

WEBVTT

NOTE duration:"00:46:22"

NOTE recognizability:0.929

NOTE language:en-us

NOTE Confidence: 0.9229226

00:00:03.760 --> 00:00:05.321 What I want to bring us in

NOTE Confidence: 0.9229226

00:00:05.321 --> 00:00:07.257 is to the theme for this year

NOTE Confidence: 0.9229226

00:00:07.257 --> 00:00:09.051 that I really, really want us.

NOTE Confidence: 0.9229226

00:00:09.051 --> 00:00:10.833 I hope to take to heart,

NOTE Confidence: 0.9229226

00:00:10.840 --> 00:00:12.954 and the thing was in the title,

NOTE Confidence: 0.9229226

00:00:12.960 --> 00:00:15.876 was the idea of being grounded.

NOTE Confidence: 0.9229226

00:00:15.880 --> 00:00:18.034 And grounded is a term that

NOTE Confidence: 0.9229226

00:00:18.034 --> 00:00:19.955 actually appeared in the 14th

NOTE Confidence: 0.9229226

00:00:19.955 --> 00:00:22.410 century to mean to be based firmly,

NOTE Confidence: 0.9229226

00:00:22.410 --> 00:00:25.007 to be based firmly and on something,

NOTE Confidence: 0.9229226

00:00:25.010 --> 00:00:26.570 whether it's a body of knowledge,

NOTE Confidence: 0.9229226

00:00:26.570 --> 00:00:28.214 whether it's a place.

NOTE Confidence: 0.9229226

00:00:28.214 --> 00:00:30.269 But to be based firmly

NOTE Confidence: 0.9229226

00:00:30.269 --> 00:00:31.649 psychologically in our world,
NOTE Confidence: 0.9229226

00:00:31.650 --> 00:00:34.030 it means to continue to have a
NOTE Confidence: 0.9229226

00:00:34.030 --> 00:00:36.196 clear and focused mind even when
NOTE Confidence: 0.9229226

00:00:36.196 --> 00:00:37.768 things are dramatically changed.
NOTE Confidence: 0.9229226

00:00:37.770 --> 00:00:39.818 To maintain to apparently,
NOTE Confidence: 0.9229226

00:00:39.818 --> 00:00:43.460 but I underline the last line is to
NOTE Confidence: 0.9229226

00:00:43.460 --> 00:00:45.740 stay true to the ones of entity or
NOTE Confidence: 0.9229226

00:00:45.814 --> 00:00:48.432 I would argue to the departments of
NOTE Confidence: 0.9229226

00:00:48.432 --> 00:00:51.846 entity even in times of greater people.
NOTE Confidence: 0.9229226

00:00:51.850 --> 00:00:54.970 And we have an identity in this department.
NOTE Confidence: 0.9229226

00:00:54.970 --> 00:00:57.178 One of our identities is to invoke the
NOTE Confidence: 0.9229226

00:00:57.178 --> 00:00:59.230 state of being grounded is actually
NOTE Confidence: 0.9229226

00:00:59.230 --> 00:01:01.384 focuses on what is most meaningful
NOTE Confidence: 0.9229226

00:01:01.442 --> 00:01:03.507 to us in terms of excellence in
NOTE Confidence: 0.9229226

00:01:03.507 --> 00:01:06.009 our clinical care and our teaching
NOTE Confidence: 0.9229226

00:01:06.010 --> 00:01:08.418 and in our research and also in

NOTE Confidence: 0.9229226

00:01:08.418 --> 00:01:11.170 how we care for each other as well

NOTE Confidence: 0.9229226

00:01:11.170 --> 00:01:13.930 as how we care for our patients.

NOTE Confidence: 0.9229226

00:01:13.930 --> 00:01:16.786 The 2nd is that insane grounded in our

NOTE Confidence: 0.9229226

00:01:16.786 --> 00:01:20.044 values and I really mean those is our values.

NOTE Confidence: 0.9229226

00:01:20.050 --> 00:01:22.602 We more easily imagine the world that will

NOTE Confidence: 0.9229226

00:01:22.602 --> 00:01:25.325 be for those who will come after them.

NOTE Confidence: 0.9229226

00:01:25.330 --> 00:01:28.525 For those that we have welcomed here in July.

NOTE Confidence: 0.9229226

00:01:28.530 --> 00:01:31.786 We imagine that going and that that thing

NOTE Confidence: 0.9229226

00:01:31.786 --> 00:01:34.566 that theme of generativity of imagining

NOTE Confidence: 0.9229226

00:01:34.566 --> 00:01:37.542 the world after was 2022 as well.

NOTE Confidence: 0.9229226

00:01:37.542 --> 00:01:40.570 So I want to make the connection back,

NOTE Confidence: 0.9229226

00:01:40.570 --> 00:01:44.874 but being grounded lets us be more generative

NOTE Confidence: 0.9229226

00:01:44.880 --> 00:01:46.956 and lets us actually build stronger,

NOTE Confidence: 0.9229226

00:01:46.960 --> 00:01:47.882 healthier things.

NOTE Confidence: 0.9229226

00:01:47.882 --> 00:01:50.648 And I reminded you of this

NOTE Confidence: 0.9229226

00:01:50.648 --> 00:01:52.480 actually in last year,
NOTE Confidence: 0.9229226

00:01:52.480 --> 00:01:55.000 that there is actually literature
NOTE Confidence: 0.9229226

00:01:55.000 --> 00:01:56.836 that being more generative,
NOTE Confidence: 0.9229226

00:01:56.836 --> 00:02:00.096 thinking about those who will come after
NOTE Confidence: 0.9229226

00:02:00.096 --> 00:02:03.078 actually does make teams not develop it.
NOTE Confidence: 0.9229226

00:02:03.080 --> 00:02:05.984 But at the same time, at the same time,
NOTE Confidence: 0.9229226

00:02:05.984 --> 00:02:09.262 we actually need to be very aware that
NOTE Confidence: 0.9229226

00:02:09.262 --> 00:02:11.917 more change challenges are grounded.
NOTE Confidence: 0.9229226

00:02:11.920 --> 00:02:14.160 But when there's change all around us,
NOTE Confidence: 0.9229226

00:02:14.160 --> 00:02:16.200 which I'm going to talk about,
NOTE Confidence: 0.9229226

00:02:16.200 --> 00:02:17.800 we actually tend to,
NOTE Confidence: 0.9229226

00:02:17.800 --> 00:02:19.000 as human beings,
NOTE Confidence: 0.9229226

00:02:19.000 --> 00:02:22.570 innately pull into what is most
NOTE Confidence: 0.9229226

00:02:22.570 --> 00:02:25.270 important to us, the individual,
NOTE Confidence: 0.9229226

00:02:25.270 --> 00:02:28.000 to focus on that individual needs.
NOTE Confidence: 0.9229226

00:02:28.000 --> 00:02:30.200 So we have to pay a lot of

NOTE Confidence: 0.9229226

00:02:30.200 --> 00:02:31.380 attention to this partner.

NOTE Confidence: 0.9229226

00:02:31.380 --> 00:02:33.480 We have to pay a lot of

NOTE Confidence: 0.9229226

00:02:33.555 --> 00:02:35.880 attention to that trough there,

NOTE Confidence: 0.9229226

00:02:35.880 --> 00:02:37.330 because that's what pulls the

NOTE Confidence: 0.9229226

00:02:37.330 --> 00:02:39.080 scenario you're going to need back.

NOTE Confidence: 0.91066533

00:02:41.110 --> 00:02:42.190 So in the spirit of this,

NOTE Confidence: 0.91066533

00:02:42.190 --> 00:02:43.870 how in the world do we do this?

NOTE Confidence: 0.91066533

00:02:43.870 --> 00:02:45.630 How do we stay grounded?

NOTE Confidence: 0.91066533

00:02:45.630 --> 00:02:48.030 And I would say that it's

NOTE Confidence: 0.91066533

00:02:48.030 --> 00:02:49.630 both simple and part,

NOTE Confidence: 0.91066533

00:02:49.630 --> 00:02:52.710 but it is simultaneously simple and part.

NOTE Confidence: 0.91066533

00:02:52.710 --> 00:02:55.494 And it really are to

NOTE Confidence: 0.91066533

00:02:55.494 --> 00:02:57.670 practice gratitude and grace,

NOTE Confidence: 0.91066533

00:02:57.670 --> 00:03:00.190 to remember, to thank people,

NOTE Confidence: 0.91066533

00:03:00.190 --> 00:03:01.525 to remember gracefully,

NOTE Confidence: 0.91066533

00:03:01.525 --> 00:03:04.910 to be forgiven and be open,
NOTE Confidence: 0.91066533

00:03:04.910 --> 00:03:06.362 to connect, connect, connect.
NOTE Confidence: 0.91066533

00:03:06.362 --> 00:03:09.310 And I'm going to come back to that at
NOTE Confidence: 0.91066533

00:03:09.310 --> 00:03:11.340 the end to show respect and compassion.
NOTE Confidence: 0.91066533

00:03:11.340 --> 00:03:13.650 We've just had two remarkable sessions
NOTE Confidence: 0.91066533

00:03:13.650 --> 00:03:16.143 with a colleague of ours remain
NOTE Confidence: 0.91066533

00:03:16.143 --> 00:03:18.310 compass about respect to listen
NOTE Confidence: 0.91066533

00:03:18.310 --> 00:03:20.860 actively to our colleagues as well
NOTE Confidence: 0.91066533

00:03:20.860 --> 00:03:23.424 as our patients and to take breaks,
NOTE Confidence: 0.91066533

00:03:23.424 --> 00:03:25.230 which I hope is all done actually
NOTE Confidence: 0.91066533

00:03:25.230 --> 00:03:26.735 over the last few weeks.
NOTE Confidence: 0.93337953

00:03:28.820 --> 00:03:31.844 So keep that in mind because what
NOTE Confidence: 0.93337953

00:03:31.844 --> 00:03:34.596 we're going to do now is looking at
NOTE Confidence: 0.93337953

00:03:34.596 --> 00:03:36.459 going to do a little bit of welcoming,
NOTE Confidence: 0.93337953

00:03:36.460 --> 00:03:38.930 perhaps a lot of welcoming.
NOTE Confidence: 0.93337953

00:03:38.930 --> 00:03:41.117 We've grown so much that I can no longer

NOTE Confidence: 0.93337953

00:03:41.117 --> 00:03:43.267 ask all of you to for you to stand up

NOTE Confidence: 0.93337953

00:03:43.267 --> 00:03:45.407 and you do that and for just two days.

NOTE Confidence: 0.93337953

00:03:45.410 --> 00:03:48.179 So we'll do that with 50.

NOTE Confidence: 0.93337953

00:03:48.179 --> 00:03:51.042 We'll talk about those and challenges for

NOTE Confidence: 0.93337953

00:03:51.042 --> 00:03:53.859 this next year in these areas and spend

NOTE Confidence: 0.93337953

00:03:53.859 --> 00:03:56.551 a lot of time on 1st 3 and we'll come

NOTE Confidence: 0.93337953

00:03:56.551 --> 00:03:58.850 back in the very end to being grounded.

NOTE Confidence: 0.93337953

00:03:58.850 --> 00:04:01.124 And I hope given our technical

NOTE Confidence: 0.93337953

00:04:01.124 --> 00:04:03.392 issues in the beginning that we'll

NOTE Confidence: 0.93337953

00:04:03.392 --> 00:04:05.751 be patient and get a little time

NOTE Confidence: 0.93337953

00:04:05.751 --> 00:04:08.562 past two if you did not so OK if you

NOTE Confidence: 0.93337953

00:04:08.562 --> 00:04:11.245 did I just want to know what the

NOTE Confidence: 0.93337953

00:04:11.245 --> 00:04:13.230 standing about but we're just telling

NOTE Confidence: 0.93337953

00:04:13.230 --> 00:04:15.190 you that their seats their seats.

NOTE Confidence: 0.93337953

00:04:15.190 --> 00:04:18.918 So First off to come to welcome it is

NOTE Confidence: 0.93337953

00:04:18.918 --> 00:04:20.862 September but I'm really really glad
NOTE Confidence: 0.93337953

00:04:20.862 --> 00:04:22.655 to welcome our new follow welcome
NOTE Confidence: 0.93337953

00:04:22.655 --> 00:04:24.230 to those of you in the audience.
NOTE Confidence: 0.93337953

00:04:24.230 --> 00:04:25.990 I'm so glad you're here.
NOTE Confidence: 0.93337953

00:04:25.990 --> 00:04:28.475 We have a deep responsibility to all
NOTE Confidence: 0.93337953

00:04:28.475 --> 00:04:30.755 of you that we take very seriously
NOTE Confidence: 0.93337953

00:04:30.755 --> 00:04:32.910 to be sure that your training
NOTE Confidence: 0.93337953

00:04:32.910 --> 00:04:34.387 and why you have come to us,
NOTE Confidence: 0.93337953

00:04:34.390 --> 00:04:36.466 that we fulfill what you expected.
NOTE Confidence: 0.93337953

00:04:36.470 --> 00:04:38.870 You need to punch to us that we
NOTE Confidence: 0.93337953

00:04:38.870 --> 00:04:41.518 create a climate and a culture of
NOTE Confidence: 0.93337953

00:04:41.518 --> 00:04:43.690 education and learning that is most
NOTE Confidence: 0.93337953

00:04:43.768 --> 00:04:46.344 beneficial for you and how to launch.
NOTE Confidence: 0.93337953

00:04:46.350 --> 00:04:49.406 You can see all of you can see the pictures
NOTE Confidence: 0.93337953

00:04:49.406 --> 00:04:53.150 of our new fellows we're really glad to hear.
NOTE Confidence: 0.93337953

00:04:53.150 --> 00:04:56.350 But we have more than just our psychology

NOTE Confidence: 0.93337953

00:04:56.350 --> 00:04:58.750 classified through social work fellows.

NOTE Confidence: 0.93337953

00:04:58.750 --> 00:05:01.492 We also have our interns and

NOTE Confidence: 0.93337953

00:05:01.492 --> 00:05:03.098 practical students and very,

NOTE Confidence: 0.93337953

00:05:03.098 --> 00:05:04.130 very grand here.

NOTE Confidence: 0.93337953

00:05:04.130 --> 00:05:06.506 Here we have the same responsibility to you

NOTE Confidence: 0.93337953

00:05:06.506 --> 00:05:09.009 through a different stage in your training,

NOTE Confidence: 0.93337953

00:05:09.010 --> 00:05:12.685 but to help you launch group reviews.

NOTE Confidence: 0.93337953

00:05:12.690 --> 00:05:14.415 And then we have our

NOTE Confidence: 0.93337953

00:05:14.415 --> 00:05:15.450 research training program,

NOTE Confidence: 0.93337953

00:05:15.450 --> 00:05:18.470 our T32 directed by Michael

NOTE Confidence: 0.93337953

00:05:18.470 --> 00:05:20.886 Crowley and Michael Walk.

NOTE Confidence: 0.93337953

00:05:20.890 --> 00:05:22.330 And you can see their mentors,

NOTE Confidence: 0.93337953

00:05:22.330 --> 00:05:24.250 Very grateful to the mentors

NOTE Confidence: 0.93337953

00:05:24.250 --> 00:05:25.450 for the work that you do.

NOTE Confidence: 0.93337953

00:05:25.450 --> 00:05:26.900 The mentorship is going to

NOTE Confidence: 0.93337953

00:05:26.900 --> 00:05:28.943 be our team as I thought.
NOTE Confidence: 0.93337953

00:05:28.943 --> 00:05:33.150 So here are our trainings for 2023
NOTE Confidence: 0.93337953

00:05:33.150 --> 00:05:34.936 and then we have our Master's program
NOTE Confidence: 0.93337953

00:05:34.936 --> 00:05:36.348 from University College London.
NOTE Confidence: 0.93337953

00:05:36.350 --> 00:05:39.146 We're welcoming 12 individuals from all
NOTE Confidence: 0.93337953

00:05:39.146 --> 00:05:42.205 over the world coming for this one year
NOTE Confidence: 0.93337953

00:05:42.205 --> 00:05:44.710 Master's program led by Doctor Rogers Group.
NOTE Confidence: 0.93337953

00:05:44.710 --> 00:05:45.534 So very,
NOTE Confidence: 0.93337953

00:05:45.534 --> 00:05:48.418 very glad that you're here as well.
NOTE Confidence: 0.93337953

00:05:48.420 --> 00:05:49.656 And then believe it or not,
NOTE Confidence: 0.93337953

00:05:49.660 --> 00:05:52.504 we have so many posts for any of our
NOTE Confidence: 0.93337953

00:05:52.504 --> 00:05:54.886 fellows and hosts and host docs that
NOTE Confidence: 0.93337953

00:05:54.886 --> 00:05:57.580 next year will go over onto 2 spots.
NOTE Confidence: 0.93337953

00:05:57.580 --> 00:06:00.010 But really glad that he was
NOTE Confidence: 0.93337953

00:06:00.010 --> 00:06:02.852 going with and maybe fulfill our
NOTE Confidence: 0.93337953

00:06:02.852 --> 00:06:05.484 responsibility to you and let us

NOTE Confidence: 0.93337953

00:06:05.484 --> 00:06:08.060 know all the way which we are.

