

WEBVTT

NOTE duration: "00:40:17.706"

NOTE Confidence: 0.94126064

00:00:00.160 --> 00:00:01.199 Without further ado, I'm

NOTE Confidence: 0.91130644

00:00:01.920 --> 00:00:03.679 I will actually turn this

NOTE Confidence: 0.91130644

00:00:03.679 --> 00:00:04.180 over,

NOTE Confidence: 0.7651155

00:00:05.120 --> 00:00:06.100 first to welcome,

NOTE Confidence: 0.99386877

00:00:07.520 --> 00:00:08.820 members of the,

NOTE Confidence: 0.9057958

00:00:09.440 --> 00:00:10.559 other side of the office

NOTE Confidence: 0.9057958

00:00:10.559 --> 00:00:12.320 of academic and professional development

NOTE Confidence: 0.9057958

00:00:12.320 --> 00:00:13.519 that Jonathan and Grauer and

NOTE Confidence: 0.9057958

00:00:13.519 --> 00:00:14.000 I,

NOTE Confidence: 0.91115636

00:00:14.400 --> 00:00:16.495 work on. And, wanted to

NOTE Confidence: 0.91115636

00:00:16.495 --> 00:00:18.035 welcome them in in presenting

NOTE Confidence: 0.91115636

00:00:18.255 --> 00:00:20.335 on professionalism, professional development, and

NOTE Confidence: 0.91115636

00:00:20.335 --> 00:00:20.835 well-being.

NOTE Confidence: 0.9946984

00:00:21.695 --> 00:00:22.435 We have,

NOTE Confidence: 0.8976394

00:00:22.975 --> 00:00:23.475 doctor,
NOTE Confidence: 0.8738233

00:00:23.855 --> 00:00:24.755 Bob Rohrbaugh
NOTE Confidence: 0.8258257

00:00:25.215 --> 00:00:26.835 as well as Andrea Terrillian
NOTE Confidence: 0.9590896

00:00:27.500 --> 00:00:29.500 and, doctor Adrian Mann. And,
NOTE Confidence: 0.9590896

00:00:29.500 --> 00:00:31.660 Bob or Andrea, maybe I'll,
NOTE Confidence: 0.9590896

00:00:31.900 --> 00:00:34.000 have you do further introductions.
NOTE Confidence: 0.9985199

00:00:35.900 --> 00:00:36.400 Sure.
NOTE Confidence: 0.8612006

00:00:38.220 --> 00:00:38.960 Hi, everyone.
NOTE Confidence: 0.895994

00:00:41.455 --> 00:00:43.375 Bob Rohrbaum, the the, deputy
NOTE Confidence: 0.895994

00:00:43.375 --> 00:00:44.015 dean for,
NOTE Confidence: 0.9978842

00:00:44.655 --> 00:00:45.155 professionalism
NOTE Confidence: 0.99930453

00:00:45.534 --> 00:00:46.835 and leadership development
NOTE Confidence: 0.9158805

00:00:47.375 --> 00:00:48.575 at the, the school of
NOTE Confidence: 0.9158805

00:00:48.575 --> 00:00:50.895 medicine. Andrea? I am hello,
NOTE Confidence: 0.9158805

00:00:50.895 --> 00:00:52.595 everyone. I'm Andrea Trilian,
NOTE Confidence: 0.9976057

00:00:53.170 --> 00:00:54.530 and I am the senior

NOTE Confidence: 0.9976057

00:00:54.530 --> 00:00:56.449 director of professionalism and leadership

NOTE Confidence: 0.9976057

00:00:56.449 --> 00:00:57.670 development in OAPD.

NOTE Confidence: 0.9330396

00:00:58.289 --> 00:00:59.570 And we're delighted to, to

NOTE Confidence: 0.9330396

00:00:59.570 --> 00:01:00.870 welcome Adrian Mann,

NOTE Confidence: 0.9735362

00:01:01.250 --> 00:01:02.850 who's an associate professor at

NOTE Confidence: 0.9735362

00:01:02.850 --> 00:01:03.089 the,

NOTE Confidence: 0.95178986

00:01:04.209 --> 00:01:06.450 University of Colorado Anschutz School

NOTE Confidence: 0.95178986

00:01:06.450 --> 00:01:07.110 of Medicine,

NOTE Confidence: 0.92982197

00:01:07.975 --> 00:01:09.435 and a certified,

NOTE Confidence: 0.9991353

00:01:10.454 --> 00:01:10.954 coach

NOTE Confidence: 0.95228404

00:01:11.334 --> 00:01:13.094 and the developer of Better

NOTE Confidence: 0.95228404

00:01:13.094 --> 00:01:13.594 Together,

NOTE Confidence: 0.993101

00:01:13.895 --> 00:01:15.174 a program that you all

NOTE Confidence: 0.993101

00:01:15.174 --> 00:01:16.454 will have access to,

NOTE Confidence: 0.96788603

00:01:16.854 --> 00:01:18.295 next year. And so we're

NOTE Confidence: 0.96788603

00:01:18.295 --> 00:01:20.375 really delighted to have, Adrienne

NOTE Confidence: 0.96788603

00:01:20.375 --> 00:01:22.314 join us, for this presentation.

NOTE Confidence: 0.96753633

00:01:23.410 --> 00:01:24.290 We're gonna talk a little

NOTE Confidence: 0.96753633

00:01:24.290 --> 00:01:24.850 bit about,

NOTE Confidence: 0.8681342

00:01:26.290 --> 00:01:27.110 three different

NOTE Confidence: 0.952406

00:01:27.410 --> 00:01:27.910 programs,

NOTE Confidence: 0.9796154

00:01:28.530 --> 00:01:29.590 that we run,

NOTE Confidence: 0.8815919

00:01:30.450 --> 00:01:31.510 around professionalism,

NOTE Confidence: 0.9689256

00:01:32.050 --> 00:01:33.350 a little bit about leadership

NOTE Confidence: 0.9689256

00:01:33.410 --> 00:01:35.010 development, and then about,

NOTE Confidence: 0.9777351

00:01:35.410 --> 00:01:37.330 well-being. And we'll start with,

NOTE Confidence: 0.9777351

00:01:37.810 --> 00:01:38.630 with well-being.

