You’re actually going to see me a couple times today in part because COVID has taken out a couple of the speakers. So, I wish it was because I was the most wonderful speaker in the world, but I think that’s your work. As Linda said, there’s really two of us that are tied together at the hip in terms of the trying to organize and support the research mission here at the medical school, and that’s myself and Tony Koleski.
whether we’re kind of doing most of the work with the clinical departments, which is my job for most of the work with the basic science departments. And to be quite honest, we kind of just all work together. And so there are things that we just trade back and forth depending on who has the time. And Keith will talk separately in just a few minutes about the Office of Physician Scientists and Scientist Development, which has really created some wonderful resources I think for everyone. So what is the Office of Scientific Affairs do? So we oversee scientific affairs
in both the clinical and basic science departments as well as in all of the centers and programs and institutes and all those wonderful things that have these other, these other names. But essentially most things that in within the medical school are really very departmentally organized. And whether that’s any of the three missions and that’s really where you need to get known and you need to be able to have folks who think you’re doing a wonderful job. If we get back to the issues of things
like appointments and promotions,

just to mention that we try to

provide guidance and resources for faculty,

staff, hiring,

retention of faculty,

etcetera,

I welcome you and I know Tony would

if he was here as well,

you’re welcome to e-mail either

of us if you feel you want to

do that and that’s great and get

a lot of lots.

I get some texts at 2:00 AM,

but that’s separate and we’re all first

name dot last name at Yale dot Edu, right.

So I mean,
even with the name Smith, I’m somehow still first name dot, last name, yell dot Edu. Although it’s interesting because there’s almost always at least one undergrad who’s named Brian Smith and they have much more interesting lives than I do, and I get a lot of e-mail. Space is a big issue for us at the medical school because we’ve really grown by leaps and bounds over the course of the last 10 years or so, and we tend to be a space constrained these days.
There’s a lot of construction going on.

There’s a lot of expansion of space going on whether it’s in the wet bench area, you know kind of classic laboratory sorts of work or what we call dry bench meaning health services research and computational work and so forth that really doesn’t require a Bunsen burner at your at your side. So that’s something that we actually do a lot of work with.

We are and you’ll hear more about the cores both to support web and dry bench research. I think a little bit later today.
I'll be giving you the talk on the YCCI aspect of things. And then we spend a lot of our time, which hopefully you therefore don’t have to worry about as much to ensure compliance with all the wonderful, wonderful things that are out there in terms of federal, state and other other areas, we nucleate and maintain relationships with the partners across Yale University. So that means we actually have a fair amount of work that we do with government and advocacy on the government front. We try to do that.
We try to work with our state, congressional and senatorial aspects, as well as with the governor's office. There's a lot of relationships that go on with foundations to try to get you funding from things other than the NIH. And again, all these kinds of questions, you know, individual things come up. There's a lot of details and all of that, but please just feel free to contact us. Most of most will be known through your department, but not necessarily and we're more than happy to chat with everybody separately as needed.
And industry is another area that I think Yale was probably behind a lot of our peers in terms of interactions with
on the research front over the years. There is a new and I don’t think we have a separate talk by Yale Ventures,
but it’s bigger than that. It was kind of reimagined and recreated about 2 1/2 three years ago, if I remember right.

But there’s a new basically office of technology transfer, but it’s bigger than that. It’s called Yale Ventures now.
It was kind of reimagined and recreated about now I guess and about 2 1/2 three years ago, something like that, if I remember right.
And it’s actually interestingly changed the formula for intellectual property and how much of it you get and all those kinds of things compared to the university and the medical school and the departments. And it’s really done a lot to to work in terms of that and also to really build out the ecosystem here in New Haven. I think that really is, if you just look around in terms of building, there’s a lot going on and that’s actually very, very terrific, depending on what your research really is. We partner with with Keith’s office and
as well as with Darren Lattimore’s DEI office to support faculty throughout the career life cycle with development as well to raise research funding. And you may get contacted by that. And if you do have somebody who you think is a potential donor out there or you get into one of those things, please contact one of us so that we can do what we can to sort of help out with that, not to interfere with what your relationship may be, but to provide kind of
the infrastructure for,

And finally with the Office

we do a lot to try to do all

those things that I'm really bad at,

I should say that in terms of education,

I think Janet did a very nice job of

covering all of the medical

school specific educational ventures.