NOTE Confidence: 0.93337953

00:06:08.060 --> 00:06:10.616 And then we have some new kind of research

NOTE Confidence: 0.93337953

00:06:10.616 --> 00:06:12.762 faculty to welcome from social work,

NOTE Confidence: 0.93337953

00:06:12.762 --> 00:06:13.233 nursing,

NOTE Confidence: 0.93337953

00:06:13.233 --> 00:06:15.588 marriage and family therapy and

NOTE Confidence: 0.93337953

00:06:15.588 --> 00:06:17.982 three colleagues who have joined

NOTE Confidence: 0.93337953

00:06:17.982 --> 00:06:19.826 the associate research finances.

NOTE Confidence: 0.93337953

00:06:19.830 --> 00:06:20.950 It's a remarkable route.

NOTE Confidence: 0.93805945

00:06:23.190 --> 00:06:24.678 And then and then a number

NOTE Confidence: 0.93805945

00:06:24.678 --> 00:06:26.548 of you may or may not know.

NOTE Confidence: 0.93805945

00:06:26.550 --> 00:06:28.685 I hope you do know because this

NOTE Confidence: 0.93805945

00:06:28.685 --> 00:06:30.282 happened in March of 2022.

NOTE Confidence: 0.93805945

00:06:30.282 --> 00:06:33.234 But our colleagues from the Haskins

NOTE Confidence: 0.93805945

00:06:33.234 --> 00:06:36.288 Laboratory join us and Haskins to

NOTE Confidence: 0.93805945

00:06:36.288 --> 00:06:39.175 say Ross is are really creative

NOTE Confidence: 0.93805945

00:06:39.175 --> 00:06:41.350 research groups working on language,
NOTE Confidence: 0.93805945

00:06:41.350 --> 00:06:42.770 the science of language,
NOTE Confidence: 0.93805945

00:06:42.770 --> 00:06:44.900 the science of the acquisition of
NOTE Confidence: 0.93805945

00:06:44.963 --> 00:06:47.300 production of language and have joined
NOTE Confidence: 0.93805945

00:06:47.300 --> 00:06:49.610 us now at the hospitals and joining
NOTE Confidence: 0.93805945

00:06:49.680 --> 00:06:52.320 Yale and School of Medicine for a
NOTE Confidence: 0.93805945

00:06:52.320 --> 00:06:54.990 program in development where we visited.
NOTE Confidence: 0.93805945

00:06:54.990 --> 00:06:57.750 So I hope you will get to know Doctor Taslin,
NOTE Confidence: 0.93805945

00:06:57.750 --> 00:06:59.420 Bachlitz, Whalen,
NOTE Confidence: 0.93805945

00:06:59.420 --> 00:07:04.430 Austrian landing near Greco and Peers.
NOTE Confidence: 0.93805945

00:07:04.430 --> 00:07:06.600 They work on language from
NOTE Confidence: 0.93805945

00:07:06.600 --> 00:07:07.468 multiple perspectives.
NOTE Confidence: 0.93805945

00:07:07.470 --> 00:07:09.234 They already have collaborations with a
NOTE Confidence: 0.93805945

00:07:09.234 --> 00:07:11.348 number of folks here in the department.
NOTE Confidence: 0.93805945

00:07:11.350 --> 00:07:12.526 Sam, for example,
NOTE Confidence: 0.93805945

00:07:12.526 --> 00:07:15.270 does a lot of work on music

NOTE Confidence: 0.93805945

00:07:15.362 --> 00:07:17.630 as another valid language.

NOTE Confidence: 0.93805945

00:07:17.630 --> 00:07:18.830 Sam is in New Zealand,

NOTE Confidence: 0.93805945

00:07:18.830 --> 00:07:20.600 but we've learned over the

NOTE Confidence: 0.93805945

00:07:20.600 --> 00:07:23.050 pandemic that once a world away

NOTE Confidence: 0.93805945

00:07:23.050 --> 00:07:24.790 we have virtual connectivity.

NOTE Confidence: 0.93805945

00:07:24.790 --> 00:07:27.517 So please get to know them and you'll hear

NOTE Confidence: 0.93805945

00:07:27.517 --> 00:07:30.146 more about their work for the community.

NOTE Confidence: 0.93805945

00:07:30.150 --> 00:07:32.502 We also have new staff that have

NOTE Confidence: 0.93805945

00:07:32.502 --> 00:07:34.532 joined the center wanting to

NOTE Confidence: 0.93805945

00:07:34.532 --> 00:07:36.576 acknowledge how essential they

NOTE Confidence: 0.93805945

00:07:36.576 --> 00:07:39.806 are to having really the work that

NOTE Confidence: 0.93805945

00:07:39.806 --> 00:07:42.200 drives us all and then also to

NOTE Confidence: 0.93805945

00:07:42.200 --> 00:07:43.750 note a few faculty transitions.

NOTE Confidence: 0.93805945

00:07:43.750 --> 00:07:45.994 I'm very glad that Marine and

NOTE Confidence: 0.93805945

00:07:45.994 --> 00:07:48.190 Darren have become moves from ARS.

NOTE Confidence: 0.93805945

00:07:48.190 --> 00:07:49.667 We have soon been put back to.
NOTE Confidence: 0.93805945

00:07:49.670 --> 00:07:52.424 This is great congratulations to Carla
NOTE Confidence: 0.93805945

00:07:52.424 --> 00:07:55.910 and to Dennis for becoming professors
NOTE Confidence: 0.93805945

00:07:55.910 --> 00:07:57.854 in this developmental trajectory.
NOTE Confidence: 0.93805945

00:07:57.854 --> 00:07:58.826 After all,
NOTE Confidence: 0.93805945

00:07:58.830 --> 00:08:01.375 we are all about development and
NOTE Confidence: 0.93805945

00:08:01.375 --> 00:08:03.085 following on to the associate catastrophe
NOTE Confidence: 0.9083517

00:08:11.930 --> 00:08:13.610 and then some other new roles.
NOTE Confidence: 0.9083517

00:08:15.810 --> 00:08:17.320 Jose, so new Associate Training
NOTE Confidence: 0.9083517

00:08:17.320 --> 00:08:18.830 Director for our child and
NOTE Confidence: 0.9083517

00:08:18.887 --> 00:08:20.439 adolescence partner, Cecilia,
NOTE Confidence: 0.9083517

00:08:20.439 --> 00:08:22.984 her family based recovery coordinator
NOTE Confidence: 0.9083517

00:08:22.984 --> 00:08:26.340 of that program and Lori and Maggie,
NOTE Confidence: 0.9083517

00:08:26.340 --> 00:08:29.060 the inaugural directorial team
NOTE Confidence: 0.9083517

00:08:29.060 --> 00:08:31.100 for pediatric psychology.
NOTE Confidence: 0.9083517

00:08:31.100 --> 00:08:34.180 So very glad you've taken on those rounds.

NOTE Confidence: 0.9083517

00:08:34.180 --> 00:08:36.840 And then at the other side of

NOTE Confidence: 0.9083517

00:08:36.840 --> 00:08:37.980 the developmental spectrum,

NOTE Confidence: 0.9083517

00:08:37.980 --> 00:08:39.844 we've had some retirements.

NOTE Confidence: 0.9083517

00:08:39.844 --> 00:08:43.100 We have Fred retired officially in July.

NOTE Confidence: 0.9083517

00:08:43.100 --> 00:08:44.656 We will celebrate that.

NOTE Confidence: 0.9083517

00:08:44.656 --> 00:08:46.601 We'll celebrate some funny word

NOTE Confidence: 0.9083517

00:08:46.601 --> 00:08:47.820 about retirements.

NOTE Confidence: 0.9083517

00:08:47.820 --> 00:08:50.460 We will mark that in the fall as

NOTE Confidence: 0.9083517

00:08:50.460 --> 00:08:53.068 well as the David Reese very grateful

NOTE Confidence: 0.9083517

00:08:53.068 --> 00:08:55.266 for Judy Eisenberg for all of the

NOTE Confidence: 0.9083517

00:08:55.266 --> 00:08:57.425 work that she did with so many

NOTE Confidence: 0.9083517

00:08:57.425 --> 00:08:59.495 families in United Home Programs and

NOTE Confidence: 0.9083517

00:08:59.495 --> 00:09:01.840 Rosemary and Sarah who worked in the

NOTE Confidence: 0.9083517

00:09:01.840 --> 00:09:03.677 Chair's office for so many years.

NOTE Confidence: 0.9083517

00:09:03.680 --> 00:09:07.000 These are the kinds of developmental and

NOTE Confidence: 0.9083517

00:09:07.000 --> 00:09:09.640 transitions that we need to regularly
NOTE Confidence: 0.9083517

00:09:09.640 --> 00:09:11.838 know and to regularly be aware of.
NOTE Confidence: 0.9083517

00:09:11.840 --> 00:09:14.913 This is a part of being grounded
NOTE Confidence: 0.9083517

00:09:14.913 --> 00:09:17.800 and being in the department.
NOTE Confidence: 0.9083517

00:09:17.800 --> 00:09:21.048 So whatever our goals and challenges for
NOTE Confidence: 0.9083517

00:09:21.048 --> 00:09:25.060 2023 and 2024 in these particular areas,
NOTE Confidence: 0.9083517

00:09:25.060 --> 00:09:25.879 as I said,
NOTE Confidence: 0.9083517

00:09:25.879 --> 00:09:29.020 I'm going to focus a lot on the first three,
NOTE Confidence: 0.9083517

00:09:29.020 --> 00:09:31.140 but we'll touch your time
NOTE Confidence: 0.9083517

00:09:31.140 --> 00:09:33.260 permits on the other group.
NOTE Confidence: 0.9083517

00:09:33.260 --> 00:09:34.300 And before I do that,
NOTE Confidence: 0.9083517

00:09:34.300 --> 00:09:35.900 before I really brought in,
NOTE Confidence: 0.9083517

00:09:35.900 --> 00:09:37.988 I want to actually say that there are some
NOTE Confidence: 0.9083517

00:09:37.988 --> 00:09:39.337 challenging areas for our department.
NOTE Confidence: 0.9083517

00:09:39.340 --> 00:09:41.932 They're going to cut across all of the
NOTE Confidence: 0.9083517

00:09:41.932 --> 00:09:44.060 goals that I'm going to talk about,

NOTE Confidence: 0.9083517

00:09:44.060 --> 00:09:46.910 and we'll come back to these

NOTE Confidence: 0.9083517

00:09:46.910 --> 00:09:48.143 challenging areas regularly,

NOTE Confidence: 0.9083517

00:09:48.143 --> 00:09:49.841 but we'll come back to them

NOTE Confidence: 0.9083517

00:09:49.841 --> 00:09:51.020 in January as well.

NOTE Confidence: 0.9083517

00:09:51.020 --> 00:09:56.220 Up on the list is to build an inclusive,

NOTE Confidence: 0.9083517

00:09:56.220 --> 00:09:58.650 respectable culture and to hold

NOTE Confidence: 0.9083517

00:09:58.650 --> 00:10:01.080 us together as an increasingly

NOTE Confidence: 0.9083517

00:10:01.167 --> 00:10:02.579 diverse community.

NOTE Confidence: 0.9083517

00:10:02.580 --> 00:10:04.638 Those are absolute

NOTE Confidence: 0.9083517

00:10:04.638 --> 00:10:06.696 priorities and commitments.

NOTE Confidence: 0.9083517

00:10:06.700 --> 00:10:08.500 Similarly as the interface of our

NOTE Confidence: 0.9083517

00:10:08.500 --> 00:10:09.700 research and clinical missions,

NOTE Confidence: 0.9083517

00:10:09.700 --> 00:10:11.422 I'm going to talk about how we

NOTE Confidence: 0.9083517

00:10:11.422 --> 00:10:13.480 need to hold our missions together,

NOTE Confidence: 0.9083517

00:10:13.480 --> 00:10:15.172 but we need especially to be

NOTE Confidence: 0.9083517

00:10:15.172 --> 00:10:16.880 attending to how our research,
NOTE Confidence: 0.9083517

00:10:16.880 --> 00:10:19.830 clinical and our education really
NOTE Confidence: 0.9083517

00:10:19.830 --> 00:10:21.600 work Better Together.
NOTE Confidence: 0.9083517

00:10:21.600 --> 00:10:24.064 I've already hinted that we need to
NOTE Confidence: 0.9083517

00:10:24.064 --> 00:10:26.877 adapt to the changes in academic and
NOTE Confidence: 0.9083517

00:10:26.880 --> 00:10:28.860 we need to strengthen our education
NOTE Confidence: 0.9083517

00:10:28.860 --> 00:10:31.080 efforts and address the changing needs.
NOTE Confidence: 0.9083517

00:10:31.080 --> 00:10:33.000 For those of you that I have just
NOTE Confidence: 0.9083517

00:10:33.000 --> 00:10:34.313 showed your pictures on those
NOTE Confidence: 0.9083517

00:10:34.313 --> 00:10:35.873 of you who have joined us,
NOTE Confidence: 0.9083517

00:10:35.880 --> 00:10:38.300 you have changing education needs
NOTE Confidence: 0.9083517

00:10:38.300 --> 00:10:41.086 in this changing world and we
NOTE Confidence: 0.9083517

00:10:41.086 --> 00:10:43.624 need to be flexible to that.
NOTE Confidence: 0.9083517

00:10:43.630 --> 00:10:45.871 And I want to be really clear when I
NOTE Confidence: 0.9083517

00:10:45.871 --> 00:10:48.189 say we have a responsibility to you.
NOTE Confidence: 0.9083517

00:10:48.190 --> 00:10:49.658 That's not just words.

NOTE Confidence: 0.9083517

00:10:49.658 --> 00:10:52.325 We have a responsibility to be sure

NOTE Confidence: 0.9083517

00:10:52.325 --> 00:10:54.653 the education we are providing you

NOTE Confidence: 0.9083517

00:10:54.653 --> 00:10:58.456 meets your needs in 2023 and then

NOTE Confidence: 0.9083517

00:10:58.456 --> 00:11:00.748 finally just communicates regularly,

NOTE Confidence: 0.9083517

00:11:00.750 --> 00:11:02.558 But how do we do it more broadly

NOTE Confidence: 0.9083517

00:11:02.558 --> 00:11:04.449 and more thoroughly and you can

NOTE Confidence: 0.9083517

00:11:04.449 --> 00:11:05.829 never communicate them out.

NOTE Confidence: 0.9083517

00:11:05.830 --> 00:11:07.546 I learned that actually in my

NOTE Confidence: 0.9083517

00:11:07.546 --> 00:11:08.990 first year in this job.

NOTE Confidence: 0.9083517

00:11:08.990 --> 00:11:09.854 I thought, you know,

NOTE Confidence: 0.9083517

00:11:09.854 --> 00:11:11.609 he said it once and he said it,

NOTE Confidence: 0.9083517

00:11:11.610 --> 00:11:12.450 but no,

NOTE Confidence: 0.9083517

00:11:12.450 --> 00:11:14.550 you can never actually communicate

NOTE Confidence: 0.9083517

00:11:14.550 --> 00:11:17.145 enough and they really need to

NOTE Confidence: 0.9083517

00:11:17.145 --> 00:11:18.885 keep working on you.

