

WEBVTT

NOTE duration:"01:03:09"

NOTE recognizability:0.896

NOTE language:en-us

NOTE Confidence: 0.816314282857143

00:00:00.000 --> 00:00:03.045 Welcome to the first Grand Rounds of 2024.

NOTE Confidence: 0.816314282857143

00:00:03.045 --> 00:00:06.519 I hope your New Year is off to a good start,

NOTE Confidence: 0.816314282857143

00:00:06.520 --> 00:00:08.146 and on behalf of the entire

NOTE Confidence: 0.816314282857143

00:00:08.146 --> 00:00:08.959 Grand Rounds Committee,

NOTE Confidence: 0.816314282857143

00:00:08.960 --> 00:00:10.437 I think we'll hope for a happy,

NOTE Confidence: 0.816314282857143

00:00:10.440 --> 00:00:12.164 successful, but above all,

NOTE Confidence: 0.816314282857143

00:00:12.164 --> 00:00:14.319 a more peaceful year ahead.

NOTE Confidence: 0.816314282857143

00:00:14.320 --> 00:00:15.839 Now Doctor Mays has been very generous.

NOTE Confidence: 0.816314282857143

00:00:15.840 --> 00:00:18.036 She's given us a couple of moments to get

NOTE Confidence: 0.816314282857143

00:00:18.036 --> 00:00:20.400 us started with our Grand Rounds series,

NOTE Confidence: 0.816314282857143

00:00:20.400 --> 00:00:21.786 and we wanted to start with

NOTE Confidence: 0.816314282857143

00:00:21.786 --> 00:00:23.160 a few words of thanks.

NOTE Confidence: 0.816314282857143

00:00:23.160 --> 00:00:25.038 We wanted to start with gratitude.

NOTE Confidence: 0.816314282857143

00:00:25.040 --> 00:00:26.840 So our first word of thanks goes to you,
NOTE Confidence: 0.816314282857143

00:00:26.840 --> 00:00:29.040 the Child Study Center community.
NOTE Confidence: 0.816314282857143

00:00:29.040 --> 00:00:30.756 Thank you for supporting grand rounds.
NOTE Confidence: 0.816314282857143

00:00:30.760 --> 00:00:32.710 Thank you to everyone who's reached
NOTE Confidence: 0.816314282857143

00:00:32.710 --> 00:00:34.400 out with feedback about talks,
NOTE Confidence: 0.816314282857143

00:00:34.400 --> 00:00:35.884 invited speakers, suggested speakers.
NOTE Confidence: 0.816314282857143

00:00:35.884 --> 00:00:38.645 We really want to encourage more of that
NOTE Confidence: 0.816314282857143

00:00:38.645 --> 00:00:40.876 and Andrews will talk to you a little bit
NOTE Confidence: 0.816314282857143

00:00:40.876 --> 00:00:42.996 more about how you can get more involved.
NOTE Confidence: 0.816314282857143

00:00:43.000 --> 00:00:44.752 We want to make grand rounds
NOTE Confidence: 0.816314282857143

00:00:44.752 --> 00:00:46.440 the best that it can be.
NOTE Confidence: 0.816314282857143

00:00:46.440 --> 00:00:47.772 We wanted to contribute to the
NOTE Confidence: 0.816314282857143

00:00:47.772 --> 00:00:49.360 mission of the Child Studies Center,
NOTE Confidence: 0.816314282857143

00:00:49.360 --> 00:00:51.958 showcasing the best in clinical practice,
NOTE Confidence: 0.816314282857143

00:00:51.960 --> 00:00:54.480 cutting edge research and medical education.
NOTE Confidence: 0.816314282857143

00:00:54.480 --> 00:00:56.040 And to do so,

NOTE Confidence: 0.816314282857143
00:00:56.040 --> 00:00:57.600 we need your help.
NOTE Confidence: 0.816314282857143
00:00:57.600 --> 00:00:59.469 And the second word of thanks goes
NOTE Confidence: 0.816314282857143
00:00:59.469 --> 00:01:01.748 to our Grand Rounds Committee and we
NOTE Confidence: 0.816314282857143
00:01:01.748 --> 00:01:03.866 thought we would take this opportunity
NOTE Confidence: 0.816314282857143
00:01:03.928 --> 00:01:05.659 to introduce you to the committee.
NOTE Confidence: 0.816314282857143
00:01:05.659 --> 00:01:07.570 And so Andrews and I have the
NOTE Confidence: 0.816314282857143
00:01:07.629 --> 00:01:09.719 pleasure working with Julie Chilton,
NOTE Confidence: 0.816314282857143
00:01:09.720 --> 00:01:10.276 Mike Crowley,
NOTE Confidence: 0.816314282857143
00:01:10.276 --> 00:01:10.832 Tara Davila,
NOTE Confidence: 0.816314282857143
00:01:10.832 --> 00:01:12.884 Amanda Lowell and two of our newest
NOTE Confidence: 0.816314282857143
00:01:12.884 --> 00:01:14.834 members of our Grand Rounds committee,
NOTE Confidence: 0.816314282857143
00:01:14.840 --> 00:01:17.840 Jen Reyes and Sarah Sanchez Alonso.
NOTE Confidence: 0.816314282857143
00:01:17.840 --> 00:01:19.820 Sarah is doing some fantastic work
NOTE Confidence: 0.816314282857143
00:01:19.820 --> 00:01:21.140 looking at multimodal imaging
NOTE Confidence: 0.816314282857143
00:01:21.198 --> 00:01:22.800 and developmental neuroscience.
NOTE Confidence: 0.816314282857143

00:01:22.800 --> 00:01:23.730 And of course,
NOTE Confidence: 0.816314282857143

00:01:23.730 --> 00:01:25.590 Chen is doing wonderful work trying
NOTE Confidence: 0.816314282857143

00:01:25.590 --> 00:01:28.037 to assess the socio emotional quality
NOTE Confidence: 0.816314282857143

00:01:28.037 --> 00:01:30.112 of the early childcare environments.
NOTE Confidence: 0.816314282857143

00:01:30.120 --> 00:01:31.248 And so we're delighted to have
NOTE Confidence: 0.816314282857143

00:01:31.248 --> 00:01:32.600 them on board on the committee.
NOTE Confidence: 0.816314282857143

00:01:32.600 --> 00:01:34.287 These are the people that you need
NOTE Confidence: 0.816314282857143

00:01:34.287 --> 00:01:36.728 to reach out to if you want to give
NOTE Confidence: 0.816314282857143

00:01:36.728 --> 00:01:37.836 suggestions about grand rounds.
NOTE Confidence: 0.816314282857143

00:01:37.840 --> 00:01:39.898 And then our final word of thanks
NOTE Confidence: 0.816314282857143

00:01:39.898 --> 00:01:41.799 to Krista Marshizzo and to Una
NOTE Confidence: 0.816314282857143

00:01:41.799 --> 00:01:43.394 Casey for their tremendous support,
NOTE Confidence: 0.816314282857143

00:01:43.400 --> 00:01:45.000 without which grand rounds
NOTE Confidence: 0.816314282857143

00:01:45.000 --> 00:01:46.200 simply wouldn't happen.
NOTE Confidence: 0.816314282857143

00:01:46.200 --> 00:01:48.280 And so now I'll just ask Andreas to come up,
NOTE Confidence: 0.816314282857143

00:01:48.280 --> 00:01:49.323 just a moment to tell you how

NOTE Confidence: 0.816314282857143
00:01:49.323 --> 00:01:50.320 you can get more involved.
NOTE Confidence: 0.908954586666667
00:01:54.320 --> 00:01:55.316 I had three things to say,
NOTE Confidence: 0.908954586666667
00:01:55.320 --> 00:01:57.007 but we're such a well coordinated team
NOTE Confidence: 0.908954586666667
00:01:57.007 --> 00:01:59.206 that I only have two things to say because
NOTE Confidence: 0.908954586666667
00:01:59.206 --> 00:02:01.036 the you mentioned about suggestions.
NOTE Confidence: 0.908954586666667
00:02:01.040 --> 00:02:02.601 You can approach any one of us
NOTE Confidence: 0.908954586666667
00:02:02.601 --> 00:02:03.986 in the grand rounds committee,
NOTE Confidence: 0.908954586666667
00:02:03.986 --> 00:02:06.062 be it with a particular speaker
NOTE Confidence: 0.908954586666667
00:02:06.062 --> 00:02:08.036 you're interested in or a topic
NOTE Confidence: 0.908954586666667
00:02:08.036 --> 00:02:09.200 that you're interested in.
NOTE Confidence: 0.908954586666667
00:02:09.200 --> 00:02:12.010 We put a lot of work and effort as a
NOTE Confidence: 0.908954586666667
00:02:12.097 --> 00:02:14.757 committee to have a broad range of
NOTE Confidence: 0.908954586666667
00:02:14.760 --> 00:02:17.760 interests and topics and speakers
NOTE Confidence: 0.908954586666667
00:02:17.760 --> 00:02:19.476 and that leads to our schedule.
NOTE Confidence: 0.908954586666667
00:02:19.480 --> 00:02:21.552 We think we've put together a very
NOTE Confidence: 0.908954586666667

00:02:21.552 --> 00:02:23.293 nice rich schedule for the coming
NOTE Confidence: 0.908954586666667

00:02:23.293 --> 00:02:26.186 year and we invite you to tell
NOTE Confidence: 0.908954586666667

00:02:26.186 --> 00:02:27.316 you what's happening next week.
NOTE Confidence: 0.908954586666667

00:02:27.320 --> 00:02:28.560 It's going to be a very special one.
NOTE Confidence: 0.908954586666667

00:02:28.560 --> 00:02:30.858 We have Maya Adam from Stanford
NOTE Confidence: 0.908954586666667

00:02:30.858 --> 00:02:32.892 University who has been using
NOTE Confidence: 0.908954586666667

00:02:32.892 --> 00:02:35.017 cartoons and short animated videos
NOTE Confidence: 0.908954586666667

00:02:35.017 --> 00:02:37.560 to take messaging in healthcare,
NOTE Confidence: 0.908954586666667

00:02:37.560 --> 00:02:39.756 including mental healthcare around the globe.
NOTE Confidence: 0.908954586666667

00:02:39.760 --> 00:02:41.344 And many of these videos are
NOTE Confidence: 0.908954586666667

00:02:41.344 --> 00:02:42.400 done not in Hollywood,
NOTE Confidence: 0.908954586666667

00:02:42.400 --> 00:02:45.040 but in Africa and in the global South.
NOTE Confidence: 0.908954586666667

00:02:45.040 --> 00:02:47.638 So it's really important, interesting work.
NOTE Confidence: 0.908954586666667

00:02:47.640 --> 00:02:49.075 And my final point is about attendance.
NOTE Confidence: 0.908954586666667

00:02:49.080 --> 00:02:51.080 Thank you for being here.
NOTE Confidence: 0.908954586666667

00:02:51.080 --> 00:02:53.075 We love having you here in person,

NOTE Confidence: 0.908954586666667
00:02:53.080 --> 00:02:54.512 where you get coffee,
NOTE Confidence: 0.908954586666667
00:02:54.512 --> 00:02:57.487 and having you in Zoom where you don't
NOTE Confidence: 0.908954586666667
00:02:57.487 --> 00:02:59.676 get coffee, And wherever you are,
NOTE Confidence: 0.908954586666667
00:02:59.676 --> 00:03:02.600 we really encourage you to not only come,
NOTE Confidence: 0.908954586666667
00:03:02.600 --> 00:03:04.718 but to participate, to be active.
NOTE Confidence: 0.908954586666667
00:03:04.720 --> 00:03:07.159 There is no question that is a dumb question.
NOTE Confidence: 0.908954586666667
00:03:07.160 --> 00:03:10.000 Our speakers are here to teach us all,
NOTE Confidence: 0.908954586666667
00:03:10.000 --> 00:03:12.142 and whether you make your questions
NOTE Confidence: 0.908954586666667
00:03:12.142 --> 00:03:15.330 on the text or in person, it's great.
NOTE Confidence: 0.908954586666667
00:03:15.330 --> 00:03:17.755 And finally, as you heard,
NOTE Confidence: 0.908954586666667
00:03:17.760 --> 00:03:19.878 we have Cmes and CE us.
NOTE Confidence: 0.908954586666667
00:03:19.880 --> 00:03:21.917 Not this week, but usually we do.
NOTE Confidence: 0.908954586666667
00:03:21.920 --> 00:03:24.352 And thank you to Tara for her valiant
NOTE Confidence: 0.908954586666667
00:03:24.352 --> 00:03:26.520 effort in getting us to CEU Land.
NOTE Confidence: 0.908954586666667
00:03:26.520 --> 00:03:28.480 So without further ado, our chair, Linda.
NOTE Confidence: 0.908954586666667

00:03:28.480 --> 00:03:28.720 Sure.
NOTE Confidence: 0.840146786923077

00:03:34.640 --> 00:03:37.328 Thank you Andres and I also would
NOTE Confidence: 0.840146786923077

00:03:37.328 --> 00:03:39.439 echo gratitude for for so many,
NOTE Confidence: 0.840146786923077

00:03:39.440 --> 00:03:41.771 for all of you on Zoom and for all
NOTE Confidence: 0.840146786923077

00:03:41.771 --> 00:03:44.790 of you coming and let's get going.
NOTE Confidence: 0.840146786923077

00:03:44.790 --> 00:03:46.656 Let me just start.
NOTE Confidence: 0.840146786923077

00:03:46.656 --> 00:03:48.800 So first, I want to welcome
NOTE Confidence: 0.840146786923077

00:03:48.800 --> 00:03:50.720 everyone back from the winter break.
NOTE Confidence: 0.840146786923077

00:03:50.720 --> 00:03:52.920 However you celebrated the holidays,
NOTE Confidence: 0.840146786923077

00:03:52.920 --> 00:03:55.405 I hope that you've had a restful and
NOTE Confidence: 0.840146786923077

00:03:55.405 --> 00:03:57.355 really joyous time and most importantly,
NOTE Confidence: 0.840146786923077

00:03:57.360 --> 00:04:00.036 that you had a restorative time.
NOTE Confidence: 0.840146786923077

00:04:00.040 --> 00:04:02.074 As I've been reflecting on this
NOTE Confidence: 0.840146786923077

00:04:02.074 --> 00:04:04.131 particular time that we just came
NOTE Confidence: 0.840146786923077

00:04:04.131 --> 00:04:06.266 through and the meaning of the
NOTE Confidence: 0.840146786923077

00:04:06.266 --> 00:04:09.402 winter break over these these many,

NOTE Confidence: 0.840146786923077

00:04:09.402 --> 00:04:10.206 many centuries,

NOTE Confidence: 0.840146786923077

00:04:10.206 --> 00:04:13.493 I have some thoughts that I wanted to

NOTE Confidence: 0.840146786923077

00:04:13.493 --> 00:04:16.633 actually begin with that across cultures,

NOTE Confidence: 0.840146786923077

00:04:16.633 --> 00:04:19.237 this time of year,

NOTE Confidence: 0.840146786923077

00:04:19.240 --> 00:04:21.800 beginning with the winter solstice,

NOTE Confidence: 0.840146786923077

00:04:21.800 --> 00:04:23.864 actually represents a time of coming

NOTE Confidence: 0.840146786923077

00:04:23.864 --> 00:04:26.000 from darkness from the darkest day,

NOTE Confidence: 0.840146786923077

00:04:26.000 --> 00:04:28.148 which is December 21st,

NOTE Confidence: 0.840146786923077

00:04:28.148 --> 00:04:30.833 and then emerging into light.

NOTE Confidence: 0.840146786923077

00:04:30.840 --> 00:04:33.196 And really across cultures,

NOTE Confidence: 0.840146786923077

00:04:33.196 --> 00:04:36.730 people represent this time of year

NOTE Confidence: 0.840146786923077

00:04:36.829 --> 00:04:40.456 as a coming from dying into life,

NOTE Confidence: 0.840146786923077

00:04:40.456 --> 00:04:43.918 winter into spring, darkness into light.

NOTE Confidence: 0.840146786923077

00:04:43.918 --> 00:04:46.234 I think that is actually a

NOTE Confidence: 0.840146786923077

00:04:46.234 --> 00:04:48.558 really important metaphor for us.

NOTE Confidence: 0.840146786923077

00:04:48.560 --> 00:04:50.150 And the reason that I actually
NOTE Confidence: 0.840146786923077

00:04:50.150 --> 00:04:52.780 have the image of Stonehenge
NOTE Confidence: 0.840146786923077

00:04:52.780 --> 00:04:55.640 here is it turns out many,
NOTE Confidence: 0.840146786923077

00:04:55.640 --> 00:04:57.998 many centuries ago,
NOTE Confidence: 0.840146786923077

00:04:58.000 --> 00:05:00.760 somehow the people that put Stonehenge
NOTE Confidence: 0.840146786923077

00:05:00.760 --> 00:05:02.796 figured out the winter solstice.
NOTE Confidence: 0.840146786923077

00:05:02.796 --> 00:05:05.400 So the moment of the winter solstice,
NOTE Confidence: 0.840146786923077

00:05:05.400 --> 00:05:07.400 or at the time of the winter solstice,
NOTE Confidence: 0.840146786923077

00:05:07.400 --> 00:05:09.160 the sunset is actually reflected
NOTE Confidence: 0.840146786923077

00:05:09.160 --> 00:05:11.719 in the middle of the two stones,
NOTE Confidence: 0.840146786923077

00:05:11.720 --> 00:05:13.120 then the middle 2 stones.
NOTE Confidence: 0.840146786923077

00:05:13.120 --> 00:05:16.422 The sunset is centered there in the
NOTE Confidence: 0.840146786923077

00:05:16.422 --> 00:05:17.364 summer solstice.
NOTE Confidence: 0.840146786923077

00:05:17.364 --> 00:05:19.719 The sunrise is centered there.
NOTE Confidence: 0.840146786923077

00:05:19.720 --> 00:05:23.350 It's a remarkably enduring mystery of
NOTE Confidence: 0.840146786923077

00:05:23.350 --> 00:05:26.410 how centuries ago people figured this

NOTE Confidence: 0.840146786923077
00:05:26.410 --> 00:05:28.845 out and this particular metaphor of
NOTE Confidence: 0.840146786923077
00:05:28.845 --> 00:05:31.200 both mysteries and darkness into light.
NOTE Confidence: 0.840146786923077
00:05:31.200 --> 00:05:33.085 I think it's highly relevant
NOTE Confidence: 0.840146786923077
00:05:33.085 --> 00:05:34.545 to hear what we do,
NOTE Confidence: 0.840146786923077
00:05:34.545 --> 00:05:36.520 whether we do it in our clinical work,
NOTE Confidence: 0.840146786923077
00:05:36.520 --> 00:05:38.557 whether we do it in our research,
NOTE Confidence: 0.840146786923077
00:05:38.560 --> 00:05:40.597 whether we do it in our education,
NOTE Confidence: 0.840146786923077
00:05:40.600 --> 00:05:43.636 is we're trying to unpack mysteries.
NOTE Confidence: 0.840146786923077
00:05:43.640 --> 00:05:45.360 We're actually bringing people
NOTE Confidence: 0.840146786923077
00:05:45.360 --> 00:05:47.510 sometimes from the darkest moments
NOTE Confidence: 0.840146786923077
00:05:47.510 --> 00:05:49.900 of their life into some lightness
NOTE Confidence: 0.840146786923077
00:05:49.900 --> 00:05:52.840 by the clinical work that we do.
NOTE Confidence: 0.840146786923077
00:05:52.840 --> 00:05:54.928 We're bringing people who are in
NOTE Confidence: 0.840146786923077
00:05:54.928 --> 00:05:57.565 training from their moments of deep
NOTE Confidence: 0.840146786923077
00:05:57.565 --> 00:05:59.764 confusion perhaps into lighter moments
NOTE Confidence: 0.840146786923077

00:05:59.764 --> 00:06:02.760 and clarity and what they will do.

NOTE Confidence: 0.840146786923077

00:06:02.760 --> 00:06:04.758 So this metaphor of darkness into

NOTE Confidence: 0.840146786923077

00:06:04.758 --> 00:06:06.934 light in the winter solstice is one

NOTE Confidence: 0.840146786923077

00:06:06.934 --> 00:06:09.120 that I want us to hold in mind,

NOTE Confidence: 0.840146786923077

00:06:09.120 --> 00:06:10.848 and that I I really do hope you

NOTE Confidence: 0.840146786923077

00:06:10.848 --> 00:06:12.400 had a restorative break,

NOTE Confidence: 0.840146786923077

00:06:12.400 --> 00:06:14.640 but I also hope that you can

NOTE Confidence: 0.840146786923077

00:06:14.640 --> 00:06:17.240 begin to to get this idea of what

NOTE Confidence: 0.840146786923077

00:06:17.240 --> 00:06:18.552 we're moving into light.

NOTE Confidence: 0.840146786923077

00:06:18.560 --> 00:06:21.400 But the other piece I want to say

NOTE Confidence: 0.840146786923077

00:06:21.400 --> 00:06:23.845 about that is that we've also

NOTE Confidence: 0.840146786923077

00:06:23.845 --> 00:06:26.317 come through a pretty dark year,

NOTE Confidence: 0.840146786923077

00:06:26.320 --> 00:06:27.676 and we're saying goodbye to it.

NOTE Confidence: 0.840146786923077

00:06:27.680 --> 00:06:29.092 Actually, pretty dark year.

NOTE Confidence: 0.840146786923077

00:06:29.092 --> 00:06:31.580 A year that's been marked by the

NOTE Confidence: 0.840146786923077

00:06:31.580 --> 00:06:32.480 war in Ukraine,

NOTE Confidence: 0.840146786923077

00:06:32.480 --> 00:06:34.796 by the horrors of October 7th,

NOTE Confidence: 0.840146786923077

00:06:34.800 --> 00:06:36.960 by the war in Gaza,

NOTE Confidence: 0.840146786923077

00:06:36.960 --> 00:06:39.460 by unremitting climate change,

NOTE Confidence: 0.840146786923077

00:06:39.460 --> 00:06:44.488 the fires in Maui, the fires in Canada,

NOTE Confidence: 0.840146786923077

00:06:44.488 --> 00:06:46.256 earthquakes, political divisiveness,

NOTE Confidence: 0.840146786923077

00:06:46.256 --> 00:06:50.232 the hate that spreads across our country.

