

WEBVTT

NOTE duration: "00:16:52.394"

NOTE Confidence: 0.9762573

00:00:00.799 --> 00:00:02.240 It's mostly just to make

NOTE Confidence: 0.9762573

00:00:02.240 --> 00:00:03.620 people aware of,

NOTE Confidence: 0.9137486

00:00:04.080 --> 00:00:06.000 the, Office of Academic and

NOTE Confidence: 0.9137486

00:00:06.000 --> 00:00:06.980 Professional Development,

NOTE Confidence: 0.9724121

00:00:07.839 --> 00:00:08.340 website.

NOTE Confidence: 0.8334961

00:00:10.320 --> 00:00:11.300 Associate dean,

NOTE Confidence: 0.9105632

00:00:12.575 --> 00:00:14.495 Jonathan Grauer, who, heads our

NOTE Confidence: 0.9105632

00:00:14.495 --> 00:00:15.475 faculty affairs,

NOTE Confidence: 0.9428362

00:00:16.015 --> 00:00:17.775 was really instrumental a couple

NOTE Confidence: 0.9428362

00:00:17.775 --> 00:00:18.595 years ago,

NOTE Confidence: 0.9479167

00:00:19.215 --> 00:00:20.654 essentially taking a lot of

NOTE Confidence: 0.9479167

00:00:20.654 --> 00:00:22.095 the documents that we had

NOTE Confidence: 0.9479167

00:00:22.095 --> 00:00:22.835 and procedures,

NOTE Confidence: 0.991333

00:00:23.215 --> 00:00:24.435 policies, forms

NOTE Confidence: 0.9291992

00:00:25.135 --> 00:00:27.235 related to faculty development

NOTE Confidence: 0.9595947

00:00:27.770 --> 00:00:29.610 and getting them onto a

NOTE Confidence: 0.9595947

00:00:29.610 --> 00:00:30.110 website,

NOTE Confidence: 1

00:00:30.650 --> 00:00:31.150 which

NOTE Confidence: 0.8823242

00:00:31.530 --> 00:00:32.970 initially was kind of its

NOTE Confidence: 0.8823242

00:00:32.970 --> 00:00:34.510 own standalone website.

NOTE Confidence: 0.9394348

00:00:34.890 --> 00:00:36.250 And it's currently in the

NOTE Confidence: 0.9394348

00:00:36.250 --> 00:00:37.930 process, or actually is close

NOTE Confidence: 0.9394348

00:00:37.930 --> 00:00:39.530 to almost being finished with

NOTE Confidence: 0.9394348

00:00:39.530 --> 00:00:41.550 being fully integrated into the,

NOTE Confidence: 0.98267764

00:00:41.930 --> 00:00:43.905 Yale, School of Medicine website.

NOTE Confidence: 0.98267764

00:00:43.905 --> 00:00:44.945 So some of the titles

NOTE Confidence: 0.98267764

00:00:44.945 --> 00:00:46.385 that are up here will

NOTE Confidence: 0.98267764

00:00:46.385 --> 00:00:47.825 not be exactly what you

NOTE Confidence: 0.98267764

00:00:47.825 --> 00:00:48.325 see,

NOTE Confidence: 0.9255371

00:00:48.784 --> 00:00:49.985 but if you Google if

NOTE Confidence: 0.9255371
00:00:49.985 --> 00:00:50.225 you,
NOTE Confidence: 0.98825073
00:00:50.864 --> 00:00:52.784 type in Yale OAPD into
NOTE Confidence: 0.98825073
00:00:52.784 --> 00:00:53.925 the search bar,
NOTE Confidence: 0.9906006
00:00:54.704 --> 00:00:55.905 it will take you the
NOTE Confidence: 0.9906006
00:00:55.905 --> 00:00:56.405 first,
NOTE Confidence: 0.979963
00:00:57.680 --> 00:00:58.800 place it will take you
NOTE Confidence: 0.979963
00:00:58.800 --> 00:01:00.640 will be to our part
NOTE Confidence: 0.979963
00:01:00.640 --> 00:01:01.780 of the Yale website,
NOTE Confidence: 0.98864746
00:01:02.399 --> 00:01:03.059 on this.
NOTE Confidence: 0.9320784
00:01:03.519 --> 00:01:04.640 And and so this is,
NOTE Confidence: 0.9320784
00:01:04.640 --> 00:01:05.840 I think, is also useful
NOTE Confidence: 0.9320784
00:01:05.840 --> 00:01:06.880 to just give a little
NOTE Confidence: 0.9320784
00:01:06.880 --> 00:01:07.920 bit of a sense of
NOTE Confidence: 0.9320784
00:01:07.920 --> 00:01:09.280 the structure of our office
NOTE Confidence: 0.9320784
00:01:09.280 --> 00:01:10.319 and some of the,
NOTE Confidence: 0.9984131

00:01:10.720 --> 00:01:12.100 services that are available.

NOTE Confidence: 0.8834839

00:01:15.435 --> 00:01:16.795 There's that. Type that into

NOTE Confidence: 0.8834839

00:01:16.795 --> 00:01:17.755 your browser, and it'll take

NOTE Confidence: 0.8834839

00:01:17.755 --> 00:01:18.415 you here.

NOTE Confidence: 0.8944336

00:01:18.795 --> 00:01:21.134 So OAPD has two offices.

NOTE Confidence: 0.91538084

00:01:21.515 --> 00:01:22.715 I'm the deputy dean for

NOTE Confidence: 0.91538084

00:01:22.715 --> 00:01:24.255 the Office of Academic Affairs,

NOTE Confidence: 0.9986683

00:01:25.034 --> 00:01:26.155 and a lot of that

NOTE Confidence: 0.9986683

00:01:26.155 --> 00:01:28.039 work focuses on the initial

NOTE Confidence: 0.9986683

00:01:28.039 --> 00:01:28.539 appointments

NOTE Confidence: 0.9937744

00:01:28.920 --> 00:01:30.859 and promotions of faculty,

NOTE Confidence: 0.98891604

00:01:31.799 --> 00:01:33.659 and and, other career development,

NOTE Confidence: 0.9275473

00:01:34.359 --> 00:01:36.060 issues. And then Bob Rorbaugh

NOTE Confidence: 0.9275473

00:01:36.200 --> 00:01:37.719 is the deputy dean of,

NOTE Confidence: 0.96250224

00:01:38.679 --> 00:01:41.205 professionalism and leadership development. So

NOTE Confidence: 0.96250224

00:01:41.285 --> 00:01:42.485 in addition to dealing with

NOTE Confidence: 0.96250224

00:01:42.485 --> 00:01:43.625 some of the more positive

NOTE Confidence: 0.96250224

00:01:43.685 --> 00:01:45.925 aspects of faculty career development,

NOTE Confidence: 0.96250224

00:01:45.925 --> 00:01:46.905 leadership development,

NOTE Confidence: 0.9928928

00:01:47.445 --> 00:01:48.805 Bob also has to deal

NOTE Confidence: 0.9928928

00:01:48.805 --> 00:01:50.025 with some of the,

NOTE Confidence: 0.9260817

00:01:50.485 --> 00:01:52.085 less than positive parts about

NOTE Confidence: 0.9260817

00:01:52.085 --> 00:01:53.045 that and and kind of

NOTE Confidence: 0.9260817

00:01:53.045 --> 00:01:54.185 dealing with faculty

NOTE Confidence: 0.98095703

00:01:54.570 --> 00:01:55.070 professionalism

NOTE Confidence: 0.96201867

00:01:56.409 --> 00:01:58.750 issues or or providing coaching

NOTE Confidence: 0.96201867

00:01:58.970 --> 00:01:59.630 on this.