NOTE Confidence: 0.9083517

00:11:18.890 --> 00:11:21.515 So the other thing to remind you
NOTE Confidence: 0.9083517

00:11:21.515 --> 00:11:24.218 that I have said back actually
NOTE Confidence: 0.9083517

00:11:24.218 --> 00:11:26.895 in January is to hold us all
NOTE Confidence: 0.9083517

00:11:26.895 --> 00:11:28.580 comfortable when I talk about
NOTE Confidence: 0.9260681

00:11:28.652 --> 00:11:31.350 goals is that we're trying to be
NOTE Confidence: 0.9260681

00:11:31.350 --> 00:11:33.410 very intentional about smart goals,
NOTE Confidence: 0.9260681

00:11:33.410 --> 00:11:38.190 goals that are specific that we can attain,
NOTE Confidence: 0.9260681

00:11:38.190 --> 00:11:39.610 that we can measure,
NOTE Confidence: 0.9260681

00:11:39.610 --> 00:11:41.566 that are actually relevant to the
NOTE Confidence: 0.9260681

00:11:41.566 --> 00:11:44.090 department we want to have and our
NOTE Confidence: 0.9260681

00:11:44.090 --> 00:11:46.850 time bound not better in this.
NOTE Confidence: 0.9260681

00:11:46.850 --> 00:11:48.476 So all those accountable I'm going
NOTE Confidence: 0.9260681

00:11:48.476 --> 00:11:50.608 to show you those that we anticipate,
NOTE Confidence: 0.9260681

00:11:50.610 --> 00:11:54.130 those that we met but but we never
NOTE Confidence: 0.9260681

00:11:54.130 --> 00:11:56.570 keep thinking in that climate.
NOTE Confidence: 0.9260681

00:11:56.570 --> 00:11:58.010 So climate and culture,

NOTE Confidence: 0.92794186

00:12:00.290 --> 00:12:02.551 I showed you this picture before and

NOTE Confidence: 0.92794186

00:12:02.551 --> 00:12:04.927 I'll continue to show you this picture,

NOTE Confidence: 0.92794186

00:12:04.930 --> 00:12:09.226 remind you that climate is what we perceive.

NOTE Confidence: 0.92794186

00:12:09.230 --> 00:12:11.546 Climate is what we experience on

NOTE Confidence: 0.92794186

00:12:11.546 --> 00:12:14.086 the day that it's what we perceive.

NOTE Confidence: 0.92794186

00:12:14.086 --> 00:12:16.645 It's we perceive it in the language

NOTE Confidence: 0.92794186

00:12:16.645 --> 00:12:20.028 and the actions and the programs.

NOTE Confidence: 0.92794186

00:12:20.030 --> 00:12:22.830 Culture is what we believe.

NOTE Confidence: 0.92794186

00:12:22.830 --> 00:12:25.350 It's what under the surface.

NOTE Confidence: 0.92794186

00:12:25.350 --> 00:12:28.022 So we believe that we want to have

NOTE Confidence: 0.92794186

00:12:28.022 --> 00:12:29.643 an equitable improvement culture

NOTE Confidence: 0.92794186

00:12:29.643 --> 00:12:32.283 where everyone feels they have a

NOTE Confidence: 0.92794186

00:12:32.283 --> 00:12:34.754 place and they have their voice.

NOTE Confidence: 0.92794186

00:12:34.754 --> 00:12:36.530 Do you perceive that?

NOTE Confidence: 0.92794186

00:12:36.530 --> 00:12:38.300 You perceive that in the actions

NOTE Confidence: 0.92794186

00:12:38.300 --> 00:12:40.654 and the things that we're doing keep
NOTE Confidence: 0.92794186

00:12:40.654 --> 00:12:43.558 thinking about that and keep thinking
NOTE Confidence: 0.92794186

00:12:43.558 --> 00:12:46.294 about that meaning and those through
NOTE Confidence: 0.92794186

00:12:46.294 --> 00:12:48.862 our actions reflect the culture that
NOTE Confidence: 0.92794186

00:12:48.862 --> 00:12:51.848 we want and the values that we have.
NOTE Confidence: 0.92794186

00:12:51.850 --> 00:12:54.790 That is not a question that I want us to
NOTE Confidence: 0.92794186

00:12:54.863 --> 00:12:57.727 ask from a quarterly or an annual race.
NOTE Confidence: 0.92794186

00:12:57.730 --> 00:13:00.278 I want us to be asking that
NOTE Confidence: 0.92794186

00:13:00.278 --> 00:13:01.370 question every day.
NOTE Confidence: 0.92794186

00:13:01.370 --> 00:13:04.408 Basically every hour is what we're doing,
NOTE Confidence: 0.92794186

00:13:04.410 --> 00:13:08.378 reflecting what we believe and what we want.
NOTE Confidence: 0.92794186

00:13:08.380 --> 00:13:10.893 So I'm actually really grateful Tara and
NOTE Confidence: 0.92794186

00:13:10.893 --> 00:13:14.838 her role as vice chair of DEI or DEI doing,
NOTE Confidence: 0.92794186

00:13:14.838 --> 00:13:17.655 and here's a number of the things and the
NOTE Confidence: 0.92794186

00:13:17.655 --> 00:13:22.202 goals that we met chair on that in 2022-2023.
NOTE Confidence: 0.92794186

00:13:22.202 --> 00:13:24.734 We have a mentoring program in

NOTE Confidence: 0.92794186

00:13:24.734 --> 00:13:26.846 coordination with our reserve

NOTE Confidence: 0.92794186

00:13:26.846 --> 00:13:30.046 efforts in the department and you'll

NOTE Confidence: 0.92794186

00:13:30.046 --> 00:13:32.044 hear more as I go through.

NOTE Confidence: 0.92794186

00:13:32.050 --> 00:13:33.695 We have onboarding now for every new

NOTE Confidence: 0.92794186

00:13:33.695 --> 00:13:35.412 person in the child Study Center and

NOTE Confidence: 0.92794186

00:13:35.412 --> 00:13:37.090 that may not sound safe with now,

NOTE Confidence: 0.92794186

00:13:37.090 --> 00:13:39.650 but actually it's deeply without

NOTE Confidence: 0.92794186

00:13:39.650 --> 00:13:41.736 that Every person that comes to the

NOTE Confidence: 0.92794186

00:13:41.736 --> 00:13:43.867 center to work here at the center

NOTE Confidence: 0.92794186

00:13:43.867 --> 00:13:45.327 now has a similar result,

NOTE Confidence: 0.92794186

00:13:45.330 --> 00:13:46.854 similar onboarding across

NOTE Confidence: 0.92794186

00:13:46.854 --> 00:13:48.886 whatever mission we're doing.

NOTE Confidence: 0.92794186

00:13:48.890 --> 00:13:50.570 It's a work in progress,

NOTE Confidence: 0.92794186

00:13:50.570 --> 00:13:52.502 give us feedback to want to be

NOTE Confidence: 0.92794186

00:13:52.502 --> 00:13:54.050 sure that we're doing that.

NOTE Confidence: 0.92794186

00:13:54.050 --> 00:13:56.078 But at least that's that's the
NOTE Confidence: 0.92794186

00:13:56.078 --> 00:13:58.009 goal that we're trying to meet.
NOTE Confidence: 0.92794186

00:13:58.010 --> 00:13:59.900 We've clarified our search and par
NOTE Confidence: 0.92794186

00:13:59.900 --> 00:14:02.230 and host and standards so that we're
NOTE Confidence: 0.92794186

00:14:02.230 --> 00:14:04.910 trying to do that on a transparent
NOTE Confidence: 0.92794186

00:14:04.910 --> 00:14:07.990 basis across every kind of certain
NOTE Confidence: 0.92794186

00:14:07.990 --> 00:14:10.585 position and then includes bias stream
NOTE Confidence: 0.92794186

00:14:10.585 --> 00:14:13.405 and will soon have the guidelines
NOTE Confidence: 0.92794186

00:14:13.405 --> 00:14:16.236 online so that you can go look at.
NOTE Confidence: 0.92794186

00:14:16.240 --> 00:14:19.288 There's a number of ongoing workshops
NOTE Confidence: 0.92794186

00:14:19.288 --> 00:14:22.240 around anti racism around respectful
NOTE Confidence: 0.92794186

00:14:22.240 --> 00:14:24.680 culture that will continually
NOTE Confidence: 0.92794186

00:14:24.680 --> 00:14:27.365 clarify the process for consultation
NOTE Confidence: 0.92794186

00:14:27.365 --> 00:14:29.513 and addressing concerns through.
NOTE Confidence: 0.92794186

00:14:29.520 --> 00:14:31.808 And the last one may not sound actually
NOTE Confidence: 0.92794186

00:14:31.808 --> 00:14:34.190 but this took a lot of work to get

NOTE Confidence: 0.92794186

00:14:34.190 --> 00:14:36.200 CEU's for our master's level clinicians.

NOTE Confidence: 0.92794186

00:14:36.200 --> 00:14:37.719 So when you come to grand rounds,

NOTE Confidence: 0.92794186

00:14:37.720 --> 00:14:39.928 everyone can get credit for coming

NOTE Confidence: 0.92794186

00:14:39.928 --> 00:14:41.032 to grand rounds.

NOTE Confidence: 0.92794186

00:14:41.040 --> 00:14:42.438 And actually it's a great deal.

NOTE Confidence: 0.9313245

00:14:45.240 --> 00:14:46.518 And we have the Action Group,

NOTE Confidence: 0.9313245

00:14:46.520 --> 00:14:48.417 the names of the Action Group that

NOTE Confidence: 0.9313245

00:14:48.417 --> 00:14:49.989 were very closely with Tara that

NOTE Confidence: 0.9313245

00:14:49.989 --> 00:14:51.907 I just want to know and thanks to

NOTE Confidence: 0.9313245

00:14:51.907 --> 00:14:53.659 Amy and to see for their service on

NOTE Confidence: 0.9313245

00:14:53.659 --> 00:14:55.360 the committee they're rotating off,

NOTE Confidence: 0.9313245

00:14:55.360 --> 00:14:56.840 but others are joining,

NOTE Confidence: 0.9313245

00:14:56.840 --> 00:14:59.666 but very much thanks to him.

NOTE Confidence: 0.9313245

00:14:59.670 --> 00:15:01.386 But there's some other highlights from

NOTE Confidence: 0.92666644

00:15:03.790 --> 00:15:05.755 20/22/2022. We've been working very

NOTE Confidence: 0.92666644

00:15:05.755 --> 00:15:08.030 closely with Angry Kennedy at CERT
NOTE Confidence: 0.92666644

00:15:08.030 --> 00:15:10.826 around those goals on that bias,
NOTE Confidence: 0.92666644

00:15:10.830 --> 00:15:15.303 understand deeply power and privilege and
NOTE Confidence: 0.92666644

00:15:15.303 --> 00:15:18.068 we really have difficult conversations.
NOTE Confidence: 0.92666644

00:15:18.070 --> 00:15:20.833 The other point to say about Ingrid is that
NOTE Confidence: 0.92666644

00:15:20.833 --> 00:15:23.119 Ingrid is in her own learning process.
NOTE Confidence: 0.92666644

00:15:23.120 --> 00:15:24.956 She's going after an additional degree
NOTE Confidence: 0.92666644

00:15:24.956 --> 00:15:26.905 herself and we the child studies
NOTE Confidence: 0.92666644

00:15:26.905 --> 00:15:28.915 Center are now her capstone project.
NOTE Confidence: 0.92666644

00:15:28.920 --> 00:15:31.512 I think that's pretty cool to
NOTE Confidence: 0.92666644

00:15:31.512 --> 00:15:33.240 be her capstone project.
NOTE Confidence: 0.92666644

00:15:33.240 --> 00:15:35.967 And so we will continue to learn from her
NOTE Confidence: 0.92666644

00:15:35.967 --> 00:15:39.035 as well as we called her it's very mutual.
NOTE Confidence: 0.92666644

00:15:39.040 --> 00:15:43.490 We have the racial inform clinical
NOTE Confidence: 0.92666644

00:15:43.490 --> 00:15:45.439 formulation workshop Rice started
NOTE Confidence: 0.92666644

00:15:45.439 --> 00:15:47.834 by Cecilia Fermeto and wonderful

NOTE Confidence: 0.92666644

00:15:47.834 --> 00:15:50.678 that Cecilia started with now has

NOTE Confidence: 0.92666644

00:15:50.678 --> 00:15:52.808 an advisory committee working with

NOTE Confidence: 0.92666644

00:15:52.808 --> 00:15:56.120 Tara and this is making great profit.

NOTE Confidence: 0.92666644

00:15:56.120 --> 00:15:58.454 We've had a number of opportunities

NOTE Confidence: 0.92666644

00:15:58.454 --> 00:16:00.941 over the last months to celebrate

NOTE Confidence: 0.92666644

00:16:00.941 --> 00:16:03.422 for example that History Month and

NOTE Confidence: 0.92666644

00:16:03.422 --> 00:16:05.474 also to celebrate women in medicine

NOTE Confidence: 0.92666644

00:16:05.474 --> 00:16:07.160 and women in academia,

NOTE Confidence: 0.92666644

00:16:07.160 --> 00:16:10.440 how we think about those kinds of roles.

NOTE Confidence: 0.92666644

00:16:10.440 --> 00:16:13.433 And then we've had a lovely beautiful

NOTE Confidence: 0.92666644

00:16:13.433 --> 00:16:16.998 celebration in the courtyard Between

NOTE Confidence: 0.92666644

00:16:17.000 --> 00:16:19.730 was brought together by Damien and

NOTE Confidence: 0.92666644

00:16:19.730 --> 00:16:23.056 Belinda and and Camille and Christian,

NOTE Confidence: 0.92666644

00:16:23.056 --> 00:16:26.680 also the collaboration with the Black

NOTE Confidence: 0.92666644

00:16:26.680 --> 00:16:28.112 African American Infinity group.

NOTE Confidence: 0.92666644

00:16:28.112 --> 00:16:31.080 And we had a black business come and

NOTE Confidence: 0.92666644

00:16:31.080 --> 00:16:32.960 provide us really wonderful treats.

NOTE Confidence: 0.92666644

00:16:32.960 --> 00:16:35.326 But that was a great celebration for

NOTE Confidence: 0.92666644

00:16:35.326 --> 00:16:37.288 Juneteenth and another mark of our

NOTE Confidence: 0.92666644

00:16:37.288 --> 00:16:39.156 community come and get better social

NOTE Confidence: 0.92666644

00:16:39.156 --> 00:16:41.136 work that Carolina brought together

NOTE Confidence: 0.92666644

00:16:41.136 --> 00:16:44.158 with all of our social work faculty.

NOTE Confidence: 0.92666644

00:16:44.160 --> 00:16:47.015 Another example of pulling our

NOTE Confidence: 0.92666644

00:16:47.015 --> 00:16:48.157 community together.

NOTE Confidence: 0.92666644

00:16:48.160 --> 00:16:49.980 Carolina also working with

NOTE Confidence: 0.92666644

00:16:49.980 --> 00:16:51.800 Claire and Claire's Pornophobia.

NOTE Confidence: 0.92666644

00:16:51.800 --> 00:16:53.676 This is not an advertisement for Claire,

NOTE Confidence: 0.92666644

00:16:53.680 --> 00:16:56.160 but if you want to go to Claire,

NOTE Confidence: 0.92666644

00:16:56.160 --> 00:17:00.101 the carrot takes absolutely out there.

NOTE Confidence: 0.92666644

00:17:00.101 --> 00:17:02.006 The players in collaboration with

NOTE Confidence: 0.92666644

00:17:02.006 --> 00:17:04.828 us has created a closet where you

NOTE Confidence: 0.92666644

00:17:04.828 --> 00:17:06.873 can donate materials for family.

NOTE Confidence: 0.92666644

00:17:06.880 --> 00:17:08.546 And then just in the last few

NOTE Confidence: 0.92666644

00:17:08.546 --> 00:17:09.920 weeks as I mentioned,

NOTE Confidence: 0.92666644

00:17:09.920 --> 00:17:12.398 we've had to understand in the college

NOTE Confidence: 0.92666644

00:17:12.400 --> 00:17:15.624 from Central Campus fund and talk to us

NOTE Confidence: 0.92666644

00:17:15.624 --> 00:17:18.158 about building under spectacle places

NOTE Confidence: 0.92666644

00:17:18.160 --> 00:17:21.200 and ever will continue to work with us.

NOTE Confidence: 0.92666644

00:17:21.200 --> 00:17:23.916 This is a remarkable amount of activity,

NOTE Confidence: 0.92666644

00:17:23.920 --> 00:17:27.144 but it's all in the service of building

NOTE Confidence: 0.92666644

00:17:27.144 --> 00:17:29.718 and strengthening our culture and economy.