NOTE Confidence: 0.840146786923077

00:06:50.240 --> 00:06:52.800 But on December 30th,

NOTE Confidence: 0.840146786923077

00:06:52.800 --> 00:06:56.678 Nicholas Kristoff wrote an editorial,

NOTE Confidence: 0.840146786923077

00:06:56.680 --> 00:06:58.054 and the title of his editorial

NOTE Confidence: 0.840146786923077

00:06:58.054 --> 00:06:58.970 is this was a

NOTE Confidence: 0.9007170775

00:06:59.029 --> 00:07:01.184 terrible year, but also maybe one

NOTE Confidence: 0.9007170775

00:07:01.184 --> 00:07:03.320 of the best ones for humanity.

NOTE Confidence: 0.9007170775

00:07:03.320 --> 00:07:04.925 And So what Kristoff reminds

NOTE Confidence: 0.9007170775

00:07:04.925 --> 00:07:07.007 us is also important to this

NOTE Confidence: 0.9007170775

00:07:07.007 --> 00:07:08.639 darkness and light metaphor.

NOTE Confidence: 0.9007170775

00:07:08.640 --> 00:07:11.008 And that is that if we stay in
NOTE Confidence: 0.9007170775

00:07:11.008 --> 00:07:14.078 the darkness, we stay paralyzed.
NOTE Confidence: 0.9007170775

00:07:14.080 --> 00:07:16.294 If we remind ourself only of all the dark
NOTE Confidence: 0.9007170775

00:07:16.294 --> 00:07:18.516 and terrible things that have happened,
NOTE Confidence: 0.9007170775

00:07:18.520 --> 00:07:20.564 we actually stay paralyzed.
NOTE Confidence: 0.9007170775

00:07:20.564 --> 00:07:23.119 But we need to balance,
NOTE Confidence: 0.9007170775

00:07:23.120 --> 00:07:24.500 challenge and hope.
NOTE Confidence: 0.9007170775

00:07:24.500 --> 00:07:26.800 And Kristoff actually remind us,
NOTE Confidence: 0.9007170775

00:07:26.800 --> 00:07:28.600 I really do recommend this,
NOTE Confidence: 0.9007170775

00:07:28.600 --> 00:07:32.030 that in 2023 there were remarkable reductions
NOTE Confidence: 0.9007170775

00:07:32.030 --> 00:07:35.157 in infant mortality across the the world.
NOTE Confidence: 0.9007170775

00:07:35.160 --> 00:07:37.314 There were there were reductions in
NOTE Confidence: 0.9007170775

00:07:37.314 --> 00:07:39.798 children living in poverty across the world.
NOTE Confidence: 0.9007170775

00:07:39.800 --> 00:07:41.568 Debilitating illnesses went down
NOTE Confidence: 0.9007170775

00:07:41.568 --> 00:07:44.705 continue to go down in Illinois in
NOTE Confidence: 0.9007170775

00:07:44.705 --> 00:07:47.060 incidents there were life altering new

NOTE Confidence: 0.9007170775

00:07:47.060 --> 00:07:49.898 vaccines not just the COVID vaccine and

NOTE Confidence: 0.9007170775

00:07:49.898 --> 00:07:51.926 there were changes in treatment for

NOTE Confidence: 0.9007170775

00:07:51.926 --> 00:07:53.799 chronic conditions such as sickle cell.

NOTE Confidence: 0.9007170775

00:07:53.800 --> 00:07:55.438 So this is what I want.

NOTE Confidence: 0.9007170775

00:07:55.440 --> 00:07:55.840 Also,

NOTE Confidence: 0.9007170775

00:07:55.840 --> 00:07:58.240 I realize the beginning in somewhat

NOTE Confidence: 0.9007170775

00:07:58.240 --> 00:08:01.479 of a somber darkness into lightweight,

NOTE Confidence: 0.9007170775

00:08:01.480 --> 00:08:04.776 but would actually like us to keep in

NOTE Confidence: 0.9007170775

00:08:04.776 --> 00:08:07.631 mind managing this challenge between

NOTE Confidence: 0.9007170775

00:08:07.631 --> 00:08:10.920 balancing challenges with optimism.

NOTE Confidence: 0.9007170775

00:08:10.920 --> 00:08:13.314 So I'm going to come back to that metaphor,

NOTE Confidence: 0.9007170775

00:08:13.320 --> 00:08:15.595 but here's where I'd like to go.

NOTE Confidence: 0.9007170775

00:08:15.600 --> 00:08:15.896 First,

NOTE Confidence: 0.9007170775

00:08:15.896 --> 00:08:17.968 I'd like to do some of the

NOTE Confidence: 0.9007170775

00:08:17.968 --> 00:08:18.560 departmental snapshots,

NOTE Confidence: 0.9007170775

00:08:18.560 --> 00:08:21.740 talk about our faculty and the
NOTE Confidence: 0.9007170775

00:08:21.740 --> 00:08:23.714 overall community, our finances,
NOTE Confidence: 0.9007170775

00:08:23.714 --> 00:08:26.404 and add something about the ABC's of
NOTE Confidence: 0.9007170775

00:08:26.404 --> 00:08:28.200 fundraising and why in the world we do it.
NOTE Confidence: 0.9007170775

00:08:28.200 --> 00:08:30.503 Though it may seem like an obvious
NOTE Confidence: 0.9007170775

00:08:30.503 --> 00:08:32.437 question as to why we do it,
NOTE Confidence: 0.9007170775

00:08:32.440 --> 00:08:35.236 remember I do this in September
NOTE Confidence: 0.9007170775

00:08:35.240 --> 00:08:37.040 and do it in January.
NOTE Confidence: 0.9007170775

00:08:37.040 --> 00:08:39.440 So I would like to ask the question
NOTE Confidence: 0.9007170775

00:08:39.440 --> 00:08:41.720 of what's happened since September
NOTE Confidence: 0.9007170775

00:08:41.720 --> 00:08:44.240 and give you an update on that.
NOTE Confidence: 0.9007170775

00:08:44.240 --> 00:08:46.179 Come back to what are the systemic
NOTE Confidence: 0.9007170775

00:08:46.179 --> 00:08:48.105 changes that are happening and the
NOTE Confidence: 0.9007170775

00:08:48.105 --> 00:08:49.835 local changes that are happening,
NOTE Confidence: 0.9007170775

00:08:49.840 --> 00:08:52.157 both of which we are involved in,
NOTE Confidence: 0.9007170775

00:08:52.160 --> 00:08:56.080 one of which we have a bit more control over,

NOTE Confidence: 0.9007170775

00:08:56.080 --> 00:08:58.372 Conclude with the question of what

NOTE Confidence: 0.9007170775

00:08:58.372 --> 00:09:00.885 holds us together and then return

NOTE Confidence: 0.9007170775

00:09:00.885 --> 00:09:03.160 to the theme of September,

NOTE Confidence: 0.9007170775

00:09:03.160 --> 00:09:05.760 which is staying grounded amidst

NOTE Confidence: 0.9007170775

00:09:05.760 --> 00:09:08.360 A tremendous amount of change.

NOTE Confidence: 0.9007170775

00:09:08.360 --> 00:09:10.845 So the first part of the snapshot

NOTE Confidence: 0.9007170775

00:09:10.845 --> 00:09:12.672 is what are we now?

NOTE Confidence: 0.9007170775

00:09:12.672 --> 00:09:13.040 Well,

NOTE Confidence: 0.9007170775

00:09:13.040 --> 00:09:15.650 now we are actually a community

NOTE Confidence: 0.9007170775

00:09:15.650 --> 00:09:17.462 of almost 566 people.

NOTE Confidence: 0.9007170775

00:09:17.462 --> 00:09:20.759 That made me actually quite a surprise.

NOTE Confidence: 0.9007170775

00:09:20.760 --> 00:09:23.077 Over the times that I've been presenting,

NOTE Confidence: 0.9007170775

00:09:23.080 --> 00:09:26.371 we've grown from 500 to 566.

NOTE Confidence: 0.9007170775

00:09:26.371 --> 00:09:28.837 That includes all of our community,

NOTE Confidence: 0.9007170775

00:09:28.840 --> 00:09:32.104 faculty, trainees, staff, etcetera.

NOTE Confidence: 0.9007170775

00:09:32.104 --> 00:09:34.345 We're 185 faculty total.
NOTE Confidence: 0.9007170775

00:09:34.345 --> 00:09:37.874 That does not include our community, faculty.
NOTE Confidence: 0.9007170775

00:09:37.874 --> 00:09:42.566 And as a gender split across faculty,
NOTE Confidence: 0.9007170775

00:09:42.566 --> 00:09:44.504 trainees and staff,
NOTE Confidence: 0.9007170775

00:09:44.504 --> 00:09:48.056 we are typically more 3/4 women and then
NOTE Confidence: 0.9007170775

00:09:48.056 --> 00:09:51.720 you can see the racial distribution across.
NOTE Confidence: 0.9007170775

00:09:51.720 --> 00:09:53.610 We still have work to do to
NOTE Confidence: 0.9007170775

00:09:53.610 --> 00:09:55.680 become a more diverse community,
NOTE Confidence: 0.9007170775

00:09:55.680 --> 00:09:58.968 but we are getting there and
NOTE Confidence: 0.9007170775

00:09:58.968 --> 00:09:59.800 glad to show you.
NOTE Confidence: 0.9007170775

00:09:59.800 --> 00:10:03.120 Share these slides with you.
NOTE Confidence: 0.9007170775

00:10:03.120 --> 00:10:05.949 I also want to do a closer look at
NOTE Confidence: 0.9007170775

00:10:05.949 --> 00:10:08.523 promotion progress and this shows you
NOTE Confidence: 0.9007170775

00:10:08.523 --> 00:10:10.839 Assistant to Associate to professors.
NOTE Confidence: 0.9007170775

00:10:10.840 --> 00:10:12.751 We still have some work to do
NOTE Confidence: 0.9007170775

00:10:12.751 --> 00:10:15.239 to even that out to make it a

NOTE Confidence: 0.9007170775

00:10:15.239 --> 00:10:16.834 little bit more balanced across,

NOTE Confidence: 0.9007170775

00:10:16.840 --> 00:10:19.955 but we're moving in the right direction

NOTE Confidence: 0.9007170775

00:10:19.960 --> 00:10:22.235 in terms of our research track faculty.

NOTE Confidence: 0.958229275

00:10:22.240 --> 00:10:24.760 You can see the distribution there.

NOTE Confidence: 0.958229275

00:10:24.760 --> 00:10:25.732 And once again,

NOTE Confidence: 0.958229275

00:10:25.732 --> 00:10:28.571 we still need to be moving many of

NOTE Confidence: 0.958229275

00:10:28.571 --> 00:10:31.246 our associate research scientists more

NOTE Confidence: 0.958229275

00:10:31.246 --> 00:10:34.676 more aggressively moving them up.

NOTE Confidence: 0.958229275

00:10:34.680 --> 00:10:36.456 And then to remind you about

NOTE Confidence: 0.958229275

00:10:36.456 --> 00:10:37.640 our social work faculty,

NOTE Confidence: 0.958229275

00:10:37.640 --> 00:10:39.532 our instructor and assistant

NOTE Confidence: 0.958229275

00:10:39.532 --> 00:10:40.478 clinical professors,

NOTE Confidence: 0.958229275

00:10:40.480 --> 00:10:42.262 I always wanted to keep reminding

NOTE Confidence: 0.958229275

00:10:42.262 --> 00:10:44.478 us that we still need to make

NOTE Confidence: 0.958229275

00:10:44.478 --> 00:10:46.078 progression to the next level,

NOTE Confidence: 0.958229275

00:10:46.080 --> 00:10:48.156 but this is where we are.
NOTE Confidence: 0.958229275

00:10:48.160 --> 00:10:48.680 And there
NOTE Confidence: 0.967641404444445

00:10:51.040 --> 00:10:54.676 let me show you a bit about our finances.
NOTE Confidence: 0.967641404444445

00:10:54.680 --> 00:10:57.879 So this year, our fiscal year 23,
NOTE Confidence: 0.967641404444445

00:10:57.880 --> 00:11:02.560 we had a revenue of 52.2, 9 million,
NOTE Confidence: 0.967641404444445

00:11:02.560 --> 00:11:04.660 so that's a pretty sizable
NOTE Confidence: 0.967641404444445

00:11:04.660 --> 00:11:07.084 revenue and expenditures of 59.8.
NOTE Confidence: 0.967641404444445

00:11:07.084 --> 00:11:11.270 That gap is filled by Yale Medicine just
NOTE Confidence: 0.967641404444445

00:11:11.270 --> 00:11:15.664 to clarify that right now as you can see
NOTE Confidence: 0.967641404444445

00:11:15.664 --> 00:11:18.480 we have 169 grant proposal sent out,
NOTE Confidence: 0.967641404444445

00:11:18.480 --> 00:11:20.810 we have 142 active awards
NOTE Confidence: 0.967641404444445

00:11:20.810 --> 00:11:22.674 that's that's pretty remarkable,
NOTE Confidence: 0.967641404444445

00:11:22.680 --> 00:11:25.240 that's a lot of grants.
NOTE Confidence: 0.967641404444445

00:11:25.240 --> 00:11:26.480 And then our patient care,
NOTE Confidence: 0.967641404444445

00:11:26.480 --> 00:11:30.310 the Red Arrows demonstrate or show that
NOTE Confidence: 0.967641404444445

00:11:30.310 --> 00:11:33.040 while we have 12.1 million in billing,

NOTE Confidence: 0.967641404444445
00:11:33.040 --> 00:11:35.664 we only collect about 50% of that
NOTE Confidence: 0.967641404444445
00:11:35.664 --> 00:11:38.128 and that has nothing to do with
NOTE Confidence: 0.967641404444445
00:11:38.128 --> 00:11:40.160 in the inefficiencies.
NOTE Confidence: 0.967641404444445
00:11:40.160 --> 00:11:42.218 That actually has all to do with
NOTE Confidence: 0.967641404444445
00:11:42.218 --> 00:11:44.302 what I continue to talk about about
NOTE Confidence: 0.967641404444445
00:11:44.302 --> 00:11:46.354 the lack of parity and reimbursement
NOTE Confidence: 0.967641404444445
00:11:46.354 --> 00:11:47.960 for mental health services.
NOTE Confidence: 0.967641404444445
00:11:47.960 --> 00:11:51.200 We bill for what we should be paid,
NOTE Confidence: 0.967641404444445
00:11:51.200 --> 00:11:55.034 but what we collect is what the payers pay.
NOTE Confidence: 0.967641404444445
00:11:55.040 --> 00:11:57.136 So there you go,
NOTE Confidence: 0.967641404444445
00:11:57.136 --> 00:11:59.756 that's that's actually the profile.
NOTE Confidence: 0.967641404444445
00:11:59.760 --> 00:12:02.040 And then if you want to divide that
NOTE Confidence: 0.967641404444445
00:12:02.040 --> 00:12:04.770 between what you can see that actually
NOTE Confidence: 0.967641404444445
00:12:04.770 --> 00:12:07.330 our grants and contracts account for
NOTE Confidence: 0.967641404444445
00:12:07.330 --> 00:12:09.930 nearly half of our budget and then you
NOTE Confidence: 0.967641404444445

00:12:09.997 --> 00:12:12.415 can see the distribution that goes
NOTE Confidence: 0.967641404444445

00:12:12.415 --> 00:12:15.200 between contracts and other clinical sources,
NOTE Confidence: 0.967641404444445

00:12:15.200 --> 00:12:15.705 endowments,
NOTE Confidence: 0.967641404444445

00:12:15.705 --> 00:12:19.240 the income from the hospital patient care,
NOTE Confidence: 0.967641404444445

00:12:19.240 --> 00:12:21.040 we could do a lot to
NOTE Confidence: 0.967641404444445

00:12:21.040 --> 00:12:22.240 increase our clinical trials.
NOTE Confidence: 0.967641404444445

00:12:22.240 --> 00:12:23.758 Our clinical trials are a very,
NOTE Confidence: 0.967641404444445

00:12:23.760 --> 00:12:25.804 very, very small portion.
NOTE Confidence: 0.967641404444445

00:12:25.804 --> 00:12:28.359 We could certainly grow that,
NOTE Confidence: 0.967641404444445

00:12:28.360 --> 00:12:30.856 but I want to call your attention to
NOTE Confidence: 0.967641404444445

00:12:30.856 --> 00:12:33.349 the fact that our endowments plus gifts
NOTE Confidence: 0.967641404444445

00:12:33.349 --> 00:12:36.680 are now about a fifth of our total revenue.
NOTE Confidence: 0.967641404444445

00:12:36.680 --> 00:12:38.997 That is perhaps should have been the
NOTE Confidence: 0.967641404444445

00:12:38.997 --> 00:12:41.078 obvious answer for why we fundraise.
NOTE Confidence: 0.967641404444445

00:12:41.080 --> 00:12:43.870 But let me go into that just a little
NOTE Confidence: 0.967641404444445

00:12:43.870 --> 00:12:46.292 bit more in detail because I want

NOTE Confidence: 0.967641404444445

00:12:46.292 --> 00:12:48.236 what we've been showing and what

NOTE Confidence: 0.967641404444445

00:12:48.236 --> 00:12:50.422 I've shown to you here is basically

NOTE Confidence: 0.967641404444445

00:12:50.422 --> 00:12:52.559 what comes in and what goes out.

NOTE Confidence: 0.967641404444445

00:12:52.560 --> 00:12:53.840 But is there a question?

NOTE Confidence: 0.967641404444445

00:12:53.840 --> 00:12:55.808 And there should be a question of what

NOTE Confidence: 0.967641404444445

00:12:55.808 --> 00:12:59.240 are our reserves, what do we save.

NOTE Confidence: 0.967641404444445

00:12:59.240 --> 00:13:01.790 And so let me give you just a little bit

NOTE Confidence: 0.967641404444445

00:13:01.857 --> 00:13:05.440 on the ABC's for gifts and endowments.

NOTE Confidence: 0.967641404444445

00:13:05.440 --> 00:13:06.958 So when we get any gift,

NOTE Confidence: 0.967641404444445

00:13:06.960 --> 00:13:09.200 regardless of its size,

NOTE Confidence: 0.967641404444445

00:13:09.200 --> 00:13:12.560 it we ask these three questions.

NOTE Confidence: 0.967641404444445

00:13:12.560 --> 00:13:14.240 And initially off the top,

NOTE Confidence: 0.967641404444445

00:13:14.240 --> 00:13:16.850 there is a 12% assessment by

NOTE Confidence: 0.967641404444445

00:13:16.850 --> 00:13:19.160 the school on any gift.

NOTE Confidence: 0.967641404444445

00:13:19.160 --> 00:13:22.040 But the first gift question we ask is,

NOTE Confidence: 0.967641404444445

00:13:22.040 --> 00:13:25.037 does the donor want this to be an endowment,

NOTE Confidence: 0.967641404444445

00:13:25.040 --> 00:13:28.197 which means that it pays in perpetuity.

NOTE Confidence: 0.967641404444445

00:13:28.200 --> 00:13:32.076 So on \$1,000,000 gift in perpetuity,

NOTE Confidence: 0.967641404444445

00:13:32.080 --> 00:13:35.785 we would get around 35 to \$40,000

NOTE Confidence: 0.967641404444445

00:13:35.785 --> 00:13:38.760 a year and as that amount grows,

NOTE Confidence: 0.967641404444445

00:13:38.760 --> 00:13:40.095 because it's invested,

NOTE Confidence: 0.967641404444445

00:13:40.095 --> 00:13:41.875 you will get more.

NOTE Confidence: 0.967641404444445

00:13:41.880 --> 00:13:43.805 Or does the donor want it to

NOTE Confidence: 0.967641404444445

00:13:43.805 --> 00:13:44.960 be in current use,

NOTE Confidence: 0.967641404444445

00:13:44.960 --> 00:13:48.075 that is that you spend it down.

NOTE Confidence: 0.967641404444445

00:13:48.080 --> 00:13:50.600 We also then ask does the donor want

NOTE Confidence: 0.967641404444445

00:13:50.600 --> 00:13:53.454 it to go to an individual faculty

NOTE Confidence: 0.967641404444445

00:13:53.454 --> 00:13:55.594 project or to the department?