NOTE Confidence: 0.95899457

00:01:59.930 --> 00:02:00.890 So one of the things

NOTE Confidence: 0.95899457

00:02:00.890 --> 00:02:02.330 that we tried to do,

NOTE Confidence: 0.95899457

00:02:02.570 --> 00:02:04.090 when when particularly when Jonathan

NOTE Confidence: 0.95899457

00:02:04.090 --> 00:02:05.370 was doing all the work

NOTE Confidence: 0.95899457

00:02:05.370 --> 00:02:07.229 on, the website development
NOTE Confidence: 0.9961914

00:02:08.115 --> 00:02:10.275 was to try to make
NOTE Confidence: 0.9961914

00:02:10.275 --> 00:02:12.535 the process of promotion be
NOTE Confidence: 0.9343872

00:02:13.235 --> 00:02:15.075 so much more transparent, at
NOTE Confidence: 0.9343872

00:02:15.075 --> 00:02:16.195 least than it was when
NOTE Confidence: 0.9343872

00:02:16.195 --> 00:02:17.315 I came up through the
NOTE Confidence: 0.9343872

00:02:17.315 --> 00:02:19.255 system or or or other,
NOTE Confidence: 0.9770915

00:02:19.555 --> 00:02:20.755 most of the presenters here
NOTE Confidence: 0.9770915

00:02:20.755 --> 00:02:21.555 who have come up through
NOTE Confidence: 0.9770915

00:02:21.555 --> 00:02:23.160 the Yale system went through.
NOTE Confidence: 0.9770915

00:02:23.160 --> 00:02:23.800 When I went,
NOTE Confidence: 0.95192873

00:02:24.440 --> 00:02:25.960 was promoted from assistant to
NOTE Confidence: 0.95192873

00:02:25.960 --> 00:02:28.060 associate and associate to full,
NOTE Confidence: 0.9519314

00:02:29.000 --> 00:02:30.200 and this is sort of
NOTE Confidence: 0.9519314

00:02:30.200 --> 00:02:32.120 before Linda Bockenstedt was the
NOTE Confidence: 0.9519314

00:02:32.120 --> 00:02:33.320 deputy dean. It was sort

NOTE Confidence: 0.9519314
00:02:33.320 --> 00:02:34.600 of a black box about
NOTE Confidence: 0.9519314
00:02:34.600 --> 00:02:36.040 what you had to do
NOTE Confidence: 0.9519314
00:02:36.040 --> 00:02:37.165 and and what were the
NOTE Confidence: 0.9519314
00:02:37.165 --> 00:02:38.685 stages in the process, and
NOTE Confidence: 0.9519314
00:02:38.685 --> 00:02:39.885 usually had to deal with
NOTE Confidence: 0.9519314
00:02:39.885 --> 00:02:41.504 one person in your department,
NOTE Confidence: 0.98038083
00:02:42.125 --> 00:02:43.245 and to try to get
NOTE Confidence: 0.98038083
00:02:43.245 --> 00:02:44.525 some of the information for
NOTE Confidence: 0.98038083
00:02:44.525 --> 00:02:45.485 that. So what we've really
NOTE Confidence: 0.98038083
00:02:45.485 --> 00:02:47.004 tried to do is to
NOTE Confidence: 0.98038083
00:02:47.004 --> 00:02:48.944 get as much of that
NOTE Confidence: 0.9394043
00:02:49.350 --> 00:02:51.110 onto our website as possible
NOTE Confidence: 0.9394043
00:02:51.110 --> 00:02:52.650 so that it's very transparent
NOTE Confidence: 0.9753418
00:02:53.430 --> 00:02:54.630 in terms of, you know,
NOTE Confidence: 0.9753418
00:02:54.630 --> 00:02:55.910 what are the committees that
NOTE Confidence: 0.9753418

00:02:55.910 --> 00:02:57.270 have to review people when
NOTE Confidence: 0.9753418

00:02:57.270 --> 00:02:58.410 they go up for promotion,
NOTE Confidence: 0.9753418

00:02:58.550 --> 00:03:00.330 both at the departmental level,
NOTE Confidence: 0.97620445

00:03:00.870 --> 00:03:02.169 and at the school level.
NOTE Confidence: 0.97620445

00:03:02.230 --> 00:03:04.155 It's a promotion at Yale
NOTE Confidence: 0.97620445

00:03:04.155 --> 00:03:06.175 is a very involved process,
NOTE Confidence: 0.99902344

00:03:07.115 --> 00:03:08.495 with multiple stages
NOTE Confidence: 0.93465173

00:03:08.875 --> 00:03:09.535 of departmental,
NOTE Confidence: 0.9591867

00:03:10.155 --> 00:03:11.835 you know, review to decide
NOTE Confidence: 0.9591867

00:03:11.835 --> 00:03:13.435 if there's gonna be support
NOTE Confidence: 0.9591867

00:03:13.435 --> 00:03:14.735 for going up for promotion,
NOTE Confidence: 0.9591867

00:03:14.875 --> 00:03:15.835 and then whether to go
NOTE Confidence: 0.9591867

00:03:15.835 --> 00:03:17.115 out for letters, and then
NOTE Confidence: 0.9591867

00:03:17.115 --> 00:03:18.310 they vote, and it comes
NOTE Confidence: 0.9591867

00:03:18.310 --> 00:03:19.770 to the medical school. And,
NOTE Confidence: 0.9445331

00:03:20.070 --> 00:03:21.590 Karen Basiglia, who's up here

NOTE Confidence: 0.9445331
00:03:21.590 --> 00:03:23.110 then kind of navigates all
NOTE Confidence: 0.9445331
00:03:23.110 --> 00:03:24.470 of that, and there's, you
NOTE Confidence: 0.9445331
00:03:24.470 --> 00:03:26.470 know, two committees that that
NOTE Confidence: 0.9445331
00:03:26.470 --> 00:03:27.510 things have to go through.
NOTE Confidence: 0.9445331
00:03:27.510 --> 00:03:28.389 So there's a lot of
NOTE Confidence: 0.9445331
00:03:28.389 --> 00:03:29.430 steps in it. So we
NOTE Confidence: 0.9445331
00:03:29.430 --> 00:03:30.650 try to get that
NOTE Confidence: 0.92352295
00:03:31.205 --> 00:03:32.504 all onto the website,
NOTE Confidence: 0.99348956
00:03:33.444 --> 00:03:34.584 including things like
NOTE Confidence: 0.90581053
00:03:34.885 --> 00:03:36.265 who sit on these committees,
NOTE Confidence: 0.9883789
00:03:36.965 --> 00:03:38.504 when do the committees meet,
NOTE Confidence: 0.9637044
00:03:39.045 --> 00:03:39.845 and then what are the
NOTE Confidence: 0.9637044
00:03:39.845 --> 00:03:40.345 procedures
NOTE Confidence: 0.9770508
00:03:40.965 --> 00:03:42.564 and processes that are involved
NOTE Confidence: 0.9770508
00:03:42.564 --> 00:03:43.224 in that.
NOTE Confidence: 0.99450684

00:03:45.440 --> 00:03:46.880 The other area that,
NOTE Confidence: 0.97123384

00:03:47.360 --> 00:03:48.400 my side of the office
NOTE Confidence: 0.97123384

00:03:48.400 --> 00:03:50.640 really focuses on is is
NOTE Confidence: 0.97123384

00:03:50.640 --> 00:03:53.060 kind of related to that
NOTE Confidence: 0.97123384

00:03:53.200 --> 00:03:55.380 appointment and promotion process. And
NOTE Confidence: 0.97123384

00:03:55.600 --> 00:03:56.800 after lunch, I'm gonna go
NOTE Confidence: 0.97123384

00:03:56.800 --> 00:03:58.180 into a bit more detail
NOTE Confidence: 0.97123384

00:03:58.240 --> 00:03:59.805 about what we mean when
NOTE Confidence: 0.97123384

00:03:59.805 --> 00:04:01.725 we're talking about faculty ranks
NOTE Confidence: 0.97123384

00:04:01.725 --> 00:04:03.005 and tracks. But all the
NOTE Confidence: 0.97123384

00:04:03.005 --> 00:04:03.505 information
NOTE Confidence: 0.99454755

00:04:04.285 --> 00:04:05.405 about the different,
NOTE Confidence: 0.9977417

00:04:05.885 --> 00:04:07.885 types of faculty appointments that
NOTE Confidence: 0.9977417

00:04:07.885 --> 00:04:08.785 you may have,
NOTE Confidence: 0.9520787

00:04:09.325 --> 00:04:10.765 coming into Yale will be
NOTE Confidence: 0.9520787