NOTE Confidence: 0.92666644

00:17:29.720 --> 00:17:30.998 And then just to tell you,

NOTE Confidence: 0.92666644

00:17:31.000 --> 00:17:32.918 we have the Viola Renard fund which

NOTE Confidence: 0.92666644

00:17:32.918 --> 00:17:35.338 we've had for a number of years but but

NOTE Confidence: 0.92666644

00:17:35.338 --> 00:17:37.317 it's taken some work to get it going.

NOTE Confidence: 0.92666644

00:17:37.320 --> 00:17:40.000 And we now have violent in our social

NOTE Confidence: 0.92666644

00:17:40.000 --> 00:17:42.039 justice and top equity fellows,
NOTE Confidence: 0.92666644

00:17:42.040 --> 00:17:44.260 an inaugural year for these fellows
NOTE Confidence: 0.92666644

00:17:44.260 --> 00:17:46.520 who will work closely with tariff
NOTE Confidence: 0.92666644

00:17:46.520 --> 00:17:49.272 around again addressing public
NOTE Confidence: 0.92666644

00:17:49.272 --> 00:17:51.420 climate you know lecture series,
NOTE Confidence: 0.92666644

00:17:51.420 --> 00:17:52.515 these two lectures.
NOTE Confidence: 0.92666644

00:17:52.520 --> 00:17:54.160 I hope that if you haven't heard them,
NOTE Confidence: 0.92666644

00:17:54.160 --> 00:17:57.758 go online and listen to the recordings
NOTE Confidence: 0.92666644

00:17:57.760 --> 00:17:59.720 and then the violent in our award
NOTE Confidence: 0.92666644

00:17:59.720 --> 00:18:02.660 for any Q Senate is received as a
NOTE Confidence: 0.92666644

00:18:02.660 --> 00:18:04.280 very encouraging proposals focusing
NOTE Confidence: 0.92666644

00:18:04.280 --> 00:18:05.600 on HealthEquity,
NOTE Confidence: 0.92666644

00:18:05.600 --> 00:18:07.512 social justice and engagement
NOTE Confidence: 0.92666644

00:18:07.512 --> 00:18:08.946 in the community.
NOTE Confidence: 0.92666644

00:18:08.950 --> 00:18:10.910 Our two inaugural fellows
NOTE Confidence: 0.92666644

00:18:10.910 --> 00:18:12.870 Parliamentarian and Dakota Becker.

NOTE Confidence: 0.92666644

00:18:12.870 --> 00:18:16.014 And then just shortly in a few days

NOTE Confidence: 0.92666644

00:18:16.014 --> 00:18:19.216 we'll announce this year's by Albany.

NOTE Confidence: 0.92666644

00:18:19.216 --> 00:18:20.764 A lot going,

NOTE Confidence: 0.92666644

00:18:20.764 --> 00:18:24.550 a lot has been achieved in this past year.

NOTE Confidence: 0.92666644

00:18:24.550 --> 00:18:26.790 But I want to remind you on a few things

NOTE Confidence: 0.93261963

00:18:26.852 --> 00:18:28.854 that Tara regularly reminds us all and

NOTE Confidence: 0.93261963

00:18:28.854 --> 00:18:32.980 it's just we need to be very, very clear.

NOTE Confidence: 0.93261963

00:18:32.980 --> 00:18:34.620 We're creating a learning community.

NOTE Confidence: 0.93261963

00:18:34.620 --> 00:18:36.818 This is not a one time com.

NOTE Confidence: 0.93261963

00:18:36.820 --> 00:18:39.010 You come to a workshop where

NOTE Confidence: 0.93261963

00:18:39.010 --> 00:18:41.580 you've got this is not really

NOTE Confidence: 0.93261963

00:18:41.580 --> 00:18:44.340 learning how to use this BSS.

NOTE Confidence: 0.93261963

00:18:44.340 --> 00:18:47.136 This is really we're creating the

NOTE Confidence: 0.93261963

00:18:47.136 --> 00:18:48.534 professional learning community

NOTE Confidence: 0.93261963

00:18:48.540 --> 00:18:50.496 where we learn from each other,

NOTE Confidence: 0.93261963

00:18:50.500 --> 00:18:53.290 we hold each other accountable and
NOTE Confidence: 0.93261963

00:18:53.290 --> 00:18:55.624 positive learning and that we center.
NOTE Confidence: 0.93261963

00:18:55.624 --> 00:18:58.442 We center these ways of thinking of all
NOTE Confidence: 0.93261963

00:18:58.442 --> 00:19:00.696 that we do that we're always asking.
NOTE Confidence: 0.93261963

00:19:00.700 --> 00:19:03.875 These questions were actually really
NOTE Confidence: 0.93261963

00:19:03.875 --> 00:19:07.640 helping each other learn and grow.
NOTE Confidence: 0.93261963

00:19:07.640 --> 00:19:10.505 And it is the department's
NOTE Confidence: 0.93261963

00:19:10.505 --> 00:19:12.360 commitment over the long time.
NOTE Confidence: 0.9297156

00:19:15.120 --> 00:19:16.400 When I was in college,
NOTE Confidence: 0.9297156

00:19:16.400 --> 00:19:17.639 my religion professor,
NOTE Confidence: 0.9297156

00:19:17.639 --> 00:19:20.530 whom I reconnected with in the last
NOTE Confidence: 0.9297156

00:19:20.609 --> 00:19:23.313 few weeks for a whole host of reasons,
NOTE Confidence: 0.9297156

00:19:23.320 --> 00:19:25.812 introduced us to a book called The
NOTE Confidence: 0.9297156

00:19:25.812 --> 00:19:28.529 Loneliness at a Long Distance Running.
NOTE Confidence: 0.9297156

00:19:28.530 --> 00:19:30.305 But the whole metaphor was
NOTE Confidence: 0.9297156

00:19:30.305 --> 00:19:31.725 about going the distance,

NOTE Confidence: 0.9297156

00:19:31.730 --> 00:19:34.964 going the distance of a long distance.

NOTE Confidence: 0.9297156

00:19:34.970 --> 00:19:36.968 And that's what this work is.

NOTE Confidence: 0.9297156

00:19:36.970 --> 00:19:38.730 It is a long run.

NOTE Confidence: 0.9297156

00:19:38.730 --> 00:19:40.330 It is not the spring.

NOTE Confidence: 0.9297156

00:19:40.330 --> 00:19:41.849 And we are highly committed to it.

NOTE Confidence: 0.9322301

00:19:44.210 --> 00:19:45.687 And here are some of the goals.

NOTE Confidence: 0.9322301

00:19:45.690 --> 00:19:47.006 Culture, Climate for 2023.

NOTE Confidence: 0.9322301

00:19:47.006 --> 00:19:48.980 And I just mentioned we'll have

NOTE Confidence: 0.9322301

00:19:49.042 --> 00:19:50.686 the next round of the awards.

NOTE Confidence: 0.9322301

00:19:50.690 --> 00:19:52.306 We're considering having a

NOTE Confidence: 0.9322301

00:19:52.306 --> 00:19:54.326 symposium for the Viola Bernard,

NOTE Confidence: 0.9322301

00:19:54.330 --> 00:19:57.140 not just one single lectures.

NOTE Confidence: 0.9322301

00:19:57.140 --> 00:19:59.100 Tara has resumed Friday. Focus.

NOTE Confidence: 0.9322301

00:19:59.100 --> 00:20:02.100 Come, enjoy them, learn from them.

NOTE Confidence: 0.9322301

00:20:02.100 --> 00:20:04.836 We will be putting into place more

NOTE Confidence: 0.9322301

00:20:04.836 --> 00:20:06.820 about accountability for leadership
NOTE Confidence: 0.9322301

00:20:06.820 --> 00:20:10.205 as well as some exit interview
NOTE Confidence: 0.9322301

00:20:10.205 --> 00:20:12.505 approaches where ongoing training
NOTE Confidence: 0.9322301

00:20:12.505 --> 00:20:14.980 and best practices for searches
NOTE Confidence: 0.9322301

00:20:14.980 --> 00:20:16.660 working on our community engagement.
NOTE Confidence: 0.9322301

00:20:16.660 --> 00:20:18.056 Not just this community,
NOTE Confidence: 0.9322301

00:20:18.056 --> 00:20:21.073 but patients and people that are in our
NOTE Confidence: 0.9322301

00:20:21.073 --> 00:20:22.789 broader new neighborhood community.
NOTE Confidence: 0.9322301

00:20:22.790 --> 00:20:24.584 We're partnering now with our research
NOTE Confidence: 0.9322301

00:20:24.584 --> 00:20:26.709 labs around to have a better recruit,
NOTE Confidence: 0.9322301

00:20:26.710 --> 00:20:30.550 more diverse individuals into research
NOTE Confidence: 0.9322301

00:20:30.550 --> 00:20:32.908 and advocating for our post grads.
NOTE Confidence: 0.9322301

00:20:32.910 --> 00:20:35.017 You come to us as post grads
NOTE Confidence: 0.9322301

00:20:35.017 --> 00:20:36.590 right out of college.
NOTE Confidence: 0.9322301

00:20:36.590 --> 00:20:37.830 You come to us again.
NOTE Confidence: 0.9322301

00:20:37.830 --> 00:20:39.618 We're responsible for education,

NOTE Confidence: 0.9322301

00:20:39.618 --> 00:20:42.300 but you often make sacrifices that

NOTE Confidence: 0.9322301

00:20:42.373 --> 00:20:44.305 make it hard for you to come.

NOTE Confidence: 0.9322301

00:20:44.310 --> 00:20:46.710 And so we really want to address to

NOTE Confidence: 0.9322301

00:20:46.710 --> 00:20:48.834 that and advocate for your having

NOTE Confidence: 0.9322301

00:20:48.834 --> 00:20:51.420 a less stressful time if you will,

NOTE Confidence: 0.9322301

00:20:51.420 --> 00:20:53.115 the mentoring program and partnership

NOTE Confidence: 0.9322301

00:20:53.115 --> 00:20:54.810 with our research and we'll

NOTE Confidence: 0.9322301

00:20:54.870 --> 00:20:56.698 continue our restorative practices.

NOTE Confidence: 0.9322301

00:20:56.700 --> 00:20:56.820 Let

NOTE Confidence: 0.9328391

00:20:58.940 --> 00:21:00.020 me turn to research

NOTE Confidence: 0.9328391

00:21:02.180 --> 00:21:04.970 and 1st off, my thanks to Tom and serving

NOTE Confidence: 0.9328391

00:21:04.970 --> 00:21:07.817 in his role as Vice Chair of Research.

NOTE Confidence: 0.9328391

00:21:07.820 --> 00:21:10.680 And also I put the graphic up at the very

NOTE Confidence: 0.9328391

00:21:10.753 --> 00:21:13.327 top just to remind us that as much as

NOTE Confidence: 0.9328391

00:21:13.327 --> 00:21:16.056 our culture climate is our commitment.

NOTE Confidence: 0.9328391

00:21:16.060 --> 00:21:18.790 We do center developmental research
NOTE Confidence: 0.9328391

00:21:18.790 --> 00:21:20.974 and learning and continually
NOTE Confidence: 0.9328391

00:21:20.980 --> 00:21:22.132 research learning environment.
NOTE Confidence: 0.9328391

00:21:22.132 --> 00:21:25.180 That is the score of our clinical work,
NOTE Confidence: 0.9328391

00:21:25.180 --> 00:21:27.420 our education.
NOTE Confidence: 0.9328391

00:21:27.420 --> 00:21:29.695 There's a number of things that have
NOTE Confidence: 0.9328391

00:21:29.695 --> 00:21:31.956 happened today that Tom has has really
NOTE Confidence: 0.9328391

00:21:31.956 --> 00:21:34.431 brought us together for We've had he
NOTE Confidence: 0.9328391

00:21:34.431 --> 00:21:36.933 convenes our researchers for sharing goals.
NOTE Confidence: 0.9328391

00:21:36.940 --> 00:21:39.145 I'm going to show you a specific
NOTE Confidence: 0.9328391

00:21:39.145 --> 00:21:41.220 one shortly regular now research
NOTE Confidence: 0.9328391

00:21:41.220 --> 00:21:43.140 communications research and Congress.
NOTE Confidence: 0.9328391

00:21:43.140 --> 00:21:45.360 I hope you've noticed the cross
NOTE Confidence: 0.9328391

00:21:45.360 --> 00:21:47.560 talk sessions and faculty meetings.
NOTE Confidence: 0.9328391

00:21:47.560 --> 00:21:48.820 We've clarified guidelines
NOTE Confidence: 0.9328391

00:21:48.820 --> 00:21:50.080 for space allocation.

NOTE Confidence: 0.9328391

00:21:50.080 --> 00:21:53.312 Nothing gets researchers more

NOTE Confidence: 0.9328391

00:21:53.312 --> 00:21:56.600 alert than the word space.

NOTE Confidence: 0.9328391

00:21:56.600 --> 00:21:58.436 And so we've clarified those guidelines,

NOTE Confidence: 0.9328391

00:21:58.440 --> 00:22:01.156 hoping to be more transparent about it.

NOTE Confidence: 0.9328391

00:22:01.160 --> 00:22:03.110 And then mentorship committee and Tom

NOTE Confidence: 0.9328391

00:22:03.110 --> 00:22:05.280 has surveyed the needs of the faculty.

NOTE Confidence: 0.93372345

00:22:07.870 --> 00:22:09.424 You may have seen this in January.

NOTE Confidence: 0.93372345

00:22:09.430 --> 00:22:11.439 I want to circulate it again that

NOTE Confidence: 0.93372345

00:22:11.439 --> 00:22:13.848 how do we talk about our research

NOTE Confidence: 0.93372345

00:22:13.848 --> 00:22:16.516 rather than list all the number of

NOTE Confidence: 0.93372345

00:22:16.516 --> 00:22:18.466 programs and grants and studies,

NOTE Confidence: 0.93372345

00:22:18.470 --> 00:22:20.790 how do we talk about them in a way that

NOTE Confidence: 0.93372345

00:22:20.854 --> 00:22:23.338 is coherent and actually allows people

NOTE Confidence: 0.93372345

00:22:23.338 --> 00:22:25.623 outside our department to understand.