NOTE Confidence: 0.967641404444445

00:13:55.600 --> 00:13:57.910 And then the third question is

NOTE Confidence: 0.967641404444445

00:13:57.910 --> 00:14:00.229 this unrestricted that it can be

NOTE Confidence: 0.967641404444445

00:14:00.229 --> 00:14:01.994 used for any purpose broadly,

NOTE Confidence: 0.967641404444445
00:14:02.000 --> 00:14:05.826 child mental health being broadly or does
NOTE Confidence: 0.967641404444445
00:14:05.826 --> 00:14:08.717 it have to be restricted and targeted?
NOTE Confidence: 0.967641404444445
00:14:08.720 --> 00:14:10.615 Those are the three questions
NOTE Confidence: 0.967641404444445
00:14:10.615 --> 00:14:12.510 we ask about any gift
NOTE Confidence: 0.902026054615385
00:14:12.592 --> 00:14:15.165 that comes in with from our
NOTE Confidence: 0.902026054615385
00:14:15.165 --> 00:14:17.840 associates or our non associates.
NOTE Confidence: 0.902026054615385
00:14:17.840 --> 00:14:20.200 And then I want to show you actually
NOTE Confidence: 0.902026054615385
00:14:20.200 --> 00:14:21.879 the balances then that we have
NOTE Confidence: 0.902026054615385
00:14:21.880 --> 00:14:24.440 on current use and endowment.
NOTE Confidence: 0.902026054615385
00:14:24.440 --> 00:14:26.888 And fundamentally you can reduce this
NOTE Confidence: 0.902026054615385
00:14:26.888 --> 00:14:29.880 slide to This is why we fundraise.
NOTE Confidence: 0.902026054615385
00:14:29.880 --> 00:14:32.932 So in the department I'm showing you
NOTE Confidence: 0.902026054615385
00:14:32.932 --> 00:14:35.693 across fiscal year 21 through 23 and
NOTE Confidence: 0.902026054615385
00:14:35.693 --> 00:14:38.024 the end of parentheses for fiscal year
NOTE Confidence: 0.902026054615385
00:14:38.024 --> 00:14:40.920 23 is the percent that are restricted
NOTE Confidence: 0.902026054615385

00:14:40.920 --> 00:14:43.836 that is can only be used for one very,
NOTE Confidence: 0.902026054615385

00:14:43.840 --> 00:14:45.364 very specific purpose.
NOTE Confidence: 0.902026054615385

00:14:45.364 --> 00:14:47.396 So for the department,
NOTE Confidence: 0.902026054615385

00:14:47.400 --> 00:14:50.120 we have about 6% unrestricted,
NOTE Confidence: 0.902026054615385

00:14:50.120 --> 00:14:52.760 but we are incredibly fortunate
NOTE Confidence: 0.902026054615385

00:14:52.760 --> 00:14:56.732 that among the balances that are
NOTE Confidence: 0.902026054615385

00:14:56.732 --> 00:14:59.044 overall overseen by the faculty,
NOTE Confidence: 0.902026054615385

00:14:59.044 --> 00:15:01.288 we have nearly 70% unrestricted,
NOTE Confidence: 0.902026054615385

00:15:01.288 --> 00:15:04.312 which means that the faculty overseeing
NOTE Confidence: 0.902026054615385

00:15:04.312 --> 00:15:06.526 those things have great flexibility
NOTE Confidence: 0.902026054615385

00:15:06.526 --> 00:15:09.440 in being able to do what they do.
NOTE Confidence: 0.902026054615385

00:15:09.440 --> 00:15:11.128 That is really good.
NOTE Confidence: 0.902026054615385

00:15:11.128 --> 00:15:13.660 And that's why unrestricted gifts to
NOTE Confidence: 0.902026054615385

00:15:13.736 --> 00:15:16.268 the faculty or the department give
NOTE Confidence: 0.902026054615385

00:15:16.268 --> 00:15:18.512 us absolutely the most flexibility
NOTE Confidence: 0.902026054615385

00:15:18.512 --> 00:15:21.316 and that's why we fundraise and

NOTE Confidence: 0.902026054615385
00:15:21.316 --> 00:15:23.692 that's why we try to fundraise
NOTE Confidence: 0.902026054615385
00:15:23.692 --> 00:15:24.880 for unrestricted gifts.
NOTE Confidence: 0.902026054615385
00:15:24.880 --> 00:15:26.968 I am very glad to go through any
NOTE Confidence: 0.902026054615385
00:15:26.968 --> 00:15:28.958 of these things in more detail,
NOTE Confidence: 0.902026054615385
00:15:28.960 --> 00:15:30.112 but I wanted to,
NOTE Confidence: 0.902026054615385
00:15:30.112 --> 00:15:31.552 to give you that perspective
NOTE Confidence: 0.93596533875
00:15:33.720 --> 00:15:36.480 now to go to the progress since September.
NOTE Confidence: 0.93596533875
00:15:36.480 --> 00:15:39.036 And I'm going to cover each of these areas.
NOTE Confidence: 0.93596533875
00:15:39.040 --> 00:15:40.756 I'm going to put clinical services
NOTE Confidence: 0.93596533875
00:15:40.756 --> 00:15:42.855 and the last one because there's a
NOTE Confidence: 0.93596533875
00:15:42.855 --> 00:15:44.934 number of things that will bring us
NOTE Confidence: 0.93596533875
00:15:45.000 --> 00:15:47.079 back home to the themes of September.
NOTE Confidence: 0.93596533875
00:15:47.080 --> 00:15:49.504 And remember, our theme of September
NOTE Confidence: 0.93596533875
00:15:49.504 --> 00:15:52.000 was staying grounded amidst a lot of
NOTE Confidence: 0.93596533875
00:15:52.000 --> 00:15:54.994 change and I will come back to that.
NOTE Confidence: 0.93596533875

00:15:55.000 --> 00:15:57.880 So first to turn to organization and culture.

NOTE Confidence: 0.93596533875

00:15:57.880 --> 00:16:00.556 Climate has been a lot happening,

NOTE Confidence: 0.93596533875

00:16:00.560 --> 00:16:04.094 a lot happening since September of 2023.

NOTE Confidence: 0.93596533875

00:16:04.094 --> 00:16:06.712 We've been continuing to work with Ingrid

NOTE Confidence: 0.93596533875

00:16:06.712 --> 00:16:09.080 Kennedy of Cirque and we were very,

NOTE Confidence: 0.93596533875

00:16:09.080 --> 00:16:12.062 very fortunate that Ingrid and pursuing

NOTE Confidence: 0.93596533875

00:16:12.062 --> 00:16:15.287 an advanced degree decided to make the

NOTE Confidence: 0.93596533875

00:16:15.287 --> 00:16:17.597 Child Study Center her case study.

NOTE Confidence: 0.93596533875

00:16:17.600 --> 00:16:19.749 And so she's created a really nice

NOTE Confidence: 0.93596533875

00:16:19.749 --> 00:16:21.778 document we'll be glad to share with

NOTE Confidence: 0.93596533875

00:16:21.778 --> 00:16:23.765 you about service leadership and the

NOTE Confidence: 0.93596533875

00:16:23.765 --> 00:16:25.960 progress we've made in the center,

NOTE Confidence: 0.93596533875

00:16:25.960 --> 00:16:28.920 but also the things we need to do.

NOTE Confidence: 0.93596533875

00:16:28.920 --> 00:16:30.952 And shown on the slide is one of

NOTE Confidence: 0.93596533875

00:16:30.952 --> 00:16:32.360 her our infographics,

NOTE Confidence: 0.93596533875

00:16:32.360 --> 00:16:34.960 but very glad to share that with you.

NOTE Confidence: 0.93596533875

00:16:34.960 --> 00:16:37.720 Darren has brought together a wonderful

NOTE Confidence: 0.93596533875

00:16:37.720 --> 00:16:39.720 leadership blog and I hope you will.

NOTE Confidence: 0.93596533875

00:16:39.720 --> 00:16:41.670 If you haven't already listened or

NOTE Confidence: 0.93596533875

00:16:41.670 --> 00:16:43.759 read the interview with Doctor Comer,

NOTE Confidence: 0.93596533875

00:16:43.760 --> 00:16:46.199 I hope you will because it is a beautiful,

NOTE Confidence: 0.93596533875

00:16:46.200 --> 00:16:48.150 beautiful statement not only about

NOTE Confidence: 0.93596533875

00:16:48.150 --> 00:16:51.072 his career but about how he thinks

NOTE Confidence: 0.93596533875

00:16:51.072 --> 00:16:52.880 about mentoring and leadership.

NOTE Confidence: 0.93596533875

00:16:52.880 --> 00:16:54.875 And then we have our new leadership

NOTE Confidence: 0.93596533875

00:16:54.875 --> 00:16:56.467 series which we inaugurated on

NOTE Confidence: 0.93596533875

00:16:56.467 --> 00:16:58.483 October 30th with Pam Sutton Wallace

NOTE Confidence: 0.93596533875

00:16:58.483 --> 00:16:59.999 from The Health System.

NOTE Confidence: 0.93596533875

00:17:00.000 --> 00:17:02.280 Darren, being our second speaker,

NOTE Confidence: 0.93596533875

00:17:02.280 --> 00:17:04.560 I mean, I hope you've noticed the subtle,

NOTE Confidence: 0.93596533875

00:17:04.560 --> 00:17:07.056 maybe not so subtle Trojan Horse

NOTE Confidence: 0.93596533875

00:17:07.056 --> 00:17:09.862 posters around that are to get this
NOTE Confidence: 0.93596533875

00:17:09.862 --> 00:17:12.354 idea that leadership is not just me.
NOTE Confidence: 0.93596533875

00:17:12.360 --> 00:17:15.097 Leadership are the skills are in all
NOTE Confidence: 0.93596533875

00:17:15.097 --> 00:17:17.644 of us and that we really are thinking
NOTE Confidence: 0.93596533875

00:17:17.644 --> 00:17:20.000 about this idea of service leadership,
NOTE Confidence: 0.93596533875

00:17:20.000 --> 00:17:23.996 our responsibility to bring everyone along.
NOTE Confidence: 0.93596533875

00:17:24.000 --> 00:17:26.835 Coming up in the leadership lecture series,
NOTE Confidence: 0.93596533875

00:17:26.840 --> 00:17:30.600 we'll actually be the CEO of Gaylord
NOTE Confidence: 0.93596533875

00:17:30.600 --> 00:17:32.932 Specialty Healthcare in February
NOTE Confidence: 0.93596533875

00:17:32.932 --> 00:17:35.494 and then we'll be very grateful to
NOTE Confidence: 0.93596533875

00:17:35.494 --> 00:17:38.296 have NI Addy from the Dean's office
NOTE Confidence: 0.93596533875

00:17:38.296 --> 00:17:39.872 and Psychiatry in April.
NOTE Confidence: 0.93596533875

00:17:39.880 --> 00:17:43.919 Other activities in this in this space,
NOTE Confidence: 0.93596533875

00:17:43.920 --> 00:17:46.950 we'll have two leadership workshops from
NOTE Confidence: 0.93596533875

00:17:46.950 --> 00:17:50.555 Cirque on 17th and 24th and Krista's been
NOTE Confidence: 0.93596533875

00:17:50.555 --> 00:17:52.480 sending out announcements about that.

NOTE Confidence: 0.67899178

00:17:56.200 --> 00:17:57.891 Hold on, let me get the pointer

NOTE Confidence: 0.67899178

00:17:57.891 --> 00:17:59.877 back to where it should be.

NOTE Confidence: 0.67899178

00:17:59.880 --> 00:18:02.004 Tara is continuing her Friday focus

NOTE Confidence: 0.67899178

00:18:02.004 --> 00:18:03.960 sessions and having really a lot

NOTE Confidence: 0.67899178

00:18:03.960 --> 00:18:05.982 of people come, which is great,

NOTE Confidence: 0.67899178

00:18:05.982 --> 00:18:07.718 really delighted about that.

NOTE Confidence: 0.67899178

00:18:07.720 --> 00:18:11.080 And then the final update to look

NOTE Confidence: 0.67899178

00:18:11.080 --> 00:18:13.480 ahead is Amanda Calhoun has brought

NOTE Confidence: 0.67899178

00:18:13.480 --> 00:18:15.893 together a clinical case conference

NOTE Confidence: 0.67899178

00:18:15.893 --> 00:18:18.959 on clinical services for Black Youth.

NOTE Confidence: 0.67899178

00:18:18.960 --> 00:18:20.628 Very excited about that.

NOTE Confidence: 0.67899178

00:18:20.628 --> 00:18:23.938 We have over 100 people signed up for

NOTE Confidence: 0.67899178

00:18:23.938 --> 00:18:26.472 in person for next Tuesday the 16th.

NOTE Confidence: 0.67899178

00:18:26.480 --> 00:18:27.796 And so stay tuned,

NOTE Confidence: 0.67899178

00:18:27.796 --> 00:18:29.770 but this is really an important

NOTE Confidence: 0.67899178

00:18:29.845 --> 00:18:31.825 event for us and an important
NOTE Confidence: 0.67899178

00:18:31.825 --> 00:18:34.133 event to continue to push these
NOTE Confidence: 0.67899178

00:18:34.133 --> 00:18:35.516 discussions of diversity
NOTE Confidence: 0.965705682

00:18:38.040 --> 00:18:39.840 and these are just the goals
NOTE Confidence: 0.965705682

00:18:39.840 --> 00:18:41.616 that we shared in September.
NOTE Confidence: 0.965705682

00:18:41.616 --> 00:18:46.024 What I'd like to point out on a
NOTE Confidence: 0.965705682

00:18:46.024 --> 00:18:49.018 particular one is this one and I'd like
NOTE Confidence: 0.965705682

00:18:49.018 --> 00:18:51.638 to engage your your thinking on this.
NOTE Confidence: 0.965705682

00:18:51.640 --> 00:18:54.200 It's something of great concern for us as
NOTE Confidence: 0.965705682

00:18:54.200 --> 00:18:56.598 we advocate not only for the post grads,
NOTE Confidence: 0.965705682

00:18:56.600 --> 00:18:59.186 for for everyone coming in a
NOTE Confidence: 0.965705682

00:18:59.186 --> 00:19:01.840 junior position to our community.
NOTE Confidence: 0.965705682

00:19:01.840 --> 00:19:04.840 So here's the here's the issue.
NOTE Confidence: 0.965705682

00:19:04.840 --> 00:19:08.339 You may have seen that New Haven
NOTE Confidence: 0.965705682

00:19:08.339 --> 00:19:10.937 and Connecticut has become one of
NOTE Confidence: 0.965705682

00:19:10.937 --> 00:19:13.959 the most expensive places to live.

NOTE Confidence: 0.965705682

00:19:13.960 --> 00:19:16.729 Rents in New Haven are now quite

NOTE Confidence: 0.965705682

00:19:16.729 --> 00:19:17.476 out of proportion,

NOTE Confidence: 0.965705682

00:19:17.476 --> 00:19:19.338 and you can see how they relate

NOTE Confidence: 0.965705682

00:19:19.338 --> 00:19:20.598 to the national average.

NOTE Confidence: 0.965705682

00:19:20.600 --> 00:19:22.760 For Connecticut,

NOTE Confidence: 0.965705682

00:19:22.760 --> 00:19:27.080 this has created an equity issue

NOTE Confidence: 0.965705682

00:19:27.080 --> 00:19:30.158 so that individuals that might have

NOTE Confidence: 0.965705682

00:19:30.158 --> 00:19:33.071 support from their families or might

NOTE Confidence: 0.965705682

00:19:33.071 --> 00:19:36.191 have made a savings can choose to come,

NOTE Confidence: 0.965705682

00:19:36.200 --> 00:19:37.964 but those who don't,

NOTE Confidence: 0.965705682

00:19:37.964 --> 00:19:40.610 it's really hard for them to

NOTE Confidence: 0.965705682

00:19:40.700 --> 00:19:42.320 live in New Haven.

NOTE Confidence: 0.965705682

00:19:42.320 --> 00:19:44.750 At the same time, we're trying

NOTE Confidence: 0.965705682

00:19:44.750 --> 00:19:47.120 to advocate for raising stipends,

NOTE Confidence: 0.965705682

00:19:47.120 --> 00:19:49.395 which we need, which we have done,

NOTE Confidence: 0.965705682

00:19:49.400 --> 00:19:51.530 but we can't raise stipends to
NOTE Confidence: 0.965705682

00:19:51.530 --> 00:19:55.520 keep up with this rent escalation.
NOTE Confidence: 0.965705682

00:19:55.520 --> 00:19:56.980 This impacts post docs,
NOTE Confidence: 0.965705682

00:19:56.980 --> 00:20:00.680 it impacts pre docs, It impacts us across.
NOTE Confidence: 0.965705682

00:20:00.680 --> 00:20:02.920 It also impacts retention.
NOTE Confidence: 0.965705682

00:20:02.920 --> 00:20:05.000 We're having these conversations
NOTE Confidence: 0.965705682

00:20:05.000 --> 00:20:07.444 centrally with Central Campus and
NOTE Confidence: 0.965705682

00:20:07.444 --> 00:20:08.900 we're having these conversations
NOTE Confidence: 0.965705682

00:20:08.900 --> 00:20:10.720 here in the medical school.
NOTE Confidence: 0.965705682

00:20:10.720 --> 00:20:13.079 Are there things that we can do?
NOTE Confidence: 0.965705682

00:20:13.080 --> 00:20:15.880 Can we partner, for example,
NOTE Confidence: 0.965705682

00:20:15.880 --> 00:20:18.165 with landlords in New Haven
NOTE Confidence: 0.965705682

00:20:18.165 --> 00:20:19.993 to offer subsidized rent?
NOTE Confidence: 0.965705682

00:20:20.000 --> 00:20:22.058 Are there things that we can do
NOTE Confidence: 0.965705682

00:20:22.058 --> 00:20:24.228 to address this because it is an
NOTE Confidence: 0.965705682

00:20:24.228 --> 00:20:26.064 equity issue and it is impacting

NOTE Confidence: 0.965705682
00:20:26.133 --> 00:20:27.759 recruitment and retention,
NOTE Confidence: 0.965705682
00:20:27.760 --> 00:20:29.840 not just for us parenthetically
NOTE Confidence: 0.965705682
00:20:29.840 --> 00:20:32.840 but across the school.
NOTE Confidence: 0.965705682
00:20:32.840 --> 00:20:35.721 The other thing that I want to raise is
NOTE Confidence: 0.965705682
00:20:35.721 --> 00:20:38.289 that I am sure if you're reading the
NOTE Confidence: 0.965705682
00:20:38.289 --> 00:20:40.279 newspapers or reading and listening,
NOTE Confidence: 0.965705682
00:20:40.280 --> 00:20:44.120 you are aware that there is a national
NOTE Confidence: 0.965705682
00:20:44.120 --> 00:20:48.200 push about DEIV agendas and initiatives.
NOTE Confidence: 0.965705682
00:20:48.200 --> 00:20:51.440 These are just four head headlines
NOTE Confidence: 0.965705682
00:20:51.526 --> 00:20:54.480 taken only from the New York Times.
NOTE Confidence: 0.965705682
00:20:54.480 --> 00:20:58.080 If you got across, there are many, many more.
NOTE Confidence: 0.965705682
00:20:58.080 --> 00:21:00.845 I have these here that I want
NOTE Confidence: 0.965705682
00:21:00.845 --> 00:21:03.000 to reassure our community.
NOTE Confidence: 0.965705682
00:21:03.000 --> 00:21:04.995 I want to be aware of this.
NOTE Confidence: 0.965705682
00:21:05.000 --> 00:21:07.096 I want all of us to be aware
NOTE Confidence: 0.965705682

00:21:07.096 --> 00:21:09.080 of this national discourse,
NOTE Confidence: 0.965705682

00:21:09.080 --> 00:21:11.005 but also to reassure our community that
NOTE Confidence: 0.965705682

00:21:11.005 --> 00:21:13.480 we are not moving away from this agenda.
NOTE Confidence: 0.965705682

00:21:13.480 --> 00:21:15.680 We are continuing this agenda,
NOTE Confidence: 0.965705682

00:21:15.680 --> 00:21:19.310 but it behooves us to be aware of what
NOTE Confidence: 0.965705682

00:21:19.310 --> 00:21:22.040 the currents of the discourse are.
NOTE Confidence: 0.965705682

00:21:22.040 --> 00:21:24.830 But just to remind you that climate
NOTE Confidence: 0.965705682

00:21:24.830 --> 00:21:26.840 and culture is vital to us.
NOTE Confidence: 0.965705682

00:21:26.840 --> 00:21:29.241 Culture is what I think the values
NOTE Confidence: 0.965705682

00:21:29.241 --> 00:21:31.952 that we hold about equitable rent
NOTE Confidence: 0.965705682

00:21:31.952 --> 00:21:34.746 is an equitable issue about an
NOTE Confidence: 0.965705682

00:21:34.746 --> 00:21:35.492 inclusive culture,
NOTE Confidence: 0.965705682

00:21:35.492 --> 00:21:38.220 and the climate is what we do
NOTE Confidence: 0.965705682

00:21:38.220 --> 00:21:39.880 that reflects those values.
NOTE Confidence: 0.965705682

00:21:39.880 --> 00:21:41.968 And so all the trainings that
NOTE Confidence: 0.965705682

00:21:41.968 --> 00:21:43.781 I've just brought forward that

NOTE Confidence: 0.965705682

00:21:43.781 --> 00:21:45.551 are happening and have happened

NOTE Confidence: 0.965705682

00:21:45.551 --> 00:21:47.480 are devoted to that agenda,

NOTE Confidence: 0.965705682

00:21:47.480 --> 00:21:50.518 to create and to inculcate a culture

NOTE Confidence: 0.965705682

00:21:50.518 --> 00:21:53.100 of respect and inclusion which

NOTE Confidence: 0.965705682

00:21:53.100 --> 00:21:56.080 over time creates climate change.

NOTE Confidence: 0.965705682

00:21:56.080 --> 00:21:57.520 We're sticking to the course,

NOTE Confidence: 0.965705682

00:21:57.520 --> 00:21:59.998 but do be aware of the national

NOTE Confidence: 0.965705682

00:21:59.998 --> 00:22:02.022 discourse that is pushing increasingly

NOTE Confidence: 0.965705682

00:22:02.022 --> 00:22:04.680 and pushing us to be thought

NOTE Confidence: 0.9088033393333333

00:22:07.200 --> 00:22:08.632 so. Our research mission,

NOTE Confidence: 0.9088033393333333

00:22:08.632 --> 00:22:10.422 we could actually spend the

NOTE Confidence: 0.9088033393333333

00:22:10.422 --> 00:22:12.080 rest of the time on this.

NOTE Confidence: 0.9088033393333333

00:22:12.080 --> 00:22:14.816 It is so productive and so, so full.

NOTE Confidence: 0.9088033393333333

00:22:14.816 --> 00:22:17.280 But I just want to give you a

NOTE Confidence: 0.9088033393333333

00:22:17.362 --> 00:22:20.200 sampling that is probably about 10%

NOTE Confidence: 0.9088033393333333

00:22:20.200 --> 00:22:21.960 of what's happened since September.
NOTE Confidence: 0.9088033393333333

00:22:21.960 --> 00:22:24.568 I mean literally about 10% of
NOTE Confidence: 0.9088033393333333

00:22:24.568 --> 00:22:26.360 what's happened since September.
NOTE Confidence: 0.9088033393333333

00:22:26.360 --> 00:22:29.195 And I apologize for not including 100,
NOTE Confidence: 0.9088033393333333

00:22:29.200 --> 00:22:31.817 but I just want to give you a sample that
NOTE Confidence: 0.9088033393333333

00:22:31.817 --> 00:22:34.193 as you can see there have been books.
NOTE Confidence: 0.9088033393333333

00:22:34.200 --> 00:22:37.610 There have been a number of really
NOTE Confidence: 0.9088033393333333

00:22:37.610 --> 00:22:39.399 distinguished awards from Kasha to ****
NOTE Confidence: 0.9088033393333333

00:22:39.400 --> 00:22:44.038 Aslan, Chris Cipriano, Uche, Jessica.
NOTE Confidence: 0.9088033393333333

00:22:44.038 --> 00:22:46.544 And then there have been a high
NOTE Confidence: 0.9088033393333333

00:22:46.544 --> 00:22:48.394 impact papers that are coming
NOTE Confidence: 0.9088033393333333

00:22:48.394 --> 00:22:50.518 from all of our research groups.
NOTE Confidence: 0.9088033393333333

00:22:50.520 --> 00:22:52.920 It would go on several slides,
NOTE Confidence: 0.9088033393333333

00:22:52.920 --> 00:22:54.076 but this is really,
NOTE Confidence: 0.9088033393333333

00:22:54.076 --> 00:22:55.521 it's really important to know
NOTE Confidence: 0.9088033393333333

00:22:55.521 --> 00:22:56.997 that that and then grants,

NOTE Confidence: 0.908803339333333

00:22:57.000 --> 00:22:59.546 I haven't even put the grants on that.