NOTE Confidence: 0.9912089

00:01:39.385 --> 00:01:41.385 K. Let me get our

NOTE Confidence: 0.9912089

00:01:41.385 --> 00:01:42.365 slides here.

NOTE Confidence: 0.64367807

00:01:51.240 --> 00:01:51.740 K.

NOTE Confidence: 0.9513755

00:01:57.240 --> 00:01:58.220 Let me share.

NOTE Confidence: 0.97052693

00:01:59.240 --> 00:01:59.740 Sharing.

NOTE Confidence: 0.99287367

00:02:03.720 --> 00:02:04.220 Oops.

NOTE Confidence: 0.99142045

00:02:05.354 --> 00:02:06.715 There we go. So you

NOTE Confidence: 0.99142045

00:02:06.715 --> 00:02:08.174 already met us. So

NOTE Confidence: 0.9826301

00:02:09.514 --> 00:02:10.334 Hi, everyone.

NOTE Confidence: 0.9884751

00:02:11.754 --> 00:02:12.254 So,

NOTE Confidence: 0.96205425

00:02:13.675 --> 00:02:15.355 again, we have, really three

NOTE Confidence: 0.96205425

00:02:15.355 --> 00:02:16.875 missions, this idea of promoting

NOTE Confidence: 0.96205425

00:02:16.875 --> 00:02:17.375 professionalism,

NOTE Confidence: 0.99180055

00:02:17.754 --> 00:02:18.815 developing leaders,

NOTE Confidence: 0.9496575

00:02:19.190 --> 00:02:21.270 and elevating faculty well-being. And

NOTE Confidence: 0.9496575

00:02:21.270 --> 00:02:23.030 we're gonna start with, with

NOTE Confidence: 0.9496575

00:02:23.030 --> 00:02:23.930 faculty well-being.

NOTE Confidence: 0.9869286

00:02:27.030 --> 00:02:28.389 Excuse me. I just wanna

NOTE Confidence: 0.9869286

00:02:28.389 --> 00:02:29.850 make sure that we're not

NOTE Confidence: 0.9987041

00:02:30.230 --> 00:02:31.750 seeing two slides. Are you
NOTE Confidence: 0.9987041

00:02:31.750 --> 00:02:33.290 seeing two slides or one?
NOTE Confidence: 0.974531

00:02:33.745 --> 00:02:34.885 One? Okay. Good.
NOTE Confidence: 0.9663652

00:02:36.465 --> 00:02:37.925 This is our, team.
NOTE Confidence: 0.96350956

00:02:38.545 --> 00:02:40.065 So in addition to, Andre
NOTE Confidence: 0.96350956

00:02:40.065 --> 00:02:40.805 and myself,
NOTE Confidence: 0.9885132

00:02:41.505 --> 00:02:43.025 Darren David works with us
NOTE Confidence: 0.9885132

00:02:43.025 --> 00:02:43.525 on,
NOTE Confidence: 0.9200065

00:02:44.465 --> 00:02:46.485 the well-being and,
NOTE Confidence: 0.99643695

00:02:47.600 --> 00:02:49.780 and leadership development work.
NOTE Confidence: 0.91792756

00:02:50.080 --> 00:02:51.520 Karen Wu works with us
NOTE Confidence: 0.91792756

00:02:51.520 --> 00:02:53.300 on the professionalism and leadership,
NOTE Confidence: 0.98075885

00:02:53.760 --> 00:02:54.260 and,
NOTE Confidence: 0.893592

00:02:55.120 --> 00:02:56.740 miss Cloud and miss Enty,
NOTE Confidence: 0.9791034

00:02:57.120 --> 00:02:58.660 work with us around administering
NOTE Confidence: 0.9791034

00:02:58.720 --> 00:03:00.639 our programs, keeping keeping us

NOTE Confidence: 0.9791034
00:03:00.639 --> 00:03:01.300 on track.
NOTE Confidence: 0.94812995
00:03:03.945 --> 00:03:05.165 Great. Faculty well-being.
NOTE Confidence: 0.9682097
00:03:07.625 --> 00:03:08.745 You know, we have this
NOTE Confidence: 0.9682097
00:03:08.745 --> 00:03:09.565 really terrific,
NOTE Confidence: 0.9952279
00:03:10.585 --> 00:03:13.325 options for our employee assistance
NOTE Confidence: 0.9952279
00:03:13.465 --> 00:03:13.965 plan
NOTE Confidence: 0.9846556
00:03:15.169 --> 00:03:16.310 through the Optum.
NOTE Confidence: 0.8776404
00:03:16.690 --> 00:03:18.709 Optum is an outside group,
NOTE Confidence: 0.99975485
00:03:19.330 --> 00:03:20.870 that offers these
NOTE Confidence: 0.84860754
00:03:21.410 --> 00:03:22.709 opportunities. And
NOTE Confidence: 0.91376907
00:03:23.489 --> 00:03:25.169 because it's outside, it's completely
NOTE Confidence: 0.91376907
00:03:25.169 --> 00:03:25.669 confidential.
NOTE Confidence: 0.95282507
00:03:26.050 --> 00:03:27.650 So, so we wanna talk
NOTE Confidence: 0.95282507
00:03:27.650 --> 00:03:27.889 about,
NOTE Confidence: 0.9884334
00:03:28.724 --> 00:03:30.565 one program in particular, but
NOTE Confidence: 0.9884334

00:03:30.565 --> 00:03:31.924 you can see the the
NOTE Confidence: 0.9884334

00:03:31.924 --> 00:03:32.485 number of,
NOTE Confidence: 0.98710096

00:03:33.205 --> 00:03:34.724 of other programs that are,
NOTE Confidence: 0.98710096