00:04:10.765 --> 00:04:11.505 on there,

NOTE Confidence: 0.9962158
00:04:11.980 --> 00:04:13.260 as well as some of
NOTE Confidence: 0.9962158
00:04:13.260 --> 00:04:13.660 the,
NOTE Confidence: 0.9707031
00:04:14.220 --> 00:04:16.300 sort of explanations of what's
NOTE Confidence: 0.9707031
00:04:16.300 --> 00:04:16.800 expected
NOTE Confidence: 0.9634277
00:04:17.100 --> 00:04:18.460 to get promoted. Not that
NOTE Confidence: 0.9634277
00:04:18.460 --> 00:04:20.400 that guarantees that that happens,
NOTE Confidence: 0.9880371
00:04:21.180 --> 00:04:21.680 but,
NOTE Confidence: 0.9898571
00:04:21.980 --> 00:04:23.339 but to just have some
NOTE Confidence: 0.9898571
00:04:23.339 --> 00:04:24.860 sense of what you're aiming
NOTE Confidence: 0.9898571
00:04:24.860 --> 00:04:25.360 for,
NOTE Confidence: 0.99820966
00:04:25.740 --> 00:04:26.940 as you begin your journey
NOTE Confidence: 0.99820966
00:04:26.940 --> 00:04:27.440 here.
NOTE Confidence: 0.92540395
00:04:28.085 --> 00:04:29.044 And so we really try
NOTE Confidence: 0.92540395
00:04:29.044 --> 00:04:29.925 to provide sort of a
NOTE Confidence: 0.92540395
00:04:29.925 --> 00:04:30.425 centralized,
NOTE Confidence: 0.9892578

00:04:32.165 --> 00:04:32.985 source of information
NOTE Confidence: 0.9464356

00:04:33.365 --> 00:04:34.884 for this, and if you
NOTE Confidence: 0.9464356

00:04:34.884 --> 00:04:36.264 just sort of go through,
NOTE Confidence: 0.9664876

00:04:37.445 --> 00:04:38.565 some of these kind of
NOTE Confidence: 0.9664876

00:04:38.565 --> 00:04:39.865 links down at the bottoms,
NOTE Confidence: 0.9911133

00:04:40.220 --> 00:04:41.660 you'll see what the different,
NOTE Confidence: 0.9265137

00:04:42.060 --> 00:04:42.960 tracks ranks,
NOTE Confidence: 0.92202526

00:04:43.340 --> 00:04:44.780 how to change tracks if
NOTE Confidence: 0.92202526

00:04:44.780 --> 00:04:45.820 that's something that you were
NOTE Confidence: 0.92202526

00:04:45.820 --> 00:04:46.800 wanting to do,
NOTE Confidence: 0.9828716

00:04:47.500 --> 00:04:49.340 who within your department are
NOTE Confidence: 0.9828716

00:04:49.340 --> 00:04:50.620 the people to go to
NOTE Confidence: 0.9828716

00:04:50.620 --> 00:04:52.620 for information about this as
NOTE Confidence: 0.9828716

00:04:52.620 --> 00:04:53.840 you begin the process.
NOTE Confidence: 0.96934927

00:04:54.305 --> 00:04:55.425 And then once it moves,
NOTE Confidence: 0.96934927

00:04:55.745 --> 00:04:57.045 kind of beyond the department

NOTE Confidence: 0.96934927
00:04:57.105 --> 00:04:57.605 review,
NOTE Confidence: 0.98687065
00:04:58.625 --> 00:04:59.904 kind of what happens there
NOTE Confidence: 0.98687065
00:04:59.904 --> 00:05:00.964 at the school level.
NOTE Confidence: 0.9723633
00:05:02.385 --> 00:05:03.745 The one area of our
NOTE Confidence: 0.9723633
00:05:03.745 --> 00:05:05.365 office where I'd say Bob's,
NOTE Confidence: 0.94546074
00:05:05.825 --> 00:05:07.505 Bob Rorbaugh's side and I
NOTE Confidence: 0.94546074
00:05:07.505 --> 00:05:08.945 overlap is in the area
NOTE Confidence: 0.94546074
00:05:08.945 --> 00:05:10.210 of of faculty development.
NOTE Confidence: 0.9929387
00:05:11.150 --> 00:05:13.490 We're both involved in coordinating
NOTE Confidence: 0.9929387
00:05:13.630 --> 00:05:15.330 different kinds of training opportunities
NOTE Confidence: 0.9929387
00:05:15.550 --> 00:05:16.850 or coaching opportunities,
NOTE Confidence: 0.9597168
00:05:17.710 --> 00:05:19.150 for faculty when when they're
NOTE Confidence: 0.9597168
00:05:19.150 --> 00:05:20.669 here, you know, including things
NOTE Confidence: 0.9597168
00:05:20.669 --> 00:05:21.949 like as people are assuming
NOTE Confidence: 0.9597168
00:05:21.949 --> 00:05:23.490 important leadership roles,
NOTE Confidence: 0.9859619

00:05:24.235 --> 00:05:26.395 providing, you know, small group,

NOTE Confidence: 0.9859619

00:05:26.714 --> 00:05:27.775 kind of educational

NOTE Confidence: 0.95732963

00:05:28.075 --> 00:05:29.595 opportunities and and one to

NOTE Confidence: 0.95732963

00:05:29.595 --> 00:05:31.055 one coaching for people,

NOTE Confidence: 0.9666884

00:05:31.995 --> 00:05:33.355 that are involved in that.

NOTE Confidence: 0.9666884

00:05:33.595 --> 00:05:34.475 The other thing I'll just

NOTE Confidence: 0.9666884

00:05:34.475 --> 00:05:35.435 sort of put a plug

NOTE Confidence: 0.9666884

00:05:35.435 --> 00:05:36.654 in for is,

NOTE Confidence: 0.9798177

00:05:37.210 --> 00:05:39.310 we have a, twice monthly

NOTE Confidence: 0.9798177

00:05:39.370 --> 00:05:40.830 seminar that will start,

NOTE Confidence: 0.9063546

00:05:41.450 --> 00:05:42.889 this it's on the second,

NOTE Confidence: 0.9063546

00:05:42.889 --> 00:05:43.870 fourth Wednesday

NOTE Confidence: 0.9897461

00:05:44.650 --> 00:05:45.630 of each month,

NOTE Confidence: 0.9481376

00:05:46.010 --> 00:05:47.370 from four to five. It's

NOTE Confidence: 0.9481376

00:05:47.370 --> 00:05:48.110 by Zoom,

NOTE Confidence: 0.9697861

00:05:48.490 --> 00:05:50.615 and we the invitations will

NOTE Confidence: 0.9697861
00:05:50.615 --> 00:05:51.335 go out to all of
NOTE Confidence: 0.9697861
00:05:51.335 --> 00:05:52.375 you and to all new
NOTE Confidence: 0.9697861
00:05:52.375 --> 00:05:54.215 faculty as well. And we
NOTE Confidence: 0.9697861
00:05:54.215 --> 00:05:55.895 really try to, kind of
NOTE Confidence: 0.9697861
00:05:55.895 --> 00:05:56.775 go through some of the
NOTE Confidence: 0.9697861
00:05:56.775 --> 00:05:58.535 resources that are available, and
NOTE Confidence: 0.9697861
00:05:58.535 --> 00:05:59.335 we do a lot of
NOTE Confidence: 0.9697861
00:05:59.335 --> 00:05:59.835 that
NOTE Confidence: 0.998291
00:06:00.215 --> 00:06:01.995 from September to December
NOTE Confidence: 0.9862671
00:06:02.550 --> 00:06:03.669 and and try to provide
NOTE Confidence: 0.9862671
00:06:03.669 --> 00:06:04.650 a more detailed,
NOTE Confidence: 0.9788954
00:06:05.190 --> 00:06:07.370 review of what's available. So
NOTE Confidence: 0.9788954
00:06:07.589 --> 00:06:09.190 doctor Coleman and doctor,
NOTE Confidence: 0.97573245
00:06:09.750 --> 00:06:11.450 Ono Machado will be coming
NOTE Confidence: 0.99643844
00:06:11.830 --> 00:06:13.430 into those seminars and really
NOTE Confidence: 0.99643844

00:06:13.430 --> 00:06:14.950 get into more detail about
NOTE Confidence: 0.99643844

00:06:14.950 --> 00:06:16.150 some of the services that
NOTE Confidence: 0.99643844

00:06:16.150 --> 00:06:16.889 they offer.
NOTE Confidence: 0.9437733

00:06:17.375 --> 00:06:19.214 We'll have the medical library
NOTE Confidence: 0.9437733