NOTE Confidence: 0.908803339333333

00:22:59.546 --> 00:23:00.770 Our research is thriving

NOTE Confidence: 0.908803339333333

00:23:00.770 --> 00:23:01.994 and we're doing very,

NOTE Confidence: 0.908803339333333

00:23:02.000 --> 00:23:04.280 very well.

NOTE Confidence: 0.908803339333333

00:23:04.280 --> 00:23:07.171 These are some of the areas that

NOTE Confidence: 0.908803339333333

00:23:07.171 --> 00:23:09.713 in September we focused on as

NOTE Confidence: 0.908803339333333

00:23:09.713 --> 00:23:11.478 goals for this academic year

NOTE Confidence: 0.908803339333333

00:23:11.478 --> 00:23:13.480 and they're all moving forward.

NOTE Confidence: 0.908803339333333

00:23:13.480 --> 00:23:15.587 I want especially to call out the

NOTE Confidence: 0.908803339333333

00:23:15.587 --> 00:23:17.696 series that Kareem and Soraya have

NOTE Confidence: 0.908803339333333

00:23:17.696 --> 00:23:19.606 brought together for research and

NOTE Confidence: 0.908803339333333

00:23:19.606 --> 00:23:21.368 progress because I think that's

NOTE Confidence: 0.908803339333333

00:23:21.368 --> 00:23:23.240 another way of trying to integrate

NOTE Confidence: 0.908803339333333

00:23:23.240 --> 00:23:26.184 both our clinical and research

NOTE Confidence: 0.908803339333333

00:23:26.184 --> 00:23:28.958 activities and also just to make two

NOTE Confidence: 0.908803339333333

00:23:28.958 --> 00:23:31.200 points around the subject recruitment
NOTE Confidence: 0.9088033393333333

00:23:31.200 --> 00:23:33.640 and the strengthening the base.
NOTE Confidence: 0.9088033393333333

00:23:33.640 --> 00:23:35.195 We have a collaboration very
NOTE Confidence: 0.9088033393333333

00:23:35.195 --> 00:23:37.137 productive now that Tom and Yong
NOTE Confidence: 0.9088033393333333

00:23:37.137 --> 00:23:38.777 Sung have brought together between
NOTE Confidence: 0.9088033393333333

00:23:38.777 --> 00:23:40.478 the Yale Center for Clinical
NOTE Confidence: 0.9088033393333333

00:23:40.478 --> 00:23:42.476 Investigation and the J DAT team.
NOTE Confidence: 0.9088033393333333

00:23:42.480 --> 00:23:45.000 And J DAT, if you in case you didn't know,
NOTE Confidence: 0.9088033393333333

00:23:45.000 --> 00:23:48.678 stands for Joint Data Analytics team.
NOTE Confidence: 0.9088033393333333

00:23:48.680 --> 00:23:50.612 And they have actually now made
NOTE Confidence: 0.9088033393333333

00:23:50.612 --> 00:23:52.973 it possible for or going to make
NOTE Confidence: 0.9088033393333333

00:23:52.973 --> 00:23:54.983 it possible for us to recruit
NOTE Confidence: 0.9088033393333333

00:23:54.983 --> 00:23:56.479 subjects through my chart.
NOTE Confidence: 0.9088033393333333

00:23:56.480 --> 00:23:59.156 That may not sound earth shattering,
NOTE Confidence: 0.9088033393333333

00:23:59.160 --> 00:24:01.800 but it actually is earth shattering
NOTE Confidence: 0.9088033393333333

00:24:01.800 --> 00:24:04.626 because there has heretofore been a

NOTE Confidence: 0.908803339333333

00:24:04.626 --> 00:24:07.027 resistance to recruiting subjects with

NOTE Confidence: 0.908803339333333

00:24:07.027 --> 00:24:09.715 behavioral health needs through my chart.

NOTE Confidence: 0.908803339333333

00:24:09.720 --> 00:24:11.280 So now we will be able

NOTE Confidence: 0.908803339333333

00:24:11.280 --> 00:24:12.320 to recruit through them,

NOTE Confidence: 0.908803339333333

00:24:12.320 --> 00:24:15.370 which is really a remarkable

NOTE Confidence: 0.908803339333333

00:24:15.370 --> 00:24:17.200 and important achievement.

NOTE Confidence: 0.908803339333333

00:24:17.200 --> 00:24:20.100 I also wanted to remind you just

NOTE Confidence: 0.908803339333333

00:24:20.100 --> 00:24:23.320 click through this that we have a

NOTE Confidence: 0.908803339333333

00:24:23.320 --> 00:24:25.611 strategic profile that tries to

NOTE Confidence: 0.908803339333333

00:24:25.611 --> 00:24:27.896 integrate our clinical and research

NOTE Confidence: 0.908803339333333

00:24:27.896 --> 00:24:30.004 and policy education efforts

NOTE Confidence: 0.908803339333333

00:24:30.004 --> 00:24:32.236 in these particular areas.

NOTE Confidence: 0.908803339333333

00:24:32.240 --> 00:24:33.652 And around this particular,

NOTE Confidence: 0.908803339333333

00:24:33.652 --> 00:24:35.770 this Oval shows the other themes

NOTE Confidence: 0.908803339333333

00:24:35.830 --> 00:24:37.360 of the child Study Center,

NOTE Confidence: 0.908803339333333

00:24:37.360 --> 00:24:39.320 our focus on normative development,

NOTE Confidence: 0.908803339333333

00:24:39.320 --> 00:24:42.638 translational science etcetera.

NOTE Confidence: 0.908803339333333

00:24:42.640 --> 00:24:44.120 But these are our areas,

NOTE Confidence: 0.908803339333333

00:24:44.120 --> 00:24:46.280 neurodevelopment and disorders,

NOTE Confidence: 0.908803339333333

00:24:46.280 --> 00:24:48.440 movement regulation disorders,

NOTE Confidence: 0.908803339333333

00:24:48.440 --> 00:24:50.168 mood and emotion regulation,

NOTE Confidence: 0.908803339333333

00:24:50.168 --> 00:24:50.600 trauma,

NOTE Confidence: 0.908803339333333

00:24:50.600 --> 00:24:52.511 HealthEquity and HealthEquity

NOTE Confidence: 0.908803339333333

00:24:52.511 --> 00:24:55.696 services that broadly define our

NOTE Confidence: 0.908803339333333

00:24:55.696 --> 00:24:58.436 research portfolio and how we

NOTE Confidence: 0.908803339333333

00:24:58.436 --> 00:25:00.280 integrate across the clinical.

NOTE Confidence: 0.908803339333333

00:25:00.280 --> 00:25:02.604 I think we're deeply in need actually

NOTE Confidence: 0.908803339333333

00:25:02.604 --> 00:25:04.878 to think about where are the gaps,

NOTE Confidence: 0.908803339333333

00:25:04.880 --> 00:25:06.872 there are some gaps and where

NOTE Confidence: 0.908803339333333

00:25:06.872 --> 00:25:09.464 are the gaps in this profile and

NOTE Confidence: 0.908803339333333

00:25:09.464 --> 00:25:11.592 what are the ways that we can

NOTE Confidence: 0.908803339333333
00:25:11.592 --> 00:25:13.038 actually continue to grow that.
NOTE Confidence: 0.908803339333333
00:25:13.040 --> 00:25:14.558 But this is,
NOTE Confidence: 0.908803339333333
00:25:14.558 --> 00:25:17.594 this is really our research strategy.
NOTE Confidence: 0.908803339333333
00:25:17.600 --> 00:25:20.999 Having mentioned gaps,
NOTE Confidence: 0.908803339333333
00:25:21.000 --> 00:25:23.688 let me just say that there are some
NOTE Confidence: 0.908803339333333
00:25:23.688 --> 00:25:25.251 emerging collaborations bridging to
NOTE Confidence: 0.908803339333333
00:25:25.251 --> 00:25:27.296 other departments and I think this
NOTE Confidence: 0.908803339333333
00:25:27.296 --> 00:25:29.120 is a really important theme for
NOTE Confidence: 0.9486096475
00:25:29.120 --> 00:25:31.742 2023 to 2024. What are themes
NOTE Confidence: 0.9486096475
00:25:31.742 --> 00:25:34.680 that we can bridge with others?
NOTE Confidence: 0.9486096475
00:25:34.680 --> 00:25:35.880 So, for example,
NOTE Confidence: 0.9486096475
00:25:35.880 --> 00:25:38.313 climate change and mental health is
NOTE Confidence: 0.9486096475
00:25:38.313 --> 00:25:40.478 becoming a very important issue,
NOTE Confidence: 0.9486096475
00:25:40.480 --> 00:25:41.332 is very important,
NOTE Confidence: 0.9486096475
00:25:41.332 --> 00:25:43.036 and there are colleagues in the
NOTE Confidence: 0.9486096475

00:25:43.036 --> 00:25:44.765 School of Public Health that are
NOTE Confidence: 0.9486096475

00:25:44.765 --> 00:25:46.160 actually very focused on this,
NOTE Confidence: 0.9486096475

00:25:46.160 --> 00:25:47.915 but they don't have a
NOTE Confidence: 0.9486096475

00:25:47.915 --> 00:25:49.319 specific mental health focus,
NOTE Confidence: 0.9486096475

00:25:49.320 --> 00:25:52.400 they have a climate change health focus.
NOTE Confidence: 0.9486096475

00:25:52.400 --> 00:25:55.152 So emerging collaboration there,
NOTE Confidence: 0.9486096475

00:25:55.152 --> 00:25:58.592 the new Department of Biomedical
NOTE Confidence: 0.9486096475

00:25:58.592 --> 00:26:00.798 Informatics and Data Science
NOTE Confidence: 0.9486096475

00:26:00.800 --> 00:26:03.180 offers us opportunities to
NOTE Confidence: 0.9486096475

00:26:03.180 --> 00:26:05.560 collaborate around mental health
NOTE Confidence: 0.9486096475

00:26:05.560 --> 00:26:07.940 informatics and also around digital
NOTE Confidence: 0.9486096475

00:26:07.940 --> 00:26:09.275 mental health interventions.
NOTE Confidence: 0.9486096475

00:26:09.280 --> 00:26:11.160 Uche's work, for example,
NOTE Confidence: 0.9486096475

00:26:11.160 --> 00:26:13.510 is around digital mental health
NOTE Confidence: 0.9486096475

00:26:13.510 --> 00:26:16.001 interventions and Uche is now jointly
NOTE Confidence: 0.9486096475

00:26:16.001 --> 00:26:17.951 appointed with this new department.

NOTE Confidence: 0.9486096475

00:26:17.960 --> 00:26:19.740 So these are opportunities,

NOTE Confidence: 0.9486096475

00:26:19.740 --> 00:26:22.504 these are gaps and I think that

NOTE Confidence: 0.9486096475

00:26:22.504 --> 00:26:23.928 especially bridging to other

NOTE Confidence: 0.9486096475

00:26:23.928 --> 00:26:25.536 departments is really important

NOTE Confidence: 0.9486096475

00:26:25.536 --> 00:26:27.200 for our research mission.

NOTE Confidence: 0.95592248

00:26:29.320 --> 00:26:32.720 Turning to the education and

NOTE Confidence: 0.95592248

00:26:32.720 --> 00:26:34.080 professional development,

NOTE Confidence: 0.95592248

00:26:34.080 --> 00:26:36.516 these are the areas that in September

NOTE Confidence: 0.95592248

00:26:36.520 --> 00:26:39.264 we spoke about that we were trying

NOTE Confidence: 0.95592248

00:26:39.264 --> 00:26:41.352 to move forward just to call

NOTE Confidence: 0.95592248

00:26:41.352 --> 00:26:43.480 attention to the box at the top.

NOTE Confidence: 0.95592248

00:26:43.480 --> 00:26:46.280 We've had now a number of folks coming

NOTE Confidence: 0.95592248

00:26:46.280 --> 00:26:47.843 forward interested in professional

NOTE Confidence: 0.95592248

00:26:47.843 --> 00:26:50.237 development and so we'll be filling

NOTE Confidence: 0.95592248

00:26:50.237 --> 00:26:53.160 that position in the next month.

NOTE Confidence: 0.95592248

00:26:53.160 --> 00:26:54.520 But as you can read,
NOTE Confidence: 0.95592248

00:26:54.520 --> 00:26:56.482 we've tried to improve the educational
NOTE Confidence: 0.95592248

00:26:56.482 --> 00:26:58.320 climate for our training programs.
NOTE Confidence: 0.95592248

00:26:58.320 --> 00:27:01.870 Really important to develop a
NOTE Confidence: 0.95592248

00:27:01.870 --> 00:27:04.433 professional development program in
NOTE Confidence: 0.95592248

00:27:04.433 --> 00:27:07.017 child and family behavioral health and
NOTE Confidence: 0.95592248

00:27:07.017 --> 00:27:08.685 then consistent communication across
NOTE Confidence: 0.95592248

00:27:08.685 --> 00:27:12.000 to try and develop a department brand.
NOTE Confidence: 0.95592248

00:27:12.000 --> 00:27:14.312 So let me show you a few things
NOTE Confidence: 0.95592248

00:27:14.312 --> 00:27:15.600 that have happened.
NOTE Confidence: 0.95592248

00:27:15.600 --> 00:27:17.952 So Darren again has developed a
NOTE Confidence: 0.95592248

00:27:17.952 --> 00:27:20.560 a phase one about learning the
NOTE Confidence: 0.95592248

00:27:20.560 --> 00:27:23.440 insurance and outs of peer coaching
NOTE Confidence: 0.95592248

00:27:23.440 --> 00:27:25.720 for our trainees and our fellows,
NOTE Confidence: 0.95592248

00:27:25.720 --> 00:27:28.558 piloting it with child psychiatry fellows.
NOTE Confidence: 0.95592248

00:27:28.560 --> 00:27:31.668 And then phase two will be offering

NOTE Confidence: 0.95592248

00:27:31.668 --> 00:27:34.119 individual coaching sessions to the fellows.

NOTE Confidence: 0.95592248

00:27:34.120 --> 00:27:36.710 Again the idea of trying to help

NOTE Confidence: 0.95592248

00:27:36.710 --> 00:27:38.238 on emerging professional identity

NOTE Confidence: 0.95592248

00:27:38.238 --> 00:27:40.646 and trying to help in the culture

NOTE Confidence: 0.95592248

00:27:40.646 --> 00:27:42.839 climate of our training programs.

NOTE Confidence: 0.879576615625

00:27:44.880 --> 00:27:47.502 We are now becoming a training

NOTE Confidence: 0.879576615625

00:27:47.502 --> 00:27:49.913 institute or trainers for paediatricians

NOTE Confidence: 0.879576615625

00:27:49.913 --> 00:27:52.838 in the reach training program.

NOTE Confidence: 0.879576615625

00:27:52.840 --> 00:27:54.720 We are, we will be a training site.

NOTE Confidence: 0.879576615625

00:27:54.720 --> 00:27:56.120 We're just finishing our train,

NOTE Confidence: 0.879576615625

00:27:56.120 --> 00:27:59.270 the training and we have ongoing

NOTE Confidence: 0.879576615625

00:27:59.270 --> 00:28:02.056 now in 2024 we'll be offering

NOTE Confidence: 0.879576615625

00:28:02.056 --> 00:28:03.358 training to pediatricians.

NOTE Confidence: 0.879576615625

00:28:03.360 --> 00:28:06.475 Idea of that is to increase the

NOTE Confidence: 0.879576615625

00:28:06.475 --> 00:28:08.945 capacity of pediatricians and child

NOTE Confidence: 0.879576615625

00:28:08.945 --> 00:28:12.320 behavioral health so that we can actually
NOTE Confidence: 0.879576615625

00:28:12.320 --> 00:28:15.160 address that that continuum of care.
NOTE Confidence: 0.879576615625

00:28:15.160 --> 00:28:17.491 And there was a really exciting conference
NOTE Confidence: 0.879576615625

00:28:17.491 --> 00:28:20.600 here in this room on December 2023
NOTE Confidence: 0.879576615625

00:28:20.600 --> 00:28:24.066 that Carter helped organize on the
NOTE Confidence: 0.879576615625

00:28:24.066 --> 00:28:26.964 literate brain with our former Haskins
NOTE Confidence: 0.879576615625

00:28:26.964 --> 00:28:28.874 now Child Study Center colleagues,
NOTE Confidence: 0.879576615625

00:28:28.880 --> 00:28:30.160 Not former in any way,
NOTE Confidence: 0.879576615625

00:28:30.160 --> 00:28:33.009 but present in the global literacy hub
NOTE Confidence: 0.879576615625

00:28:33.009 --> 00:28:36.201 talking about how do we translate the
NOTE Confidence: 0.879576615625

00:28:36.201 --> 00:28:39.039 science of reading into actual interventions.
NOTE Confidence: 0.879576615625

00:28:39.040 --> 00:28:42.466 And they will be continuing that
NOTE Confidence: 0.879576615625

00:28:42.466 --> 00:28:44.816 work and then very excited.
NOTE Confidence: 0.879576615625

00:28:44.816 --> 00:28:47.952 Many of you know that in fact
NOTE Confidence: 0.879576615625

00:28:47.952 --> 00:28:49.320 you sometimes grown.
NOTE Confidence: 0.879576615625

00:28:49.320 --> 00:28:53.136 When I mentioned framing that we're actually,

NOTE Confidence: 0.879576615625

00:28:53.136 --> 00:28:55.600 we're going to become a framing hub

NOTE Confidence: 0.879576615625

00:28:55.672 --> 00:28:57.687 with our colleagues and frameworks

NOTE Confidence: 0.879576615625

00:28:57.687 --> 00:29:00.524 because we're very focused on how we

NOTE Confidence: 0.879576615625

00:29:00.524 --> 00:29:02.018 communicate about children's mental

NOTE Confidence: 0.879576615625

00:29:02.018 --> 00:29:04.970 health and we want to become a framing

NOTE Confidence: 0.879576615625

00:29:05.038 --> 00:29:07.278 hub to train other people in that.

NOTE Confidence: 0.879576615625

00:29:07.280 --> 00:29:10.094 These are just some of the examples

NOTE Confidence: 0.879576615625

00:29:10.094 --> 00:29:12.329 of frameworks work and framing

NOTE Confidence: 0.879576615625

00:29:12.329 --> 00:29:13.757 child mental health.

NOTE Confidence: 0.879576615625

00:29:13.760 --> 00:29:15.888 How do we talk about child mental

NOTE Confidence: 0.879576615625

00:29:15.888 --> 00:29:18.600 health in a way that we engage people

NOTE Confidence: 0.879576615625

00:29:18.600 --> 00:29:21.140 that we get them actually to think

NOTE Confidence: 0.879576615625

00:29:21.140 --> 00:29:23.000 broadly about the questions rather

NOTE Confidence: 0.879576615625

00:29:23.000 --> 00:29:25.878 than to say what do you do about that.

NOTE Confidence: 0.879576615625

00:29:25.880 --> 00:29:29.400 I mean that really is a formal

NOTE Confidence: 0.879576615625

00:29:29.400 --> 00:29:30.840 communication technique.
NOTE Confidence: 0.9727686625

00:29:35.200 --> 00:29:36.975 There's two ways to think
NOTE Confidence: 0.9727686625

00:29:36.975 --> 00:29:38.040 about professional development,
NOTE Confidence: 0.9727686625

00:29:38.040 --> 00:29:42.792 and I want to just present that point here.
NOTE Confidence: 0.9727686625

00:29:42.800 --> 00:29:44.400 Some of the things I've
NOTE Confidence: 0.9727686625

00:29:44.400 --> 00:29:45.360 mentioned are external.
NOTE Confidence: 0.9727686625

00:29:45.360 --> 00:29:47.520 Our REACH training is external.
NOTE Confidence: 0.9727686625

00:29:47.520 --> 00:29:49.850 The webinar on the reading
NOTE Confidence: 0.9727686625

00:29:49.850 --> 00:29:51.714 science of reading literacy,
NOTE Confidence: 0.9727686625

00:29:51.720 --> 00:29:53.628 those are externally facing.
NOTE Confidence: 0.9727686625

00:29:53.628 --> 00:29:57.008 Kasha offers each year a really rich
NOTE Confidence: 0.9727686625

00:29:57.008 --> 00:29:59.048 conference on the state-of-the-art
NOTE Confidence: 0.9727686625

00:29:59.048 --> 00:30:01.960 and infant toddler neurodevelopment.
NOTE Confidence: 0.9727686625

00:30:01.960 --> 00:30:04.720 Wendy and Ellie offer about anxiety.
NOTE Confidence: 0.9727686625

00:30:04.720 --> 00:30:08.815 Our YCEI colleagues offer a lot of
NOTE Confidence: 0.9727686625

00:30:08.815 --> 00:30:11.240 professional development externally facing.

NOTE Confidence: 0.9727686625

00:30:11.240 --> 00:30:14.540 We also have extra internally facing

NOTE Confidence: 0.9727686625

00:30:14.540 --> 00:30:16.720 professional development as we think

NOTE Confidence: 0.9727686625

00:30:16.720 --> 00:30:18.520 about mentoring for our faculty,

NOTE Confidence: 0.9727686625

00:30:18.520 --> 00:30:21.520 the FDAC process.

NOTE Confidence: 0.9727686625

00:30:21.520 --> 00:30:23.792 These these acronyms crop

NOTE Confidence: 0.9727686625

00:30:23.792 --> 00:30:25.520 up leadership workshops,

NOTE Confidence: 0.9727686625

00:30:25.520 --> 00:30:29.000 the workshops on managing research groups.