The other area that Tony and

I get deeply involved in.

And any of you who are have appointments

in the Graduate School either because

you're in a basic science department
which automatically gives you an appointment in the Graduate School or because you’re in a clinical department either with a secondary in a basic science department or there’s actually ways that you can be solely in a clinical department and also be appointed to the Graduate School. And the Graduate School program is actually a program that extends not just across the medical school but also extends across the faculty of Arts and Sciences on the north campus or main campuses. They like to talk about it.
We tend to save the North campus and it’s really a very good grad students in. And I think when you're thinking about getting people to work in your laboratory, you're going to be thinking if you’re in one of the clinical departments, probably in terms of a variety of the clinical trainees, but the Med students are remarkably good overall. You know undergrads not bad and they are actually a terrific way to help expand your laboratory and really get into a real relationship with them to.
00:06:43.809 --> 00:06:46.270 try to mentor them through to their 
career aspirations which often are 

00:06:46.270 --> 00:06:48.060 to go to either Graduate School 

00:06:48.121 --> 00:06:49.891 or to medical school and really 

00:06:49.891 --> 00:06:51.822 across across all of those, 

00:06:51.822 --> 00:06:53.677 So I just mentioned that to you again 

00:06:53.680 --> 00:06:55.504 because it’ll it will come up And as 

00:06:55.504 --> 00:06:58.067 you’re beginning to establish your, 

00:06:58.070 --> 00:07:00.326 your research programs here for those 

00:07:00.326 --> 00:07:01.910 of you who are research intensive or 

00:07:01.910 --> 00:07:03.536 or doing any kind of research which 

00:07:03.536 --> 00:07:05.567 is most of our folks as you may imagine, 

00:07:05.567 --> 00:07:07.646 we review faculty appointments 

00:07:07.703 --> 00:07:09.782 to Graduate School,
kind of talked about that,

Yale Ventures,

which is the entrepreneurial

opportunities that are around here

And also coordinate the clinical

research infrastructure which is

predominantly in the Cancer Center in

the Yale Center for Clinical Investigation.

And I’ll mention a little bit about

that when I talk to you a little bit

later within the departments themselves

and across the Yellow Haven Health system.

So a lot of,

a lot of activity on that front.