00:06:19.214 --> 00:06:20.414 will come and and go
NOTE Confidence: 0.9437733

00:06:20.414 --> 00:06:21.535 through all the resource that
NOTE Confidence: 0.9437733

00:06:21.535 --> 00:06:23.134 are involved in that, and
NOTE Confidence: 0.9437733

00:06:23.134 --> 00:06:24.255 someone from the,
NOTE Confidence: 0.9807657

00:06:24.895 --> 00:06:26.895 from the clinical enterprise will
NOTE Confidence: 0.9807657

00:06:26.895 --> 00:06:27.775 come in and and, you
NOTE Confidence: 0.9807657

00:06:27.775 --> 00:06:29.375 know, talk about things like,
NOTE Confidence: 0.9807657

00:06:29.375 --> 00:06:30.495 you know, use of Epic
NOTE Confidence: 0.9807657

00:06:30.495 --> 00:06:31.470 or or other kinds of
NOTE Confidence: 0.9807657

00:06:31.470 --> 00:06:32.990 things that clinicians really need
NOTE Confidence: 0.9807657

00:06:32.990 --> 00:06:34.430 to know about. So we
NOTE Confidence: 0.9807657

00:06:34.430 --> 00:06:35.070 do that,

NOTE Confidence: 0.9801487

00:06:35.470 --> 00:06:36.350 through the end of the

NOTE Confidence: 0.9801487

00:06:36.350 --> 00:06:38.270 academic year. After the first

NOTE Confidence: 0.9801487

00:06:38.270 --> 00:06:39.390 of the year, we switch

NOTE Confidence: 0.9801487

00:06:39.390 --> 00:06:41.070 more towards trying to provide

NOTE Confidence: 0.9801487

00:06:41.070 --> 00:06:43.275 people information about if they

NOTE Confidence: 0.9801487

00:06:43.275 --> 00:06:44.475 are going up for a

NOTE Confidence: 0.9801487

00:06:44.475 --> 00:06:45.835 promotion review at that point.

NOTE Confidence: 0.9801487

00:06:45.835 --> 00:06:46.875 We start going through all

NOTE Confidence: 0.9801487

00:06:46.875 --> 00:06:48.415 of the documents for that.

NOTE Confidence: 0.9980469

00:06:48.875 --> 00:06:49.695 All of that

NOTE Confidence: 0.9935826

00:06:50.075 --> 00:06:51.355 those documents will be on

NOTE Confidence: 0.9935826

00:06:51.355 --> 00:06:52.015 the website,

NOTE Confidence: 0.98939735

00:06:52.475 --> 00:06:53.195 but we try to do

NOTE Confidence: 0.98939735

00:06:53.195 --> 00:06:54.154 that. So we hope you

NOTE Confidence: 0.98939735

00:06:54.154 --> 00:06:55.535 will join us for,

NOTE Confidence: 0.9847412

00:06:55.889 --> 00:06:56.630 the OAPD
NOTE Confidence: 0.9505327

00:06:57.089 --> 00:06:58.690 seminar, and I think the
NOTE Confidence: 0.9505327

00:06:58.690 --> 00:07:00.449 first announcement of that will
NOTE Confidence: 0.9505327

00:07:00.449 --> 00:07:02.210 probably go out for, for
NOTE Confidence: 0.9505327

00:07:02.210 --> 00:07:03.889 Friday, because it's the not
NOTE Confidence: 0.9505327

00:07:03.889 --> 00:07:05.169 the not the first Wednesday
NOTE Confidence: 0.9505327

00:07:05.169 --> 00:07:06.610 after Labor Day, but the
NOTE Confidence: 0.9505327

00:07:06.610 --> 00:07:08.050 second Wednesday after Labor Day
NOTE Confidence: 0.9505327

00:07:08.050 --> 00:07:09.009 will be our our first
NOTE Confidence: 0.9505327

00:07:09.009 --> 00:07:10.505 one. And all of you
NOTE Confidence: 0.9505327

00:07:10.565 --> 00:07:12.165 actually could skip that one
NOTE Confidence: 0.9505327

00:07:12.165 --> 00:07:13.705 because I'm gonna be doing
NOTE Confidence: 0.9981864

00:07:14.165 --> 00:07:16.165 some version of my after
NOTE Confidence: 0.9981864

00:07:16.165 --> 00:07:17.145 lunch presentation
NOTE Confidence: 0.98046875

00:07:17.685 --> 00:07:18.884 along with some of the
NOTE Confidence: 0.98046875

00:07:18.884 --> 00:07:19.384 resources

NOTE Confidence: 0.97680664
00:07:19.685 --> 00:07:20.185 for,
NOTE Confidence: 0.95338947
00:07:21.205 --> 00:07:22.805 academic and professional development. But
NOTE Confidence: 0.95338947
00:07:22.805 --> 00:07:23.925 I'll go into more detail
NOTE Confidence: 0.95338947
00:07:23.925 --> 00:07:25.190 about that, So you're welcome
NOTE Confidence: 0.95338947
00:07:25.190 --> 00:07:26.250 to attend, but,
NOTE Confidence: 0.9557509
00:07:27.110 --> 00:07:28.150 if you if you can't,
NOTE Confidence: 0.9557509
00:07:28.150 --> 00:07:29.510 that's that would be fine.
NOTE Confidence: 0.9557509
00:07:29.510 --> 00:07:31.050 So I'm gonna pause here.
NOTE Confidence: 0.9605957
00:07:31.590 --> 00:07:32.870 Thanks so much, Sam. And,
NOTE Confidence: 0.9605957
00:07:33.190 --> 00:07:34.550 it's really great to, have
NOTE Confidence: 0.9605957
00:07:34.550 --> 00:07:35.350 a chance to come and,
NOTE Confidence: 0.9605957
00:07:35.510 --> 00:07:36.735 and talk with you all.
NOTE Confidence: 0.913737
00:07:37.294 --> 00:07:38.974 When, when Dean Brown came
NOTE Confidence: 0.913737
00:07:38.974 --> 00:07:40.895 to, become Dean at in
NOTE Confidence: 0.913737
00:07:40.895 --> 00:07:41.794 twenty twenty,
NOTE Confidence: 0.9642216

00:07:42.254 --> 00:07:43.055 one of the first things
NOTE Confidence: 0.9642216

00:07:43.055 --> 00:07:44.014 that she did was to
NOTE Confidence: 0.9642216

00:07:44.014 --> 00:07:46.254 develop another aspect of the
NOTE Confidence: 0.9642216

00:07:46.254 --> 00:07:47.955 Office of Academic and Professional
NOTE Confidence: 0.9642216

00:07:48.014 --> 00:07:49.230 Development. So you heard a
NOTE Confidence: 0.9642216

00:07:49.230 --> 00:07:51.570 bit about the faculty affairs
NOTE Confidence: 0.9642216

00:07:51.710 --> 00:07:52.190 team,
NOTE Confidence: 0.95436317

00:07:52.590 --> 00:07:54.030 this morning. And I'm here
NOTE Confidence: 0.95436317

00:07:54.030 --> 00:07:55.570 to talk about the professionalism
NOTE Confidence: 0.95436317

00:07:55.790 --> 00:07:57.250 and and leadership team.
NOTE Confidence: 0.99038464

00:07:58.910 --> 00:08:00.030 She really wanted to to
NOTE Confidence: 0.99038464

00:08:00.030 --> 00:08:01.150 think about how can we
NOTE Confidence: 0.99038464

00:08:01.150 --> 00:08:02.370 improve the culture
NOTE Confidence: 0.94311523

00:08:02.750 --> 00:08:03.570 of the school.
NOTE Confidence: 0.9701974

00:08:03.955 --> 00:08:05.555 And so developed our team
NOTE Confidence: 0.9701974

00:08:05.555 --> 00:08:07.075 to, to think about how

NOTE Confidence: 0.9701974

00:08:07.075 --> 00:08:08.615 do we promote professionalism.

NOTE Confidence: 0.9762057

00:08:09.555 --> 00:08:10.275 How do we how do

NOTE Confidence: 0.9762057

00:08:10.275 --> 00:08:11.875 we think about developing better

NOTE Confidence: 0.9762057

00:08:11.875 --> 00:08:12.915 leaders for our,

NOTE Confidence: 0.91448104

00:08:13.555 --> 00:08:15.475 our clinical and and and

NOTE Confidence: 0.91448104

00:08:15.475 --> 00:08:16.455 research services.