NOTE Confidence: 0.9727686625

00:30:29.000 --> 00:30:31.344 What I would like to say that for

NOTE Confidence: 0.9727686625

00:30:31.344 --> 00:30:33.916 20 the rest of this academic year

NOTE Confidence: 0.9727686625

00:30:33.920 --> 00:30:37.182 is that we think about a unified

NOTE Confidence: 0.9727686625

00:30:37.182 --> 00:30:39.248 training brand that is centered

NOTE Confidence: 0.9727686625

00:30:39.248 --> 00:30:40.752 around how discovery inspires

NOTE Confidence: 0.9727686625

00:30:40.752 --> 00:30:43.160 care that is our training brand.

NOTE Confidence: 0.9727686625

00:30:43.160 --> 00:30:45.408 But we think about how do we present

NOTE Confidence: 0.9727686625

00:30:45.408 --> 00:30:47.024 that whether it's external or

NOTE Confidence: 0.9727686625

00:30:47.024 --> 00:30:49.016 internal and we have a consistency
NOTE Confidence: 0.9727686625

00:30:49.016 --> 00:30:50.557 across all of our training.
NOTE Confidence: 0.9418208

00:30:52.680 --> 00:30:54.918 Let me just briefly talk about
NOTE Confidence: 0.9418208

00:30:54.918 --> 00:30:56.037 operations and communication
NOTE Confidence: 0.9418208

00:30:56.037 --> 00:30:57.957 and then we'll go to clinical
NOTE Confidence: 0.915756270625

00:31:01.720 --> 00:31:04.695 In in September, we listed a number
NOTE Confidence: 0.915756270625

00:31:04.695 --> 00:31:08.073 of goals and actually these are all
NOTE Confidence: 0.915756270625

00:31:08.073 --> 00:31:12.558 in progress and in particular the one
NOTE Confidence: 0.915756270625

00:31:12.558 --> 00:31:14.074 on clarifying job responsibilities
NOTE Confidence: 0.915756270625

00:31:14.074 --> 00:31:16.473 so that we can actually incorporate
NOTE Confidence: 0.915756270625

00:31:16.473 --> 00:31:18.915 that into the F TAC process.
NOTE Confidence: 0.915756270625

00:31:18.920 --> 00:31:21.937 We can make much clearer about lines
NOTE Confidence: 0.915756270625

00:31:21.937 --> 00:31:23.784 of accountability, all of those
NOTE Confidence: 0.915756270625

00:31:23.784 --> 00:31:26.080 things that is now actively in place.
NOTE Confidence: 0.915756270625

00:31:26.080 --> 00:31:28.210 There's actually a workshop right
NOTE Confidence: 0.915756270625

00:31:28.210 --> 00:31:29.914 after this grand rounds.

NOTE Confidence: 0.915756270625

00:31:29.920 --> 00:31:33.805 The other piece that's very much in

NOTE Confidence: 0.915756270625

00:31:33.805 --> 00:31:36.080 play is again what I've mentioned,

NOTE Confidence: 0.915756270625

00:31:36.080 --> 00:31:38.260 the series of leadership talks

NOTE Confidence: 0.915756270625

00:31:38.260 --> 00:31:40.440 that Darren has put together,

NOTE Confidence: 0.915756270625

00:31:40.440 --> 00:31:43.170 trying to bring this idea of

NOTE Confidence: 0.915756270625

00:31:43.170 --> 00:31:45.164 service leadership very much

NOTE Confidence: 0.915756270625

00:31:45.164 --> 00:31:47.874 into our culture and climate.

NOTE Confidence: 0.915756270625

00:31:47.880 --> 00:31:50.554 But if you want to get tired,

NOTE Confidence: 0.915756270625

00:31:50.560 --> 00:31:52.852 these are all the activities that

NOTE Confidence: 0.915756270625

00:31:52.852 --> 00:31:55.182 have happened in the communications

NOTE Confidence: 0.915756270625

00:31:55.182 --> 00:31:57.360 portfolio since September.

NOTE Confidence: 0.915756270625

00:31:57.360 --> 00:31:58.416 It's pretty amazing.

NOTE Confidence: 0.915756270625

00:31:58.416 --> 00:32:01.560 Thank you, Krista.

NOTE Confidence: 0.915756270625

00:32:01.560 --> 00:32:02.439 We have regularly

NOTE Confidence: 0.816294428888889

00:32:05.920 --> 00:32:07.288 regularly updated the comms

NOTE Confidence: 0.816294428888889

00:32:07.288 --> 00:32:08.998 related guidance on the Internet.
NOTE Confidence: 0.816294428888889

00:32:09.000 --> 00:32:11.480 Hope you find it also made the Internet
NOTE Confidence: 0.816294428888889

00:32:11.480 --> 00:32:14.399 how to get to the Internet really clear.
NOTE Confidence: 0.816294428888889

00:32:14.400 --> 00:32:17.640 There's a button, push it.
NOTE Confidence: 0.816294428888889

00:32:17.640 --> 00:32:19.560 Krista has open office hours,
NOTE Confidence: 0.816294428888889

00:32:19.560 --> 00:32:22.476 there's ongoing news stories, the IBO,
NOTE Confidence: 0.816294428888889

00:32:22.480 --> 00:32:24.004 the integrated business office,
NOTE Confidence: 0.816294428888889

00:32:24.004 --> 00:32:26.880 regular updates so you know where to go to,
NOTE Confidence: 0.816294428888889

00:32:26.880 --> 00:32:29.200 who to talk to.
NOTE Confidence: 0.816294428888889

00:32:29.200 --> 00:32:31.520 Comprehensive list of committees,
NOTE Confidence: 0.816294428888889

00:32:31.520 --> 00:32:34.143 you can see the insider community
NOTE Confidence: 0.816294428888889

00:32:34.143 --> 00:32:36.681 surveys and then the upcoming second
NOTE Confidence: 0.816294428888889

00:32:36.681 --> 00:32:38.665 annual year in review replacing.
NOTE Confidence: 0.816294428888889

00:32:38.665 --> 00:32:40.015 For those of you who have
NOTE Confidence: 0.816294428888889

00:32:40.015 --> 00:32:41.080 been around for a while,
NOTE Confidence: 0.816294428888889

00:32:41.080 --> 00:32:42.814 you remember every year we did

NOTE Confidence: 0.816294428888889
00:32:42.814 --> 00:32:44.600 an annual report and there were
NOTE Confidence: 0.816294428888889
00:32:44.600 --> 00:32:46.916 it was printed and all that.
NOTE Confidence: 0.816294428888889
00:32:46.920 --> 00:32:48.936 This replaces that and it's much
NOTE Confidence: 0.816294428888889
00:32:48.936 --> 00:32:51.319 more vivid and much more available.
NOTE Confidence: 0.816294428888889
00:32:51.320 --> 00:32:54.645 So there's been a lot of progress
NOTE Confidence: 0.816294428888889
00:32:54.645 --> 00:32:55.595 in communication.
NOTE Confidence: 0.816294428888889
00:32:55.600 --> 00:32:56.524 But importantly,
NOTE Confidence: 0.816294428888889
00:32:56.524 --> 00:32:58.834 if you have other suggestions,
NOTE Confidence: 0.816294428888889
00:32:58.840 --> 00:33:01.360 Krista is very open to those.
NOTE Confidence: 0.816294428888889
00:33:01.360 --> 00:33:05.924 Communication to 566 people is
NOTE Confidence: 0.816294428888889
00:33:05.924 --> 00:33:08.916 an ongoing dynamic challenge.
NOTE Confidence: 0.816294428888889
00:33:08.920 --> 00:33:10.915 So how do we do it better?
NOTE Confidence: 0.816294428888889
00:33:10.920 --> 00:33:13.300 How do we make sure that everyone
NOTE Confidence: 0.816294428888889
00:33:13.300 --> 00:33:15.880 feels like you know what's going on?
NOTE Confidence: 0.816294428888889
00:33:15.880 --> 00:33:18.157 That is what we need to keep working on.
NOTE Confidence: 0.816294428888889

00:33:18.160 --> 00:33:21.360 And thank you again, Kristen.
NOTE Confidence: 0.816294428888889

00:33:21.360 --> 00:33:24.680 So to our clinical services,
NOTE Confidence: 0.816294428888889

00:33:24.680 --> 00:33:25.772 First off,
NOTE Confidence: 0.816294428888889

00:33:25.772 --> 00:33:29.594 what's the state of our clinical services?
NOTE Confidence: 0.816294428888889

00:33:29.600 --> 00:33:32.078 Well, you can see some updates here.
NOTE Confidence: 0.816294428888889

00:33:32.080 --> 00:33:34.402 And this is over the calendar
NOTE Confidence: 0.816294428888889

00:33:34.402 --> 00:33:36.760 year of January to December,
NOTE Confidence: 0.816294428888889

00:33:36.760 --> 00:33:40.757 we have a 7% increase in referrals,
NOTE Confidence: 0.816294428888889

00:33:40.760 --> 00:33:42.608 58,000 plus scheduled appointments
NOTE Confidence: 0.816294428888889

00:33:42.608 --> 00:33:43.994 over this year.
NOTE Confidence: 0.816294428888889

00:33:44.000 --> 00:33:47.510 All those 58 thousand 16,500
NOTE Confidence: 0.816294428888889

00:33:47.510 --> 00:33:49.280 were via virtual.
NOTE Confidence: 0.816294428888889

00:33:49.280 --> 00:33:52.820 So you can calculate roughly roughly
NOTE Confidence: 0.816294428888889

00:33:52.922 --> 00:33:56.192 a third greater than 3000 unique
NOTE Confidence: 0.816294428888889

00:33:56.192 --> 00:33:59.432 youth and families were served.
NOTE Confidence: 0.816294428888889

00:33:59.440 --> 00:34:00.480 The average age is about

NOTE Confidence: 0.879060425714286
00:34:03.920 --> 00:34:06.916 11.752% of the clients identify as female,
NOTE Confidence: 0.879060425714286
00:34:06.920 --> 00:34:10.984 so half And then the racial breakdown is
NOTE Confidence: 0.879060425714286
00:34:10.984 --> 00:34:15.230 as you see with 46% having a historic
NOTE Confidence: 0.879060425714286
00:34:15.230 --> 00:34:18.020 identity that has been historically
NOTE Confidence: 0.879060425714286
00:34:18.118 --> 00:34:23.268 marginalized that those numbers do
NOTE Confidence: 0.879060425714286
00:34:23.268 --> 00:34:26.076 not give justice to the tremendous
NOTE Confidence: 0.879060425714286
00:34:26.076 --> 00:34:29.680 amount of work that's happening.
NOTE Confidence: 0.879060425714286
00:34:29.680 --> 00:34:31.836 Just to drill down a little bit
NOTE Confidence: 0.879060425714286
00:34:31.836 --> 00:34:34.251 into that 7% increase in referrals,
NOTE Confidence: 0.879060425714286
00:34:34.251 --> 00:34:38.110 the peak that you see January 2021
NOTE Confidence: 0.879060425714286
00:34:38.110 --> 00:34:42.296 to December 2021, that was a very,
NOTE Confidence: 0.879060425714286
00:34:42.296 --> 00:34:43.478 very high point.
NOTE Confidence: 0.879060425714286
00:34:43.480 --> 00:34:46.432 But we have still we are still much
NOTE Confidence: 0.879060425714286
00:34:46.432 --> 00:34:48.966 higher than we were before that time
NOTE Confidence: 0.879060425714286
00:34:48.966 --> 00:34:52.220 as you see and that one of the reasons
NOTE Confidence: 0.879060425714286

00:34:52.220 --> 00:34:54.735 why referrals are up there continues
NOTE Confidence: 0.879060425714286

00:34:54.735 --> 00:34:57.432 to be tremendous need out there.
NOTE Confidence: 0.879060425714286

00:34:57.432 --> 00:35:00.600 We wonder if one of their leveling reasons,
NOTE Confidence: 0.879060425714286

00:35:00.600 --> 00:35:03.084 no way to test this is that the word
NOTE Confidence: 0.879060425714286

00:35:03.084 --> 00:35:05.925 is out about wait list and things like
NOTE Confidence: 0.879060425714286

00:35:05.925 --> 00:35:07.960 that which we don't know that fact,
NOTE Confidence: 0.879060425714286

00:35:07.960 --> 00:35:11.131 but we're still going up in terms
NOTE Confidence: 0.879060425714286

00:35:11.131 --> 00:35:12.037 of referrals.
NOTE Confidence: 0.879060425714286

00:35:12.040 --> 00:35:14.840 Just want to give you a sense about
NOTE Confidence: 0.879060425714286

00:35:14.840 --> 00:35:17.235 our hospital based services across
NOTE Confidence: 0.879060425714286

00:35:17.235 --> 00:35:21.400 fiscal year 19 through fiscal year 23.
NOTE Confidence: 0.879060425714286

00:35:21.400 --> 00:35:22.552 You can excuse me,
NOTE Confidence: 0.879060425714286

00:35:22.552 --> 00:35:24.280 you can see that the behavioral
NOTE Confidence: 0.879060425714286

00:35:24.343 --> 00:35:26.128 health Ed numbers children coming
NOTE Confidence: 0.879060425714286

00:35:26.128 --> 00:35:27.913 to the behavioral health Ed,
NOTE Confidence: 0.879060425714286

00:35:27.920 --> 00:35:30.352 they stayed relatively constant.

NOTE Confidence: 0.879060425714286
00:35:30.352 --> 00:35:32.784 But what has dramatically
NOTE Confidence: 0.879060425714286
00:35:32.784 --> 00:35:34.000 dramatically changed,
NOTE Confidence: 0.879060425714286
00:35:34.000 --> 00:35:36.646 it's the number of hours that children
NOTE Confidence: 0.879060425714286
00:35:36.646 --> 00:35:40.015 sit in the Ed waiting for some kind
NOTE Confidence: 0.879060425714286
00:35:40.015 --> 00:35:42.620 of disposition whether to get to our
NOTE Confidence: 0.879060425714286
00:35:42.620 --> 00:35:45.120 inpatient unit or to services elsewhere.
NOTE Confidence: 0.879060425714286
00:35:45.120 --> 00:35:47.334 Dramatic change in that and we're
NOTE Confidence: 0.879060425714286
00:35:47.334 --> 00:35:49.650 still waiting on the fiscal year
NOTE Confidence: 0.879060425714286
00:35:49.650 --> 00:35:51.954 23 data to be finally summarized.
NOTE Confidence: 0.879060425714286
00:35:51.960 --> 00:35:54.192 But I can assure you it's going to be
NOTE Confidence: 0.879060425714286
00:35:54.200 --> 00:35:57.720 roughly in the range of fiscal year 22.
NOTE Confidence: 0.879060425714286
00:35:57.720 --> 00:36:00.496 You can see the child, the inpatient service.
NOTE Confidence: 0.879060425714286
00:36:00.496 --> 00:36:01.600 And again,
NOTE Confidence: 0.879060425714286
00:36:01.600 --> 00:36:05.440 while the volume may be relatively constant,
NOTE Confidence: 0.879060425714286
00:36:05.440 --> 00:36:09.600 what is changed is the length of stay.
NOTE Confidence: 0.879060425714286

00:36:09.600 --> 00:36:10.902 Children are sicker,
NOTE Confidence: 0.879060425714286

00:36:10.902 --> 00:36:12.638 children are staying longer.
NOTE Confidence: 0.879060425714286

00:36:12.640 --> 00:36:14.560 There's also fewer services out
NOTE Confidence: 0.879060425714286

00:36:14.560 --> 00:36:17.379 there to get them to the breakdown
NOTE Confidence: 0.879060425714286

00:36:17.379 --> 00:36:19.434 in the continuum of care.
NOTE Confidence: 0.879060425714286

00:36:19.440 --> 00:36:22.436 And then the CL service not only
NOTE Confidence: 0.879060425714286

00:36:22.436 --> 00:36:24.480 again numbers relatively constant,
NOTE Confidence: 0.879060425714286

00:36:24.480 --> 00:36:25.378 but severity,
NOTE Confidence: 0.879060425714286

00:36:25.378 --> 00:36:27.623 severity and illness and children
NOTE Confidence: 0.879060425714286

00:36:27.623 --> 00:36:30.191 staying in the hospital longer and
NOTE Confidence: 0.879060425714286

00:36:30.191 --> 00:36:32.872 needing more is what has gone up.
NOTE Confidence: 0.9465757225

00:36:36.280 --> 00:36:38.840 Just to go back to our outpatient services,
NOTE Confidence: 0.9465757225

00:36:38.840 --> 00:36:40.303 to give you a little bit of
NOTE Confidence: 0.9465757225

00:36:40.303 --> 00:36:41.919 a sense of the distribution,
NOTE Confidence: 0.9465757225

00:36:41.920 --> 00:36:44.920 you can see that about 47% are
NOTE Confidence: 0.9465757225

00:36:44.920 --> 00:36:47.504 on Youth Services assessments.

NOTE Confidence: 0.9465757225

00:36:47.504 --> 00:36:50.408 Assessments are listed at 3.1.

NOTE Confidence: 0.9465757225

00:36:50.408 --> 00:36:52.144 We hope to grow that and you

NOTE Confidence: 0.9465757225

00:36:52.144 --> 00:36:54.013 can see the distribution across

NOTE Confidence: 0.9465757225

00:36:54.013 --> 00:36:55.678 our others of our services.

NOTE Confidence: 0.9465757225

00:36:55.680 --> 00:36:57.972 Our family based recovery

NOTE Confidence: 0.9465757225

00:36:57.972 --> 00:37:00.264 interventions for children with

NOTE Confidence: 0.9465757225

00:37:00.264 --> 00:37:02.822 AIDS intensive ICAP services is

NOTE Confidence: 0.9465757225

00:37:02.822 --> 00:37:05.474 about 1/4 of our outpatient work.

NOTE Confidence: 0.97137359125

00:37:11.600 --> 00:37:13.360 And then to look at our wait list

NOTE Confidence: 0.906857038571429

00:37:15.480 --> 00:37:18.154 and we define now our wait list.

NOTE Confidence: 0.906857038571429

00:37:18.160 --> 00:37:20.918 As the hospital defines a wait list,

NOTE Confidence: 0.906857038571429

00:37:20.920 --> 00:37:23.360 it is even if children have an appointment,

NOTE Confidence: 0.906857038571429

00:37:23.360 --> 00:37:24.720 if it's several months out,

NOTE Confidence: 0.906857038571429

00:37:24.720 --> 00:37:27.485 we consider them on the wait list or

NOTE Confidence: 0.906857038571429

00:37:27.485 --> 00:37:29.435 that they're waiting for an appointment.

NOTE Confidence: 0.906857038571429

00:37:29.440 --> 00:37:32.887 So right now for assessment that is our we

NOTE Confidence: 0.906857038571429

00:37:32.887 --> 00:37:36.718 have about 398 children on the wait list.

NOTE Confidence: 0.906857038571429

00:37:36.720 --> 00:37:38.785 You can see that it varies actually

NOTE Confidence: 0.906857038571429

00:37:38.785 --> 00:37:40.678 across the different kinds of services.

NOTE Confidence: 0.906857038571429

00:37:40.680 --> 00:37:43.266 Our assessment services have about 200

NOTE Confidence: 0.906857038571429

00:37:43.266 --> 00:37:48.440 waiting to be in some way across evaluated

NOTE Confidence: 0.906857038571429

00:37:48.440 --> 00:37:53.022 about 106 waiting for therapy and then

NOTE Confidence: 0.906857038571429

00:37:53.022 --> 00:37:55.277 their distribution across the rest.

NOTE Confidence: 0.906857038571429

00:37:55.280 --> 00:37:57.960 And you can see also the importance of

NOTE Confidence: 0.906857038571429

00:37:57.960 --> 00:38:00.438 breaking this down is that shows you that

NOTE Confidence: 0.906857038571429

00:38:00.440 --> 00:38:03.982 not the wait time is variable depending

NOTE Confidence: 0.906857038571429

00:38:03.982 --> 00:38:07.039 on the different kind of service.

NOTE Confidence: 0.906857038571429

00:38:07.040 --> 00:38:08.124 We are not unique.

NOTE Confidence: 0.906857038571429

00:38:08.124 --> 00:38:10.423 I just want to stress that while this

NOTE Confidence: 0.906857038571429

00:38:10.423 --> 00:38:12.839 is very important data for us to track,

NOTE Confidence: 0.906857038571429

00:38:12.840 --> 00:38:13.836 we're not unique.

NOTE Confidence: 0.906857038571429
00:38:13.836 --> 00:38:16.160 There are wait times and wait lists
NOTE Confidence: 0.906857038571429
00:38:16.228 --> 00:38:18.797 across not only the state of Connecticut,
NOTE Confidence: 0.906857038571429
00:38:18.800 --> 00:38:22.085 across the country reflecting shortages
NOTE Confidence: 0.906857038571429
00:38:22.085 --> 00:38:25.640 of providers and also reflecting increased
NOTE Confidence: 0.906857038571429
00:38:25.640 --> 00:38:28.364 severity of illness so that children
NOTE Confidence: 0.906857038571429
00:38:28.364 --> 00:38:30.800 are not moving through services as well.
NOTE Confidence: 0.907265003
00:38:33.640 --> 00:38:36.808 There's been a lot of progress in other
NOTE Confidence: 0.907265003
00:38:36.808 --> 00:38:39.118 things since 2020, September 2023.
NOTE Confidence: 0.907265003
00:38:39.118 --> 00:38:42.154 Very grateful to Cecilia for continuing
NOTE Confidence: 0.907265003
00:38:42.154 --> 00:38:44.799 to move the racially informed
NOTE Confidence: 0.907265003
00:38:44.800 --> 00:38:46.572 clinical formulation work forward.
NOTE Confidence: 0.907265003
00:38:46.572 --> 00:38:49.801 We had a consultation to our outpatient
NOTE Confidence: 0.907265003
00:38:49.801 --> 00:38:52.804 services in early 2023 from Doctor Kraft.
NOTE Confidence: 0.907265003
00:38:52.804 --> 00:38:54.709 We're making changes in workflow
NOTE Confidence: 0.907265003
00:38:54.709 --> 00:38:56.363 and workforce development building
NOTE Confidence: 0.907265003

00:38:56.363 --> 00:38:59.163 from some of the other efforts I
NOTE Confidence: 0.907265003

00:38:59.236 --> 00:39:01.396 mentioned this culture of respect.
NOTE Confidence: 0.907265003

00:39:01.400 --> 00:39:03.524 We're so excited to actually have
NOTE Confidence: 0.907265003

00:39:03.524 --> 00:39:05.630 been welcomed Veronica as our
NOTE Confidence: 0.907265003

00:39:05.630 --> 00:39:07.520 developmental behavioral pediatrician,
NOTE Confidence: 0.907265003

00:39:07.520 --> 00:39:09.458 the first person to help us
NOTE Confidence: 0.907265003

00:39:09.458 --> 00:39:11.680 continue to build now that program.
NOTE Confidence: 0.907265003

00:39:11.680 --> 00:39:14.038 And then there's new funds flow
NOTE Confidence: 0.907265003

00:39:14.040 --> 00:39:16.905 that I will talk about on how the
NOTE Confidence: 0.907265003

00:39:16.905 --> 00:39:18.555 funds come from the health system
NOTE Confidence: 0.907265003

00:39:18.555 --> 00:39:20.585 to support clinical services and
NOTE Confidence: 0.907265003

00:39:20.585 --> 00:39:22.160 I'll talk about that in a moment.
NOTE Confidence: 0.9630096225

00:39:26.120 --> 00:39:28.973 Just to remind you that these are some of
NOTE Confidence: 0.9630096225

00:39:28.973 --> 00:39:32.048 the clinical goals that we set for 2023-2024.
NOTE Confidence: 0.9630096225

00:39:32.048 --> 00:39:35.456 I already talked about the workplace
NOTE Confidence: 0.9630096225

00:39:35.456 --> 00:39:38.500 climate culture. We need to focus

NOTE Confidence: 0.9630096225

00:39:38.500 --> 00:39:40.400 more on comprehensive assessments.