00:03:34.965 --> 00:03:35.784 that are offered.
NOTE Confidence: 0.9655193

00:03:37.605 --> 00:03:38.485 So this is the one
NOTE Confidence: 0.9655193

00:03:38.485 --> 00:03:39.444 we wanna make sure that
NOTE Confidence: 0.9655193

00:03:39.444 --> 00:03:41.010 you're very aware of, and
NOTE Confidence: 0.9655193

00:03:41.010 --> 00:03:42.930 that's that our ability to
NOTE Confidence: 0.9655193

00:03:42.930 --> 00:03:44.070 offer you supportive
NOTE Confidence: 0.97102654

00:03:44.370 --> 00:03:44.870 counseling.
NOTE Confidence: 0.8986181

00:03:46.450 --> 00:03:47.430 And they'll
NOTE Confidence: 0.92141765

00:03:48.690 --> 00:03:50.210 Rebecca and and Amy are
NOTE Confidence: 0.92141765

00:03:50.210 --> 00:03:51.110 highly skilled
NOTE Confidence: 0.94445205

00:03:53.605 --> 00:03:55.125 mental health professionals. They've been
NOTE Confidence: 0.94445205

00:03:55.125 --> 00:03:57.125 in the business for twenty
NOTE Confidence: 0.94445205

00:03:57.125 --> 00:03:58.105 five years,

NOTE Confidence: 0.9915341

00:03:59.365 --> 00:04:00.885 and they know the New

NOTE Confidence: 0.9915341

00:04:00.885 --> 00:04:01.705 Haven community.

NOTE Confidence: 0.9262568

00:04:03.125 --> 00:04:05.285 Again, it's highly confidential because

NOTE Confidence: 0.9262568

00:04:05.285 --> 00:04:07.385 it's run through Optum. So

NOTE Confidence: 0.99292517

00:04:07.700 --> 00:04:09.299 so nothing is reported back

NOTE Confidence: 0.99292517

00:04:09.299 --> 00:04:10.519 to the, university

NOTE Confidence: 0.94967663

00:04:11.140 --> 00:04:12.900 about, about anything that you

NOTE Confidence: 0.94967663

00:04:12.900 --> 00:04:13.959 talk with them about.

NOTE Confidence: 0.9990834

00:04:14.500 --> 00:04:15.720 They can work on

NOTE Confidence: 0.9994409

00:04:16.260 --> 00:04:16.760 anxiety,

NOTE Confidence: 0.95717734

00:04:17.620 --> 00:04:18.839 depression management,

NOTE Confidence: 0.92674565

00:04:19.380 --> 00:04:20.680 but also things like,

NOTE Confidence: 0.9996682

00:04:21.634 --> 00:04:22.854 issues that are happening

NOTE Confidence: 0.9883229

00:04:23.235 --> 00:04:24.755 in your work life and

NOTE Confidence: 0.9883229

00:04:24.755 --> 00:04:25.255 issues,

NOTE Confidence: 0.9987138

00:04:25.714 --> 00:04:26.535 in your family.
NOTE Confidence: 0.982467

00:04:26.995 --> 00:04:28.675 We highly recommend that you,
NOTE Confidence: 0.9486634

00:04:30.275 --> 00:04:32.115 consider them if, if you're,
NOTE Confidence: 0.9486634

00:04:32.514 --> 00:04:33.574 having any difficulties.
NOTE Confidence: 0.9665136

00:04:36.600 --> 00:04:38.860 We also offer, wellness webinars
NOTE Confidence: 0.9665136

00:04:38.919 --> 00:04:39.880 that go over some of
NOTE Confidence: 0.9665136

00:04:39.880 --> 00:04:42.919 the opt Optum options that
NOTE Confidence: 0.9665136

00:04:42.919 --> 00:04:43.419 are,
NOTE Confidence: 0.9537258

00:04:45.080 --> 00:04:46.300 available to you,
NOTE Confidence: 0.9774806

00:04:46.759 --> 00:04:47.960 both through Optum, but also
NOTE Confidence: 0.9774806

00:04:47.960 --> 00:04:48.860 through the university.
NOTE Confidence: 0.9917593

00:04:49.384 --> 00:04:50.425 These are some of the
NOTE Confidence: 0.9917593

00:04:50.425 --> 00:04:51.945 the things that we have,
NOTE Confidence: 0.9917593

00:04:52.264 --> 00:04:54.125 presentations on. We send these,
NOTE Confidence: 0.9738247

00:04:54.824 --> 00:04:56.345 reminders out to you, and
NOTE Confidence: 0.9738247

00:04:56.345 --> 00:04:56.745 you can,

NOTE Confidence: 0.86784995
00:04:57.305 --> 00:04:58.505 sign up. So usually at
NOTE Confidence: 0.86784995
00:04:58.505 --> 00:05:00.264 noontime. So we try to
NOTE Confidence: 0.86784995
00:05:00.264 --> 00:05:02.365 pick a time that's, optimal
NOTE Confidence: 0.86784995
00:05:02.425 --> 00:05:03.245 for you all.
NOTE Confidence: 0.99628717
00:05:04.089 --> 00:05:06.029 And they're also recorded too.
NOTE Confidence: 0.99628717
00:05:06.170 --> 00:05:07.290 So on the website, if
NOTE Confidence: 0.99628717
00:05:07.290 --> 00:05:08.730 you miss them, they're also
NOTE Confidence: 0.99628717
00:05:08.730 --> 00:05:09.230 recorded.
NOTE Confidence: 0.98619866
00:05:12.650 --> 00:05:14.410 So we were very interested
NOTE Confidence: 0.98619866
00:05:14.410 --> 00:05:15.450 in thinking about how to
NOTE Confidence: 0.98619866
00:05:15.450 --> 00:05:17.130 improve the the culture of
NOTE Confidence: 0.98619866
00:05:17.130 --> 00:05:18.735 the, the school. It's a
NOTE Confidence: 0.98619866
00:05:18.735 --> 00:05:20.095 really wonderful place to be,
NOTE Confidence: 0.98619866
00:05:20.095 --> 00:05:21.455 but it's also a place
NOTE Confidence: 0.98619866
00:05:21.455 --> 00:05:21.955 that,
NOTE Confidence: 0.9963085