NOTE Confidence: 0.93372345

00:22:25.630 --> 00:22:27.394 We really have research in these

NOTE Confidence: 0.93372345

00:22:27.394 --> 00:22:29.140 broad areas and neuro developmental
NOTE Confidence: 0.93372345

00:22:29.140 --> 00:22:31.188 disorders and movement disorders,
NOTE Confidence: 0.93372345

00:22:31.190 --> 00:22:32.846 mood, emotion regulation,
NOTE Confidence: 0.93372345

00:22:32.846 --> 00:22:35.202 stress, trauma and HealthEquity
NOTE Confidence: 0.93372345

00:22:35.202 --> 00:22:37.706 and delivery of services.
NOTE Confidence: 0.93372345

00:22:37.710 --> 00:22:39.130 Like every other service
NOTE Confidence: 0.93372345

00:22:39.130 --> 00:22:40.905 department in the medical school,
NOTE Confidence: 0.93372345

00:22:40.910 --> 00:22:42.874 we have these missions,
NOTE Confidence: 0.93372345

00:22:42.874 --> 00:22:44.347 we include policy.
NOTE Confidence: 0.93372345

00:22:44.350 --> 00:22:47.122 But in every one of these areas we have
NOTE Confidence: 0.93372345

00:22:47.122 --> 00:22:49.923 an educational and clinical or component
NOTE Confidence: 0.93372345

00:22:49.923 --> 00:22:53.150 and I hope eventually policy component.
NOTE Confidence: 0.93372345

00:22:53.150 --> 00:22:55.310 And what makes the Child Study
NOTE Confidence: 0.93372345

00:22:55.310 --> 00:22:56.676 Center especially unique is
NOTE Confidence: 0.93372345

00:22:56.676 --> 00:22:58.106 that across all of these,
NOTE Confidence: 0.93372345

00:22:58.110 --> 00:23:00.390 we also have a focus on

NOTE Confidence: 0.93372345
00:23:00.390 --> 00:23:01.150 normative development,
NOTE Confidence: 0.93372345
00:23:01.150 --> 00:23:03.350 implementing things in the communities,
NOTE Confidence: 0.93372345
00:23:03.350 --> 00:23:05.525 multidisciplinary and even
NOTE Confidence: 0.93372345
00:23:05.525 --> 00:23:07.700 thinking across generations.
NOTE Confidence: 0.93372345
00:23:07.700 --> 00:23:10.428 So this I think is A-frame for our
NOTE Confidence: 0.93372345
00:23:10.428 --> 00:23:12.458 research efforts that I hope you'll,
NOTE Confidence: 0.93372345
00:23:12.460 --> 00:23:13.459 you'll play with.
NOTE Confidence: 0.93372345
00:23:13.459 --> 00:23:15.457 You'll continue to use your test,
NOTE Confidence: 0.93372345
00:23:15.460 --> 00:23:17.737 you'll use it as a framing for our research.
NOTE Confidence: 0.93619287
00:23:19.860 --> 00:23:21.500 There's other things that are
NOTE Confidence: 0.93619287
00:23:21.500 --> 00:23:23.140 happening that are really important.
NOTE Confidence: 0.93619287
00:23:23.140 --> 00:23:25.565 Our clinical and research faculty
NOTE Confidence: 0.93619287
00:23:25.565 --> 00:23:28.500 Development Fund is we award three times
NOTE Confidence: 0.93619287
00:23:28.500 --> 00:23:31.880 a year and October 15th is the deadline.
NOTE Confidence: 0.93619287
00:23:31.880 --> 00:23:34.460 And we've had some really successful
NOTE Confidence: 0.93619287

00:23:34.460 --> 00:23:37.132 ways of actually using those funds
NOTE Confidence: 0.93619287

00:23:37.132 --> 00:23:39.754 for people to leverage other grants.
NOTE Confidence: 0.93619287

00:23:39.760 --> 00:23:41.935 We have pilot research awards
NOTE Confidence: 0.93619287

00:23:41.935 --> 00:23:43.675 for trainees and fellows.
NOTE Confidence: 0.93619287

00:23:43.680 --> 00:23:45.850 We've awarded seven of those in the
NOTE Confidence: 0.93619287

00:23:45.850 --> 00:23:48.300 last two years and again have been
NOTE Confidence: 0.93619287

00:23:48.300 --> 00:23:51.365 leveraging for other grants and we have
NOTE Confidence: 0.93619287

00:23:51.365 --> 00:23:54.040 travel awards for postgraduate fellows.
NOTE Confidence: 0.93619287

00:23:54.040 --> 00:23:55.986 I especially want to call out just
NOTE Confidence: 0.93619287

00:23:55.986 --> 00:23:58.132 a recent award to the Tara Thompson
NOTE Confidence: 0.93619287

00:23:58.132 --> 00:24:00.004 Felix who got a postdoctoral award
NOTE Confidence: 0.93619287

00:24:00.070 --> 00:24:01.718 from the Hartwell Foundation.
NOTE Confidence: 0.93619287

00:24:01.720 --> 00:24:03.760 It's really wonderful for Tara
NOTE Confidence: 0.93619287

00:24:03.760 --> 00:24:04.759 and it's again,
NOTE Confidence: 0.93619287

00:24:04.759 --> 00:24:07.641 it's just the way of trying to leverage
NOTE Confidence: 0.93619287

00:24:07.641 --> 00:24:09.996 on getting these early awards.

NOTE Confidence: 0.93619287

00:24:10.000 --> 00:24:12.244 There's things happening on campus in

NOTE Confidence: 0.93619287

00:24:12.244 --> 00:24:14.484 this last year that are significant

NOTE Confidence: 0.93619287

00:24:14.484 --> 00:24:15.840 for us as well.

NOTE Confidence: 0.93619287

00:24:15.840 --> 00:24:18.600 The Lusai Institute is an institute

NOTE Confidence: 0.9362052

00:24:20.850 --> 00:24:23.088 created by a very generous donor,

NOTE Confidence: 0.9362052

00:24:23.090 --> 00:24:25.970 Lusai, around the normative develop,

NOTE Confidence: 0.9362052

00:24:25.970 --> 00:24:27.485 cognitive brain develop.

NOTE Confidence: 0.9362052

00:24:27.485 --> 00:24:30.515 It's really we talk about psychopathology

NOTE Confidence: 0.9362052

00:24:30.515 --> 00:24:33.409 and when development goes off track,

NOTE Confidence: 0.9362052

00:24:33.410 --> 00:24:36.050 Lusai talks about normative development.

NOTE Confidence: 0.9362052

00:24:36.050 --> 00:24:38.490 So it's a natural synergy.

NOTE Confidence: 0.9362052

00:24:38.490 --> 00:24:41.434 A number of our faculty or now faculty

NOTE Confidence: 0.9362052

00:24:41.434 --> 00:24:45.013 in Lusai and actually really cool is

NOTE Confidence: 0.9362052

00:24:45.013 --> 00:24:46.951 that Lusai as well as collaborators

NOTE Confidence: 0.9362052

00:24:46.951 --> 00:24:48.672 in the Department of Psychology

NOTE Confidence: 0.9362052

00:24:48.672 --> 00:24:50.748 have just moved across the street.
NOTE Confidence: 0.9362052

00:24:50.750 --> 00:24:52.864 They are literally now in 100 College.
NOTE Confidence: 0.9362052

00:24:52.870 --> 00:24:55.270 They are literally across the street.
NOTE Confidence: 0.9362052

00:24:55.270 --> 00:24:57.106 So you can do more collaborations.
NOTE Confidence: 0.9362052

00:24:57.110 --> 00:25:00.134 You can walk across the street and see
NOTE Confidence: 0.9362052

00:25:00.134 --> 00:25:03.109 them in their new natural habitat.
NOTE Confidence: 0.9362052

00:25:03.110 --> 00:25:05.594 We also have a new Center for Mind and
NOTE Confidence: 0.9362052

00:25:05.594 --> 00:25:08.167 Brain Health or Brain and Mind Health
NOTE Confidence: 0.9362052

00:25:08.167 --> 00:25:10.469 that Jamie Mcpartland asked Jamie about.
NOTE Confidence: 0.9362052

00:25:10.470 --> 00:25:12.204 New faculty lines,
NOTE Confidence: 0.9362052

00:25:12.204 --> 00:25:13.938 new collaborations across
NOTE Confidence: 0.9362052

00:25:13.938 --> 00:25:15.672 develop across departments,
NOTE Confidence: 0.9362052

00:25:15.680 --> 00:25:17.087 it's really great.
NOTE Confidence: 0.9362052

00:25:17.087 --> 00:25:19.432 It's uniting departments that are
NOTE Confidence: 0.9362052

00:25:19.432 --> 00:25:22.124 focused on brain and mind health
NOTE Confidence: 0.9362052

00:25:22.124 --> 00:25:24.628 where LUCI is normative as you can

NOTE Confidence: 0.9362052

00:25:24.628 --> 00:25:26.284 gather from this one Center for

NOTE Confidence: 0.9362052

00:25:26.284 --> 00:25:28.438 brain and mind health really looking

NOTE Confidence: 0.9362052

00:25:28.438 --> 00:25:30.833 at those kinds of developmental

NOTE Confidence: 0.9362052

00:25:30.833 --> 00:25:33.360 off track kinds of questions.

NOTE Confidence: 0.9362052

00:25:33.360 --> 00:25:34.785 Haskins Laboratories I've

NOTE Confidence: 0.9362052

00:25:34.785 --> 00:25:37.160 mentioned have joined us now.

NOTE Confidence: 0.9362052

00:25:37.160 --> 00:25:39.710 The Yale Center for Clinical Investigation

NOTE Confidence: 0.9362052

00:25:39.710 --> 00:25:42.883 has new leadership and is really interested

NOTE Confidence: 0.9362052

00:25:42.883 --> 00:25:45.213 in pediatric trials and recruitment.

NOTE Confidence: 0.9362052

00:25:45.220 --> 00:25:47.908 And then the Janeway Society is organized

NOTE Confidence: 0.9362052

00:25:47.908 --> 00:25:49.980 centrally through the Dean's office.

NOTE Confidence: 0.9362052

00:25:49.980 --> 00:25:52.500 But it's a way to foster development

NOTE Confidence: 0.9362052

00:25:52.500 --> 00:25:54.699 and mentorship for younger faculty.

NOTE Confidence: 0.9362052

00:25:54.700 --> 00:25:56.860 And a number of our faculty

NOTE Confidence: 0.9362052

00:25:56.860 --> 00:25:58.620 are now members of IT.

NOTE Confidence: 0.9362052

00:25:58.620 --> 00:26:00.980 They are always looking for people to speak.

NOTE Confidence: 0.9362052

00:26:00.980 --> 00:26:02.436 They're always looking for

NOTE Confidence: 0.9362052

00:26:02.436 --> 00:26:04.256 ways to build links across.

NOTE Confidence: 0.9336907

00:26:06.620 --> 00:26:11.260 So what are our research goals for 2023-2024?

NOTE Confidence: 0.9336907

00:26:11.260 --> 00:26:14.102 We have with Tom and Young Sons

NOTE Confidence: 0.9336907

00:26:14.102 --> 00:26:16.800 leadership one of the most important

NOTE Confidence: 0.9336907

00:26:16.800 --> 00:26:19.090 shared resources across our research

NOTE Confidence: 0.9336907

00:26:19.172 --> 00:26:21.908 labs is a shared subject recruitment.

NOTE Confidence: 0.9336907

00:26:21.910 --> 00:26:24.230 And so they are putting together a way

NOTE Confidence: 0.9336907

00:26:24.230 --> 00:26:26.626 now that it's not individual labs trying

NOTE Confidence: 0.9336907

00:26:26.626 --> 00:26:29.190 to recruit often the very same family,

NOTE Confidence: 0.9336907

00:26:29.190 --> 00:26:30.982 but actually shared recruitment

NOTE Confidence: 0.9336907

00:26:30.982 --> 00:26:33.670 across and that's really a good,

NOTE Confidence: 0.9336907

00:26:33.670 --> 00:26:36.628 a good and most needed resource.

NOTE Confidence: 0.9336907

00:26:36.630 --> 00:26:38.934 Similarly, we're working collaboratively

NOTE Confidence: 0.9336907

00:26:38.934 --> 00:26:42.684 with YCCI to increase the their sensitivity

NOTE Confidence: 0.9336907

00:26:42.684 --> 00:26:45.720 to pediatric behavioral health enrollment.

NOTE Confidence: 0.9336907

00:26:45.720 --> 00:26:48.114 They're looking to tell us now for

NOTE Confidence: 0.9336907

00:26:48.114 --> 00:26:50.600 our expertise the mentoring program

NOTE Confidence: 0.9336907

00:26:50.600 --> 00:26:52.512 I've mentioned clarifying guidelines

NOTE Confidence: 0.9336907

00:26:52.512 --> 00:26:55.360 for how to apply for K awards and

NOTE Confidence: 0.9336907

00:26:55.430 --> 00:26:57.440 how those fit in the department

NOTE Confidence: 0.9336907

00:26:57.440 --> 00:26:59.744 center additional training grants.

NOTE Confidence: 0.9336907

00:26:59.744 --> 00:27:02.812 And then the last two you should actually

NOTE Confidence: 0.9336907

00:27:02.812 --> 00:27:05.850 call me on because the last two are

NOTE Confidence: 0.9336907

00:27:05.850 --> 00:27:08.360 not exactly framed as smart goals.

NOTE Confidence: 0.9336907

00:27:08.360 --> 00:27:11.152 We do need to rethink our strategic goals

NOTE Confidence: 0.9336907

00:27:11.152 --> 00:27:13.976 and where our gaps are for our research.

NOTE Confidence: 0.9336907

00:27:13.980 --> 00:27:16.508 We do need to rethink that and what

NOTE Confidence: 0.9336907

00:27:16.508 --> 00:27:19.188 are our opportunities and Tom will

NOTE Confidence: 0.9336907

00:27:19.188 --> 00:27:21.204 bring it together a committee and

NOTE Confidence: 0.9336907

00:27:21.204 --> 00:27:23.100 hopefully we'll get to a SMART goal
NOTE Confidence: 0.9336907

00:27:23.100 --> 00:27:25.230 and then the continuing strengthening
NOTE Confidence: 0.9336907

00:27:25.230 --> 00:27:26.934 the research clinical interface.
NOTE Confidence: 0.92681736

00:27:32.500 --> 00:27:34.740 So I'm going to make a point.
NOTE Confidence: 0.92681736

00:27:34.740 --> 00:27:37.620 I think probably in the last three years,
NOTE Confidence: 0.92681736

00:27:37.620 --> 00:27:42.010 maybe last two, COVID time tends to blur.
NOTE Confidence: 0.92681736

00:27:42.010 --> 00:27:45.209 I've always begun with our clinical mission,
NOTE Confidence: 0.92681736

00:27:45.210 --> 00:27:48.690 always have talked a lot about that,
NOTE Confidence: 0.92681736

00:27:48.690 --> 00:27:50.030 then gone to research,
NOTE Confidence: 0.92681736

00:27:50.030 --> 00:27:51.370 then gone to education.
NOTE Confidence: 0.92681736

00:27:51.370 --> 00:27:54.322 I very intentionally flipped it because
NOTE Confidence: 0.92681736

00:27:54.322 --> 00:27:56.818 one of the things that I'm quite worried
NOTE Confidence: 0.92681736

00:27:56.818 --> 00:28:00.805 about is that it can be all consuming.
NOTE Confidence: 0.92681736

00:28:00.810 --> 00:28:02.520 We talk an enormous amount
NOTE Confidence: 0.92681736

00:28:02.520 --> 00:28:03.888 about our clinical mission.
NOTE Confidence: 0.92681736

00:28:03.890 --> 00:28:05.470 It is all consuming.

NOTE Confidence: 0.92681736

00:28:05.470 --> 00:28:07.840 There's a lot on our minds,

NOTE Confidence: 0.92681736

00:28:07.840 --> 00:28:10.594 and there are a number of synonyms for that.

NOTE Confidence: 0.92681736

00:28:10.600 --> 00:28:13.576 Fervent compassion, intense,

NOTE Confidence: 0.92681736

00:28:13.576 --> 00:28:15.560 frantic, even.

NOTE Confidence: 0.92681736

00:28:15.560 --> 00:28:18.794 But I wanted to reverse the order.

NOTE Confidence: 0.92681736

00:28:18.800 --> 00:28:20.534 Now, it doesn't mean I'm not

NOTE Confidence: 0.92681736

00:28:20.534 --> 00:28:22.000 going to talk about our,

NOTE Confidence: 0.92681736

00:28:22.000 --> 00:28:24.100 but it's really important that we

NOTE Confidence: 0.92681736

00:28:24.100 --> 00:28:25.956 maintain the balance and integration

NOTE Confidence: 0.92681736

00:28:25.956 --> 00:28:27.916 across all of our missions.