NOTE Confidence: 0.8293457

00:08:17.150 --> 00:08:18.669 And also about,

NOTE Confidence: 0.9989421

00:08:19.150 --> 00:08:20.849 elevating faculty well-being.

NOTE Confidence: 0.98706055

00:08:21.310 --> 00:08:22.189 And so those are the

NOTE Confidence: 0.98706055

00:08:22.189 --> 00:08:23.409 three missions that

NOTE Confidence: 0.89697266

00:08:23.789 --> 00:08:25.569 I have and my team

NOTE Confidence: 0.96777344

00:08:26.030 --> 00:08:27.469 is in charge of. We're

NOTE Confidence: 0.96777344

00:08:27.469 --> 00:08:29.250 gonna talk mostly about professionalism

NOTE Confidence: 0.96777344

00:08:29.550 --> 00:08:30.050 today,

NOTE Confidence: 0.9604004

00:08:30.905 --> 00:08:32.345 but but we are also

NOTE Confidence: 0.9604004

00:08:32.345 --> 00:08:35.005 involved with, leadership development and

NOTE Confidence: 0.98669434

00:08:35.705 --> 00:08:36.825 and well-being. And I hope

NOTE Confidence: 0.98669434

00:08:36.825 --> 00:08:38.125 that we'll have an opportunity

NOTE Confidence: 0.98669434

00:08:38.265 --> 00:08:39.245 to to,

NOTE Confidence: 0.98838973

00:08:39.625 --> 00:08:40.505 have you in some of

NOTE Confidence: 0.98838973

00:08:40.505 --> 00:08:42.285 our leadership development courses

NOTE Confidence: 0.91892314

00:08:42.819 --> 00:08:44.600 And, that you'll get to

NOTE Confidence: 0.91892314

00:08:44.740 --> 00:08:46.339 experience some of our faculty

NOTE Confidence: 0.91892314

00:08:46.339 --> 00:08:46.839 well-being,

NOTE Confidence: 0.96940106

00:08:47.459 --> 00:08:48.679 programming as well.

NOTE Confidence: 0.8840332

00:08:50.579 --> 00:08:51.079 So,

NOTE Confidence: 0.6855469

00:08:52.100 --> 00:08:52.600 so

NOTE Confidence: 0.925981

00:08:59.434 --> 00:09:01.195 So professionalism, you know, there's

NOTE Confidence: 0.925981

00:09:01.195 --> 00:09:02.795 many, many, many definitions out

NOTE Confidence: 0.925981

00:09:02.795 --> 00:09:03.295 there

NOTE Confidence: 0.8405762

00:09:03.835 --> 00:09:04.495 of professionalism.

NOTE Confidence: 0.9885254

00:09:05.035 --> 00:09:06.495 But it's really fundamentally

NOTE Confidence: 0.95147705

00:09:07.195 --> 00:09:08.415 about how do we,

NOTE Confidence: 0.9710795

00:09:09.355 --> 00:09:10.715 treat each other? How do

NOTE Confidence: 0.9710795

00:09:10.715 --> 00:09:11.835 we treat our patients and

NOTE Confidence: 0.9710795

00:09:11.835 --> 00:09:12.495 their families?

NOTE Confidence: 0.9983259

00:09:12.910 --> 00:09:13.790 And how do we hold

NOTE Confidence: 0.9983259

00:09:13.790 --> 00:09:14.770 ourselves accountable

NOTE Confidence: 0.98457843

00:09:15.630 --> 00:09:17.550 to the, the policies and

NOTE Confidence: 0.98457843

00:09:17.550 --> 00:09:18.050 guidelines

NOTE Confidence: 0.9694824

00:09:18.670 --> 00:09:20.110 that the university has,

NOTE Confidence: 0.9571533

00:09:20.590 --> 00:09:21.410 has established?

NOTE Confidence: 0.9766291

00:09:23.790 --> 00:09:25.730 We've collected all the professionalism

NOTE Confidence: 0.9766291

00:09:25.950 --> 00:09:28.154 policies that are that are

NOTE Confidence: 0.9766291

00:09:28.154 --> 00:09:28.654 governing,

NOTE Confidence: 0.9177246

00:09:29.595 --> 00:09:30.654 the school of medicine.

NOTE Confidence: 0.9611758

00:09:31.434 --> 00:09:32.394 But there's some at the
NOTE Confidence: 0.9611758

00:09:32.394 --> 00:09:33.755 university level. There's some at
NOTE Confidence: 0.9611758

00:09:33.755 --> 00:09:35.135 the school of medicine level.
NOTE Confidence: 0.9611758

00:09:35.195 --> 00:09:36.894 There's some within Yale Medicine.
NOTE Confidence: 0.9611758

00:09:37.115 --> 00:09:38.235 And we've collected all of
NOTE Confidence: 0.9611758

00:09:38.235 --> 00:09:39.675 those on our, on our
NOTE Confidence: 0.9611758

00:09:39.675 --> 00:09:41.195 website. And so you can
NOTE Confidence: 0.9611758

00:09:41.195 --> 00:09:42.635 can go and, and see
NOTE Confidence: 0.9611758

00:09:42.635 --> 00:09:43.375 that there.
NOTE Confidence: 0.99243164

00:09:44.829 --> 00:09:46.689 Academic integrity is also
NOTE Confidence: 0.9835205

00:09:46.990 --> 00:09:48.850 an important component of
NOTE Confidence: 0.9487072

00:09:49.550 --> 00:09:51.709 OAPD's work. So this is
NOTE Confidence: 0.9487072

00:09:51.709 --> 00:09:52.990 about how do we collect
NOTE Confidence: 0.9487072

00:09:52.990 --> 00:09:54.290 data in our research?
NOTE Confidence: 0.9972127

00:09:54.750 --> 00:09:56.269 How do we analyze that
NOTE Confidence: 0.9972127

00:09:56.269 --> 00:09:57.809 data? How do we disseminate

NOTE Confidence: 0.9972127

00:09:57.949 --> 00:09:58.689 that data?

NOTE Confidence: 0.93788415

00:09:59.035 --> 00:10:00.955 Authorship disputes. And so if

NOTE Confidence: 0.93788415

00:10:00.955 --> 00:10:02.075 you're running into any of

NOTE Confidence: 0.93788415

00:10:02.075 --> 00:10:03.755 those sorts of issues, you

NOTE Confidence: 0.93788415

00:10:03.755 --> 00:10:04.715 should be in contact with

NOTE Confidence: 0.93788415

00:10:04.715 --> 00:10:06.235 us and we'll help you,

NOTE Confidence: 0.93788415

00:10:06.554 --> 00:10:08.235 sort that through. Doctor. Linda

NOTE Confidence: 0.93788415

00:10:08.235 --> 00:10:09.195 Mays is really the,

NOTE Confidence: 0.9652778

00:10:09.995 --> 00:10:11.275 the person in our office

NOTE Confidence: 0.9652778

00:10:11.275 --> 00:10:13.215 who manages that component.

NOTE Confidence: 0.9712227

00:10:15.220 --> 00:10:16.500 And then lastly, we wanna

NOTE Confidence: 0.9712227

00:10:16.500 --> 00:10:17.940 serve as a resource for,

NOTE Confidence: 0.9712227

00:10:18.100 --> 00:10:19.540 for you if you are

NOTE Confidence: 0.9712227

00:10:19.540 --> 00:10:21.220 running into situations in which

NOTE Confidence: 0.9712227

00:10:21.220 --> 00:10:22.580 you feel that you haven't

NOTE Confidence: 0.9712227

00:10:22.580 --> 00:10:24.020 been treated well. You know,
NOTE Confidence: 0.9712227

00:10:24.020 --> 00:10:25.220 that part of how do
NOTE Confidence: 0.9712227

00:10:25.220 --> 00:10:26.360 we treat each other,
NOTE Confidence: 0.9620028

00:10:26.975 --> 00:10:28.175 if that if that's if
NOTE Confidence: 0.9620028

00:10:28.175 --> 00:10:29.855 that's happening, that can be
NOTE Confidence: 0.9620028

00:10:29.855 --> 00:10:30.355 really,
NOTE Confidence: 0.962963

00:10:30.735 --> 00:10:32.334 something that gets in your
NOTE Confidence: 0.962963

00:10:32.334 --> 00:10:34.274 head. It can can can
NOTE Confidence: 0.962963

00:10:34.334 --> 00:10:36.014 really derail you from the
NOTE Confidence: 0.962963

00:10:36.014 --> 00:10:37.634 work that you're doing here
NOTE Confidence: 0.962963

00:10:37.695 --> 00:10:39.855 on education and clinical care
NOTE Confidence: 0.962963

00:10:39.855 --> 00:10:40.514 and research.
NOTE Confidence: 0.99519855

00:10:40.850 --> 00:10:41.970 And so we wanna we
NOTE Confidence: 0.99519855

00:10:41.970 --> 00:10:43.570 wanna help you address those,
NOTE Confidence: 0.99519855

00:10:43.809 --> 00:10:44.550 those issues
NOTE Confidence: 0.77783203

00:10:45.010 --> 00:10:46.550 if you experience them.