00:05:22.735 --> 00:05:24.335 that can be can be
NOTE Confidence: 0.9963085

00:05:24.335 --> 00:05:24.835 improved.
NOTE Confidence: 0.99884903

00:05:25.375 --> 00:05:25.875 And
NOTE Confidence: 0.9767771

00:05:26.255 --> 00:05:27.775 we're developing this idea of
NOTE Confidence: 0.9767771

00:05:27.775 --> 00:05:29.695 a coaching culture within the,
NOTE Confidence: 0.9767771

00:05:29.935 --> 00:05:30.995 the school of medicine
NOTE Confidence: 0.97722465

00:05:31.375 --> 00:05:33.315 and have four specific programs
NOTE Confidence: 0.8952331

00:05:33.660 --> 00:05:34.140 that will,
NOTE Confidence: 0.95411015

00:05:35.820 --> 00:05:37.500 we wanna talk about, but
NOTE Confidence: 0.95411015

00:05:37.500 --> 00:05:39.920 mostly about better together coaching.
NOTE Confidence: 0.9933091

00:05:40.300 --> 00:05:40.779 And,
NOTE Confidence: 0.98400253

00:05:41.339 --> 00:05:42.860 doctor Mann is here today
NOTE Confidence: 0.98400253

00:05:42.860 --> 00:05:44.300 to, to talk with you
NOTE Confidence: 0.98400253

00:05:44.300 --> 00:05:45.040 about that.
NOTE Confidence: 0.9736066

00:05:45.974 --> 00:05:47.814 Incredible. I'm gonna share my
NOTE Confidence: 0.9736066

00:05:47.814 --> 00:05:49.574 t my screen now, I

NOTE Confidence: 0.9736066
00:05:49.574 --> 00:05:51.175 think. Oh, okay. You wanna
NOTE Confidence: 0.9736066
00:05:51.175 --> 00:05:53.175 share? Alright. Okay. Yeah. Let
NOTE Confidence: 0.9736066
00:05:53.175 --> 00:05:54.775 me Okay. I got it.
NOTE Confidence: 0.9736066
00:05:54.775 --> 00:05:55.735 Can you can you all
NOTE Confidence: 0.9736066
00:05:55.735 --> 00:05:57.034 see this? Okay.
NOTE Confidence: 0.9958149
00:05:58.080 --> 00:05:59.919 Great. Okay. Thank you for
NOTE Confidence: 0.9958149
00:05:59.919 --> 00:06:00.660 that introduction.
NOTE Confidence: 0.98228997
00:06:01.919 --> 00:06:03.279 I'm gonna continue to share.
NOTE Confidence: 0.98228997
00:06:03.279 --> 00:06:04.720 Okay. I'm Adrienne Mann. I'm
NOTE Confidence: 0.98228997
00:06:04.720 --> 00:06:06.000 from the University of Colorado.
NOTE Confidence: 0.98228997
00:06:06.000 --> 00:06:06.639 I'm one of the co
NOTE Confidence: 0.98228997
00:06:06.639 --> 00:06:08.080 directors of Better Together, and
NOTE Confidence: 0.98228997
00:06:08.080 --> 00:06:09.360 we're thrilled to have been
NOTE Confidence: 0.98228997
00:06:09.360 --> 00:06:11.199 building this partnership with Yale
NOTE Confidence: 0.98228997
00:06:11.199 --> 00:06:12.100 for the past,
NOTE Confidence: 0.9680375

00:06:12.479 --> 00:06:14.495 I think, five years starting
NOTE Confidence: 0.9680375

00:06:14.495 --> 00:06:16.255 with our GME partnership and
NOTE Confidence: 0.9680375

00:06:16.255 --> 00:06:17.875 now having expanded to faculty.
NOTE Confidence: 0.9680375

00:06:18.014 --> 00:06:18.654 So I'm just going to
NOTE Confidence: 0.9680375

00:06:18.654 --> 00:06:19.775 spend a couple of minutes
NOTE Confidence: 0.9680375

00:06:19.775 --> 00:06:20.975 talking about our program. It's
NOTE Confidence: 0.9680375

00:06:20.975 --> 00:06:22.335 something that'll be accessible to
NOTE Confidence: 0.9680375

00:06:22.335 --> 00:06:23.775 you all starting in the
NOTE Confidence: 0.9680375

00:06:23.775 --> 00:06:25.214 fall. So our mission in
NOTE Confidence: 0.9680375

00:06:25.214 --> 00:06:26.035 Better Together
NOTE Confidence: 0.9669625

00:06:26.380 --> 00:06:27.580 is really to help clinicians
NOTE Confidence: 0.9669625

00:06:27.580 --> 00:06:29.500 stay in medicine without losing
NOTE Confidence: 0.9669625

00:06:29.500 --> 00:06:31.120 themselves. And I'll add researchers
NOTE Confidence: 0.9669625

00:06:31.180 --> 00:06:32.779 to this too. So, clinicians
NOTE Confidence: 0.9669625

00:06:32.779 --> 00:06:34.700 and researchers without losing themselves
NOTE Confidence: 0.9669625

00:06:34.700 --> 00:06:35.440 in the process.