NOTE Confidence: 0.9630096225

00:39:40.400 --> 00:39:42.770 That's where there's a tremendous amount

NOTE Confidence: 0.9630096225

00:39:42.770 --> 00:39:45.359 of need as you saw from the wait list.

NOTE Confidence: 0.9630096225

00:39:45.360 --> 00:39:48.034 We need to build that out more.

NOTE Confidence: 0.9630096225

00:39:48.040 --> 00:39:50.749 We need to also build out more short term

NOTE Confidence: 0.9630096225

00:39:50.749 --> 00:39:53.175 evidence based treatment so that we can

NOTE Confidence: 0.9630096225

00:39:53.175 --> 00:39:55.280 help move children through the system,

NOTE Confidence: 0.9630096225

00:39:55.280 --> 00:39:57.600 developing a self pay practice.

NOTE Confidence: 0.9630096225

00:39:57.600 --> 00:40:01.164 We're continuing to grow our pediatric

NOTE Confidence: 0.9630096225

00:40:01.164 --> 00:40:04.076 psychology program with Lori and

NOTE Confidence: 0.9630096225

00:40:04.076 --> 00:40:05.888 Maggie and then I want to really

NOTE Confidence: 0.9630096225

00:40:05.888 --> 00:40:07.479 focus on that last point there,

NOTE Confidence: 0.9630096225

00:40:07.480 --> 00:40:11.610 professional development funds as we try to

NOTE Confidence: 0.9630096225

00:40:11.610 --> 00:40:15.520 enhance everyone's opportunities to grow.

NOTE Confidence: 0.9630096225

00:40:15.520 --> 00:40:17.614 That is really important that we

NOTE Confidence: 0.9630096225

00:40:17.614 --> 00:40:20.457 develop a fund that is available to to
NOTE Confidence: 0.9630096225

00:40:20.457 --> 00:40:22.920 actually all of everyone I would hope,
NOTE Confidence: 0.9630096225

00:40:22.920 --> 00:40:25.130 but certainly everyone in practicing
NOTE Confidence: 0.9630096225

00:40:25.130 --> 00:40:27.340 clinically that gives them the
NOTE Confidence: 0.9630096225

00:40:27.408 --> 00:40:29.518 opportunity to learn new skills.
NOTE Confidence: 0.9630096225

00:40:29.520 --> 00:40:31.356 Going back to my fundraising slide,
NOTE Confidence: 0.9630096225

00:40:31.360 --> 00:40:34.624 This is why we fundraise unrestricted funds.
NOTE Confidence: 0.9630096225

00:40:34.624 --> 00:40:37.096 So we're actively trying to fundraise
NOTE Confidence: 0.9630096225

00:40:37.096 --> 00:40:39.251 for professional Development Fund that we
NOTE Confidence: 0.9630096225

00:40:39.251 --> 00:40:41.720 can access and make available to everyone.
NOTE Confidence: 0.9630096225

00:40:41.720 --> 00:40:45.600 It's a very high priority.
NOTE Confidence: 0.9630096225

00:40:45.600 --> 00:40:47.740 These two of embedding developmental
NOTE Confidence: 0.9630096225

00:40:47.740 --> 00:40:50.414 Pediatrics in child study center and
NOTE Confidence: 0.9630096225

00:40:50.414 --> 00:40:52.298 the pediatric psychology reflect
NOTE Confidence: 0.9630096225

00:40:52.298 --> 00:40:54.182 our really deepening collaboration
NOTE Confidence: 0.9630096225

00:40:54.182 --> 00:40:56.517 with the Department of Pediatrics.

NOTE Confidence: 0.9630096225

00:40:56.520 --> 00:40:58.718 Pediatrics is really one of our close,

NOTE Confidence: 0.9630096225

00:40:58.720 --> 00:41:01.384 it is our closest sister department

NOTE Confidence: 0.9630096225

00:41:01.384 --> 00:41:04.211 if you will and that collaboration

NOTE Confidence: 0.9630096225

00:41:04.211 --> 00:41:06.199 is very much deepening.

NOTE Confidence: 0.9630096225

00:41:06.200 --> 00:41:08.800 And I've already talked about

NOTE Confidence: 0.9630096225

00:41:08.800 --> 00:41:10.360 professional development funds.

NOTE Confidence: 0.9630096225

00:41:10.360 --> 00:41:13.276 So I want to take a step back now

NOTE Confidence: 0.9630096225

00:41:13.280 --> 00:41:16.160 and I've been referencing September,

NOTE Confidence: 0.9630096225

00:41:16.160 --> 00:41:18.266 but now I want to take a step back

NOTE Confidence: 0.9630096225

00:41:18.266 --> 00:41:20.700 to a year from now or year past where

NOTE Confidence: 0.9630096225

00:41:20.700 --> 00:41:22.000 I spoke in January,

NOTE Confidence: 0.9630096225

00:41:22.000 --> 00:41:27.000 the same kind of talk in January of 2023.

NOTE Confidence: 0.9630096225

00:41:27.000 --> 00:41:29.334 And remind you about three points

NOTE Confidence: 0.9630096225

00:41:29.334 --> 00:41:31.986 that were salient or I hope we're

NOTE Confidence: 0.9630096225

00:41:31.986 --> 00:41:34.359 salient in that talk at that time.

NOTE Confidence: 0.9630096225

00:41:34.360 --> 00:41:37.408 The first being that we are a part
NOTE Confidence: 0.9630096225

00:41:37.408 --> 00:41:38.960 of a system.
NOTE Confidence: 0.9630096225

00:41:38.960 --> 00:41:41.399 We are a department in a School of Medicine,
NOTE Confidence: 0.9630096225

00:41:41.400 --> 00:41:43.500 a School of Medicine existing
NOTE Confidence: 0.9630096225

00:41:43.500 --> 00:41:44.760 in a university,
NOTE Confidence: 0.9630096225

00:41:44.760 --> 00:41:47.064 but we are also a part of the
NOTE Confidence: 0.9630096225

00:41:47.064 --> 00:41:49.239 Yale New Haven Health System.
NOTE Confidence: 0.9630096225

00:41:49.240 --> 00:41:51.496 And the Yale New Haven Health System is
NOTE Confidence: 0.9630096225

00:41:51.496 --> 00:41:54.000 not just this hospital across the street.
NOTE Confidence: 0.9630096225

00:41:54.000 --> 00:41:55.320 It includes Greenwich,
NOTE Confidence: 0.9630096225

00:41:55.320 --> 00:41:57.520 it includes Lawrence of Memorial,
NOTE Confidence: 0.9630096225

00:41:57.520 --> 00:41:58.930 it includes Milford.
NOTE Confidence: 0.9630096225

00:41:58.930 --> 00:42:01.280 It includes a number of
NOTE Confidence: 0.9630096225

00:42:01.280 --> 00:42:02.919 hospitals across the the,
NOTE Confidence: 0.9630096225

00:42:02.920 --> 00:42:04.485 the southern part of the
NOTE Confidence: 0.9630096225

00:42:04.485 --> 00:42:06.408 state and up the shoreline.

NOTE Confidence: 0.9630096225

00:42:06.408 --> 00:42:10.209 We are a part of that system and there are

NOTE Confidence: 0.9630096225

00:42:10.209 --> 00:42:12.320 a lot of changes happening in that system,

NOTE Confidence: 0.9630096225

00:42:12.320 --> 00:42:15.120 which I will talk about.

NOTE Confidence: 0.9630096225

00:42:15.120 --> 00:42:20.440 The 2nd academic medicine is changing.

NOTE Confidence: 0.9630096225

00:42:20.440 --> 00:42:23.152 The growth in the clinical research

NOTE Confidence: 0.9630096225

00:42:23.152 --> 00:42:25.543 clinical versus the research mission

NOTE Confidence: 0.9630096225

00:42:25.543 --> 00:42:28.591 in Yale Medicine and academic medicine

NOTE Confidence: 0.9630096225

00:42:28.591 --> 00:42:30.760 generally is dramatically changed.

NOTE Confidence: 0.9630096225

00:42:30.760 --> 00:42:33.469 The clinical mission now is by far

NOTE Confidence: 0.9630096225

00:42:33.469 --> 00:42:36.242 the biggest in every academic Medical

NOTE Confidence: 0.9630096225

00:42:36.242 --> 00:42:39.519 Center in the country, not just us.

NOTE Confidence: 0.9630096225

00:42:39.519 --> 00:42:41.584 This particular graph shows you

NOTE Confidence: 0.9630096225

00:42:41.584 --> 00:42:44.114 the change just through fiscal year

NOTE Confidence: 0.9630096225

00:42:44.114 --> 00:42:46.544 22 of Yale medicines fees.

NOTE Confidence: 0.9630096225

00:42:46.544 --> 00:42:49.074 But perhaps even more dramatically,

NOTE Confidence: 0.9630096225

00:42:49.080 --> 00:42:51.278 which I showed you a year ago,
NOTE Confidence: 0.9630096225

00:42:51.280 --> 00:42:54.000 is the actual proportionate change
NOTE Confidence: 0.9630096225

00:42:54.000 --> 00:42:56.720 in the clinical income versus
NOTE Confidence: 0.945158535714286

00:42:56.805 --> 00:42:58.757 research over 10 years.
NOTE Confidence: 0.945158535714286

00:42:58.760 --> 00:43:01.598 Over 10 years, the clinical income
NOTE Confidence: 0.945158535714286

00:43:01.600 --> 00:43:04.372 proportion of the annual budget of the
NOTE Confidence: 0.945158535714286

00:43:04.372 --> 00:43:07.475 Yale School of Medicine grew by 1.2,
NOTE Confidence: 0.945158535714286

00:43:07.475 --> 00:43:11.920 whereas the research income grew by .3.
NOTE Confidence: 0.945158535714286

00:43:11.920 --> 00:43:15.380 Clinical enterprise is actually the
NOTE Confidence: 0.945158535714286

00:43:15.380 --> 00:43:18.840 driver now of academic medicine.
NOTE Confidence: 0.945158535714286

00:43:18.840 --> 00:43:21.270 That is really important and it's
NOTE Confidence: 0.945158535714286

00:43:21.270 --> 00:43:23.720 important because it shows you where
NOTE Confidence: 0.945158535714286

00:43:23.720 --> 00:43:26.000 the discussion and the emphasis is,
NOTE Confidence: 0.945158535714286

00:43:26.000 --> 00:43:28.382 but it also raises important questions
NOTE Confidence: 0.945158535714286

00:43:28.382 --> 00:43:30.998 for how we're a part of that.
NOTE Confidence: 0.945158535714286

00:43:31.000 --> 00:43:32.280 And then the Third Point,

NOTE Confidence: 0.900673142857143

00:43:34.920 --> 00:43:37.454 they said academic medical centers are no

NOTE Confidence: 0.900673142857143

00:43:37.454 --> 00:43:40.198 longer the only providers of expert care.

NOTE Confidence: 0.900673142857143

00:43:40.200 --> 00:43:41.604 It's a competitive market.

NOTE Confidence: 0.900673142857143

00:43:41.604 --> 00:43:44.770 And I realized that many of us who went

NOTE Confidence: 0.900673142857143

00:43:44.770 --> 00:43:46.756 into medicine never thought we would

NOTE Confidence: 0.900673142857143

00:43:46.756 --> 00:43:49.230 be using terms like market. We never.

NOTE Confidence: 0.900673142857143

00:43:49.230 --> 00:43:50.760 Certainly when we went into research,

NOTE Confidence: 0.900673142857143

00:43:50.760 --> 00:43:53.280 we never thought we'd be using terms

NOTE Confidence: 0.900673142857143

00:43:53.280 --> 00:43:55.160 like market, but this is a survey

NOTE Confidence: 0.93386256

00:43:57.960 --> 00:43:59.358 and there's many, many like it.

NOTE Confidence: 0.93386256

00:43:59.360 --> 00:44:01.000 But in this particular survey,

NOTE Confidence: 0.93386256

00:44:01.000 --> 00:44:05.557 they ask and patients have become consumers

NOTE Confidence: 0.93386256

00:44:05.560 --> 00:44:07.876 didn't think that would happen either,

NOTE Confidence: 0.93386256

00:44:07.880 --> 00:44:09.308 but they asked patients,

NOTE Confidence: 0.93386256

00:44:09.308 --> 00:44:12.354 would you pay more to receive your specialty

NOTE Confidence: 0.93386256

00:44:12.354 --> 00:44:14.838 care at an academic Medical Center.
NOTE Confidence: 0.93386256

00:44:14.840 --> 00:44:18.479 Half said no.
NOTE Confidence: 0.93386256

00:44:18.480 --> 00:44:20.478 And the data are on this graph as well.
NOTE Confidence: 0.93386256

00:44:20.480 --> 00:44:25.037 Actually, 58% said no for primary care,
NOTE Confidence: 0.93386256

00:44:25.040 --> 00:44:30.320 but half said no for subspecialty care.
NOTE Confidence: 0.93386256

00:44:30.320 --> 00:44:32.960 And then even more striking perhaps,
NOTE Confidence: 0.93386256

00:44:32.960 --> 00:44:37.185 is this is that 58% of patients I'm
NOTE Confidence: 0.93386256

00:44:37.185 --> 00:44:39.555 going to keep substituting the term
NOTE Confidence: 0.93386256

00:44:39.560 --> 00:44:42.269 surveyed said that they would choose a
NOTE Confidence: 0.93386256

00:44:42.269 --> 00:44:44.704 Community Hospital if it was associated
NOTE Confidence: 0.93386256

00:44:44.704 --> 00:44:46.719 with an academic Medical Center.
NOTE Confidence: 0.93386256

00:44:46.720 --> 00:44:49.285 Hence why the partnership with
NOTE Confidence: 0.93386256

00:44:49.285 --> 00:44:52.960 Yale New Haven is so important.
NOTE Confidence: 0.93386256

00:44:52.960 --> 00:44:55.535 And that argues for these
NOTE Confidence: 0.93386256

00:44:55.535 --> 00:44:57.080 kinds of partnerships.
NOTE Confidence: 0.93386256

00:44:57.080 --> 00:45:00.384 So Yale Medicine and all of us

NOTE Confidence: 0.93386256
00:45:00.384 --> 00:45:02.760 hearing that there's 33 changes
NOTE Confidence: 0.93386256
00:45:02.760 --> 00:45:05.160 coming out of those messages,
NOTE Confidence: 0.93386256
00:45:05.160 --> 00:45:06.890 those messages that we talked
NOTE Confidence: 0.93386256
00:45:06.890 --> 00:45:08.274 about a year ago.
NOTE Confidence: 0.93386256
00:45:08.280 --> 00:45:10.392 The 1st is closer alignment with
NOTE Confidence: 0.93386256
00:45:10.392 --> 00:45:11.800 our health system colleagues.
NOTE Confidence: 0.93386256
00:45:11.800 --> 00:45:13.524 Remember the last point,
NOTE Confidence: 0.93386256
00:45:13.524 --> 00:45:16.110 patients will come to an academic
NOTE Confidence: 0.93386256
00:45:16.192 --> 00:45:18.507 Medical Center if or Community
NOTE Confidence: 0.93386256
00:45:18.507 --> 00:45:20.359 Hospital if it's aligned.
NOTE Confidence: 0.93386256
00:45:20.360 --> 00:45:23.135 The 2nd is integrating clinical
NOTE Confidence: 0.93386256
00:45:23.135 --> 00:45:25.813 networks within and outside to
NOTE Confidence: 0.93386256
00:45:25.813 --> 00:45:28.078 form actually what are called
NOTE Confidence: 0.93386256
00:45:28.078 --> 00:45:29.437 clinically integrated networks.
NOTE Confidence: 0.93386256
00:45:29.440 --> 00:45:31.736 And then the third is a new
NOTE Confidence: 0.93386256

00:45:31.736 --> 00:45:34.071 approach to funding from a health
NOTE Confidence: 0.93386256

00:45:34.071 --> 00:45:36.201 system that supports clinical care
NOTE Confidence: 0.93386256

00:45:36.201 --> 00:45:38.518 delivered by the medical schools.
NOTE Confidence: 0.93386256

00:45:38.520 --> 00:45:41.220 So I want to go into each of those
NOTE Confidence: 0.93386256

00:45:41.220 --> 00:45:43.912 for first there is active effort
NOTE Confidence: 0.93386256

00:45:43.912 --> 00:45:46.780 of alignment between Yale New Haven
NOTE Confidence: 0.93386256

00:45:46.866 --> 00:45:49.998 Health System and Yale Medical School,
NOTE Confidence: 0.93386256

00:45:50.000 --> 00:45:53.668 very active and that is expressing itself
NOTE Confidence: 0.93386256

00:45:53.668 --> 00:45:56.680 in these areas joint strategic planning.
NOTE Confidence: 0.93386256

00:45:56.680 --> 00:46:00.080 There has never been a joint
NOTE Confidence: 0.93386256

00:46:00.080 --> 00:46:02.475 strategic plan between the health
NOTE Confidence: 0.93386256

00:46:02.475 --> 00:46:04.000 system and the medical school.
NOTE Confidence: 0.93386256

00:46:04.000 --> 00:46:07.285 They have never jointly strategically
NOTE Confidence: 0.93386256

00:46:07.285 --> 00:46:09.913 planned until this year.
NOTE Confidence: 0.93386256

00:46:09.920 --> 00:46:14.396 Joint infrastructure having a single IRB,
NOTE Confidence: 0.93386256

00:46:14.400 --> 00:46:15.840 so that if you're going to do a

NOTE Confidence: 0.93386256

00:46:15.840 --> 00:46:17.420 study in the hospital and a study

NOTE Confidence: 0.93386256

00:46:17.420 --> 00:46:18.360 in the medical school,

NOTE Confidence: 0.93386256

00:46:18.360 --> 00:46:20.600 you don't have to have two IR BS,

NOTE Confidence: 0.93386256

00:46:20.600 --> 00:46:23.853 one single credentialing process,

NOTE Confidence: 0.93386256

00:46:23.853 --> 00:46:27.399 joint clinical programming coming to decide,

NOTE Confidence: 0.93386256

00:46:27.400 --> 00:46:27.784 yes,

NOTE Confidence: 0.93386256

00:46:27.784 --> 00:46:29.880 we'll do that together and

NOTE Confidence: 0.93386256

00:46:29.880 --> 00:46:32.120 most importantly funds flow.

NOTE Confidence: 0.93386256

00:46:32.120 --> 00:46:33.758 But just to give you a hint,

NOTE Confidence: 0.93386256

00:46:33.760 --> 00:46:38.240 this was in October of 2023,

NOTE Confidence: 0.93386256

00:46:38.240 --> 00:46:41.318 this was the Children's Hospital preliminary

NOTE Confidence: 0.93386256

00:46:41.318 --> 00:46:43.874 strategic areas and for the very,

NOTE Confidence: 0.93386256

00:46:43.880 --> 00:46:48.302 very first time behavioral health was

NOTE Confidence: 0.93386256

00:46:48.302 --> 00:46:51.400 included and this was jointly created

NOTE Confidence: 0.93386256

00:46:51.400 --> 00:46:53.830 between the school and the health

NOTE Confidence: 0.93386256

00:46:53.830 --> 00:46:58.400 system and including us as a part of that.

NOTE Confidence: 0.93386256

00:46:58.400 --> 00:47:00.000 That's really,

NOTE Confidence: 0.93386256

00:47:00.000 --> 00:47:01.600 really important.

NOTE Confidence: 0.93386256

00:47:01.600 --> 00:47:02.972 And some of those things that are

NOTE Confidence: 0.93386256

00:47:02.972 --> 00:47:04.400 in that are about improvement,

NOTE Confidence: 0.93386256

00:47:04.400 --> 00:47:06.680 access to behavioral health services,

NOTE Confidence: 0.93386256

00:47:06.680 --> 00:47:08.232 behavioral health services across

NOTE Confidence: 0.93386256

00:47:08.232 --> 00:47:09.396 the care continuum,

NOTE Confidence: 0.93386256

00:47:09.400 --> 00:47:11.986 the kinds of things that we've

NOTE Confidence: 0.93386256

00:47:11.986 --> 00:47:13.279 been talking about.

NOTE Confidence: 0.93386256

00:47:13.280 --> 00:47:17.318 The second area that our colleagues

NOTE Confidence: 0.93386256

00:47:17.320 --> 00:47:20.260 all across the school and the hospital

NOTE Confidence: 0.93386256

00:47:20.260 --> 00:47:23.000 is this clinically integrated network.

NOTE Confidence: 0.93386256

00:47:23.000 --> 00:47:26.160 And while this may not sound profound,

NOTE Confidence: 0.93386256

00:47:26.160 --> 00:47:28.640 it actually is deeply profound

NOTE Confidence: 0.93386256

00:47:28.640 --> 00:47:30.116 that there is now going there.