NOTE Confidence: 0.9975586
00:10:48.850 --> 00:10:49.350 So,
NOTE Confidence: 0.9571533
00:10:50.050 --> 00:10:51.590 you know, throughout the OAPD
NOTE Confidence: 0.9571533
00:10:51.730 --> 00:10:53.090 web pages and and even
NOTE Confidence: 0.9571533
00:10:53.090 --> 00:10:54.210 at other places on the
NOTE Confidence: 0.9571533
00:10:54.210 --> 00:10:55.915 website, you'll find this red
NOTE Confidence: 0.9571533
00:10:55.915 --> 00:10:57.514 button that says report a
NOTE Confidence: 0.9571533
00:10:57.514 --> 00:10:58.014 professionalism
NOTE Confidence: 0.97766113
00:10:58.394 --> 00:10:59.915 concern to Yale School of
NOTE Confidence: 0.97766113
00:10:59.915 --> 00:11:00.415 Medicine.
NOTE Confidence: 0.99121094
00:11:00.875 --> 00:11:01.535 And so
NOTE Confidence: 0.9875882
00:11:02.635 --> 00:11:03.755 you you can hit that
NOTE Confidence: 0.9875882
00:11:03.755 --> 00:11:04.954 button and use that, or
NOTE Confidence: 0.9875882
00:11:04.954 --> 00:11:05.834 you can just send me
NOTE Confidence: 0.9875882
00:11:05.834 --> 00:11:07.355 an email, and we can
NOTE Confidence: 0.9875882
00:11:07.355 --> 00:11:08.315 set up a time to,
NOTE Confidence: 0.9875882

00:11:08.635 --> 00:11:10.079 to talk about what's what's
NOTE Confidence: 0.9875882

00:11:10.079 --> 00:11:10.579 going
NOTE Confidence: 0.95893556

00:11:10.880 --> 00:11:12.660 on. We we really wanna,
NOTE Confidence: 0.9970703

00:11:13.040 --> 00:11:13.540 have
NOTE Confidence: 0.98527646

00:11:14.000 --> 00:11:15.679 this, ability to have a
NOTE Confidence: 0.98527646

00:11:15.679 --> 00:11:18.079 consultation with you and learn
NOTE Confidence: 0.98527646

00:11:18.079 --> 00:11:19.759 about what's what's going on,
NOTE Confidence: 0.98527646

00:11:19.759 --> 00:11:20.800 and then try to help
NOTE Confidence: 0.98527646

00:11:20.800 --> 00:11:22.079 you to work through that
NOTE Confidence: 0.98527646

00:11:22.079 --> 00:11:22.579 issue.
NOTE Confidence: 0.8878174

00:11:23.415 --> 00:11:23.915 Oftentimes,
NOTE Confidence: 0.9875864

00:11:24.695 --> 00:11:25.654 you know, just some some
NOTE Confidence: 0.9875864

00:11:25.654 --> 00:11:27.175 advice on how to, to
NOTE Confidence: 0.9875864

00:11:27.175 --> 00:11:28.075 manage a situation
NOTE Confidence: 0.99746096

00:11:28.615 --> 00:11:29.815 can be really helpful as
NOTE Confidence: 0.99746096

00:11:29.815 --> 00:11:31.515 you as you manage it.

NOTE Confidence: 0.9873047

00:11:32.615 --> 00:11:33.654 You might wanna talk to

NOTE Confidence: 0.9873047

00:11:33.654 --> 00:11:34.955 your leader about it,

NOTE Confidence: 0.98774856

00:11:35.495 --> 00:11:37.095 and help them have them

NOTE Confidence: 0.98774856

00:11:37.095 --> 00:11:38.579 help you to manage the

NOTE Confidence: 0.98774856

00:11:38.579 --> 00:11:39.079 situation.

NOTE Confidence: 0.97239333

00:11:39.459 --> 00:11:40.899 But we also recognize that

NOTE Confidence: 0.97239333

00:11:40.899 --> 00:11:42.579 there are times when either

NOTE Confidence: 0.97239333

00:11:42.579 --> 00:11:44.279 it's very hard for you

NOTE Confidence: 0.97239333

00:11:44.420 --> 00:11:45.620 to do it or to

NOTE Confidence: 0.97239333

00:11:45.620 --> 00:11:47.220 in involve your leader in

NOTE Confidence: 0.97239333

00:11:47.220 --> 00:11:47.459 these,

NOTE Confidence: 0.98099774

00:11:48.100 --> 00:11:49.959 these discussions. And so then

NOTE Confidence: 0.98099774

00:11:50.245 --> 00:11:50.745 OAPD,

NOTE Confidence: 0.9789063

00:11:51.045 --> 00:11:52.665 myself, and and our other,

NOTE Confidence: 0.99747723

00:11:53.125 --> 00:11:55.045 staff are are available to

NOTE Confidence: 0.99747723

00:11:55.045 --> 00:11:56.085 to help you work through
NOTE Confidence: 0.99747723

00:11:56.085 --> 00:11:56.745 these things.
NOTE Confidence: 0.9904785

00:11:58.965 --> 00:12:00.245 We're really good at keeping
NOTE Confidence: 0.9904785

00:12:00.245 --> 00:12:01.465 these issues confidential.
NOTE Confidence: 0.9946289

00:12:02.085 --> 00:12:02.585 So,
NOTE Confidence: 0.9688721

00:12:03.570 --> 00:12:05.170 you know, sometimes when you
NOTE Confidence: 0.9688721

00:12:05.170 --> 00:12:06.770 come to, to to a
NOTE Confidence: 0.9688721

00:12:06.770 --> 00:12:07.809 place, you worry that, oh
NOTE Confidence: 0.9688721

00:12:07.809 --> 00:12:08.770 my god. I'm gonna talk
NOTE Confidence: 0.9688721

00:12:08.770 --> 00:12:10.130 about this, and then somehow
NOTE Confidence: 0.9688721

00:12:10.130 --> 00:12:11.250 I'm gonna lose control of
NOTE Confidence: 0.9688721

00:12:11.250 --> 00:12:12.610 it. We're very aware of
NOTE Confidence: 0.9688721

00:12:12.610 --> 00:12:14.230 that concern, and we're really
NOTE Confidence: 0.9688721

00:12:14.370 --> 00:12:16.070 good at maintaining confidentiality
NOTE Confidence: 0.99157715

00:12:16.929 --> 00:12:18.390 on these, these issues.
NOTE Confidence: 0.95998806

00:12:19.170 --> 00:12:20.265 We We also don't move

NOTE Confidence: 0.95998806
00:12:20.265 --> 00:12:22.425 forward on addressing issues unless
NOTE Confidence: 0.95998806
00:12:22.425 --> 00:12:23.625 you tell us it's okay
NOTE Confidence: 0.95998806
00:12:23.625 --> 00:12:24.524 to do that.
NOTE Confidence: 0.990848
00:12:24.825 --> 00:12:25.785 And we're gonna tell you
NOTE Confidence: 0.990848
00:12:25.785 --> 00:12:26.904 exactly what we're going to
NOTE Confidence: 0.990848
00:12:26.904 --> 00:12:28.184 do and who we're gonna
NOTE Confidence: 0.990848
00:12:28.184 --> 00:12:29.464 talk to, and we want
NOTE Confidence: 0.990848
00:12:29.464 --> 00:12:30.665 you to then approve that
NOTE Confidence: 0.990848
00:12:30.665 --> 00:12:31.545 that's gonna be the way
NOTE Confidence: 0.990848
00:12:31.545 --> 00:12:32.985 that we're going to, to
NOTE Confidence: 0.990848
00:12:32.985 --> 00:12:33.804 move forward.
NOTE Confidence: 0.99986047
00:12:34.830 --> 00:12:36.110 So it's really important to
NOTE Confidence: 0.99986047
00:12:36.110 --> 00:12:36.850 us that
NOTE Confidence: 0.97509766
00:12:37.630 --> 00:12:38.590 that that this be a
NOTE Confidence: 0.97509766
00:12:38.590 --> 00:12:39.090 confidential,
NOTE Confidence: 0.9581706

