Office for Academic and Professional development and the resources that has available. The best way for me to do this is to begin by walking you through the website. This is a website that Jonathan Brauer associating for Faculty Affairs was very instrumental in and building and putting together with our communications team several years ago. And we continue to provide, updated and provide new information on the website.
I encourage you to think about going to this website for any information you need about the faculty life cycle. Is it meant to serve as a point of central portal where you can access have a question about what you want to find something about Yale you can answer this portal and you should be able to get directed to where you need to go. It’s important. This is the the website home page. If you type in any browser Yale OAPD, you should be able to. It should be at the top of the search you’ll see that. Let’s see if I can do this,
That at the top of this pointer is not showing. So at the top here there a drop down menu that if you click on it you can see a number of different tabs that you can click on. And if you were to look at the About OAPD tab, you’ll realize this is actually about two offices. One is the Office of Academic Affairs and the other is the office of Bob leaves the Office of Professionalism, Leadership Development. You’ll find information about our AM P committees who’s on those and
the Board of Permanent Officers.

When you become a tenured or a tenured faculty member or a professor and a continuing employment,
you become a member of the Board of permanent Officers.

And these individuals, this group are responsible for the really the governing body of the school.

And that’s a very important group in the for making decisions that go are related to the school.

If you move over to Academic Affairs and look at the different items under that, you’ll see that you can find your faculty affairs department teams.
If you have a question that’s related to your academic appointment, your faculty employment, your employment here at Yale, you should be actually talking to your faculty affairs coordinators, the central resource in your department, to help you get information you need. We also have information about the faculty tracks, ranks and positions, information about appointments and promotions, and information you need in order to advance in your tracks if you want to switch tracks that you’re in.
information about that if you need to have a leave of absence, whether it’s a sabbatical, triennial leave, or whether it’s a child rearing leave or caregiver leave, this is where you can get information about that information. And then there’s a tab that’s just processes and documents, if you’re looking for something related to that. So please make sure you actually familiarize yourself with this, this area of the website. If you look under faculty resources,
this is the central hub.

As I mentioned, there’s a general page, but there’s also a link to the diversity, equity inclusion websites. There’s a link to benefits. There’s a link to well-being in mental health, information about anything, research and medical education, the library communications. If you’re building a website, Yale has very specific requirements for building websites. So those of you in labs or who are trying to build a
website of your clinical work,

you should definitely speak with them.

And then also information about

compliance and safety training.

So this again is really it's

a central hub and you can find

whatever information you need there.

We also run a faculty development

series for junior faculty.

This is a series of lectures that are

given twice monthly during the academic year.

We’ll be posting the next

year’s schedule in shortly,

probably by the end of August.

And the goal here is to help people

actually get information they need
and have participate in workshops on top various topics that are related to being a faculty member here at Yale in the springtime. We in particular go over information about appointments, reappointments and promotions and information about your CV part one and your CV Part 2, how to construct those and teaching evaluations. So I would encourage you to look at the early to attend some of those. There’s also information about we after this orientation is
done we’ll be posting videos of the orientation itself on the website and information related to faculty on boarding. And I’m going to turn this over now to Bob to talk about the leadership and development seminars that are that he has. It’s really a pleasure to get to to present to you all my office is or the team in OAPD is really about promoting professionalism within the school, developing leaders and elevating Wellness. And so those are our three missions and we’re trying to present missions and opportunities for you to learn about those issues.
And with the goal that we're going to improve the culture and the climate of the school for able to develop better leaders, promote professionalism and elevate Wellness and wellbeing. So the leadership kinds of work that we're going to be doing is a monthly seminar that provides things like how do you listen? The Dean said listening was such an important part of leadership and we agree with that. But how do you develop better
listening skills?
How do you become accountable to yourself
How do you hold other people accountable?
How do you develop an individual development plan?
So we'll have seminars that help you think about that from a wellbeing perspective.
How do you find out about these benefits? that help you think about that from a wellbeing perspective.
How do you, how do you find out about these benefits? how do you find out about these benefits? that help you think about that from a wellbeing perspective.
That there's something on the the website about those benefits,
but they're complicated. And so having a seminar in which someone who's expert in that area will be able to help you think through,
What are the benefits for child care?

What are the benefits for elder care?

What are your financial planning through Tia CREF,

Really important issues that we want you to get familiar with.

And lastly some leadership development for senior leaders.

So using consulting skills and being able to consult effectively,

being able to coach effectively

and learning what contemporary leadership ideas are and how do they affect and are implemented into the Yale environment.
There are lots of definitions of professionalism out there. Many times there are long lists of don’t do this and don’t do that and for sure don’t do this. What we’ve tried to do is collect the policies and procedures here at Yale that are pertinent to professionalism. So the Yale University faculty standards of conduct, the professionalism standards for Yale Medicine and at Yale New Haven Hospital for those who are involved in clinical work. And we’ve included those on the website. So you’ll be able to go in and really
00:07:17.504 --> 00:07:18.578 understand what professionalism