NOTE Confidence: 0.93386256

00:47:30.120 --> 00:47:31.428 As of January,

NOTE Confidence: 0.93386256

00:47:31.428 --> 00:47:33.608 there is one clinically integrated

NOTE Confidence: 0.93386256

00:47:33.608 --> 00:47:36.120 set of outpatient services,

NOTE Confidence: 0.93386256

00:47:36.120 --> 00:47:38.375 Yale Medicine and the Northeast

NOTE Confidence: 0.93386256

00:47:38.375 --> 00:47:39.277 Medical Group.

NOTE Confidence: 0.93386256

00:47:39.280 --> 00:47:41.512 The Northeast Medical Group was the

NOTE Confidence: 0.93386256

00:47:41.512 --> 00:47:43.000 health systems outpatient services,

NOTE Confidence: 0.93386256

00:47:43.000 --> 00:47:44.960 Yale Medicines was the schools.

NOTE Confidence: 0.93386256

00:47:44.960 --> 00:47:47.956 These come together now as one entity

NOTE Confidence: 0.892578557777778

00:47:47.960 --> 00:47:50.870 including also some aligned community

NOTE Confidence: 0.892578557777778

00:47:50.870 --> 00:47:53.198 physicians or community practices.

NOTE Confidence: 0.892578557777778

00:47:53.200 --> 00:47:57.439 But that one entity is led by Doctor McGovern

NOTE Confidence: 0.892578557777778

00:47:57.440 --> 00:48:00.835 who is Yale Medicine and the hospital.

NOTE Confidence: 0.892578557777778

00:48:00.840 --> 00:48:02.620 Why is that important?

NOTE Confidence: 0.892578557777778

00:48:02.620 --> 00:48:05.426 You have one voice, 1 voice,

NOTE Confidence: 0.892578557777778

00:48:05.426 --> 00:48:07.478 one entity working together,
NOTE Confidence: 0.892578557777778

00:48:07.480 --> 00:48:10.312 all these kinds of clinical operational
NOTE Confidence: 0.892578557777778

00:48:10.312 --> 00:48:13.399 things that we talk about 1 entity
NOTE Confidence: 0.892578557777778

00:48:13.400 --> 00:48:15.825 and while the clinically integrated
NOTE Confidence: 0.892578557777778

00:48:15.825 --> 00:48:17.856 network or another acronym,
NOTE Confidence: 0.892578557777778

00:48:17.856 --> 00:48:22.080 the SIN is talked about a lot without,
NOTE Confidence: 0.892578557777778

00:48:22.080 --> 00:48:24.590 there will be pediatric practices
NOTE Confidence: 0.892578557777778

00:48:24.590 --> 00:48:27.100 with embedded child behavioral health
NOTE Confidence: 0.892578557777778

00:48:27.173 --> 00:48:31.240 in bed and then finally funds flow.
NOTE Confidence: 0.892578557777778

00:48:31.240 --> 00:48:33.011 A number of you in our clinical
NOTE Confidence: 0.892578557777778

00:48:33.011 --> 00:48:34.712 practice have heard a lot of our
NOTE Confidence: 0.892578557777778

00:48:34.712 --> 00:48:36.050 talking about funds flow and how
NOTE Confidence: 0.892578557777778

00:48:36.103 --> 00:48:37.839 funds flow it's going to impact us.
NOTE Confidence: 0.892578557777778

00:48:37.840 --> 00:48:40.258 And remember my first snapshot slide
NOTE Confidence: 0.892578557777778

00:48:40.258 --> 00:48:42.264 showing you the difference between
NOTE Confidence: 0.892578557777778

00:48:42.264 --> 00:48:44.560 what we build and what we collect

NOTE Confidence: 0.892578557777778

00:48:44.560 --> 00:48:48.599 and then our that our clinical gap.

NOTE Confidence: 0.892578557777778

00:48:48.600 --> 00:48:51.274 So let me just walk everyone through

NOTE Confidence: 0.892578557777778

00:48:51.274 --> 00:48:54.266 where we are on funds flow and this

NOTE Confidence: 0.892578557777778

00:48:54.266 --> 00:48:56.877 really is how funds come from the

NOTE Confidence: 0.892578557777778

00:48:56.877 --> 00:48:59.085 health system to support clinical

NOTE Confidence: 0.892578557777778

00:48:59.085 --> 00:49:00.837 care in the school.

NOTE Confidence: 0.892578557777778

00:49:00.840 --> 00:49:02.958 So this has happened since July,

NOTE Confidence: 0.892578557777778

00:49:02.960 --> 00:49:05.648 but we have much more data than

NOTE Confidence: 0.892578557777778

00:49:05.648 --> 00:49:07.920 when I presented in September.

NOTE Confidence: 0.892578557777778

00:49:07.920 --> 00:49:10.896 So the traditional past model is

NOTE Confidence: 0.892578557777778

00:49:10.896 --> 00:49:14.118 that our space cost we paid for,

NOTE Confidence: 0.892578557777778

00:49:14.120 --> 00:49:16.318 we paid an assessment to Yale Medicine,

NOTE Confidence: 0.892578557777778

00:49:16.320 --> 00:49:18.339 we paid that,

NOTE Confidence: 0.892578557777778

00:49:18.339 --> 00:49:21.758 we paid malpractice and the clinical

NOTE Confidence: 0.892578557777778

00:49:21.758 --> 00:49:24.554 income was based on whatever the

NOTE Confidence: 0.892578557777778

00:49:24.554 --> 00:49:26.757 insurance carrier would pay us.
NOTE Confidence: 0.892578557777778

00:49:26.760 --> 00:49:28.958 Now with the new funds flow model,
NOTE Confidence: 0.892578557777778

00:49:28.960 --> 00:49:31.438 all of those first three items go
NOTE Confidence: 0.892578557777778

00:49:31.438 --> 00:49:34.310 to paid by the health system and
NOTE Confidence: 0.892578557777778

00:49:34.310 --> 00:49:36.410 we're paid based on what's called
NOTE Confidence: 0.892578557777778

00:49:36.410 --> 00:49:38.660 an RVUA relative value unit that
NOTE Confidence: 0.892578557777778

00:49:38.660 --> 00:49:41.705 is we are paid for what we do and
NOTE Confidence: 0.892578557777778

00:49:41.705 --> 00:49:43.560 it is paid by the health system.
NOTE Confidence: 0.892578557777778

00:49:43.560 --> 00:49:44.786 It is.
NOTE Confidence: 0.892578557777778

00:49:44.786 --> 00:49:47.238 It is payer blind.
NOTE Confidence: 0.892578557777778

00:49:47.240 --> 00:49:50.320 You don't have to worry or think about this.
NOTE Confidence: 0.892578557777778

00:49:50.320 --> 00:49:52.600 This patient have insurance or not,
NOTE Confidence: 0.892578557777778

00:49:52.600 --> 00:49:53.568 are they on Medicaid?
NOTE Confidence: 0.892578557777778

00:49:53.568 --> 00:49:55.640 You don't have to think about any of that.
NOTE Confidence: 0.892578557777778

00:49:55.640 --> 00:49:57.880 It is pay or blind.
NOTE Confidence: 0.892578557777778

00:49:57.880 --> 00:49:59.716 There are some subtleties in this.

NOTE Confidence: 0.892578557777778
00:49:59.720 --> 00:50:00.428 I mean,
NOTE Confidence: 0.892578557777778
00:50:00.428 --> 00:50:02.632 so for example as the bottom
NOTE Confidence: 0.892578557777778
00:50:02.632 --> 00:50:04.792 lines that there's some services
NOTE Confidence: 0.892578557777778
00:50:04.792 --> 00:50:06.520 such as medical directors,
NOTE Confidence: 0.892578557777778
00:50:06.520 --> 00:50:08.270 our pediatric psychology program that
NOTE Confidence: 0.892578557777778
00:50:08.270 --> 00:50:11.317 are not RVU but are on a staffing model,
NOTE Confidence: 0.892578557777778
00:50:11.320 --> 00:50:13.216 but that's a subtlety.
NOTE Confidence: 0.892578557777778
00:50:13.216 --> 00:50:16.376 We are basically paid for what we
NOTE Confidence: 0.892578557777778
00:50:16.376 --> 00:50:21.640 do and the impact of this is this.
NOTE Confidence: 0.892578557777778
00:50:21.640 --> 00:50:24.612 Our deficit goes right now and there's a
NOTE Confidence: 0.892578557777778
00:50:24.612 --> 00:50:26.958 lot of still things that we have to work on,
NOTE Confidence: 0.892578557777778
00:50:26.960 --> 00:50:31.040 but drops from 6.9 to 2.6,
NOTE Confidence: 0.892578557777778
00:50:31.040 --> 00:50:33.150 we are generating actually more
NOTE Confidence: 0.892578557777778
00:50:33.150 --> 00:50:35.320 clinical income and all of those costs,
NOTE Confidence: 0.892578557777778
00:50:35.320 --> 00:50:37.288 those fixed costs that we had
NOTE Confidence: 0.892578557777778

00:50:37.288 --> 00:50:39.310 little ways to influence and now

NOTE Confidence: 0.892578557777778

00:50:39.310 --> 00:50:40.915 shifted away from our budget.

NOTE Confidence: 0.892578557777778

00:50:40.920 --> 00:50:43.158 So it's really important for us.

NOTE Confidence: 0.892578557777778

00:50:43.160 --> 00:50:45.878 We are doing really well even though I know,

NOTE Confidence: 0.892578557777778

00:50:45.880 --> 00:50:47.830 I know there's still an unpaid

NOTE Confidence: 0.892578557777778

00:50:47.830 --> 00:50:50.680 gap that we will work on that.

NOTE Confidence: 0.892578557777778

00:50:50.680 --> 00:50:53.200 Importantly,

NOTE Confidence: 0.892578557777778

00:50:53.200 --> 00:50:55.447 what does it actually mean for an

NOTE Confidence: 0.892578557777778

00:50:55.447 --> 00:50:57.018 individual clinician and this is

NOTE Confidence: 0.892578557777778

00:50:57.018 --> 00:50:58.674 what I think is really important

NOTE Confidence: 0.892578557777778

00:50:58.680 --> 00:51:00.411 for individual clinicians.

NOTE Confidence: 0.892578557777778

00:51:00.411 --> 00:51:03.053 You are seeing patients you're

NOTE Confidence: 0.892578557777778

00:51:03.053 --> 00:51:05.051 actually freed up in many ways

NOTE Confidence: 0.892578557777778

00:51:05.051 --> 00:51:06.998 not even having to worry about

NOTE Confidence: 0.892578557777778

00:51:07.000 --> 00:51:08.236 do they have insurance or not.

NOTE Confidence: 0.892578557777778

00:51:08.240 --> 00:51:09.920 You're seeing patients you

NOTE Confidence: 0.892578557777778

00:51:09.920 --> 00:51:11.600 are responding to need.

NOTE Confidence: 0.969861911428571

00:51:11.600 --> 00:51:14.444 The impact is really on the

NOTE Confidence: 0.969861911428571

00:51:14.444 --> 00:51:16.576 department that we have now are paid

NOTE Confidence: 0.969861911428571

00:51:16.576 --> 00:51:18.848 for what we do and all of those

NOTE Confidence: 0.969861911428571

00:51:18.848 --> 00:51:20.600 costs are covered that we couldn't,

NOTE Confidence: 0.969861911428571

00:51:20.600 --> 00:51:22.304 we couldn't address those

NOTE Confidence: 0.969861911428571

00:51:22.304 --> 00:51:24.434 fixed cost are covered central.

NOTE Confidence: 0.908463378947368

00:51:27.480 --> 00:51:29.174 So I want to talk about levels

NOTE Confidence: 0.908463378947368

00:51:29.174 --> 00:51:31.129 of change and I'm glad to take

NOTE Confidence: 0.908463378947368

00:51:31.129 --> 00:51:32.594 any questions about funds flow.

NOTE Confidence: 0.908463378947368

00:51:32.600 --> 00:51:37.012 We continuing to talk about talk about

NOTE Confidence: 0.908463378947368

00:51:37.012 --> 00:51:39.196 enduring mysteries and Stonehenge,

NOTE Confidence: 0.908463378947368

00:51:39.200 --> 00:51:41.120 it gets clearer, you know,

NOTE Confidence: 0.908463378947368

00:51:41.120 --> 00:51:44.675 month by month and I'm glad to talk about,

NOTE Confidence: 0.908463378947368

00:51:44.680 --> 00:51:47.168 but I want to talk about levels of

NOTE Confidence: 0.908463378947368

00:51:47.168 --> 00:51:49.466 change because it may not be obvious
NOTE Confidence: 0.908463378947368

00:51:49.466 --> 00:51:51.699 that I've actually been talking about
NOTE Confidence: 0.908463378947368

00:51:51.699 --> 00:51:53.799 systemic change and local change.
NOTE Confidence: 0.908463378947368

00:51:53.800 --> 00:51:56.488 And what are the things that we have
NOTE Confidence: 0.908463378947368

00:51:56.488 --> 00:51:58.693 tremendous input over and what are the
NOTE Confidence: 0.908463378947368

00:51:58.693 --> 00:52:00.919 things that we have less input over?
NOTE Confidence: 0.908463378947368

00:52:00.920 --> 00:52:03.880 So systemically,
NOTE Confidence: 0.908463378947368

00:52:03.880 --> 00:52:05.860 we're talking about being a part
NOTE Confidence: 0.908463378947368

00:52:05.860 --> 00:52:08.199 of the New Haven Health System.
NOTE Confidence: 0.908463378947368

00:52:08.200 --> 00:52:10.156 And I've given you 2 examples,
NOTE Confidence: 0.908463378947368

00:52:10.160 --> 00:52:13.238 funds flow and joint strategic planning.
NOTE Confidence: 0.908463378947368

00:52:13.240 --> 00:52:15.065 Our examples of strategic systems
NOTE Confidence: 0.908463378947368

00:52:15.065 --> 00:52:17.905 change that we are a part of and
NOTE Confidence: 0.908463378947368

00:52:17.905 --> 00:52:19.795 we can influence in some ways.
NOTE Confidence: 0.908463378947368

00:52:19.800 --> 00:52:22.638 But actually, it's happening and we,
NOTE Confidence: 0.908463378947368

00:52:22.640 --> 00:52:25.040 we have, we have the ability to influence,

NOTE Confidence: 0.908463378947368
00:52:25.040 --> 00:52:26.996 but we're not driving the change.
NOTE Confidence: 0.908463378947368
00:52:27.000 --> 00:52:29.478 We're a part of the change.
NOTE Confidence: 0.908463378947368
00:52:29.480 --> 00:52:31.671 And then local change is the ones
NOTE Confidence: 0.908463378947368
00:52:31.671 --> 00:52:33.600 that I've been talking about,
NOTE Confidence: 0.908463378947368
00:52:33.600 --> 00:52:35.865 such as expanding our assessments
NOTE Confidence: 0.908463378947368
00:52:35.865 --> 00:52:37.677 or changing our workflow,
NOTE Confidence: 0.908463378947368
00:52:37.680 --> 00:52:39.768 the things that we can actually
NOTE Confidence: 0.908463378947368
00:52:39.768 --> 00:52:41.160 do in our practice.
NOTE Confidence: 0.908463378947368
00:52:41.160 --> 00:52:43.491 And so it's important to keep those
NOTE Confidence: 0.908463378947368
00:52:43.491 --> 00:52:45.894 two levels of change in mind and
NOTE Confidence: 0.908463378947368
00:52:45.894 --> 00:52:48.440 we're working at both of those levels.
NOTE Confidence: 0.908463378947368
00:52:48.440 --> 00:52:50.636 But really important to distinguish them
NOTE Confidence: 0.93690986
00:52:53.760 --> 00:52:56.240 in the last few minutes though I want
NOTE Confidence: 0.93690986
00:52:56.240 --> 00:52:59.053 to now switch to this question and
NOTE Confidence: 0.93690986
00:52:59.053 --> 00:53:02.504 ask the question of what holds us
NOTE Confidence: 0.93690986

00:53:02.504 --> 00:53:06.065 together and ask this question because
NOTE Confidence: 0.93690986

00:53:06.065 --> 00:53:07.920 I'm very aware that in the last,
NOTE Confidence: 0.93690986

00:53:07.920 --> 00:53:11.280 particularly the last few minutes,
NOTE Confidence: 0.93690986

00:53:11.280 --> 00:53:13.065 I've been talking about things
NOTE Confidence: 0.93690986

00:53:13.065 --> 00:53:15.280 like Rvus and all of that.
NOTE Confidence: 0.93690986

00:53:15.280 --> 00:53:16.624 And I want to ask the question
NOTE Confidence: 0.93690986

00:53:16.624 --> 00:53:17.680 of did the implicit,
NOTE Confidence: 0.93690986

00:53:17.680 --> 00:53:22.020 often transactional expectations that are
NOTE Confidence: 0.93690986

00:53:22.020 --> 00:53:25.880 built into the system that we live in,
NOTE Confidence: 0.93690986

00:53:25.880 --> 00:53:28.520 the system that we work in.
NOTE Confidence: 0.93690986

00:53:28.520 --> 00:53:31.064 So they actually sometimes over shadow
NOTE Confidence: 0.93690986

00:53:31.064 --> 00:53:34.159 what are our common goals and purpose.
NOTE Confidence: 0.93690986

00:53:34.160 --> 00:53:35.602 And so let me just give you
NOTE Confidence: 0.93690986

00:53:35.602 --> 00:53:36.520 my thinking on this.
NOTE Confidence: 0.93690986

00:53:36.520 --> 00:53:38.634 So for example, if you're working clinically,
NOTE Confidence: 0.965620386

00:53:40.720 --> 00:53:42.032 we try not to.

NOTE Confidence: 0.965620386

00:53:42.032 --> 00:53:44.000 But I think there's a lot,

NOTE Confidence: 0.965620386

00:53:44.000 --> 00:53:45.878 a lot people are thinking about,

NOTE Confidence: 0.965620386

00:53:45.880 --> 00:53:49.480 am I meeting my benchmarks?

NOTE Confidence: 0.965620386

00:53:49.480 --> 00:53:51.520 If you're running a lab,

NOTE Confidence: 0.965620386

00:53:51.520 --> 00:53:53.260 I think you're thinking

NOTE Confidence: 0.965620386

00:53:53.260 --> 00:53:55.000 about grants and funding.

NOTE Confidence: 0.965620386

00:53:55.000 --> 00:53:58.514 How do I keep my lab going?

NOTE Confidence: 0.965620386

00:53:58.520 --> 00:54:00.295 If you're in the education

NOTE Confidence: 0.965620386

00:54:00.295 --> 00:54:01.715 part of our mission,

NOTE Confidence: 0.965620386

00:54:01.720 --> 00:54:03.800 you're thinking about training expectations,

NOTE Confidence: 0.965620386

00:54:03.800 --> 00:54:07.279 you're thinking about the burden of workload.

NOTE Confidence: 0.965620386

00:54:07.280 --> 00:54:09.760 But there is something that unites us that

NOTE Confidence: 0.965620386

00:54:09.760 --> 00:54:12.236 I think we need to be very cognizant,

NOTE Confidence: 0.965620386

00:54:12.240 --> 00:54:14.484 ah, across Those are the things

NOTE Confidence: 0.965620386

00:54:14.484 --> 00:54:17.928 that I think are the implicit kind

NOTE Confidence: 0.965620386

00:54:17.928 --> 00:54:19.797 of transactional expectations.
NOTE Confidence: 0.965620386

00:54:19.800 --> 00:54:23.640 But I think we're actually united by these.
NOTE Confidence: 0.965620386

00:54:23.640 --> 00:54:25.518 We're united by caring for patients,
NOTE Confidence: 0.965620386

00:54:25.520 --> 00:54:27.986 seeking out new knowledge that will
NOTE Confidence: 0.965620386

00:54:27.986 --> 00:54:30.017 actually improve our understanding of
NOTE Confidence: 0.965620386

00:54:30.017 --> 00:54:32.278 disease processes and change how we care.
NOTE Confidence: 0.965620386

00:54:32.280 --> 00:54:34.260 We're united by training the
NOTE Confidence: 0.965620386

00:54:34.260 --> 00:54:36.240 best clinicians that we can,
NOTE Confidence: 0.965620386

00:54:36.240 --> 00:54:38.960 best researchers that we can.
NOTE Confidence: 0.965620386

00:54:38.960 --> 00:54:41.216 Those are the more explicit things
NOTE Confidence: 0.965620386

00:54:41.216 --> 00:54:43.448 that bring us together and would
NOTE Confidence: 0.965620386

00:54:43.448 --> 00:54:46.360 suggest that that is why we say we're
NOTE Confidence: 0.965620386

00:54:46.447 --> 00:54:49.237 discovery inspires care that what we
NOTE Confidence: 0.965620386

00:54:49.237 --> 00:54:52.113 are held together is this excellence,
NOTE Confidence: 0.965620386

00:54:52.113 --> 00:54:54.077 this focus on excellence
NOTE Confidence: 0.965620386

00:54:54.080 --> 00:54:56.480 state-of-the-art care driven by research,

NOTE Confidence: 0.965620386

00:54:56.480 --> 00:55:00.596 education or clinical work for families.

NOTE Confidence: 0.965620386

00:55:00.600 --> 00:55:02.892 And it is extremely important that

NOTE Confidence: 0.965620386

00:55:02.892 --> 00:55:06.400 even as we are in the midst of these

NOTE Confidence: 0.965620386

00:55:06.400 --> 00:55:08.988 huge changes in the health system,

NOTE Confidence: 0.965620386

00:55:08.988 --> 00:55:12.838 local or systemic, that we keep that in mind.

NOTE Confidence: 0.965620386

00:55:12.840 --> 00:55:14.800 What are we united by?

NOTE Confidence: 0.965620386

00:55:14.800 --> 00:55:18.608 Even though there are a lot of

NOTE Confidence: 0.965620386

00:55:18.608 --> 00:55:20.240 implicit transactional expectations.

NOTE Confidence: 0.965620386

00:55:20.240 --> 00:55:23.520 Which brings me then to the final point.

NOTE Confidence: 0.965620386

00:55:23.520 --> 00:55:25.520 Why do we stay grounded?