NOTE Confidence: 0.92681736

00:28:27.920 --> 00:28:30.872 I worry a lot that by being so all

NOTE Confidence: 0.92681736

00:28:30.872 --> 00:28:33.657 consumed about all of the changes

NOTE Confidence: 0.92681736

00:28:33.657 --> 00:28:35.557 happening in academic medicine,

NOTE Confidence: 0.92681736

00:28:35.560 --> 00:28:38.546 that oftentimes it feels as if we are

NOTE Confidence: 0.92681736

00:28:38.546 --> 00:28:40.597 not talking as much about our research,

NOTE Confidence: 0.92681736

00:28:40.600 --> 00:28:42.620 we're talking as much about
NOTE Confidence: 0.92681736

00:28:42.620 --> 00:28:44.236 our education of anyone.
NOTE Confidence: 0.92681736

00:28:44.240 --> 00:28:46.796 So I don't mean to be flippant to you,
NOTE Confidence: 0.92681736

00:28:46.800 --> 00:28:49.525 but it is really important
NOTE Confidence: 0.92681736

00:28:49.525 --> 00:28:51.160 to integrate prompts.
NOTE Confidence: 0.92681736

00:28:51.160 --> 00:28:54.120 That having been said,
NOTE Confidence: 0.92681736

00:28:54.120 --> 00:28:57.240 there is a tremendous plentiful need.
NOTE Confidence: 0.92681736

00:28:57.240 --> 00:28:59.768 The plentiful need is still great.
NOTE Confidence: 0.92681736

00:28:59.768 --> 00:29:01.560 I look to Michelle,
NOTE Confidence: 0.92681736

00:29:01.560 --> 00:29:02.812 I look to Aaron,
NOTE Confidence: 0.92681736

00:29:02.812 --> 00:29:06.170 I look to Young as our clinical team,
NOTE Confidence: 0.92681736

00:29:06.170 --> 00:29:09.046 clinical leadership team as you can read.
NOTE Confidence: 0.92681736

00:29:09.046 --> 00:29:10.990 And there's still a dramatic increase
NOTE Confidence: 0.92681736

00:29:11.050 --> 00:29:12.910 in emergency department visits,
NOTE Confidence: 0.92681736

00:29:12.910 --> 00:29:15.575 behavioral health and primary care
NOTE Confidence: 0.92681736

00:29:15.575 --> 00:29:18.101 dramatically increased and up in

NOTE Confidence: 0.92681736
00:29:18.101 --> 00:29:19.274 eating disorder, suicidality,
NOTE Confidence: 0.92681736
00:29:19.274 --> 00:29:21.229 all of you immersed clinically.
NOTE Confidence: 0.92681736
00:29:21.230 --> 00:29:24.526 I do not need to go into the
NOTE Confidence: 0.92681736
00:29:24.526 --> 00:29:26.490 specific details and then we
NOTE Confidence: 0.92681736
00:29:26.490 --> 00:29:28.390 have the wait list reality.
NOTE Confidence: 0.92681736
00:29:28.390 --> 00:29:30.038 We cannot serve everyone
NOTE Confidence: 0.92681736
00:29:30.038 --> 00:29:33.020 coming to us in a timely life.
NOTE Confidence: 0.92681736
00:29:33.020 --> 00:29:36.044 We do have a clinical enormous
NOTE Confidence: 0.92681736
00:29:36.044 --> 00:29:39.455 need that we are struggling to
NOTE Confidence: 0.92681736
00:29:39.455 --> 00:29:41.285 meet and we've asked this question
NOTE Confidence: 0.92681736
00:29:41.285 --> 00:29:42.860 now in the last few months.
NOTE Confidence: 0.92681736
00:29:42.860 --> 00:29:44.474 I think we should just agree
NOTE Confidence: 0.92681736
00:29:44.474 --> 00:29:46.059 that it's no longer a surge,
NOTE Confidence: 0.92681736
00:29:46.060 --> 00:29:48.220 that it is the new normal,
NOTE Confidence: 0.92681736
00:29:48.220 --> 00:29:49.980 that there are actually many,
NOTE Confidence: 0.92681736

00:29:49.980 --> 00:29:52.480 many more children and adolescents
NOTE Confidence: 0.92681736

00:29:52.480 --> 00:29:55.404 with mental health needs that have
NOTE Confidence: 0.92681736

00:29:55.404 --> 00:29:58.491 been so in the last over the last year.
NOTE Confidence: 0.92681736

00:29:58.500 --> 00:29:59.500 It is the new normal.
NOTE Confidence: 0.93500894

00:30:02.480 --> 00:30:04.576 At the same time, I think we've actually
NOTE Confidence: 0.93500894

00:30:04.576 --> 00:30:07.028 done a pretty good job of really defining
NOTE Confidence: 0.93500894

00:30:07.028 --> 00:30:09.260 what is our continuum of clinical care
NOTE Confidence: 0.93500894

00:30:09.260 --> 00:30:11.114 and we actually have a continuum.
NOTE Confidence: 0.93500894

00:30:11.120 --> 00:30:13.040 So we have inpatient psychiatry.
NOTE Confidence: 0.93500894

00:30:13.040 --> 00:30:14.960 We had our Winchester one unit,
NOTE Confidence: 0.93500894

00:30:14.960 --> 00:30:17.200 we have CL and Pediatrics.
NOTE Confidence: 0.93500894

00:30:17.200 --> 00:30:19.420 We are now embedding Pediatrics
NOTE Confidence: 0.93500894

00:30:19.420 --> 00:30:21.640 psychology and Pediatrics of specialty.
NOTE Confidence: 0.93500894

00:30:21.640 --> 00:30:23.815 We also embedded in primary
NOTE Confidence: 0.93500894

00:30:23.815 --> 00:30:25.555 care when Dorothy's leadership,
NOTE Confidence: 0.93500894

00:30:25.560 --> 00:30:28.150 we have access mental health

NOTE Confidence: 0.93500894

00:30:28.150 --> 00:30:29.704 linking to pediatricians.

NOTE Confidence: 0.93500894

00:30:29.710 --> 00:30:32.176 We have our outpatient behavioral health

NOTE Confidence: 0.93500894

00:30:32.176 --> 00:30:33.760 services, treatment and assessment.

NOTE Confidence: 0.93500894

00:30:33.760 --> 00:30:35.710 We have our income services,

NOTE Confidence: 0.93500894

00:30:35.710 --> 00:30:37.278 our Children's Day hospital,

NOTE Confidence: 0.93500894

00:30:37.278 --> 00:30:39.630 our emergency room and there is

NOTE Confidence: 0.93500894

00:30:39.695 --> 00:30:41.590 a flow across these services.

NOTE Confidence: 0.93500894

00:30:41.590 --> 00:30:43.350 Could we strengthen that continuum?

NOTE Confidence: 0.93500894

00:30:43.350 --> 00:30:44.370 Yes, we can.

NOTE Confidence: 0.93500894

00:30:44.370 --> 00:30:47.230 Can we make it a more seamless flow?

NOTE Confidence: 0.93500894

00:30:47.230 --> 00:30:51.829 We can, but we do actually have a continuum.

NOTE Confidence: 0.93500894

00:30:51.830 --> 00:30:53.790 These are some of the clinical highlights of

NOTE Confidence: 0.933941933846154

00:30:55.910 --> 00:30:58.150 2022-2023. So we have increasing

NOTE Confidence: 0.933941933846154

00:30:58.150 --> 00:30:59.942 our collaborations with Pediatrics

NOTE Confidence: 0.933941933846154

00:30:59.942 --> 00:31:01.778 for access mental health.

NOTE Confidence: 0.933941933846154

00:31:01.780 --> 00:31:05.420 You can see over about 11,000 consultations

NOTE Confidence: 0.933941933846154

00:31:05.420 --> 00:31:09.940 in 2022 roughly a little over 2000.

NOTE Confidence: 0.933941933846154

00:31:09.940 --> 00:31:11.659 You need you.

NOTE Confidence: 0.933941933846154

00:31:11.660 --> 00:31:13.790 We're doing a training for pediatricians

NOTE Confidence: 0.933941933846154

00:31:13.790 --> 00:31:15.717 with our colleagues in Pediatrics

NOTE Confidence: 0.933941933846154

00:31:15.717 --> 00:31:17.932 to improve their behavioral health

NOTE Confidence: 0.933941933846154

00:31:17.932 --> 00:31:21.140 knowledge and impact the end the

NOTE Confidence: 0.933941933846154

00:31:21.140 --> 00:31:24.866 the entry into that continuum care.

NOTE Confidence: 0.933941933846154

00:31:24.870 --> 00:31:27.318 We've had some grant awards around

NOTE Confidence: 0.933941933846154

00:31:27.318 --> 00:31:28.950 behavioral health urgent care.

NOTE Confidence: 0.933941933846154

00:31:28.950 --> 00:31:31.422 DCF gave us a grant to build an

NOTE Confidence: 0.933941933846154

00:31:31.422 --> 00:31:33.344 urgent care center that will

NOTE Confidence: 0.933941933846154

00:31:33.344 --> 00:31:35.395 come online around late 2024,

NOTE Confidence: 0.933941933846154

00:31:35.395 --> 00:31:36.205 early 2025,

NOTE Confidence: 0.933941933846154

00:31:36.205 --> 00:31:39.602 a zero suicide grant so that we can

NOTE Confidence: 0.933941933846154

00:31:39.602 --> 00:31:42.434 actually really think I'm more carefully

NOTE Confidence: 0.933941933846154
00:31:42.434 --> 00:31:45.670 about how to intervene and address
NOTE Confidence: 0.933941933846154
00:31:45.670 --> 00:31:49.038 the increase in suicidality program growth.
NOTE Confidence: 0.933941933846154
00:31:49.038 --> 00:31:50.610 The day hospital,
NOTE Confidence: 0.933941933846154
00:31:50.610 --> 00:31:52.086 we have a children's day hospital
NOTE Confidence: 0.933941933846154
00:31:52.086 --> 00:31:53.770 now on the first floor of 350.
NOTE Confidence: 0.933941933846154
00:31:53.770 --> 00:31:54.250 George,
NOTE Confidence: 0.933941933846154
00:31:54.250 --> 00:31:56.170 I'll show his pictures.
NOTE Confidence: 0.933941933846154
00:31:56.170 --> 00:31:57.886 We're getting again as I've said,
NOTE Confidence: 0.933941933846154
00:31:57.890 --> 00:31:59.843 pediatric psychologist using
NOTE Confidence: 0.933941933846154
00:31:59.843 --> 00:32:03.040 telehealth to reach families and then
NOTE Confidence: 0.933941933846154
00:32:03.040 --> 00:32:04.810 going back to climate and culture.
NOTE Confidence: 0.933941933846154
00:32:04.810 --> 00:32:06.142 We've addressed salary equity.
NOTE Confidence: 0.933941933846154
00:32:06.142 --> 00:32:08.238 There's more to be done but
NOTE Confidence: 0.933941933846154
00:32:08.238 --> 00:32:10.378 address salary equity with our
NOTE Confidence: 0.933941933846154
00:32:10.378 --> 00:32:13.096 Master's level clinicians and had a
NOTE Confidence: 0.933941933846154

00:32:13.096 --> 00:32:14.968 inaugural Clinical Excellence award.
NOTE Confidence: 0.933941933846154

00:32:14.970 --> 00:32:17.560 So even in the midst of all
NOTE Confidence: 0.933941933846154

00:32:17.560 --> 00:32:18.670 that clinical need,
NOTE Confidence: 0.933941933846154

00:32:18.670 --> 00:32:22.226 there's a lot that's happened that's good.
NOTE Confidence: 0.933941933846154

00:32:22.230 --> 00:32:24.030 And here's just some pictures
NOTE Confidence: 0.933941933846154

00:32:24.030 --> 00:32:25.830 from the Children's Day hospital
NOTE Confidence: 0.933941933846154

00:32:25.830 --> 00:32:28.105 and to make the point that we
NOTE Confidence: 0.933941933846154

00:32:28.105 --> 00:32:29.736 are supporting the continuum
NOTE Confidence: 0.933941933846154

00:32:29.736 --> 00:32:32.068 care through physical colocation.
NOTE Confidence: 0.933941933846154

00:32:32.070 --> 00:32:35.150 Being together in one space really does
NOTE Confidence: 0.933941933846154

00:32:35.150 --> 00:32:38.080 impact how you think about clinical
NOTE Confidence: 0.933941933846154

00:32:38.080 --> 00:32:40.690 care and very grateful to yarn for
NOTE Confidence: 0.933941933846154

00:32:40.690 --> 00:32:42.989 his efforts in making this happen.
NOTE Confidence: 0.94067055

00:32:45.550 --> 00:32:48.050 At the same time,
NOTE Confidence: 0.94067055

00:32:48.050 --> 00:32:49.970 we do have a clinical financial,
NOTE Confidence: 0.94067055

00:32:49.970 --> 00:32:53.930 yeah, behavioral health does not pay.

NOTE Confidence: 0.94067055

00:32:53.930 --> 00:32:55.330 So in fiscal year 22,

NOTE Confidence: 0.94067055

00:32:55.330 --> 00:32:57.325 we had a \$6 million deficit that

NOTE Confidence: 0.94067055

00:32:57.325 --> 00:32:59.152 was covered by ill medicine for

NOTE Confidence: 0.94067055

00:32:59.152 --> 00:33:01.273 the reasons that many of you have

NOTE Confidence: 0.94067055

00:33:01.337 --> 00:33:04.530 heard me talk about too much,

NOTE Confidence: 0.94067055

00:33:04.530 --> 00:33:06.695 91 percent or overnight hopes

NOTE Confidence: 0.94067055

00:33:06.695 --> 00:33:09.350 are over 90% of our clinical

NOTE Confidence: 0.94067055

00:33:09.350 --> 00:33:11.570 expenses are salaries and benefits

NOTE Confidence: 0.94067055

00:33:11.570 --> 00:33:14.710 and also our space cost.

NOTE Confidence: 0.94067055

00:33:14.710 --> 00:33:16.510 The reality that we've talked about a lot,

NOTE Confidence: 0.94067055

00:33:16.510 --> 00:33:19.590 the commercial payers don't cover the cost.

NOTE Confidence: 0.94067055

00:33:19.590 --> 00:33:21.070 And then our patient population,

NOTE Confidence: 0.94067055

00:33:21.070 --> 00:33:23.046 while it is going down as

NOTE Confidence: 0.94067055

00:33:23.046 --> 00:33:24.070 my colleagues and your,

NOTE Confidence: 0.94067055

00:33:24.070 --> 00:33:26.590 our colleagues and your medicine to say,

NOTE Confidence: 0.94067055

00:33:26.590 --> 00:33:29.908 don't necessarily have an optimal payer mix,
NOTE Confidence: 0.94067055

00:33:29.910 --> 00:33:34.146 we still serve more vulnerable families.
NOTE Confidence: 0.94067055

00:33:34.150 --> 00:33:35.509 So in January,
NOTE Confidence: 0.94067055

00:33:35.509 --> 00:33:38.680 I asked us to think about these
NOTE Confidence: 0.94067055

00:33:38.783 --> 00:33:42.070 questions and these are still questions.
NOTE Confidence: 0.94067055

00:33:42.070 --> 00:33:44.860 What kind of practice do we want to have?
NOTE Confidence: 0.94067055

00:33:44.860 --> 00:33:48.136 Where are, What is our expertise?
NOTE Confidence: 0.94067055

00:33:48.140 --> 00:33:49.815 What's our unique niche as
NOTE Confidence: 0.94067055

00:33:49.815 --> 00:33:50.820 a clinical service?
NOTE Confidence: 0.94067055

00:33:50.820 --> 00:33:53.340 What are our metrics of excellence?
NOTE Confidence: 0.94067055

00:33:53.340 --> 00:33:55.190 These are the questions I
NOTE Confidence: 0.94067055

00:33:55.190 --> 00:33:57.500 asked us to think about then.
NOTE Confidence: 0.94067055

00:33:57.500 --> 00:34:01.380 And in March this year, well,
NOTE Confidence: 0.94067055

00:34:01.380 --> 00:34:03.616 we began in December of 2022,
NOTE Confidence: 0.94067055

00:34:03.616 --> 00:34:06.108 we actually had a series of work
NOTE Confidence: 0.94067055

00:34:06.108 --> 00:34:08.398 groups and consultations with Doctor

NOTE Confidence: 0.94067055

00:34:08.398 --> 00:34:10.898 Ken Craft about our practice,

NOTE Confidence: 0.94067055

00:34:10.900 --> 00:34:14.905 came up with a final report in March 23,

NOTE Confidence: 0.94067055

00:34:14.910 --> 00:34:16.743 started implementing April,

NOTE Confidence: 0.94067055

00:34:16.743 --> 00:34:19.187 spring into the summer.

NOTE Confidence: 0.94067055

00:34:19.190 --> 00:34:20.470 And then something happened

NOTE Confidence: 0.9297616

00:34:22.870 --> 00:34:24.592 and that's called the new funds

NOTE Confidence: 0.9297616

00:34:24.592 --> 00:34:26.630 flow model with a health system.

NOTE Confidence: 0.9297616

00:34:26.630 --> 00:34:28.907 I am not going to go deeply into that,

NOTE Confidence: 0.9297616

00:34:28.910 --> 00:34:31.682 but I'm going to introduce you to it because

NOTE Confidence: 0.9297616

00:34:31.682 --> 00:34:34.346 it has tremendous implications for us.

NOTE Confidence: 0.9297616

00:34:34.350 --> 00:34:35.646 We're still implementing.

NOTE Confidence: 0.9297616

00:34:35.646 --> 00:34:39.869 But let me tell you what the funds flow is.

NOTE Confidence: 0.9297616

00:34:39.870 --> 00:34:44.268 What in the world is funds flow and doing?

NOTE Confidence: 0.9297616

00:34:44.268 --> 00:34:46.588 How many of you manage

NOTE Confidence: 0.9297616

00:34:46.588 --> 00:34:47.980 your personal accounts?