00:12:40.030 --> 00:12:41.650 review and that,
NOTE Confidence: 0.9827706

00:12:42.190 --> 00:12:43.550 that you don't lose control
NOTE Confidence: 0.9827706

00:12:43.550 --> 00:12:45.150 of, of what you've you've
NOTE Confidence: 0.9827706

00:12:45.150 --> 00:12:46.210 talked to us about.
NOTE Confidence: 0.9784546

00:12:49.315 --> 00:12:50.855 You know, our our,
NOTE Confidence: 0.99934894

00:12:51.955 --> 00:12:53.255 office also maintains
NOTE Confidence: 0.8305664

00:12:53.715 --> 00:12:53.875 a,
NOTE Confidence: 0.98828125

00:12:54.595 --> 00:12:56.135 a database of
NOTE Confidence: 0.9694127

00:12:56.675 --> 00:12:58.035 the issues that we've that
NOTE Confidence: 0.9694127

00:12:58.035 --> 00:12:58.915 have been brought to us.
NOTE Confidence: 0.9694127

00:12:58.915 --> 00:13:00.455 Again, a confidential REDCap,
NOTE Confidence: 0.96118164

00:13:01.235 --> 00:13:01.735 database.
NOTE Confidence: 0.9990809

00:13:02.110 --> 00:13:03.230 And so we're able to
NOTE Confidence: 0.9990809

00:13:03.230 --> 00:13:05.230 look through those issues and
NOTE Confidence: 0.9990809

00:13:05.230 --> 00:13:06.750 see, you know, whether there
NOTE Confidence: 0.9990809

00:13:06.750 --> 00:13:07.570 are sections

NOTE Confidence: 0.99744594
00:13:08.110 --> 00:13:09.470 or departments that seem to
NOTE Confidence: 0.99744594
00:13:09.470 --> 00:13:10.910 be having more than the
NOTE Confidence: 0.99744594
00:13:10.910 --> 00:13:12.690 usual number of
NOTE Confidence: 0.9735805
00:13:13.070 --> 00:13:14.510 of concerns being raised, and
NOTE Confidence: 0.9735805
00:13:14.510 --> 00:13:16.135 that allows us to go
NOTE Confidence: 0.9735805
00:13:16.135 --> 00:13:17.255 in and do some,
NOTE Confidence: 0.99208987
00:13:17.815 --> 00:13:19.654 proactive kind of work to
NOTE Confidence: 0.99208987
00:13:19.654 --> 00:13:21.175 see whether there's something that's
NOTE Confidence: 0.99208987
00:13:21.175 --> 00:13:22.475 going on in that department,
NOTE Confidence: 0.98167586
00:13:23.334 --> 00:13:25.195 that that might be, creating
NOTE Confidence: 0.98167586
00:13:25.255 --> 00:13:27.575 a a situation that's that's
NOTE Confidence: 0.98167586
00:13:27.575 --> 00:13:29.129 leading to to more than
NOTE Confidence: 0.98167586
00:13:29.129 --> 00:13:30.110 you would expect
NOTE Confidence: 0.9620117
00:13:30.649 --> 00:13:33.149 number of, of professionalism concerns.
NOTE Confidence: 0.99902344
00:13:36.009 --> 00:13:37.389 You know, after the consultation,
NOTE Confidence: 0.9715751

00:13:38.009 --> 00:13:39.290 we'll come up with a
NOTE Confidence: 0.9715751

00:13:39.290 --> 00:13:39.949 a plan.
NOTE Confidence: 0.99902344

00:13:40.410 --> 00:13:40.910 And
NOTE Confidence: 0.95617676

00:13:41.610 --> 00:13:42.269 and then,
NOTE Confidence: 0.99072266

00:13:42.805 --> 00:13:44.245 with that plan that you've
NOTE Confidence: 0.99072266

00:13:44.245 --> 00:13:45.605 agreed to, we'll think about,
NOTE Confidence: 0.9880465

00:13:46.885 --> 00:13:48.885 addressing those issues. And and
NOTE Confidence: 0.9880465

00:13:48.885 --> 00:13:50.485 we wanna come up with
NOTE Confidence: 0.9880465

00:13:50.485 --> 00:13:51.845 with ideas about how to
NOTE Confidence: 0.9880465

00:13:51.845 --> 00:13:54.105 remediate the faculty member that's
NOTE Confidence: 0.9880465

00:13:54.245 --> 00:13:55.705 that's acting in an unprofessional
NOTE Confidence: 0.9880465

00:13:55.925 --> 00:13:56.425 way.
NOTE Confidence: 0.982605

00:13:56.990 --> 00:13:57.790 You know, most of us
NOTE Confidence: 0.982605

00:13:57.790 --> 00:13:58.510 are not getting up in
NOTE Confidence: 0.982605

00:13:58.510 --> 00:13:59.470 the morning saying, I'm gonna
NOTE Confidence: 0.982605

00:13:59.470 --> 00:14:00.610 go in and act unprofessionally.

NOTE Confidence: 0.96498734

00:14:01.230 --> 00:14:02.670 There's something that that has

NOTE Confidence: 0.96498734

00:14:02.670 --> 00:14:04.910 happened that's that's caused that.

NOTE Confidence: 0.96498734

00:14:04.910 --> 00:14:06.029 And so we wanna try

NOTE Confidence: 0.96498734

00:14:06.029 --> 00:14:06.770 and and

NOTE Confidence: 0.8770752

00:14:07.630 --> 00:14:08.450 think through,

NOTE Confidence: 0.97250456

00:14:10.295 --> 00:14:11.415 how to help you and

NOTE Confidence: 0.97250456

00:14:11.415 --> 00:14:12.934 also how to help the

NOTE Confidence: 0.97250456

00:14:12.934 --> 00:14:14.934 the faculty member that's, that's

NOTE Confidence: 0.97250456

00:14:14.934 --> 00:14:16.615 acting in an unprofessional way

NOTE Confidence: 0.97250456

00:14:16.615 --> 00:14:17.434 towards you.

NOTE Confidence: 0.9958496

00:14:18.055 --> 00:14:19.515 And and the interventions

NOTE Confidence: 0.9506474

00:14:19.895 --> 00:14:21.255 are we want on both

NOTE Confidence: 0.9506474

00:14:21.255 --> 00:14:22.455 sides to be timely. This

NOTE Confidence: 0.9506474

00:14:22.455 --> 00:14:24.410 is this is stressful for

NOTE Confidence: 0.9506474

00:14:24.510 --> 00:14:26.910 individuals who's experiencing it as

NOTE Confidence: 0.9506474

00:14:26.910 --> 00:14:28.190 well as for the, the
NOTE Confidence: 0.9506474

00:14:28.190 --> 00:14:29.230 person whose,
NOTE Confidence: 0.9842122

00:14:29.870 --> 00:14:30.910 a concern has been raised
NOTE Confidence: 0.9842122

00:14:30.910 --> 00:14:31.410 about.
NOTE Confidence: 0.9754955

00:14:32.110 --> 00:14:32.910 We want it to be
NOTE Confidence: 0.9754955

00:14:32.910 --> 00:14:34.770 proportionate to whatever the issue
NOTE Confidence: 0.9754955

00:14:34.910 --> 00:14:37.310 was and and responsive to,
NOTE Confidence: 0.9754955

00:14:37.790 --> 00:14:39.065 to the concerns and, again,
NOTE Confidence: 0.9754955