NOTE Confidence: 0.9851327

00:06:35.900 --> 00:06:36.860 And we do that by

NOTE Confidence: 0.9851327

00:06:36.860 --> 00:06:38.960 democratizing coaching, making it accessible

NOTE Confidence: 0.9851327

00:06:39.100 --> 00:06:40.685 to more people, and approaching

NOTE Confidence: 0.9851327

00:06:40.685 --> 00:06:41.585 it scientifically

NOTE Confidence: 0.9940527

00:06:41.964 --> 00:06:42.925 with a goal to add

NOTE Confidence: 0.9940527

00:06:42.925 --> 00:06:44.045 to the evidence base and

NOTE Confidence: 0.9940527

00:06:44.045 --> 00:06:45.245 ensure high quality in our

NOTE Confidence: 0.9940527

00:06:45.245 --> 00:06:45.745 coaching.

NOTE Confidence: 0.9622423

00:06:46.605 --> 00:06:47.805 We are not a typical

NOTE Confidence: 0.9622423

00:06:47.805 --> 00:06:48.785 wellness program.

NOTE Confidence: 0.99777484

00:06:49.325 --> 00:06:50.925 So we recognize that there

NOTE Confidence: 0.99777484

00:06:50.925 --> 00:06:51.425 are

NOTE Confidence: 0.9863676

00:06:51.964 --> 00:06:53.404 demands in the jobs that

NOTE Confidence: 0.9863676

00:06:53.404 --> 00:06:54.865 we do that require emotional

NOTE Confidence: 0.9863676

00:06:54.925 --> 00:06:57.279 range, psychological flexibility, and conflict

NOTE Confidence: 0.9863676

00:06:57.279 --> 00:06:58.880 navigation skills that sometimes we
NOTE Confidence: 0.9863676

00:06:58.880 --> 00:07:00.000 didn't learn during our more
NOTE Confidence: 0.9863676

00:07:00.000 --> 00:07:01.600 traditional training. And so we
NOTE Confidence: 0.9863676

00:07:01.600 --> 00:07:02.900 help to build those skills.
NOTE Confidence: 0.95453155

00:07:03.279 --> 00:07:05.200 We are not yoga. We
NOTE Confidence: 0.95453155

00:07:05.200 --> 00:07:06.880 are not gratitude journaling. We
NOTE Confidence: 0.95453155

00:07:06.880 --> 00:07:08.160 are not bubble baths or
NOTE Confidence: 0.95453155

00:07:08.160 --> 00:07:09.825 good vibes only. Our work
NOTE Confidence: 0.95453155

00:07:09.825 --> 00:07:11.445 is really to focus on
NOTE Confidence: 0.95453155

00:07:11.505 --> 00:07:12.805 deconstructing internalized,
NOTE Confidence: 0.9835084

00:07:13.905 --> 00:07:15.985 medical culture myths, helping to
NOTE Confidence: 0.9835084

00:07:15.985 --> 00:07:18.805 stabilize identity, promote cognitive flexibility,
NOTE Confidence: 0.98984724

00:07:20.065 --> 00:07:21.925 find agency in your work,
NOTE Confidence: 0.98984724

00:07:22.069 --> 00:07:23.669 build emotional range, and connect
NOTE Confidence: 0.98984724

00:07:23.669 --> 00:07:24.889 to your mission without
NOTE Confidence: 0.9958335

00:07:25.190 --> 00:07:26.889 sacrificing yourself in the process.

NOTE Confidence: 0.9616279

00:07:28.630 --> 00:07:29.590 So we do this by

NOTE Confidence: 0.9616279

00:07:29.590 --> 00:07:31.190 helping you build tolerance for

NOTE Confidence: 0.9616279

00:07:31.190 --> 00:07:33.190 distress, sitting with uncertainty and

NOTE Confidence: 0.9616279

00:07:33.190 --> 00:07:35.849 disappointment without shame spiraling, navigating

NOTE Confidence: 0.9616279

00:07:35.990 --> 00:07:38.085 tricky and especially especially cross

NOTE Confidence: 0.9616279

00:07:38.085 --> 00:07:39.305 generational conversations,

NOTE Confidence: 0.8004383

00:07:40.405 --> 00:07:41.705 creating and honoring boundaries

NOTE Confidence: 0.9522302

00:07:42.485 --> 00:07:43.605 and problem solving from a

NOTE Confidence: 0.9522302

00:07:43.605 --> 00:07:44.585 place of empowerment,

NOTE Confidence: 0.99493617

00:07:45.445 --> 00:07:46.825 and less resentment.

NOTE Confidence: 0.9910589

00:07:48.085 --> 00:07:49.525 So there's a large evidence

NOTE Confidence: 0.9910589

00:07:49.525 --> 00:07:50.505 base that supports,

NOTE Confidence: 0.9979163

00:07:50.885 --> 00:07:51.945 coaching in

NOTE Confidence: 0.9984814

00:07:52.590 --> 00:07:53.490 academic medicine.

NOTE Confidence: 0.9866686

00:07:53.950 --> 00:07:55.710 The majority of that work

NOTE Confidence: 0.9866686

00:07:55.710 --> 00:07:56.990 looked at one on one

NOTE Confidence: 0.9866686

00:07:56.990 --> 00:07:58.030 coaching, but that is an

NOTE Confidence: 0.9866686

00:07:58.030 --> 00:07:59.950 expensive and time consuming thing

NOTE Confidence: 0.9866686

00:07:59.950 --> 00:08:00.990 to coordinate. And so in

NOTE Confidence: 0.9866686

00:08:00.990 --> 00:08:02.910 Better Together, our structure is

NOTE Confidence: 0.9866686

00:08:02.910 --> 00:08:04.750 to provide group coaching, which

NOTE Confidence: 0.9866686

00:08:04.750 --> 00:08:05.790 I'll explain in just a

NOTE Confidence: 0.9866686

00:08:05.790 --> 00:08:07.570 second. Oh, hi. Yeah.

NOTE Confidence: 0.97473884

00:08:07.885 --> 00:08:09.165 Oh. Oh, is that you

NOTE Confidence: 0.97473884

00:08:09.165 --> 00:08:09.665 outside?

NOTE Confidence: 0.99751663

00:08:12.525 --> 00:08:13.985 Doug, do you mind muting?

NOTE Confidence: 0.98805964

00:08:14.685 --> 00:08:15.185 Yeah.

