE Confidence: 0.9314795

00:10:00.637 --> 00:10:02.737 can report to us in an anonymous

NOTE Confidence: 0.9314795

00:10:02.737 --> 00:10:05.250 way through the the website has a

NOTE Confidence: 0.9314795

00:10:05.328 --> 00:10:07.176 report of professionalism concern

NOTE Confidence: 0.9314795

00:10:07.176 --> 00:10:10.249 red button and you can report either

NOTE Confidence: 0.9314795

00:10:10.249 --> 00:10:12.043 anonymously or or leave your name

NOTE Confidence: 0.9314795

00:10:12.043 --> 00:10:14.189 and number and we'll get back to you.

NOTE Confidence: 0.9314795

00:10:14.190 --> 00:10:16.104 If you If you report anonymously

NOTE Confidence: 0.9314795

00:10:16.104 --> 00:10:18.424 the only thing that we know about

NOTE Confidence: 0.9314795

00:10:18.424 --> 00:10:20.386 what happened was what you report.

NOTE Confidence: 0.9314795

00:10:20.390 --> 00:10:22.966 There is a not another way to report

NOTE Confidence: 0.9314795

00:10:22.966 --> 00:10:24.988 anonymously through the university hotline,

NOTE Confidence: 0.9314795

00:10:24.990 --> 00:10:27.328 and this is a really cool system

NOTE Confidence: 0.9314795

00:10:27.328 --> 00:10:29.421 where it's administered by a third

NOTE Confidence: 0.9314795

00:10:29.421 --> 00:10:30.785 party outside the university.

NOTE Confidence: 0.9314795

00:10:30.790 --> 00:10:32.390 You report what happened,

NOTE Confidence: 0.9314795

00:10:32.390 --> 00:10:35.480 they reported to us the the concern,

NOTE Confidence: 0.9314795

00:10:35.480 --> 00:10:38.875 but then they can facilitate a a

NOTE Confidence: 0.9314795

00:10:38.875 --> 00:10:40.777 confidential anonymous conversation by

NOTE Confidence: 0.9314795

00:10:40.777 --> 00:10:43.395 us asking questions to the third party,

NOTE Confidence: 0.9314795

00:10:43.400 --> 00:10:45.040 the third party vendor asking

NOTE Confidence: 0.9314795

00:10:45.040 --> 00:10:46.352 those questions to you.

NOTE Confidence: 0.9314795

00:10:46.360 --> 00:10:48.016 You're replying back to those questions

NOTE Confidence: 0.9314795

00:10:48.016 --> 00:10:50.831 and so we can we can have a much more

NOTE Confidence: 0.9314795

00:10:50.831 --> 00:10:52.719 effective intervention if you use the third,

NOTE Confidence: 0.9314795

00:10:52.720 --> 00:10:54.706 the university hotline to to report

NOTE Confidence: 0.9314795

00:10:54.706 --> 00:10:57.240 if you decide to do it anonymously.

NOTE Confidence: 0.92944133

00:11:03.080 --> 00:11:03.560 All right,

NOTE Confidence: 0.92944133

00:11:06.000 --> 00:11:08.160 Lots of ways in which we

NOTE Confidence: 0.92944133

00:11:08.160 --> 00:11:09.240 can keep confidentiality.

NOTE Confidence: 0.92944133

00:11:09.240 --> 00:11:10.640 You know, if something has

NOTE Confidence: 0.92944133

00:11:10.640 --> 00:11:12.040 happened in a public setting,

NOTE Confidence: 0.92944133

00:11:12.040 --> 00:11:13.425 that's that's an easy way

NOTE Confidence: 0.92944133

00:11:13.425 --> 00:11:15.249 to do it if something hasn't

NOTE Confidence: 0.92944133

00:11:15.249 --> 00:11:17.119 happened in the public setting.

NOTE Confidence: 0.92944133

00:11:17.120 --> 00:11:19.003 But it's something that we think might

NOTE Confidence: 0.92944133

00:11:19.003 --> 00:11:20.800 have happened to more than just you.

NOTE Confidence: 0.92944133

00:11:20.800 --> 00:11:23.544 We can go in and do interviews with

NOTE Confidence: 0.92944133

00:11:23.544 --> 00:11:25.739 other other people that are that

NOTE Confidence: 0.92944133

00:11:25.739 --> 00:11:28.112 might be involved and find out if

NOTE Confidence: 0.92944133

00:11:28.112 --> 00:11:30.510 they've had similar experiences and

NOTE Confidence: 0.92944133

00:11:30.510 --> 00:11:32.670 and oftentimes we can do things

NOTE Confidence: 0.92944133

00:11:32.670 --> 00:11:34.467 that mitigate what's happened to

NOTE Confidence: 0.92944133

00:11:34.467 --> 00:11:38.790 you without having to talk about

NOTE Confidence: 0.92944133

00:11:38.790 --> 00:11:41.055 your experience specifically and so

NOTE Confidence: 0.92944133

00:11:41.055 --> 00:11:42.867 maintain your your confidentiality.

NOTE Confidence: 0.9368219

00:11:45.230 --> 00:11:46.938 The other piece of this that's really

NOTE Confidence: 0.9368219

00:11:46.938 --> 00:11:48.834 important is, is no retaliation.

NOTE Confidence: 0.9368219

00:11:48.834 --> 00:11:51.642 University has a very strong policy

NOTE Confidence: 0.9368219

00:11:51.642 --> 00:11:54.230 against that prohibits retaliation.

NOTE Confidence: 0.9368219

00:11:54.230 --> 00:11:57.066 When we do work with a a faculty member,

NOTE Confidence: 0.9368219

00:11:57.066 --> 00:11:59.956 we're very strong in terms

NOTE Confidence: 0.9368219

00:11:59.956 --> 00:12:02.869 of the education that we do.

NOTE Confidence: 0.9368219

00:12:02.870 --> 00:12:04.886 We talk about the different forms

NOTE Confidence: 0.9368219

00:12:04.886 --> 00:12:06.970 in which retaliation can take and

NOTE Confidence: 0.9368219

00:12:06.970 --> 00:12:08.665 how that's those are prohibited.

NOTE Confidence: 0.9368219

00:12:08.670 --> 00:12:10.230 And we we talked about the

NOTE Confidence: 0.9368219

00:12:10.230 --> 00:12:11.829 problem right now is this big,

NOTE Confidence: 0.9368219

00:12:11.830 --> 00:12:13.590 but if there is any sense of retaliation,

NOTE Confidence: 0.9368219

00:12:13.590 --> 00:12:15.430 it becomes this big.

NOTE Confidence: 0.9368219

00:12:15.430 --> 00:12:19.961 And so we are effective about making

NOTE Confidence: 0.9368219

00:12:19.961 --> 00:12:21.947 sure that retaliation does not happen.

NOTE Confidence: 0.920397

00:12:24.790 --> 00:12:25.510 I know you're going to.

NOTE Confidence: 0.920397

00:12:25.510 --> 00:12:27.330 You all have already heard

NOTE Confidence: 0.920397

00:12:27.330 --> 00:12:28.786 lots of specific information

NOTE Confidence: 0.920397

00:12:28.786 --> 00:12:30.230 from from lots of people today.

NOTE Confidence: 0.920397

00:12:30.230 --> 00:12:32.994 The most important part of this is welcome.

NOTE Confidence: 0.920397

00:12:32.994 --> 00:12:34.838 We're really glad to to have

NOTE Confidence: 0.920397

00:12:34.838 --> 00:12:36.350 you on faculty. Thanks so much.