NOTE Confidence: 0.9297616

00:34:47.980 --> 00:34:49.420 You have money coming in.
NOTE Confidence: 0.9297616

00:34:49.420 --> 00:34:51.485 You have money going up, basically.
NOTE Confidence: 0.9297616

00:34:51.485 --> 00:34:52.880 That's fun, Slow.
NOTE Confidence: 0.9297616

00:34:52.880 --> 00:34:54.740 It's slightly more complicated
NOTE Confidence: 0.9297616

00:34:54.740 --> 00:34:57.920 though with our health system and I
NOTE Confidence: 0.9297616

00:34:57.920 --> 00:35:01.100 showed you this diagram many times.
NOTE Confidence: 0.9297616

00:35:01.100 --> 00:35:03.773 We are a part of the School of Medicine.
NOTE Confidence: 0.9297616

00:35:03.780 --> 00:35:05.460 The School of Medicine is
NOTE Confidence: 0.9297616

00:35:05.460 --> 00:35:07.140 a part of your university.
NOTE Confidence: 0.9297616

00:35:07.140 --> 00:35:09.135 Separate entity is Yale New
NOTE Confidence: 0.9297616

00:35:09.135 --> 00:35:11.705 Haven Health or Yale New Haven
NOTE Confidence: 0.9297616

00:35:11.705 --> 00:35:14.195 Hospital right across the street.
NOTE Confidence: 0.9297616

00:35:14.200 --> 00:35:17.506 This arrow is the relationship between
NOTE Confidence: 0.9297616

00:35:17.506 --> 00:35:22.000 these two systems and that's funds flow.
NOTE Confidence: 0.9297616

00:35:22.000 --> 00:35:24.060 The health system purchases
NOTE Confidence: 0.9297616

00:35:24.060 --> 00:35:26.120 services if you will,

NOTE Confidence: 0.9297616

00:35:26.120 --> 00:35:28.280 from the medical school

NOTE Confidence: 0.9297616

00:35:28.280 --> 00:35:31.200 and that's how funds flow.

NOTE Confidence: 0.9297616

00:35:31.200 --> 00:35:32.512 But historically,

NOTE Confidence: 0.9297616

00:35:32.512 --> 00:35:35.136 historically that was done

NOTE Confidence: 0.9297616

00:35:35.136 --> 00:35:37.760 in the following way.

NOTE Confidence: 0.9297616

00:35:37.760 --> 00:35:40.199 Don't try to read all the details on this,

NOTE Confidence: 0.9297616

00:35:40.200 --> 00:35:44.520 just take, just take the visual image.

NOTE Confidence: 0.9297616

00:35:44.520 --> 00:35:48.030 It was actually done by individually

NOTE Confidence: 0.9297616

00:35:48.030 --> 00:35:49.765 negotiated agreements between

NOTE Confidence: 0.9297616

00:35:49.765 --> 00:35:51.460 departments and subsections.

NOTE Confidence: 0.9297616

00:35:51.460 --> 00:35:55.744 There are over 200 of those individually

NOTE Confidence: 0.9297616

00:35:55.744 --> 00:35:58.804 negotiated agreements was not based

NOTE Confidence: 0.9297616

00:35:58.804 --> 00:36:01.453 on clinical need necessarily and

NOTE Confidence: 0.9297616

00:36:01.453 --> 00:36:02.918 those agreements stayed in place.

NOTE Confidence: 0.9297616

00:36:02.920 --> 00:36:06.700 It's an incredibly inefficient system.

NOTE Confidence: 0.9297616

00:36:06.700 --> 00:36:09.486 So where we are right now in
NOTE Confidence: 0.9297616

00:36:09.486 --> 00:36:12.180 a new infra model is this.
NOTE Confidence: 0.9297616

00:36:12.180 --> 00:36:15.771 And by the way behavioral health was
NOTE Confidence: 0.9297616

00:36:15.771 --> 00:36:18.500 historically underfunded and disagreements.
NOTE Confidence: 0.9297616

00:36:18.500 --> 00:36:21.244 So here are the key points about
NOTE Confidence: 0.9297616

00:36:21.244 --> 00:36:24.057 funds flow to know right now and
NOTE Confidence: 0.9297616

00:36:24.057 --> 00:36:26.556 that is first that funds now don't
NOTE Confidence: 0.9297616

00:36:26.556 --> 00:36:29.059 flow by individual agreements,
NOTE Confidence: 0.9297616

00:36:29.060 --> 00:36:31.412 but they come from the hospital
NOTE Confidence: 0.9297616

00:36:31.412 --> 00:36:34.056 to the medical school based on
NOTE Confidence: 0.9297616

00:36:34.056 --> 00:36:36.208 the number of patients,
NOTE Confidence: 0.9297616

00:36:36.210 --> 00:36:41.490 based on the clinical need, pretty logical.
NOTE Confidence: 0.9297616

00:36:41.490 --> 00:36:42.474 The more patients,
NOTE Confidence: 0.9297616

00:36:42.474 --> 00:36:45.450 the more you need to see those patients,
NOTE Confidence: 0.9297616

00:36:45.450 --> 00:36:47.650 very logical.
NOTE Confidence: 0.9297616

00:36:47.650 --> 00:36:49.305 Their fixed costs like the

NOTE Confidence: 0.9297616

00:36:49.305 --> 00:36:51.443 space costs that I mentioned are

NOTE Confidence: 0.9297616

00:36:51.443 --> 00:36:53.127 transferred and paid centrally.

NOTE Confidence: 0.9297616

00:36:53.130 --> 00:36:56.245 So that comes off of our goals.

NOTE Confidence: 0.9297616

00:36:56.250 --> 00:36:58.535 Our clinical revenue here to

NOTE Confidence: 0.9297616

00:36:58.535 --> 00:37:00.363 heretofore was actually taxed,

NOTE Confidence: 0.9297616

00:37:00.370 --> 00:37:01.813 no longer taxed.

NOTE Confidence: 0.9297616

00:37:01.813 --> 00:37:05.180 We are paid for the patients we

NOTE Confidence: 0.9297616

00:37:05.289 --> 00:37:07.510 see and so far it's September,

NOTE Confidence: 0.9297616

00:37:07.510 --> 00:37:09.430 funds flow started in July.

NOTE Confidence: 0.9297616

00:37:09.430 --> 00:37:13.189 So far it looks positive for us.

NOTE Confidence: 0.9297616

00:37:13.190 --> 00:37:15.470 That really actually looks positive.

NOTE Confidence: 0.9297616

00:37:15.470 --> 00:37:18.585 Now I am more than 30,000 feet.

NOTE Confidence: 0.9297616

00:37:18.590 --> 00:37:20.170 And in September, October,

NOTE Confidence: 0.9297616

00:37:20.170 --> 00:37:21.750 I'm going to offer,

NOTE Confidence: 0.9297616

00:37:21.750 --> 00:37:24.262 we are going to offer a number of

NOTE Confidence: 0.9297616

00:37:24.262 --> 00:37:26.750 really detailed workshops on the funds flow,

NOTE Confidence: 0.9297616

00:37:26.750 --> 00:37:27.790 showing you is the ACT,

NOTE Confidence: 0.9297616

00:37:27.790 --> 00:37:29.578 the numbers showing you what we

NOTE Confidence: 0.9297616

00:37:29.578 --> 00:37:31.579 are seeing in the first quarter

NOTE Confidence: 0.9297616

00:37:31.579 --> 00:37:33.444 and the early second quarter,

NOTE Confidence: 0.9297616

00:37:33.450 --> 00:37:36.090 showing you how it is impacting

NOTE Confidence: 0.9297616

00:37:36.090 --> 00:37:38.490 us and the implications for us.

NOTE Confidence: 0.9297616

00:37:38.490 --> 00:37:41.500 But that has actually changed how we

NOTE Confidence: 0.9297616

00:37:41.500 --> 00:37:44.369 think about our clinical practice.

NOTE Confidence: 0.9297616

00:37:44.370 --> 00:37:46.355 That doesn't mean even though

NOTE Confidence: 0.9297616

00:37:46.355 --> 00:37:48.890 I put 4 red asterisks there,

NOTE Confidence: 0.9297616

00:37:48.890 --> 00:37:50.954 it doesn't actually mean that we

NOTE Confidence: 0.9297616

00:37:50.954 --> 00:37:53.049 shouldn't be thinking about how we

NOTE Confidence: 0.9297616

00:37:53.049 --> 00:37:54.689 think about our clinical practice

NOTE Confidence: 0.9297616

00:37:54.690 --> 00:37:56.305 and what are the additional

NOTE Confidence: 0.9297616

00:37:56.305 --> 00:37:58.910 things that we can do to have the

NOTE Confidence: 0.9297616

00:37:58.910 --> 00:38:00.752 practice that we want to have.

NOTE Confidence: 0.9297616

00:38:00.760 --> 00:38:03.040 And so here are some of

NOTE Confidence: 0.9297616

00:38:03.040 --> 00:38:04.560 the clinical goals for

NOTE Confidence: 0.93806046

00:38:04.560 --> 00:38:06.792 2023-2024. Besides really

NOTE Confidence: 0.93806046

00:38:06.792 --> 00:38:08.280 understanding Punsville,

NOTE Confidence: 0.93806046

00:38:08.280 --> 00:38:09.935 the 1st is focusing more

NOTE Confidence: 0.93806046

00:38:09.935 --> 00:38:12.040 on what we do really well,

NOTE Confidence: 0.93806046

00:38:12.040 --> 00:38:12.822 comprehensive assessments.

NOTE Confidence: 0.93806046

00:38:12.822 --> 00:38:15.559 We are known across the world and

NOTE Confidence: 0.93806046

00:38:15.559 --> 00:38:17.786 the country For the comprehensive

NOTE Confidence: 0.93806046

00:38:17.786 --> 00:38:19.558 assessments that we provide.

NOTE Confidence: 0.93806046

00:38:19.560 --> 00:38:21.160 We already do short term

NOTE Confidence: 0.93806046

00:38:21.160 --> 00:38:22.120 evidence based treatments,

NOTE Confidence: 0.93806046

00:38:22.120 --> 00:38:24.031 but making it very clear that this

NOTE Confidence: 0.93806046

00:38:24.031 --> 00:38:26.648 is what we do and then creating

NOTE Confidence: 0.93806046

00:38:26.648 --> 00:38:28.792 referral networks and partnerships
NOTE Confidence: 0.93806046

00:38:28.792 --> 00:38:31.400 if families might need longer.
NOTE Confidence: 0.93806046

00:38:31.400 --> 00:38:33.386 Creating a self paid practice for
NOTE Confidence: 0.93806046

00:38:33.386 --> 00:38:35.482 those things that we cannot build
NOTE Confidence: 0.93806046

00:38:35.482 --> 00:38:37.257 for where there's not building
NOTE Confidence: 0.93806046

00:38:37.257 --> 00:38:39.062 codes for such as executive
NOTE Confidence: 0.93806046

00:38:39.062 --> 00:38:41.084 coaching or such as some aspects
NOTE Confidence: 0.93806046

00:38:41.084 --> 00:38:43.100 of speech and language or any
NOTE Confidence: 0.93806046

00:38:43.100 --> 00:38:45.110 number of those kinds of things
NOTE Confidence: 0.93806046

00:38:45.175 --> 00:38:47.496 that we we know families need but
NOTE Confidence: 0.93806046

00:38:47.496 --> 00:38:50.120 we can't build For continuing to
NOTE Confidence: 0.93806046

00:38:50.120 --> 00:38:52.040 embed psychology and Pediatrics.
NOTE Confidence: 0.93806046

00:38:52.040 --> 00:38:54.140 We have a developmental behavioral
NOTE Confidence: 0.93806046

00:38:54.140 --> 00:38:56.350 pediatrician joining us in November
NOTE Confidence: 0.93806046

00:38:56.350 --> 00:38:58.725 and continuing to grow that,
NOTE Confidence: 0.93806046

00:38:58.730 --> 00:39:00.842 enhancing our telehealth

NOTE Confidence: 0.93806046

00:39:00.842 --> 00:39:03.354 digital interventions and also

NOTE Confidence: 0.93806046

00:39:03.354 --> 00:39:05.562 thinking deeply critically about

NOTE Confidence: 0.93806046

00:39:05.562 --> 00:39:07.770 our measurement based here.

NOTE Confidence: 0.93806046

00:39:07.770 --> 00:39:10.206 We say that we do excellent care,

NOTE Confidence: 0.93806046

00:39:10.210 --> 00:39:12.527 but what are our metrics to that?

NOTE Confidence: 0.93806046

00:39:12.530 --> 00:39:14.250 Remember the theme of accountability.

NOTE Confidence: 0.92621225

00:39:18.130 --> 00:39:21.357 So let me just also pause here.

NOTE Confidence: 0.92621225

00:39:21.360 --> 00:39:22.998 I never want to actually miss.

NOTE Confidence: 0.92621225

00:39:23.000 --> 00:39:24.035 I never want.

NOTE Confidence: 0.92621225

00:39:24.035 --> 00:39:25.760 I've said that gratitude is

NOTE Confidence: 0.92621225

00:39:25.760 --> 00:39:27.798 the way of being grounded.

NOTE Confidence: 0.92621225

00:39:27.800 --> 00:39:29.624 All of you who are seeing

NOTE Confidence: 0.92621225

00:39:29.624 --> 00:39:30.840 patients and seeing them,

NOTE Confidence: 0.92621225

00:39:30.840 --> 00:39:35.464 you are so you see so many people and you

NOTE Confidence: 0.92621225

00:39:35.464 --> 00:39:38.600 carry the burdens of their lives with you.

NOTE Confidence: 0.92621225

00:39:38.600 --> 00:39:41.008 So I want very much to always express
NOTE Confidence: 0.92621225

00:39:41.008 --> 00:39:43.233 my gratitude for the work that you do
NOTE Confidence: 0.92621225

00:39:43.233 --> 00:39:45.239 and to continue to try to do that.
NOTE Confidence: 0.92621225

00:39:45.240 --> 00:39:48.273 We can never thank you enough for doing that.
NOTE Confidence: 0.92621225

00:39:48.280 --> 00:39:48.799 Well, thank you.
NOTE Confidence: 0.92146784

00:39:51.410 --> 00:39:54.210 So just in the last few minutes,
NOTE Confidence: 0.92146784

00:39:54.210 --> 00:39:56.800 I just want to know about education
NOTE Confidence: 0.92146784

00:39:56.800 --> 00:39:58.226 and professional development and
NOTE Confidence: 0.92146784

00:39:58.226 --> 00:40:00.218 IT and that that I will spend less
NOTE Confidence: 0.92146784

00:40:00.218 --> 00:40:02.412 time does not mean that it's less
NOTE Confidence: 0.92146784

00:40:02.412 --> 00:40:05.406 important that an hour is an hour.
NOTE Confidence: 0.92146784

00:40:05.410 --> 00:40:07.530 So here are some of the things that
NOTE Confidence: 0.92146784

00:40:07.530 --> 00:40:09.694 I think that we have done and notice
NOTE Confidence: 0.92146784

00:40:09.694 --> 00:40:11.790 I want to just call out that it's
NOTE Confidence: 0.92146784

00:40:11.859 --> 00:40:13.887 not just education of our fellows,
NOTE Confidence: 0.92146784

00:40:13.890 --> 00:40:16.010 of all of you that we have welcomed,

NOTE Confidence: 0.92146784

00:40:16.010 --> 00:40:18.020 but also the idea of

NOTE Confidence: 0.92146784

00:40:18.020 --> 00:40:18.824 professional development.

NOTE Confidence: 0.92146784

00:40:18.830 --> 00:40:21.308 We do more than run training programs.

NOTE Confidence: 0.92146784

00:40:21.310 --> 00:40:23.840 We actually train people in

NOTE Confidence: 0.92146784

00:40:23.840 --> 00:40:25.414 communities and so we're recruiting.

NOTE Confidence: 0.92146784

00:40:25.414 --> 00:40:27.470 We've had a diverse group of fellows,

NOTE Confidence: 0.92146784

00:40:27.470 --> 00:40:29.190 but as I mentioned earlier,

NOTE Confidence: 0.92146784

00:40:29.190 --> 00:40:31.430 want to work to improve the climate

NOTE Confidence: 0.92146784

00:40:31.430 --> 00:40:33.870 and culture of our training programs.

NOTE Confidence: 0.92146784

00:40:33.870 --> 00:40:35.790 We have well subscribed

NOTE Confidence: 0.92146784

00:40:35.790 --> 00:40:37.230 professional development efforts,

NOTE Confidence: 0.92146784

00:40:37.230 --> 00:40:38.950 but can we do more?