00:14:39.065 --> 00:14:40.105 with the idea that we
NOTE Confidence: 0.9754955

00:14:40.105 --> 00:14:41.165 wanna remediate,
NOTE Confidence: 0.99853516

00:14:41.785 --> 00:14:42.285 faculty.
NOTE Confidence: 0.97558594

00:14:45.625 --> 00:14:46.125 So,
NOTE Confidence: 0.99400496

00:14:46.985 --> 00:14:47.945 so this is our phone
NOTE Confidence: 0.99400496

00:14:47.945 --> 00:14:49.245 number. This is our
NOTE Confidence: 0.9973958

00:14:52.130 --> 00:14:53.270 our email address.
NOTE Confidence: 0.9587743

00:14:54.210 --> 00:14:55.410 You can get get to

NOTE Confidence: 0.9587743

00:14:55.410 --> 00:14:56.529 it by the, the red

NOTE Confidence: 0.9587743

00:14:56.529 --> 00:14:58.130 button. But again, you've now

NOTE Confidence: 0.9587743

00:14:58.130 --> 00:14:59.410 you've now met me. And

NOTE Confidence: 0.9587743

00:14:59.410 --> 00:15:00.210 so I hope you might

NOTE Confidence: 0.9587743

00:15:00.210 --> 00:15:01.570 also just think about sending

NOTE Confidence: 0.9587743

00:15:01.570 --> 00:15:02.690 me an email, and we'll

NOTE Confidence: 0.9587743

00:15:02.690 --> 00:15:03.890 set up a a time

NOTE Confidence: 0.9587743

00:15:03.890 --> 00:15:05.029 to, to talk.

NOTE Confidence: 0.95458984

00:15:06.615 --> 00:15:07.655 If you are interested in

NOTE Confidence: 0.95458984

00:15:07.655 --> 00:15:09.515 doing an anonymous report,

NOTE Confidence: 0.99332684

00:15:09.975 --> 00:15:11.495 I'd I'd I'd suggest that

NOTE Confidence: 0.99332684

00:15:11.495 --> 00:15:12.855 you do it through the

NOTE Confidence: 0.99332684

00:15:12.855 --> 00:15:14.075 university hotline,

NOTE Confidence: 0.99776787

00:15:14.455 --> 00:15:15.735 which is managed by an

NOTE Confidence: 0.99776787

00:15:15.735 --> 00:15:16.795 external vendor.

NOTE Confidence: 0.9916992

00:15:17.175 --> 00:15:17.995 And so
NOTE Confidence: 0.98946124

00:15:18.535 --> 00:15:20.215 so you'll type in your
NOTE Confidence: 0.98946124

00:15:20.215 --> 00:15:20.715 concern,
NOTE Confidence: 0.9991862

00:15:21.080 --> 00:15:22.200 and they'll send it to
NOTE Confidence: 0.9991862

00:15:22.200 --> 00:15:22.700 us
NOTE Confidence: 0.9658203

00:15:23.080 --> 00:15:23.820 to address.
NOTE Confidence: 0.97387695

00:15:24.200 --> 00:15:26.300 And, again, it's completely anonymous.
NOTE Confidence: 0.9952321

00:15:26.760 --> 00:15:28.120 But what's cool with the
NOTE Confidence: 0.9952321

00:15:28.120 --> 00:15:29.880 university hotline is that you'll
NOTE Confidence: 0.9952321

00:15:29.880 --> 00:15:31.400 be given, like, a way
NOTE Confidence: 0.9952321

00:15:31.400 --> 00:15:32.220 to to
NOTE Confidence: 1

00:15:32.520 --> 00:15:33.020 access
NOTE Confidence: 0.97216797

00:15:33.595 --> 00:15:34.975 a box where
NOTE Confidence: 0.9892171

00:15:35.275 --> 00:15:36.955 where your concern will will
NOTE Confidence: 0.9892171

00:15:36.955 --> 00:15:37.195 be,
NOTE Confidence: 0.6652832

00:15:38.395 --> 00:15:38.895 continued.

NOTE Confidence: 0.9567464

00:15:39.275 --> 00:15:40.075 And we'll be able to

NOTE Confidence: 0.9567464

00:15:40.075 --> 00:15:41.595 ask you questions back and

NOTE Confidence: 0.9567464

00:15:41.595 --> 00:15:43.675 forth using that box because

NOTE Confidence: 0.9567464

00:15:43.675 --> 00:15:45.595 often the information that we

NOTE Confidence: 0.9567464

00:15:45.595 --> 00:15:47.295 receive in initial complaints

NOTE Confidence: 0.9870402

00:15:47.860 --> 00:15:49.060 don't don't really give us

NOTE Confidence: 0.9870402

00:15:49.060 --> 00:15:50.920 enough information to really act.

NOTE Confidence: 0.9870402

00:15:50.980 --> 00:15:51.720 And so

NOTE Confidence: 0.9900124

00:15:52.340 --> 00:15:53.380 so we'll be able to

NOTE Confidence: 0.9900124

00:15:53.380 --> 00:15:54.580 to continue to have a

NOTE Confidence: 0.9900124

00:15:54.580 --> 00:15:55.080 conversation

NOTE Confidence: 0.9904297

00:15:55.540 --> 00:15:57.480 while maintaining your your anonymity.

NOTE Confidence: 0.99195963

00:15:58.020 --> 00:15:58.900 So if you if you

NOTE Confidence: 0.99195963

00:15:58.900 --> 00:15:59.780 do feel that this is

NOTE Confidence: 0.99195963

00:15:59.780 --> 00:16:01.565 something you wanna do anonymously,

NOTE Confidence: 0.99609375

00:16:02.585 --> 00:16:04.365 please consider using the university
NOTE Confidence: 0.99609375

00:16:04.505 --> 00:16:05.005 hotline.
NOTE Confidence: 0.98955077

00:16:07.305 --> 00:16:09.325 We've already talked about, confidentiality.
NOTE Confidence: 0.97402954

00:16:10.345 --> 00:16:11.705 The university also has a
NOTE Confidence: 0.97402954

00:16:11.705 --> 00:16:12.845 very strong retaliation,
NOTE Confidence: 0.9783325

00:16:14.560 --> 00:16:16.160 process. And so as we're
NOTE Confidence: 0.9783325

00:16:16.160 --> 00:16:17.300 talking with individuals,
NOTE Confidence: 0.9315843

00:16:18.560 --> 00:16:20.240 about if a concern has
NOTE Confidence: 0.9315843

00:16:20.240 --> 00:16:22.019 been raised about their behavior,
NOTE Confidence: 0.9315843

00:16:22.240 --> 00:16:23.360 we say right now the
NOTE Confidence: 0.9315843

00:16:23.360 --> 00:16:24.819 concern is about this big.
NOTE Confidence: 0.9315843

00:16:25.040 --> 00:16:26.319 But if there's any any
NOTE Confidence: 0.9315843

00:16:26.319 --> 00:16:26.819 determination
NOTE Confidence: 0.99658203

00:16:27.120 --> 00:16:27.860 of retaliation,
NOTE Confidence: 0.98881835

00:16:28.480 --> 00:16:30.075 the concern becomes this big.
NOTE Confidence: 0.98881835

00:16:30.315 --> 00:16:31.915 And so so we really,

NOTE Confidence: 0.99418133

00:16:32.475 --> 00:16:34.315 actively work to make sure

NOTE Confidence: 0.99418133

00:16:34.315 --> 00:16:34.635 that,

NOTE Confidence: 0.91064453

00:16:35.355 --> 00:16:36.655 that there is no retaliation

NOTE Confidence: 0.91064453

00:16:36.955 --> 00:16:39.055 for, for individuals who report.

NOTE Confidence: 0.94351053

00:16:41.619 --> 00:16:43.219 Alright. So it's, it's again

NOTE Confidence: 0.94351053

00:16:43.219 --> 00:16:44.259 really nice to, to meet

NOTE Confidence: 0.94351053

00:16:44.259 --> 00:16:45.379 you. I know there's a

NOTE Confidence: 0.94351053

00:16:45.379 --> 00:16:46.339 a million things that you're

NOTE Confidence: 0.94351053

00:16:46.339 --> 00:16:46.839 learning,

NOTE Confidence: 0.9635688

00:16:47.459 --> 00:16:48.739 about today. The most important

NOTE Confidence: 0.9635688

00:16:48.739 --> 00:16:49.939 thing you learned is welcome.

NOTE Confidence: 0.9635688

00:16:49.939 --> 00:16:51.219 We're really glad to, to

NOTE Confidence: 0.9635688

00:16:51.219 --> 00:16:52.039 have you here.