What are the ways that we kind of

look at this?
We are determinant to some extent on space and startup. We work with the departments. Departments all have their own space footprint to work within, but often they need to work outside of that or we need to try to localize people with others. That would be particularly valuable for you to be able to walk down the corridor and and meet with. We similarly again coordinate with Keith’s office and he’ll be talking about this in just a few minutes. I’m trying to get supplemental.
funding for what you guys all are, which is junior faculty, regardless of your age or junior faculty at this point. There's a variety of limited grant submissions that are out there. You will see these. There's actually a website you can go to to look for them. These are often foundations, but sometimes they're NIH grants where the institution, such as Yale University, is only allowed to submit maybe one or two or whatever grants. Obviously we need a way to,
to adjudicate that if there's more than one person or one group that wants to engage in that, then an internal review process with kind of an internal study section and what have you. So if you’re involved in those kinds of things that you, you’ll see this right away. We’ll talk a little bit and Amy Blanche will talk about bleeding edge technologies and cores. It is something that we try to keep an eye on to.
00:09:00.285 --> 00:09:03.750 to make research good for everybody here.
NOTE Confidence: 0.93590426
00:09:03.750 --> 00:09:04.764 Their core facilities,
NOTE Confidence: 0.93590426
00:09:04.764 --> 00:09:07.559 most of what you would be using probably
NOTE Confidence: 0.93590426
00:09:07.559 --> 00:09:09.707 are what we call central cores.
NOTE Confidence: 0.93590426
00:09:09.710 --> 00:09:11.430 It runs run out of the Dean’s office,
NOTE Confidence: 0.93590426
00:09:11.430 --> 00:09:12.588 basically summer departmental
NOTE Confidence: 0.93590426
00:09:12.588 --> 00:09:14.518 cores and departmental cores can
NOTE Confidence: 0.93590426
00:09:14.518 --> 00:09:16.184 be everything from something that
NOTE Confidence: 0.93590426
00:09:16.196 --> 00:09:18.184 takes care of the glass washing for,
NOTE Confidence: 0.93590426
00:09:18.190 --> 00:09:18.966 you know,
NOTE Confidence: 0.93590426
00:09:18.966 --> 00:09:21.305 10 PTs in the department to
NOTE Confidence: 0.93590426
00:09:21.305 --> 00:09:23.280 something that actually extends out
NOTE Confidence: 0.93590426
00:09:23.280 --> 00:09:25.274 into other departments as well.
NOTE Confidence: 0.93590426
00:09:25.274 --> 00:09:27.284 And that’s not that uncommon.
NOTE Confidence: 0.93590426
00:09:27.290 --> 00:09:28.970 There is an office for team science,
NOTE Confidence: 0.93590426
00:09:28.970 --> 00:09:31.244 which is something that was created
that Nancy created when she came
that the Dean and really been
good for those of you who may be
good for those of you who may be
So most of us get used to kind of
doing our own RO ones and those
kinds of grants from foundations.
But when it’s a large grant,
they often have all kinds of components
that are beyond the science,
beyond the specific games if you will
that need to be done properly or
you’ll get trashed at study section.
And so there is an officer tries
to work on that.
There’s actually a pilot grant program as well asking people who have a goal to get something like a program project grant or one of what we call you grants and really get it to where it is. Many of these things I can tell you that for the grant that supports the Yale Center for Clinical Investigation, the last renewal that we put in was 3998 pages for example, I was really disappointed that we didn’t get to 4000 but regardless and we do things about appointments.
00:10:32.050 --> 00:10:34.200 to Graduate School and so forth.

00:10:34.200 --> 00:10:35.278 Did I go through all of it?

00:10:35.280 --> 00:10:36.990 This is this is yours. Yes, Okay.

00:10:36.990 --> 00:10:38.870 So those are sort of the big areas

00:10:38.930 --> 00:10:40.617 that I just wanted to mention and

00:10:40.617 --> 00:10:42.440 I’m going to turn things over to,

00:10:42.440 --> 00:10:44.280 to Keith talk about physician

00:10:44.280 --> 00:10:45.752 scientists and scientists development.

00:10:48.090 --> 00:10:49.680 Well, let me be another who

00:10:49.680 --> 00:10:51.410 extends a welcome to all of you.

00:10:51.410 --> 00:10:53.732 I wanted to give you sort of a highlevel

00:10:53.732 --> 00:10:55.808 overview of some of the resources that we

00:10:55.808 --> 00:10:57.890 put together in the office of Physician,

00:10:57.890 --> 00:10:59.602 Scientist and Scientist Development,

00:10:59.602 --> 00:11:03.129 which is also a new initiative from the Dean.
So what OPSSD really seeks to do is address practical challenges that are encountered at different career stages, to create community and mentorship that spans all phases of training, to ensure protected time for those who need it, and to provide research support for investigators while fostering collaborations which drive future discoveries. And these are lofty goals, but we’ve also put into place an infrastructure behind them. So we have a group of individuals who are tasked with different elements of this domain.
I’d like to highlight Niadi, who serves as the Director of Scientists, Diversity and Inclusion, Valerie Renke, who’s the Interim Chair of Genetics, but also serving as our Director of PhD Scientist Development. Jean Shapiro, who has a longstanding history of being deeply invested in helping early career development. He’s our Director of Grant Writing and Evaluation. Nick Licht runs our program office along with Sarah Ratner. And so we have a variety of initiatives.
some of which may touch upon your lives.