NOTE Confidence: 0.92146784

00:40:38.950 --> 00:40:40.835 I mentioned the behavioral health

NOTE Confidence: 0.92146784

00:40:40.835 --> 00:40:42.343 training for pediatricians and

NOTE Confidence: 0.92146784

00:40:42.343 --> 00:40:44.466 we have we do reach many schools,

NOTE Confidence: 0.92146784

00:40:44.470 --> 00:40:46.636 but what else can we do?

NOTE Confidence: 0.92146784

00:40:46.640 --> 00:40:48.684 So here are some of the things

NOTE Confidence: 0.92146784

00:40:48.684 --> 00:40:50.611 that goals that I would like

NOTE Confidence: 0.92146784

00:40:50.611 --> 00:40:52.404 us to set educationally again,

NOTE Confidence: 0.92146784

00:40:52.404 --> 00:40:55.792 we need to really attend to our

NOTE Confidence: 0.92146784

00:40:55.792 --> 00:40:58.920 climate of our training programs

NOTE Confidence: 0.92146784

00:40:58.920 --> 00:41:00.810 and attend to the heavy clinical

NOTE Confidence: 0.92146784

00:41:00.810 --> 00:41:03.089 demands and always be sure that in

NOTE Confidence: 0.92146784

00:41:03.089 --> 00:41:04.997 the midst of those clinical demands,

NOTE Confidence: 0.92146784

00:41:05.000 --> 00:41:07.718 there's education happening,

NOTE Confidence: 0.92146784

00:41:07.720 --> 00:41:09.176 rebuild a learning community.

NOTE Confidence: 0.92146784

00:41:09.176 --> 00:41:11.360 We've been distanced for a while,

NOTE Confidence: 0.92146784

00:41:11.360 --> 00:41:14.200 how do we rebuild that?

NOTE Confidence: 0.92146784

00:41:14.200 --> 00:41:16.580 I've spoken about this thing and then

NOTE Confidence: 0.92146784

00:41:16.580 --> 00:41:18.220 in January I said that we needed to

NOTE Confidence: 0.92146784

00:41:18.274 --> 00:41:20.049 develop a unifying professional brand.

NOTE Confidence: 0.92146784

00:41:20.050 --> 00:41:22.010 We have not quite gotten there yet,

NOTE Confidence: 0.92146784

00:41:22.010 --> 00:41:24.341 but I want to be sure that every training

NOTE Confidence: 0.92146784

00:41:24.341 --> 00:41:26.445 program we do for people in the community,

NOTE Confidence: 0.92146784

00:41:26.450 --> 00:41:28.767 it's just it's not the same content.

NOTE Confidence: 0.92146784

00:41:28.770 --> 00:41:30.170 But you know when you come here,

NOTE Confidence: 0.92146784

00:41:30.170 --> 00:41:31.890 this is what you get.

NOTE Confidence: 0.92146784

00:41:31.890 --> 00:41:34.698 You can expect it across all

NOTE Confidence: 0.92146784

00:41:34.698 --> 00:41:36.762 of our professional zone okay.

NOTE Confidence: 0.92146784

00:41:36.762 --> 00:41:38.848 I'm not going to spend a lot of time on

NOTE Confidence: 0.92146784

00:41:38.848 --> 00:41:40.408 operation management because you know,

NOTE Confidence: 0.92146784

00:41:40.410 --> 00:41:45.729 sometimes that can be a kind of home go down.

NOTE Confidence: 0.92146784

00:41:45.730 --> 00:41:47.718 But what I really do want to

NOTE Confidence: 0.92146784

00:41:47.718 --> 00:41:48.570 emphasize is this.

NOTE Confidence: 0.92146784

00:41:48.570 --> 00:41:51.328 We're still adjusting to a hybrid world

NOTE Confidence: 0.92146784

00:41:51.330 --> 00:41:53.364 by virtue of the fact that we had a,

NOTE Confidence: 0.92146784

00:41:53.370 --> 00:41:54.624 we were really trying to figure
NOTE Confidence: 0.92146784

00:41:54.624 --> 00:41:56.329 out how to get hybrid on earlier.
NOTE Confidence: 0.92146784

00:41:56.330 --> 00:41:59.165 We're still adjusting to a hybrid world.
NOTE Confidence: 0.92146784

00:41:59.170 --> 00:41:59.986 Interestingly though,
NOTE Confidence: 0.92146784

00:41:59.986 --> 00:42:02.434 there actually have been some surveys
NOTE Confidence: 0.92146784

00:42:02.434 --> 00:42:04.774 just recently that the shift is
NOTE Confidence: 0.92146784

00:42:04.774 --> 00:42:08.030 happening to a preference or in person now.
NOTE Confidence: 0.92146784

00:42:08.030 --> 00:42:09.290 It's not overwhelming.
NOTE Confidence: 0.92146784

00:42:09.290 --> 00:42:12.030 I mean, it's kind of a lie,
NOTE Confidence: 0.92146784

00:42:12.030 --> 00:42:13.680 but actually the really interesting and
NOTE Confidence: 0.92146784

00:42:13.680 --> 00:42:15.950 one survey was this generational difference.
NOTE Confidence: 0.92146784

00:42:15.950 --> 00:42:18.818 It's very interesting that Baby Boomers
NOTE Confidence: 0.92146784

00:42:18.818 --> 00:42:21.950 team still seem to prefer hybrid,
NOTE Confidence: 0.92146784

00:42:21.950 --> 00:42:25.150 whereas younger tend to prefer,
NOTE Confidence: 0.92146784

00:42:25.150 --> 00:42:26.110 at least in this survey,
NOTE Confidence: 0.92146784

00:42:26.110 --> 00:42:26.874 in person.

NOTE Confidence: 0.92146784

00:42:26.874 --> 00:42:29.930 All this is to say is that it's

NOTE Confidence: 0.92146784

00:42:30.022 --> 00:42:32.920 shifting and I think rather than

NOTE Confidence: 0.92146784

00:42:32.920 --> 00:42:35.982 being dichotomous in person or not,

NOTE Confidence: 0.92146784

00:42:35.982 --> 00:42:37.626 virtual or not,

NOTE Confidence: 0.92146784

00:42:37.630 --> 00:42:39.555 we actually need to start

NOTE Confidence: 0.92146784

00:42:39.555 --> 00:42:41.302 thinking about this, adapting,

NOTE Confidence: 0.92146784

00:42:41.302 --> 00:42:43.670 adapting our ways of

NOTE Confidence: 0.92146784

00:42:43.670 --> 00:42:46.038 working together to purpose.

NOTE Confidence: 0.92146784

00:42:46.040 --> 00:42:47.620 When is hybrid better,

NOTE Confidence: 0.92146784

00:42:47.620 --> 00:42:49.595 when is in person better,

NOTE Confidence: 0.92146784

00:42:49.600 --> 00:42:51.070 when is virtual better and

NOTE Confidence: 0.92146784

00:42:51.070 --> 00:42:52.540 what purpose do we have

NOTE Confidence: 0.9328169

00:42:52.600 --> 00:42:53.599 for the meetings.

NOTE Confidence: 0.9328169

00:42:56.120 --> 00:43:00.315 I am going to this this simply to say

NOTE Confidence: 0.9328169

00:43:00.315 --> 00:43:01.899 that there's a lot of organizational

NOTE Confidence: 0.9328169

00:43:01.899 --> 00:43:03.936 work going on and I'll be glad
NOTE Confidence: 0.9328169

00:43:03.936 --> 00:43:06.187 to talk about that maybe in the
NOTE Confidence: 0.9328169

00:43:06.187 --> 00:43:08.920 workshops in September, October,
NOTE Confidence: 0.9328169

00:43:08.920 --> 00:43:12.250 because I really want to get you to this.
NOTE Confidence: 0.9328169

00:43:12.250 --> 00:43:14.880 There's some new offerings in 2023 and
NOTE Confidence: 0.9328169

00:43:14.880 --> 00:43:17.925 Darren David has started a leadership blog.
NOTE Confidence: 0.9328169

00:43:17.930 --> 00:43:21.290 One of the concepts we introduced last year,
NOTE Confidence: 0.9328169

00:43:21.290 --> 00:43:24.566 2022 was the idea of service leadership,
NOTE Confidence: 0.9328169

00:43:24.570 --> 00:43:27.768 service leadership being that my role,
NOTE Confidence: 0.9328169

00:43:27.770 --> 00:43:29.970 anybody in a leadership role,
NOTE Confidence: 0.9328169

00:43:29.970 --> 00:43:31.848 is not to be up here.
NOTE Confidence: 0.9328169

00:43:31.850 --> 00:43:34.730 My role is to serve you.
NOTE Confidence: 0.9328169

00:43:34.730 --> 00:43:37.720 My role is to be sure that you can achieve
NOTE Confidence: 0.9328169

00:43:37.792 --> 00:43:40.914 the goals that you have as a faculty member,
NOTE Confidence: 0.9328169

00:43:40.914 --> 00:43:44.130 as a trainee, as a staff member,
NOTE Confidence: 0.9328169

00:43:44.130 --> 00:43:45.705 that service leadership.

NOTE Confidence: 0.9328169

00:43:45.710 --> 00:43:47.978 Darren has started a leadership block

NOTE Confidence: 0.9328169

00:43:47.978 --> 00:43:50.867 where we start to build out this idea

NOTE Confidence: 0.9328169

00:43:50.870 --> 00:43:53.330 and then we're actually having a

NOTE Confidence: 0.9328169

00:43:53.330 --> 00:43:55.356 lecture series on service leadership.

NOTE Confidence: 0.9328169

00:43:55.356 --> 00:43:57.366 And our inaugural lecturer will

NOTE Confidence: 0.9328169

00:43:57.366 --> 00:43:59.230 be Pam Sutton Wallace,

NOTE Confidence: 0.9328169

00:43:59.230 --> 00:44:00.430 who is the Chief Operating

NOTE Confidence: 0.9328169

00:44:00.430 --> 00:44:01.630 Officer of the health system.

NOTE Confidence: 0.9328169

00:44:01.630 --> 00:44:03.611 It's just so great to have someone

NOTE Confidence: 0.9328169

00:44:03.611 --> 00:44:05.309 from the health system coming.

NOTE Confidence: 0.9328169

00:44:05.310 --> 00:44:07.716 So really do try to come

NOTE Confidence: 0.9328169

00:44:07.716 --> 00:44:09.532 we'll it will be virtual,

NOTE Confidence: 0.9328169

00:44:09.532 --> 00:44:12.896 so easy to sit at your desk and then

NOTE Confidence: 0.9328169

00:44:12.896 --> 00:44:15.464 in the fall going to offer some

NOTE Confidence: 0.9328169

00:44:15.464 --> 00:44:17.480 several workshops on how you think

NOTE Confidence: 0.9328169

00:44:17.550 --> 00:44:20.038 about as we try to be more transparent
NOTE Confidence: 0.9328169

00:44:20.038 --> 00:44:22.040 about roles and responsibilities,
NOTE Confidence: 0.9328169

00:44:22.040 --> 00:44:24.720 workshops on the tool for how you think
NOTE Confidence: 0.9328169

00:44:24.720 --> 00:44:26.839 about roles and responsibilities.
NOTE Confidence: 0.9328169

00:44:26.840 --> 00:44:27.470 And we'll,
NOTE Confidence: 0.9328169

00:44:27.470 --> 00:44:29.675 I'll do my best to make it
NOTE Confidence: 0.9328169

00:44:29.675 --> 00:44:30.959 exciting and engaging.
NOTE Confidence: 0.9328169

00:44:30.960 --> 00:44:34.080 But it's an operational need that we really,
NOTE Confidence: 0.9328169

00:44:34.080 --> 00:44:35.214 as we grow,
NOTE Confidence: 0.9328169

00:44:35.214 --> 00:44:37.854 we need to be clearer about
NOTE Confidence: 0.9328169

00:44:37.854 --> 00:44:40.830 who's responsible for what.
NOTE Confidence: 0.9328169

00:44:40.830 --> 00:44:43.548 And then my thanks to Kristen,
NOTE Confidence: 0.9328169

00:44:43.550 --> 00:44:45.350 Krista is our essential blue.
NOTE Confidence: 0.9328169

00:44:45.350 --> 00:44:48.428 I might need to think of a better metaphor,
NOTE Confidence: 0.9328169

00:44:48.430 --> 00:44:48.886 but Krista,
NOTE Confidence: 0.9328169

00:44:48.886 --> 00:44:51.109 thank you so much for all the work you do.

NOTE Confidence: 0.9328169

00:44:51.110 --> 00:44:52.310 And as I've said,

NOTE Confidence: 0.9328169

00:44:52.310 --> 00:44:53.510 you cannot communicate enough,

NOTE Confidence: 0.9328169

00:44:53.510 --> 00:44:54.934 really can't communicate enough.

NOTE Confidence: 0.9328169

00:44:54.934 --> 00:44:56.714 And thank you for thinking

NOTE Confidence: 0.9328169

00:44:56.714 --> 00:44:58.548 about how we do it more broadly,

NOTE Confidence: 0.9328169

00:44:58.550 --> 00:45:01.210 how we do it more thoroughly and the

NOTE Confidence: 0.9328169

00:45:01.210 --> 00:45:03.790 innovation that you bring to that.

NOTE Confidence: 0.9328169

00:45:03.790 --> 00:45:06.010 So in the last minute,

NOTE Confidence: 0.9328169

00:45:06.010 --> 00:45:06.969 I want to go back to this.

NOTE Confidence: 0.92830384

00:45:09.210 --> 00:45:12.400 So I know a lot is happening and a lot

NOTE Confidence: 0.92830384

00:45:12.486 --> 00:45:15.810 is changing and I wouldn't be surprised,

NOTE Confidence: 0.92830384

00:45:15.810 --> 00:45:19.149 I would not even be insulted if you

NOTE Confidence: 0.92830384

00:45:19.149 --> 00:45:23.718 just sort of way too much probably is.

NOTE Confidence: 0.92830384

00:45:23.718 --> 00:45:25.602 There is a lot happening and

NOTE Confidence: 0.92830384

00:45:25.602 --> 00:45:27.348 there's a lot good happening

NOTE Confidence: 0.92830384

00:45:27.348 --> 00:45:29.442 and there's a lot of challenges.
NOTE Confidence: 0.92830384

00:45:29.450 --> 00:45:31.930 But I want you to remember this message
NOTE Confidence: 0.92830384

00:45:31.930 --> 00:45:34.924 they grounded, expressed gratitude.
NOTE Confidence: 0.92830384

00:45:34.924 --> 00:45:37.546 Come together as much as you
NOTE Confidence: 0.92830384

00:45:37.546 --> 00:45:40.218 can or feel comfortable with.
NOTE Confidence: 0.92830384

00:45:40.220 --> 00:45:42.818 Come together, Connect.
NOTE Confidence: 0.92830384

00:45:42.820 --> 00:45:46.138 Be compassionate for all of us together.
NOTE Confidence: 0.92830384

00:45:46.140 --> 00:45:48.611 Be respectful and we will struggle with
NOTE Confidence: 0.92830384

00:45:48.611 --> 00:45:51.139 defining what this respect actually means.
NOTE Confidence: 0.92830384

00:45:51.140 --> 00:45:54.458 And then listen to one another.
NOTE Confidence: 0.92830384

00:45:54.460 --> 00:45:58.248 On that note, I'm very open for questions,
NOTE Confidence: 0.92830384

00:45:58.248 --> 00:45:58.536 discussion.
NOTE Confidence: 0.92830384

00:45:58.536 --> 00:46:00.552 I know we're right at the hour,
NOTE Confidence: 0.92830384

00:46:00.560 --> 00:46:02.288 but we didn't have the technical
NOTE Confidence: 0.92830384

00:46:02.288 --> 00:46:03.440 flurry in the beginning.
NOTE Confidence: 0.92830384

00:46:03.440 --> 00:46:05.036 So if you actually have time,

NOTE Confidence: 0.92830384

00:46:05.040 --> 00:46:06.472 please any questions, discussions,

NOTE Confidence: 0.92830384

00:46:06.472 --> 00:46:09.244 I'm just really grateful to have you all

NOTE Confidence: 0.92830384

00:46:09.244 --> 00:46:11.239 here and grateful for everything you do.

NOTE Confidence: 0.92830384

00:46:11.240 --> 00:46:12.752 And we'll have a great activity

NOTE Confidence: 0.92830384

00:46:12.752 --> 00:46:13.760 here ahead of us.

NOTE Confidence: 0.92830384

00:46:13.760 --> 00:46:14.120 Thank you.