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 is meant to serve as a point of central portal where you can access 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 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. 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, 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.
this is the central hub. As I mentioned, there’s a general page, but there’s also a link to the diversity. There’s a link to benefits. There’s a link to well-being in mental health, information about anything, clinical 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 its 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 seminars 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 you with 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 and 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, 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 and being able to 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 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
understand what professionalism
means here at Yale
from an academic integrity standpoint.
We take research very seriously and
research integrity very seriously.
And so we're also able to look into allegations that might
involves research integrity.
You know, I'm a graduate of the medical school.
I stayed for residency and fellowship and then joined the faculty.
And I've had really wonderful experiences at Yale. I'm really hopeful that many
of you are going to have those those same kinds of experiences. And at the same time, I recognize that Yale was not a perfect institution and that we need to be able to reform the institution. And there were things that happened to me along the way that I wish I had had a chance to be able to talk to others about. And so, so our office is really the place you can come in and do that. We’re really able to sit down 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
had an adverse interaction with. So we want this to make to be a place where we remediate. We make sure it doesn’t happen to someone else again and again. Through that we improve the culture and climate at this school. All right many many ways to to report to us. My preference it was that you send me an e-mail or you give us a call and then we said we set up a time and we come and talk about what’s what’s going on. I just that’s the that’s the most effective if you if you want to you can report to us in an anonymous
way through the 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 no 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
confidential anonymous conversation by us asking questions to the third party, the third party vendor asking those questions to you. You’re replying back to those questions and so we can have a much more effective intervention if you use the third, the university hotline to report if you decide to do it anonymously. All right, Lots of ways in which we can keep confidentiality. You know, if something has happened in a public setting, that’s an easy way
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 other people that are that might be 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.