NOTE Confidence: 0.9952563

00:08:17.005 --> 00:08:17.985 Thanks. Okay.

NOTE Confidence: 0.9525341

00:08:18.605 --> 00:08:20.125 Alright. And we've shown an

NOTE Confidence: 0.9525341

00:08:20.125 --> 00:08:21.645 impact in burnout in other

NOTE Confidence: 0.9525341

00:08:21.645 --> 00:08:22.145 domains,
NOTE Confidence: 0.9935648

00:08:22.830 --> 00:08:23.710 looking at this in a
NOTE Confidence: 0.9935648

00:08:23.710 --> 00:08:25.470 group format instead of a
NOTE Confidence: 0.9935648

00:08:25.470 --> 00:08:26.450 one on one format.
NOTE Confidence: 0.94058204

00:08:27.070 --> 00:08:28.110 How this works, we partner
NOTE Confidence: 0.94058204

00:08:28.110 --> 00:08:30.030 with institutions like Yale. Yale
NOTE Confidence: 0.94058204

00:08:30.030 --> 00:08:31.310 is our largest partner and
NOTE Confidence: 0.94058204

00:08:31.310 --> 00:08:33.309 has, identified this group, you
NOTE Confidence: 0.94058204

00:08:33.309 --> 00:08:34.590 all, faculty to be invited
NOTE Confidence: 0.94058204

00:08:34.590 --> 00:08:35.570 to join our program.
NOTE Confidence: 0.9700242

00:08:36.155 --> 00:08:37.434 You're gonna receive an invitation
NOTE Confidence: 0.9700242

00:08:37.434 --> 00:08:38.715 to join in the fall.
NOTE Confidence: 0.99506295

00:08:39.035 --> 00:08:40.655 Registration opens in August
NOTE Confidence: 0.9771792

00:08:41.115 --> 00:08:42.235 at for our fall program
NOTE Confidence: 0.9771792

00:08:42.235 --> 00:08:43.275 and then opens again in
NOTE Confidence: 0.9771792

00:08:43.275 --> 00:08:44.795 January for our spring program.

NOTE Confidence: 0.9771792

00:08:44.795 --> 00:08:46.075 You can join either or

NOTE Confidence: 0.9771792

00:08:46.075 --> 00:08:47.515 both or neither if this

NOTE Confidence: 0.9771792

00:08:47.515 --> 00:08:48.554 doesn't sound like something you

NOTE Confidence: 0.9771792

00:08:48.554 --> 00:08:50.870 want. You choose how, when,

NOTE Confidence: 0.9771792

00:08:50.870 --> 00:08:52.230 and how often to engage,

NOTE Confidence: 0.9771792

00:08:52.230 --> 00:08:53.110 and you can do so

NOTE Confidence: 0.9771792

00:08:53.110 --> 00:08:55.110 confidentially. So everything that happens

NOTE Confidence: 0.9771792

00:08:55.110 --> 00:08:56.309 in our program stays within

NOTE Confidence: 0.9771792

00:08:56.309 --> 00:08:57.589 our program. The only thing

NOTE Confidence: 0.9771792

00:08:57.589 --> 00:08:58.470 that makes it back to

NOTE Confidence: 0.9771792

00:08:58.470 --> 00:08:59.910 Yale is an aggregate and

NOTE Confidence: 0.9771792

00:08:59.910 --> 00:09:00.570 de identified,

NOTE Confidence: 0.94111645

00:09:01.670 --> 00:09:02.730 report of,

NOTE Confidence: 0.97112995

00:09:03.145 --> 00:09:04.425 how many people enrolled and

NOTE Confidence: 0.97112995

00:09:04.425 --> 00:09:05.085 their baseline

NOTE Confidence: 0.8775006

00:09:06.345 --> 00:09:08.345 metrics and, well, well-being and

NOTE Confidence: 0.8775006

00:09:08.345 --> 00:09:09.245 burnout scores.

NOTE Confidence: 0.9968229

00:09:10.345 --> 00:09:11.145 These are all of our

NOTE Confidence: 0.9968229

00:09:11.145 --> 00:09:12.265 partners right now. So if

NOTE Confidence: 0.9968229

00:09:12.265 --> 00:09:13.385 you join, you'll be joining

NOTE Confidence: 0.9968229

00:09:13.385 --> 00:09:15.065 a cohort from over sixty

NOTE Confidence: 0.9968229

00:09:15.065 --> 00:09:16.684 institutions across the country.

NOTE Confidence: 0.9720911

00:09:18.149 --> 00:09:19.750 You'll be joining our faculty

NOTE Confidence: 0.9720911

00:09:19.750 --> 00:09:21.029 cohort, but we run four

NOTE Confidence: 0.9720911

00:09:21.029 --> 00:09:21.910 at a time. One for

NOTE Confidence: 0.9720911

00:09:21.910 --> 00:09:23.589 medical students, one for residents

NOTE Confidence: 0.9720911

00:09:23.589 --> 00:09:24.250 and fellows,

NOTE Confidence: 0.9605469

00:09:24.630 --> 00:09:26.470 one for faculty, clinicians, and

NOTE Confidence: 0.9605469

00:09:26.470 --> 00:09:27.910 researchers, and one for advanced

NOTE Confidence: 0.9605469

00:09:27.910 --> 00:09:28.809 practice providers.

NOTE Confidence: 0.95298064

00:09:29.190 --> 00:09:30.255 These all happen in their

NOTE Confidence: 0.95298064

00:09:30.255 --> 00:09:32.655 own individual container, so you're

NOTE Confidence: 0.95298064

00:09:32.655 --> 00:09:33.695 sorted with people who are

NOTE Confidence: 0.95298064

00:09:33.695 --> 00:09:34.655 at the same career stage

NOTE Confidence: 0.95298064

00:09:34.655 --> 00:09:35.235 as you.