One is we have a role in funding and so we have the Yale Physician Scientist Development Awards which are an institutional K equivalent which are helpful in getting people the preliminary data to go for extramural K awards.

It’s coadministered with the YCCIK L2 program.

We have an international Physician Scientist resident fellow Research award is really intended to enhance our pipeline.

There’s also an Anderson Post Doctoral fellowship which is open to early career laboratory based investigators.
to support an individual postdoc in their research environment and all of these funding announcements will come out throughout the year. We also have a role in professional development, so we have a research program leadership and management skills course which I’ll highlight again in a moment. We have a Janeway Society which many of you will become automatic members of. Janeway is intended to consist of individuals who are new appointments to basic science departments or individuals in clinical departments.
with K Award or equivalent.

We also do a little bit of work on the networking side with quarterly luncheons for Janeway Society members and new assistant professors. That’s cosponsored of the Deputy Deans and we have a variety of resources, and I think the resources are probably going to be the things that are most useful to you, and these include a grants library which has just about every mechanism you can consider applying for. In my experience, the best way to write a grant is to see how someone else did it in the past.
And so this, I think, is a real opportunity for folks. We have a grant writing course that applies to people both writing career development awards but also initial RO ones, which takes people from an idea through figures and a final grant, culminating in a study section. We have a scientific writing workshop which contains both didactic portions as well as paste manuscript writing portions. And then we also run a very active mock study section, which is an incredible opportunity.
to take advantage of the incredible diversity of investigators that we have here who have expertise in the area that you're writing your grants in. And we found the people who go through mock study section find it to be an incredibly useful experience because they get reviewers one through three written comments, but they also get a copy of the video of the mock study section where they can see how those comments are translated into a score. Many of you will participate in the Research Program Leadership and Management Skills course.
This is a 2 day course which is run by German company called HFP Consulting offered to all Research Focus ladder faculty within the first three years of their appointment. So expect to hear from us at some point over the next three years. And it covers a variety of topics. This is an incredibly highly rated course. It goes through principles for professional interactions, skills for effective communication. It talks about efficiency, which is something that we all seek to strive to achieve, establishing,
maintaining collaborations,

Those classical questions of hiring

This actually creates a great cohort

of individuals that are arriving at

the institution at about the same

time and is nucleated groups that

have carried forward and that we

regroup with these groups at a year

to discuss individuals experiences.

We run this three times a year.

I mentioned the Janeway Society.

This was really meant to recognize the

incredible effort that it takes to

become faculty in the 1st place and
00:15:41.924 --> 00:15:44.367 to create a cohort of early career physician scientists and PhD scientists to have access to infrastructure and career development resources.

00:15:44.370 --> 00:15:46.490

00:15:46.490 --> 00:15:48.610 We have 200 members across 28 department schools and centers and as I mentioned, the eligibility is intramural or extramural career development awards or new hires in the basic science departments.

00:15:50.620 --> 00:15:53.308

00:15:53.308 --> 00:15:55.644 We run a series of programs including a First Fridays seminar series on leadership management and communication.

00:15:55.644 --> 00:15:57.124

00:15:57.124 --> 00:16:00.860 We have a leadership group consisting of the membership of Janeway.

00:16:00.860 --> 00:16:03.268

00:16:03.268 --> 00:16:06.031 which really drives that first Friday series.