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

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

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

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

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

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

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

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

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

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

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

00:07:47.860 --> 00:07:49.210 I’m really hopeful that many
00:07:49.210 --> 00:07:51.275 of you are going to have those
NOTE Confidence: 0.9453298
00:07:51.275 --> 00:07:52.825 those same kinds of experiences.
NOTE Confidence: 0.9453298
00:07:52.830 --> 00:07:53.910 And at the same time,
NOTE Confidence: 0.9453298
00:07:53.910 --> 00:07:55.980 I recognize that there that
NOTE Confidence: 0.9453298
00:07:55.980 --> 00:07:58.259 Yale was not a perfect institution
NOTE Confidence: 0.9453298
00:07:58.259 --> 00:08:01.663 and that we need to be able to
NOTE Confidence: 0.9453298
00:08:01.663 --> 00:08:03.467 reform the the institution.
NOTE Confidence: 0.9453298
00:08:03.470 --> 00:08:04.870 And there were things that
NOTE Confidence: 0.9453298
00:08:04.870 --> 00:08:06.740 happened to me along the way that
NOTE Confidence: 0.9453298
00:08:06.740 --> 00:08:08.678 I wish I had had a chance to be
NOTE Confidence: 0.9453298
00:08:08.678 --> 00:08:10.184 able to talk to others about.
NOTE Confidence: 0.9453298
00:08:10.190 --> 00:08:10.704 And so,
NOTE Confidence: 0.9453298
00:08:10.704 --> 00:08:12.503 so our office is really the place
NOTE Confidence: 0.9453298
00:08:12.503 --> 00:08:14.390 that you can come in and do that.
NOTE Confidence: 0.9453298
00:08:14.390 --> 00:08:16.420 We’re really able to to sit down
NOTE Confidence: 0.9453298
00:08:16.420 --> 00:08:18.793 and and hear what’s going on with
you in a confidential manner.

We can talk with you about the appropriate office. There's lots and lots of offices that deal with issues at Yale and we have expertise in being able to triage that for you. We're able to really think through what are the interventions that might be useful in this situation and importantly you guide us in those interventions that we're not a place where if you come and tell us about something that's going on we run off and do things without your input.
We really want to make sure that you remain at the center of those issues and then we want to make sure that you get follow up from us. You know, Connecticut State law precludes us from being able to say exactly what happened, but we can give you a sense of the type of intervention that’s happened. Again, I want to really emphasize that the interventions are ones that you’ve approved. So we’re not going out and doing things that you haven’t let us know that would be okay with you and we’re really aiming at remediating the faculty member that’s that you’ve
00:09:26.427 --> 00:09:28.880 had an adverse interaction with.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NOTE Confidence: 0.9314795
way through the website has a report of professionalism concern red button and you can report either anonymously or leave your name and number and we'll get back to you. If you report anonymously the only thing that we know about what happened was what you report. There is not another way to report anonymously through the university hotline, and this is a really cool system where it’s administered by a third party outside the university. You report what happened, they reported to us the concern, but then they can facilitate a
00:10:38.875 --> 00:10:40.777 confidential anonymous conversation by
NOTE Confidence: 0.9314795
00:10:40.777 --> 00:10:43.395 us asking questions to the third party,
NOTE Confidence: 0.9314795
00:10:43.400 --> 00:10:45.040 the third party vendor asking
NOTE Confidence: 0.9314795
00:10:45.040 --> 00:10:46.352 those questions to you.
NOTE Confidence: 0.9314795
00:10:46.360 --> 00:10:48.016 You’re replying back to those questions
NOTE Confidence: 0.9314795
00:10:48.016 --> 00:10:50.831 and so we can we can have a much more
NOTE Confidence: 0.9314795
00:10:50.831 --> 00:10:52.719 effective intervention if you use the third,
NOTE Confidence: 0.9314795
00:10:52.720 --> 00:10:54.706 the university hotline to to report
NOTE Confidence: 0.9314795
00:10:54.706 --> 00:10:57.240 if you decide to do it anonymously.
NOTE Confidence: 0.9314795
00:11:03.080 --> 00:11:03.560 All right,
NOTE Confidence: 0.92944133
00:11:06.000 --> 00:11:08.160 Lots of ways in which we
NOTE Confidence: 0.92944133
00:11:08.160 --> 00:11:09.240 can keep confidentiality.
NOTE Confidence: 0.92944133
00:11:09.240 --> 00:11:10.640 You know, if something has
NOTE Confidence: 0.92944133
00:11:10.640 --> 00:11:12.040 happened in a public setting,
NOTE Confidence: 0.92944133
00:11:12.040 --> 00:11:13.425 that’s that’s an easy way
NOTE Confidence: 0.92944133
to do it if something hasn’t happened in the public setting. But it’s something that we think might have happened to more than just you. We can go in and do interviews with other people that are involved and find out if they’ve had similar experiences and oftentimes we can do things that mitigate what’s happened to you without having to talk about your experience specifically and so maintain your confidentiality. The other piece of this that’s really important is, is no retaliation. University has a very strong policy
against that prohibits retaliation.

When we do work with a faculty member, we're very strong in terms of the education that we do.

We talk about the different forms in which retaliation can take and how that's prohibited.

And we talked about the problem right now is this big, but if there is any sense of retaliation, it becomes this big.

And so we are effective about making sure that retaliation does not happen.

I know you're going to. You all have already heard.
lots of specific information

from lots of people today.

The most important part of this is welcome.

We're really glad to have you on faculty. Thanks so much.