NOTE Confidence: 0.9650413

00:09:35.615 --> 00:09:36.975 And there's some crossover in

NOTE Confidence: 0.9650413

00:09:36.975 --> 00:09:38.175 what we call our community

NOTE Confidence: 0.9650413

00:09:38.175 --> 00:09:39.955 calls, which address things like

NOTE Confidence: 0.9650413

00:09:40.175 --> 00:09:42.115 that happen across the continuum

NOTE Confidence: 0.9650413

00:09:42.175 --> 00:09:43.589 of training, parenting,

NOTE Confidence: 0.99732625

00:09:44.210 --> 00:09:45.990 coming from underrepresented backgrounds,

NOTE Confidence: 0.99455

00:09:46.529 --> 00:09:47.730 other affinity groups that make

NOTE Confidence: 0.99455

00:09:47.730 --> 00:09:48.790 sense for our populations.

NOTE Confidence: 0.9471279

00:09:49.809 --> 00:09:50.850 Some key features of our

NOTE Confidence: 0.9471279

00:09:50.850 --> 00:09:52.370 program, it is confidential like

NOTE Confidence: 0.9471279

00:09:52.370 --> 00:09:53.730 I said. There are no

NOTE Confidence: 0.9471279

00:09:53.730 --> 00:09:55.649 grades, no gold stars, nothing
NOTE Confidence: 0.9471279

00:09:55.649 --> 00:09:56.390 is required.
NOTE Confidence: 0.9895664

00:09:56.865 --> 00:09:57.985 It is flexible, and you
NOTE Confidence: 0.9895664

00:09:57.985 --> 00:09:59.025 can come and go as
NOTE Confidence: 0.9895664

00:09:59.025 --> 00:10:00.145 it works with your busy
NOTE Confidence: 0.9895664

00:10:00.145 --> 00:10:00.645 schedule.
NOTE Confidence: 0.96060586

00:10:01.265 --> 00:10:02.705 It's theory informed and evidence
NOTE Confidence: 0.96060586

00:10:02.705 --> 00:10:03.205 based.
NOTE Confidence: 0.99375004

00:10:04.145 --> 00:10:05.345 If you enroll, you get
NOTE Confidence: 0.99375004

00:10:05.345 --> 00:10:06.945 access to really four different
NOTE Confidence: 0.99375004

00:10:06.945 --> 00:10:08.145 types of coaching, which I'll
NOTE Confidence: 0.99375004

00:10:08.145 --> 00:10:09.285 go through very briefly.
NOTE Confidence: 0.99369216

00:10:09.809 --> 00:10:11.250 The first is self guided
NOTE Confidence: 0.99369216

00:10:11.250 --> 00:10:13.250 coaching. This is a weekly
NOTE Confidence: 0.99369216

00:10:13.250 --> 00:10:14.770 ten minute video and self
NOTE Confidence: 0.99369216

00:10:14.770 --> 00:10:16.130 study worksheet that you can

NOTE Confidence: 0.99369216
00:10:16.130 --> 00:10:17.270 take at your own pace.
NOTE Confidence: 0.99544114
00:10:18.130 --> 00:10:19.010 These don't come back to
NOTE Confidence: 0.99544114
00:10:19.010 --> 00:10:20.050 us. These are just PDFs
NOTE Confidence: 0.99544114
00:10:20.050 --> 00:10:21.170 that you download and work
NOTE Confidence: 0.99544114
00:10:21.170 --> 00:10:22.370 through on your own. Here's
NOTE Confidence: 0.99544114
00:10:22.370 --> 00:10:23.410 me and Tyra. She's my
NOTE Confidence: 0.99544114
00:10:23.410 --> 00:10:24.640 partner in the program. These
NOTE Confidence: 0.99577516
00:10:25.545 --> 00:10:26.584 are the things we cover.
NOTE Confidence: 0.99577516
00:10:26.584 --> 00:10:27.865 So in month one, we
NOTE Confidence: 0.99577516
00:10:27.865 --> 00:10:29.084 teach you a metacognitive
NOTE Confidence: 0.9980889
00:10:29.385 --> 00:10:30.584 tool for thinking about your
NOTE Confidence: 0.9980889
00:10:30.584 --> 00:10:31.084 thinking.
NOTE Confidence: 0.97961015
00:10:31.625 --> 00:10:32.904 In month two, we apply
NOTE Confidence: 0.97961015
00:10:32.904 --> 00:10:33.725 that outwardly,
NOTE Confidence: 0.98910886
00:10:34.184 --> 00:10:35.625 thinking about what does it
NOTE Confidence: 0.98910886

00:10:35.625 --> 00:10:36.825 look like to get more
NOTE Confidence: 0.98910886

00:10:36.825 --> 00:10:38.290 into a growth mindset, what
NOTE Confidence: 0.98910886

00:10:38.290 --> 00:10:39.590 to do with challenging feedback,
NOTE Confidence: 0.98910886

00:10:39.650 --> 00:10:40.929 dealing with bias at work,
NOTE Confidence: 0.98910886

00:10:40.929 --> 00:10:41.910 and showing up
NOTE Confidence: 0.989466

00:10:42.290 --> 00:10:43.010 in a way that is
NOTE Confidence: 0.989466

00:10:43.010 --> 00:10:44.210 aligned for you even when
NOTE Confidence: 0.989466

00:10:44.210 --> 00:10:45.270 things aren't perfect.
NOTE Confidence: 0.9508606

00:10:45.890 --> 00:10:47.090 Month three, we turn that
NOTE Confidence: 0.9508606

00:10:47.090 --> 00:10:48.130 inwards and we look at
NOTE Confidence: 0.9508606

00:10:48.130 --> 00:10:50.230 imposter syndrome, approval, addiction, perfectionism,
NOTE Confidence: 0.9508606

00:10:50.370 --> 00:10:51.490 and where those things might
NOTE Confidence: 0.9508606