00:16:06.031 --> 00:16:08.339

00:16:08.339 --> 00:16:10.460

00:16:10.460 --> 00:16:11.860

00:16:11.860 --> 00:16:14.570
which provides both a perspective
as well as near peer mentorship
around an individual topic.
We run a very successful annual retreat,
but we also engage the members of Janeway
as mentors for others who are rising up,
like graduate students and MDPHD
students to really enhance the
mentorship network that’s present.
Institutionally,
our quarterly luncheon has proven
to be a fantastic you’re going to
get a taste of Yale catering today,
but we’ve really upped our game.
But more important than the food is
the opportunity to come together
with leadership of the medical school and with other faculty. And I always enjoy going to these lunches because people sort of go around the table and talk about the things they’re interested in. And I see it nucleating. A great program, project grants right before my eyes. Grants library, just to give you an idea of where we stand with the grants library. And this is something that is in a state of continuous evolution. So we have a large number of K&R awards. We focused on institutional training grants. We have a lot of diversity supplements.
We’ve got Peas use UM ones, loan repayments, pioneer awards, VA awards and F series. But in fact, if you are going to be applying for a grant mechanism that’s not in the grants library, let us know. We’ll figure out who at the institution has those grants, make those early connections that you can always access a grant that’s relevant to the mechanism that you’re applying for. And so we really seek to be as service oriented as we can be around the grants.
Our grant writing course is offered twice a year directed by Jeanne Shapiro, along with the cadre of senior faculty. You have a lot of experience in this space. Small sections of faculty come together to write grants and they engage in seminars that are related to strategy that’s matched the mechanism that’s being applied for. There’s a paste writing component with peer and faculty review and as I mentioned, it culminates in a study section and it’s highly, highly sought after and well reviewed. Manuscript writing is led by Angie Hoffman who’s written a really fantastic...
book about scientific communication.

She’s kicks it off with two half day workshops on scientific writing, which I’d encourage everyone, regardless of how many papers you’ve written to, to come to. I think she’s really thought provoking.

And then we also have this PACE manuscript writing program where participants compose of at least central portions of a manuscript over four to six weeks with pure and faculty review. Sometimes it’s just about getting the activation energy to actually put pen to paper,
and that’s part of what this is all about.
And then mock study sections.
You know,
this is a resource which I would encourage all of you who are writing grants to really seriously consider because of a couple of things.
One is it has a fairly aggressive timeline.
It’s asking you to submit your grant 8 weeks prior to a deadline with the list of potential Yale reviewers.
We solicit those reviewers and actually compensate them with gifts of wine and chocolate,
which we find are more effective than money and and they and they
wholeheartedly respond to requests and
really I have been very impressed with
the quality of review that’s happened.
And so you submit the full grant.
So eight weeks before you give
us specific games and reviewers,
6 weeks before the deadline
submit as much of the grant as you
do, the better we can do
with the review process.
We rapidly turn that around so that you
have a full month with our comments prior
to the due date for the submission.
We also encourage Janeway Society
members to participate in the reviews.

NOTE Confidence: 0.937

We’ve reviewed 41 grants to date but we have the capacity to do at least 16 per in a cycle.

NOTE Confidence: 0.937

We can also accommodate off cycle applications because we do recognize that there is some off cycle awards and we’re always happy to try to accommodate that.

NOTE Confidence: 0.937

And so that’s a bit on some of the resources that we put together for career development and scientific support.

NOTE Confidence: 0.937

And I think that our next slide is really shared by
many of the people who’ve spoken today
about some of the things that we can,
that we can think about as we begin
And so I think I’ll,
I’ll just hit the high points,
but you know,
I think the beautiful thing about
Yale is no matter what it is
that you’re interested in,
there’s someone else who’s
also interested in it.
And so you just need to find a
way to engage with mentors and
sponsors and people who can make
those connections for you.

Many times that’s going to be people who have an institutional role,

but other times it’s going to be those individuals who are sitting within your own department.

so for every space and resource issue,

there’s chairs and vice chairs who can be your first point of contact.

And then, you know,

I think look at your individual departmental leadership structure for who those individuals are.

They can really be the ones who can make the connections for you.
to leadership and help to navigate the processes of the institution. You know, part of this is about getting out there and and establishing your reputation of locally, importantly to get known by individuals here who could be your collaborators, but also nationally and internationally. And so, you know, seek opportunities to engage and to collaborate. You know, I always have said to my early career faculty that you can only trust your hands at the bench.
Your best hands are your own hands.

And so if you can be in the lab, that has an opportunity to really sort of drive your science forward.

And of course, I think the reason that we’re all here is that we find joy in the things that we do.

So thank you so much for your time.