NOTE Confidence: 0.965620386

00:55:25.520 --> 00:55:28.598 This was our theme for September

NOTE Confidence: 0.965620386

00:55:28.600 --> 00:55:30.905 and absolutely why staying grounded

NOTE Confidence: 0.965620386

00:55:30.905 --> 00:55:33.847 in this time of enormous change

NOTE Confidence: 0.965620386

00:55:33.847 --> 00:55:36.426 is absolutely critical because it

NOTE Confidence: 0.965620386

00:55:36.426 --> 00:55:38.550 is through staying grounded that

NOTE Confidence: 0.965620386

00:55:38.550 --> 00:55:40.720 it allows us to focus on that.
NOTE Confidence: 0.965620386

00:55:40.720 --> 00:55:44.240 Where discovery inspires care To
NOTE Confidence: 0.965620386

00:55:44.240 --> 00:55:46.640 perhaps stretch a metaphor too far.
NOTE Confidence: 0.965620386

00:55:46.640 --> 00:55:49.244 Staying grounded keeps us from not
NOTE Confidence: 0.965620386

00:55:49.244 --> 00:55:51.960 being swallowed up by the darkness.
NOTE Confidence: 0.965620386

00:55:51.960 --> 00:55:54.705 Helps us to keep a little bit of sense
NOTE Confidence: 0.965620386

00:55:54.705 --> 00:55:57.568 of where we're going in the midst of
NOTE Confidence: 0.965620386

00:55:57.568 --> 00:56:01.280 how such tremendous, tremendous change.
NOTE Confidence: 0.965620386

00:56:01.280 --> 00:56:03.356 So I want to thank you.
NOTE Confidence: 0.965620386

00:56:03.360 --> 00:56:05.813 I appreciate this opportunity to give
NOTE Confidence: 0.965620386

00:56:05.813 --> 00:56:07.278 another update for the department.
NOTE Confidence: 0.965620386

00:56:07.280 --> 00:56:08.960 Thank you for all the work you're doing.
NOTE Confidence: 0.965620386

00:56:08.960 --> 00:56:10.976 And I hope we have some time
NOTE Confidence: 0.965620386

00:56:10.976 --> 00:56:12.520 for discussion and questions.
NOTE Confidence: 0.965620386

00:56:12.520 --> 00:56:12.960 Thank you.
NOTE Confidence: 0.851893435

00:56:18.960 --> 00:56:20.160 You'll be monitoring on

NOTE Confidence: 0.851893435
00:56:20.160 --> 00:56:21.360 Zoom if there's questions.
NOTE Confidence: 0.783512248125
00:56:22.320 --> 00:56:24.453 I'll just turn the mics on in the room
NOTE Confidence: 0.783512248125
00:56:24.453 --> 00:56:26.520 for anyone who wants to ask a question.
NOTE Confidence: 0.503955183333333
00:56:29.880 --> 00:56:32.758 Thank you. Appreciate it. Any questions,
NOTE Confidence: 0.852690628666667
00:56:38.160 --> 00:56:39.435 we probably could summarize the
NOTE Confidence: 0.852690628666667
00:56:39.435 --> 00:56:41.023 whole hour by saying we're actually
NOTE Confidence: 0.852690628666667
00:56:41.023 --> 00:56:42.433 in good shape there's there's,
NOTE Confidence: 0.852690628666667
00:56:42.433 --> 00:56:44.198 there's a lot going on,
NOTE Confidence: 0.852690628666667
00:56:44.200 --> 00:56:45.440 but we're in good shape.
NOTE Confidence: 0.852690628666667
00:56:45.440 --> 00:56:46.718 That would've been simpler, wouldn't it,
NOTE Confidence: 0.345707996666667
00:56:51.400 --> 00:56:54.320 Richard Lynn, Grace. Yes, ****
NOTE Confidence: 0.927370793333333
00:56:55.400 --> 00:56:57.236 yes, Linda, thank you very much.
NOTE Confidence: 0.927370793333333
00:56:57.240 --> 00:57:00.080 Fantastic presentation and very encouraging,
NOTE Confidence: 0.927370793333333
00:57:00.080 --> 00:57:04.035 particularly with regard to the funds model.
NOTE Confidence: 0.927370793333333
00:57:04.040 --> 00:57:08.747 I I wonder if you could comment on what
NOTE Confidence: 0.927370793333333

00:57:08.747 --> 00:57:11.736 struck me as somewhat surprising with
NOTE Confidence: 0.9273707933333333

00:57:11.736 --> 00:57:15.285 regard to sources of income and that's
NOTE Confidence: 0.9273707933333333

00:57:15.285 --> 00:57:18.870 the the absence of clinical trials that
NOTE Confidence: 0.9273707933333333

00:57:18.870 --> 00:57:21.880 that that that seems like an opportunity.
NOTE Confidence: 0.9273707933333333

00:57:21.880 --> 00:57:23.400 I wonder if you could comment on that.
NOTE Confidence: 0.8061299366666667

00:57:24.000 --> 00:57:25.664 I can comment by saying **** I
NOTE Confidence: 0.8061299366666667

00:57:25.664 --> 00:57:27.728 couldn't agree more that I think
NOTE Confidence: 0.8061299366666667

00:57:27.728 --> 00:57:30.040 that's a remarkable opportunity for us.
NOTE Confidence: 0.8061299366666667

00:57:30.040 --> 00:57:32.263 The app that we need to build up our
NOTE Confidence: 0.8061299366666667

00:57:32.263 --> 00:57:34.112 clinical trials. We really, really do.
NOTE Confidence: 0.8061299366666667

00:57:34.112 --> 00:57:35.840 We have an opportunity to partner
NOTE Confidence: 0.8061299366666667

00:57:35.897 --> 00:57:37.677 more actively with pharmaceutical.
NOTE Confidence: 0.8061299366666667

00:57:37.680 --> 00:57:39.960 Dr. Block does a lot of that work,
NOTE Confidence: 0.8061299366666667

00:57:39.960 --> 00:57:43.248 but the more actively with pharmaceutical
NOTE Confidence: 0.8061299366666667

00:57:43.248 --> 00:57:45.036 companies we have, we really have the,
NOTE Confidence: 0.8061299366666667

00:57:45.040 --> 00:57:46.620 we have the infrastructure,

NOTE Confidence: 0.806129936666667
00:57:46.620 --> 00:57:48.200 we have the science,
NOTE Confidence: 0.806129936666667
00:57:48.200 --> 00:57:50.062 we really have the it's a it's
NOTE Confidence: 0.806129936666667
00:57:50.062 --> 00:57:51.279 a missed opportunity for us.
NOTE Confidence: 0.806129936666667
00:57:51.280 --> 00:57:52.600 We need to grow that.
NOTE Confidence: 0.806129936666667
00:57:52.600 --> 00:57:54.000 Carla, when you say clinical trials,
NOTE Confidence: 0.806129936666667
00:57:54.000 --> 00:57:55.720 do you mean medication trials
NOTE Confidence: 0.806129936666667
00:57:55.720 --> 00:57:58.690 specifically not the NIH funded both,
NOTE Confidence: 0.806129936666667
00:57:58.690 --> 00:58:01.700 both but the but the small slice
NOTE Confidence: 0.806129936666667
00:58:01.796 --> 00:58:05.372 of the income is really from
NOTE Confidence: 0.806129936666667
00:58:05.372 --> 00:58:07.160 pharmaceutical sponsored trials.
NOTE Confidence: 0.806129936666667
00:58:07.160 --> 00:58:08.380 I'm not saying that should
NOTE Confidence: 0.806129936666667
00:58:08.380 --> 00:58:09.600 be our only clinical trial,
NOTE Confidence: 0.806129936666667
00:58:09.600 --> 00:58:11.950 but there is off there
NOTE Confidence: 0.806129936666667
00:58:11.950 --> 00:58:13.360 are opportunities there.
NOTE Confidence: 0.806129936666667
00:58:13.360 --> 00:58:15.436 Thank *** **** for the question.
NOTE Confidence: 0.806129936666667

00:58:15.440 --> 00:58:16.360 Other questions,
NOTE Confidence: 0.837424756666667

00:58:19.800 --> 00:58:21.039 were there surprises?
NOTE Confidence: 0.6714407

00:58:23.640 --> 00:58:25.424 Relief. Oh, really? Relief.
NOTE Confidence: 0.6714407

00:58:25.424 --> 00:58:27.426 We're in good shape. Oh, OK,
NOTE Confidence: 0.6714407

00:58:27.426 --> 00:58:29.680 good. OK, All right, good.
NOTE Confidence: 0.806980348

00:58:31.840 --> 00:58:34.688 Any other online questions?
NOTE Confidence: 0.806980348

00:58:34.688 --> 00:58:36.440 Yeah, actually I have a comment.
NOTE Confidence: 0.806980348

00:58:36.440 --> 00:58:37.960 Yeah. I don't know if the question is
NOTE Confidence: 0.667790598333333

00:58:37.960 --> 00:58:38.800 I was struck by we have
NOTE Confidence: 0.409801875

00:58:40.560 --> 00:58:40.880 to vote.
NOTE Confidence: 0.757652827777778

00:58:45.160 --> 00:58:47.280 I was struck by what you said about
NOTE Confidence: 0.757652827777778

00:58:47.280 --> 00:58:49.339 how a clinical revenue is driving
NOTE Confidence: 0.757652827777778

00:58:49.339 --> 00:58:51.250 the train now and that research
NOTE Confidence: 0.757652827777778

00:58:51.250 --> 00:58:53.432 funds are kind of staying the same.
NOTE Confidence: 0.757652827777778

00:58:53.432 --> 00:58:55.400 And I think that's partially because
NOTE Confidence: 0.757652827777778

00:58:55.467 --> 00:58:57.800 NIH hasn't raised running levels.

NOTE Confidence: 0.757652827777778
00:58:57.800 --> 00:58:59.708 And so it's true. We can't, we can't.
NOTE Confidence: 0.757652827777778
00:58:59.708 --> 00:59:01.720 I mean we can write more grants,
NOTE Confidence: 0.757652827777778
00:59:01.720 --> 00:59:03.610 but we're not going to get more
NOTE Confidence: 0.757652827777778
00:59:03.610 --> 00:59:05.476 money more than likely in that way,
NOTE Confidence: 0.757652827777778
00:59:05.480 --> 00:59:06.946 which is actually really problematic
NOTE Confidence: 0.757652827777778
00:59:06.946 --> 00:59:09.079 because even talking to program
NOTE Confidence: 0.757652827777778
00:59:09.079 --> 00:59:09.958 officers, they know
NOTE Confidence: 0.790851635454545
00:59:09.960 --> 00:59:11.840 we can't do the work we want to do with the
NOTE Confidence: 0.706734855
00:59:12.560 --> 00:59:15.200 RO one funding amount. So I,
NOTE Confidence: 0.706734855
00:59:15.200 --> 00:59:17.680 I I guess it's just I I wonder
NOTE Confidence: 0.706734855
00:59:17.680 --> 00:59:19.760 like how the system can, how
NOTE Confidence: 0.903662421428571
00:59:19.760 --> 00:59:21.594 the health system or how Yale can
NOTE Confidence: 0.793358781428571
00:59:22.400 --> 00:59:23.884 advocate for that. Yeah.
NOTE Confidence: 0.793358781428571
00:59:23.884 --> 00:59:28.200 So so Carl, that's a really important point.
NOTE Confidence: 0.793358781428571
00:59:28.200 --> 00:59:33.352 So what drives that is not just that we've
NOTE Confidence: 0.793358781428571

00:59:33.352 --> 00:59:36.096 done such a good job about educating
NOTE Confidence: 0.793358781428571

00:59:36.096 --> 00:59:38.036 everyone and you know cutting edge
NOTE Confidence: 0.793358781428571

00:59:38.036 --> 00:59:40.639 care that they can now go other places.
NOTE Confidence: 0.793358781428571

00:59:40.640 --> 00:59:42.894 The other thing that drives that is
NOTE Confidence: 0.793358781428571

00:59:42.894 --> 00:59:44.799 research has become more expensive.
NOTE Confidence: 0.793358781428571

00:59:44.800 --> 00:59:47.208 So it's become more expensive and
NOTE Confidence: 0.793358781428571

00:59:47.208 --> 00:59:49.224 and so it's grants just don't cover
NOTE Confidence: 0.793358781428571

00:59:49.224 --> 00:59:50.760 it as you're saying.
NOTE Confidence: 0.793358781428571

00:59:50.760 --> 00:59:52.776 And so that also drives the
NOTE Confidence: 0.793358781428571

00:59:52.776 --> 00:59:54.120 increase in clinical revenue,
NOTE Confidence: 0.793358781428571

00:59:54.120 --> 00:59:57.320 so that you can funnel that back into
NOTE Confidence: 0.793358781428571

00:59:57.320 --> 01:00:00.558 research the catch 22 for behavioral health.
NOTE Confidence: 0.793358781428571

01:00:00.560 --> 01:00:03.320 It's because we're not adequately reimbursed.
NOTE Confidence: 0.793358781428571

01:00:03.320 --> 01:00:06.274 We can't funnel it back into research.
NOTE Confidence: 0.793358781428571

01:00:06.280 --> 01:00:08.790 So that becomes really a
NOTE Confidence: 0.793358781428571

01:00:08.790 --> 01:00:10.798 particular dilemma for us.

NOTE Confidence: 0.793358781428571
01:00:10.800 --> 01:00:11.620 The solutions,
NOTE Confidence: 0.793358781428571
01:00:11.620 --> 01:00:14.665 So what I didn't talk about because it just
NOTE Confidence: 0.793358781428571
01:00:14.665 --> 01:00:16.320 would have gotten too far in the weeds,
NOTE Confidence: 0.793358781428571
01:00:16.320 --> 01:00:19.096 but we can go into the weeds is
NOTE Confidence: 0.793358781428571
01:00:19.096 --> 01:00:21.592 the funds flow model has another
NOTE Confidence: 0.793358781428571
01:00:21.592 --> 01:00:24.368 component to it and you can call
NOTE Confidence: 0.793358781428571
01:00:24.368 --> 01:00:26.278 it a shared risk component.
NOTE Confidence: 0.793358781428571
01:00:26.280 --> 01:00:28.620 In essence what the hospital or
NOTE Confidence: 0.793358781428571
01:00:28.620 --> 01:00:30.919 the health system has agreed to
NOTE Confidence: 0.793358781428571
01:00:30.920 --> 01:00:33.764 is that as clinical revenue is
NOTE Confidence: 0.793358781428571
01:00:33.764 --> 01:00:36.480 generated across across the practice,
NOTE Confidence: 0.793358781428571
01:00:36.480 --> 01:00:38.810 not just by individual departments
NOTE Confidence: 0.793358781428571
01:00:38.810 --> 01:00:42.136 as you get a clinical excess if
NOTE Confidence: 0.793358781428571
01:00:42.136 --> 01:00:44.396 you will or clinical profit,
NOTE Confidence: 0.793358781428571
01:00:44.400 --> 01:00:46.716 then that gets funneled back into
NOTE Confidence: 0.793358781428571

01:00:46.716 --> 01:00:48.986 the academic mission that gets
NOTE Confidence: 0.793358781428571

01:00:48.986 --> 01:00:51.198 funneled back into research.
NOTE Confidence: 0.793358781428571

01:00:51.200 --> 01:00:52.358 That's what they have agreed to.
NOTE Confidence: 0.793358781428571

01:00:52.360 --> 01:00:54.350 That is a part of the and how the the
NOTE Confidence: 0.793358781428571

01:00:54.408 --> 01:00:56.238 various details of how that works.
NOTE Confidence: 0.793358781428571

01:00:56.240 --> 01:00:57.955 All that has to be worked out.
NOTE Confidence: 0.793358781428571

01:00:57.960 --> 01:01:00.480 But it's it's an important agreement
NOTE Confidence: 0.793358781428571

01:01:00.480 --> 01:01:02.972 that across the practice as a whole
NOTE Confidence: 0.793358781428571

01:01:02.972 --> 01:01:06.464 not just by department when there
NOTE Confidence: 0.793358781428571

01:01:06.464 --> 01:01:09.668 is clinical surplus that that will
NOTE Confidence: 0.793358781428571

01:01:09.668 --> 01:01:11.324 come back to support the academic
NOTE Confidence: 0.793358781428571

01:01:11.324 --> 01:01:13.235 mission distributed evenly that's
NOTE Confidence: 0.793358781428571

01:01:13.235 --> 01:01:14.880 that's the detail to be worked out.
NOTE Confidence: 0.793358781428571

01:01:14.880 --> 01:01:16.945 I mean that's for not young child
NOTE Confidence: 0.793358781428571

01:01:16.945 --> 01:01:18.072 study you're in a deficit.
NOTE Confidence: 0.793358781428571

01:01:18.072 --> 01:01:18.678 No, no, no,

NOTE Confidence: 0.793358781428571

01:01:18.678 --> 01:01:20.270 no I don't I don't think that will

NOTE Confidence: 0.793358781428571

01:01:20.319 --> 01:01:21.739 happen actually frankly I don't

NOTE Confidence: 0.793358781428571

01:01:21.739 --> 01:01:23.126 think that will happen because

NOTE Confidence: 0.793358781428571

01:01:23.126 --> 01:01:24.356 that would not be equitable.

NOTE Confidence: 0.793358781428571

01:01:24.360 --> 01:01:26.761 And then there is also a real

NOTE Confidence: 0.793358781428571

01:01:26.761 --> 01:01:28.894 commitment and funds slow to be

NOTE Confidence: 0.793358781428571

01:01:28.894 --> 01:01:30.715 equitable on to not have these

NOTE Confidence: 0.793358781428571

01:01:30.715 --> 01:01:32.560 individual deals and all of that.

NOTE Confidence: 0.793358781428571

01:01:32.560 --> 01:01:34.884 So that's really important but but I

NOTE Confidence: 0.793358781428571

01:01:34.884 --> 01:01:37.575 think that you're going to see that

NOTE Confidence: 0.793358781428571

01:01:37.575 --> 01:01:39.199 happening across academic medical

NOTE Confidence: 0.793358781428571

01:01:39.199 --> 01:01:41.140 centers across the country that

NOTE Confidence: 0.793358781428571

01:01:41.140 --> 01:01:43.800 there will be a more explicit using

NOTE Confidence: 0.793358781428571

01:01:43.800 --> 01:01:46.399 of clinical revenue to fund the

NOTE Confidence: 0.793358781428571

01:01:46.399 --> 01:01:48.612 academic mission has to be otherwise

NOTE Confidence: 0.793358781428571

01:01:48.612 --> 01:01:50.277 it's not a sustainable model.
NOTE Confidence: 0.793358781428571

01:01:50.280 --> 01:01:52.012 Does that help?
NOTE Confidence: 0.793358781428571

01:01:52.012 --> 01:01:52.138 Yes,
NOTE Confidence: 0.793358781428571

01:01:52.138 --> 01:01:52.516 it does think
NOTE Confidence: 0.914723515

01:01:56.280 --> 01:01:57.600 I still think the government needs
NOTE Confidence: 0.914723515

01:01:57.600 --> 01:01:59.095 to increase. Well, I yeah I would
NOTE Confidence: 0.914723515

01:01:59.095 --> 01:02:00.840 agree with that too but but given
NOTE Confidence: 0.914723515

01:02:00.840 --> 01:02:02.120 our current political climate,
NOTE Confidence: 0.914723515

01:02:02.120 --> 01:02:03.880 I'm not going to have, not immediately
NOTE Confidence: 0.590975976

01:02:05.040 --> 01:02:07.798 that was great and and very transparent
NOTE Confidence: 0.590975976

01:02:07.798 --> 01:02:10.830 in the same way that that the hospitals
NOTE Confidence: 0.590975976

01:02:10.907 --> 01:02:13.835 reached out you know buying up the other
NOTE Confidence: 0.590975976

01:02:13.835 --> 01:02:16.238 hospitals and the other practices to
NOTE Confidence: 0.590975976

01:02:16.238 --> 01:02:18.638 to associate and to increase income.
NOTE Confidence: 0.590975976

01:02:18.640 --> 01:02:21.024 What what about you know us as we
NOTE Confidence: 0.590975976

01:02:21.024 --> 01:02:23.739 have been in the past and still are

NOTE Confidence: 0.590975976

01:02:23.739 --> 01:02:25.681 going more national and international

NOTE Confidence: 0.590975976

01:02:25.681 --> 01:02:28.717 with multi centre grants and efforts.

NOTE Confidence: 0.590975976

01:02:28.720 --> 01:02:30.680 I mean, I know people are doing them,

NOTE Confidence: 0.590975976

01:02:30.680 --> 01:02:33.234 but is there a department, you know,

NOTE Confidence: 0.590975976

01:02:33.234 --> 01:02:34.422 thinking with people together

NOTE Confidence: 0.590975976

01:02:34.422 --> 01:02:36.040 about how how we do that

NOTE Confidence: 0.799663741428571

01:02:36.480 --> 01:02:37.505 We could, we certainly should

NOTE Confidence: 0.799663741428571

01:02:37.505 --> 01:02:38.880 do that, think we should expand.

NOTE Confidence: 0.799663741428571

01:02:38.880 --> 01:02:40.080 Isn't that what we should?

NOTE Confidence: 0.864497601

01:02:41.280 --> 01:02:42.240 Just seems like we're right

NOTE Confidence: 0.864497601

01:02:42.240 --> 01:02:43.200 for some of that stuff.

NOTE Confidence: 0.761289004

01:02:43.200 --> 01:02:45.470 I agree. I agree. Yeah, I agree.

NOTE Confidence: 0.761289004

01:02:45.470 --> 01:02:47.675 Todd would not disagree in any way.

NOTE Confidence: 0.761289004

01:02:47.680 --> 01:02:50.168 Thank you. Sure. Oh, yeah.

NOTE Confidence: 0.761289004

01:02:50.168 --> 01:02:51.760 Oh, no question. No. OK.

NOTE Confidence: 0.38281786

01:02:53.880 --> 01:02:55.476 OK. I think we're just about a time.

NOTE Confidence: 0.742900213333333

01:02:55.480 --> 01:02:56.758 If there are no further questions,

NOTE Confidence: 0.742900213333333

01:02:56.760 --> 01:02:58.728 maybe we leave the last comment to George

NOTE Confidence: 0.742900213333333

01:02:58.728 --> 01:03:00.003 Gannon said perfectly extraordinary

NOTE Confidence: 0.742900213333333

01:03:00.003 --> 01:03:02.199 presentation of privilege to attend it.

NOTE Confidence: 0.742900213333333

01:03:02.200 --> 01:03:04.320 So thank you. Appreciate it. Thank you.