00:10:51.490 --> 00:10:52.770 be showing up in in
NOTE Confidence: 0.9508606

00:10:52.770 --> 00:10:53.985 and outside of your work.
NOTE Confidence: 0.9508606

00:10:54.144 --> 00:10:55.024 And then in the final
NOTE Confidence: 0.9508606

00:10:55.024 --> 00:10:56.545 month, we, turn it back
NOTE Confidence: 0.9508606

00:10:56.545 --> 00:10:57.745 outwards and look at building
NOTE Confidence: 0.9508606

00:10:57.745 --> 00:10:59.985 confidence, navigating career transitions, self
NOTE Confidence: 0.9508606

00:10:59.985 --> 00:11:01.365 appreciation, and self compassion.
NOTE Confidence: 0.9710126

00:11:03.265 --> 00:11:04.225 The second way to get
NOTE Confidence: 0.9710126

00:11:04.225 --> 00:11:05.345 coached is in our weekly
NOTE Confidence: 0.9710126

00:11:05.345 --> 00:11:07.390 group coaching calls. These are
NOTE Confidence: 0.9710126

00:11:07.390 --> 00:11:08.590 on Zoom. They're at all
NOTE Confidence: 0.9710126

00:11:08.590 --> 00:11:10.350 different times of the day,
NOTE Confidence: 0.9710126

00:11:10.350 --> 00:11:11.470 and every week is a
NOTE Confidence: 0.9710126

00:11:11.470 --> 00:11:12.990 little bit different. There's separate
NOTE Confidence: 0.9710126

00:11:12.990 --> 00:11:13.950 calls for each of our
NOTE Confidence: 0.9710126

00:11:13.950 --> 00:11:14.450 cohorts,
NOTE Confidence: 0.9619132

00:11:15.150 --> 00:11:15.550 and,
NOTE Confidence: 0.983641

00:11:16.030 --> 00:11:17.330 you can choose to participate
NOTE Confidence: 0.983641

00:11:17.390 --> 00:11:18.429 or not. The majority of

NOTE Confidence: 0.983641

00:11:18.429 --> 00:11:19.870 folks join and kind of

NOTE Confidence: 0.983641

00:11:19.870 --> 00:11:21.514 observe. Some brave souls raise

NOTE Confidence: 0.983641

00:11:21.514 --> 00:11:22.394 their hand and get coached

NOTE Confidence: 0.983641

00:11:22.394 --> 00:11:23.375 in front of the group.

NOTE Confidence: 0.983641

00:11:23.675 --> 00:11:24.795 It's always hosted by a

NOTE Confidence: 0.983641

00:11:24.795 --> 00:11:26.554 certified coach. And then we

NOTE Confidence: 0.983641

00:11:26.554 --> 00:11:27.834 know that y'all are busy

NOTE Confidence: 0.983641

00:11:27.834 --> 00:11:29.035 and not everybody can come

NOTE Confidence: 0.983641

00:11:29.035 --> 00:11:30.574 live, so the call recordings

NOTE Confidence: 0.983641

00:11:30.634 --> 00:11:31.755 are always put on a

NOTE Confidence: 0.983641

00:11:31.755 --> 00:11:33.434 private membership podcast where you

NOTE Confidence: 0.983641

00:11:33.434 --> 00:11:34.634 can listen to them later.

NOTE Confidence: 0.983641

00:11:34.634 --> 00:11:35.675 That's how the majority of

NOTE Confidence: 0.983641

00:11:35.675 --> 00:11:37.500 folks access that content.

NOTE Confidence: 0.9961562

00:11:38.760 --> 00:11:39.800 The third way is through

NOTE Confidence: 0.9961562

00:11:39.800 --> 00:11:41.240 written coaching. This is through

NOTE Confidence: 0.9961562

00:11:41.240 --> 00:11:42.540 a forum on our website.

NOTE Confidence: 0.9961562

00:11:42.839 --> 00:11:44.279 Folks can submit a written

NOTE Confidence: 0.9961562

00:11:44.279 --> 00:11:45.720 request, and we respond back

NOTE Confidence: 0.9961562

00:11:45.720 --> 00:11:46.600 a day or two later

NOTE Confidence: 0.9961562

00:11:46.600 --> 00:11:47.820 with some coaching prompts.

NOTE Confidence: 0.97737724

00:11:48.975 --> 00:11:50.735 And then finally, everyone is,

NOTE Confidence: 0.9940409

00:11:51.694 --> 00:11:53.054 invited to schedule up to

NOTE Confidence: 0.9940409

00:11:53.054 --> 00:11:54.415 four one on one coaching

NOTE Confidence: 0.9940409

00:11:54.415 --> 00:11:56.014 sessions over the the four

NOTE Confidence: 0.9940409

00:11:56.014 --> 00:11:56.915 month program.

NOTE Confidence: 0.9846205

00:11:57.295 --> 00:11:58.175 We have a team of

NOTE Confidence: 0.9846205

00:11:58.175 --> 00:11:59.074 forty incredible,

NOTE Confidence: 0.9749267

00:12:00.095 --> 00:12:01.295 coaches. All of them are

NOTE Confidence: 0.9749267

00:12:01.295 --> 00:12:02.735 clinicians of some sort or

NOTE Confidence: 0.9749267

00:12:02.735 --> 00:12:03.235 researchers,

NOTE Confidence: 0.9949021

00:12:03.980 --> 00:12:06.300 and they're from institutions across

NOTE Confidence: 0.9949021

00:12:06.300 --> 00:12:07.339 the country and are really

NOTE Confidence: 0.9949021

00:12:07.339 --> 00:12:07.839 wonderful.

NOTE Confidence: 0.99781275

00:12:08.220 --> 00:12:09.259 You can choose the time

NOTE Confidence: 0.99781275

00:12:09.259 --> 00:12:10.139 you want, the coach you

NOTE Confidence: 0.99781275

00:12:10.139 --> 00:12:10.959 want, etcetera.

NOTE Confidence: 0.99370337

00:12:12.860 --> 00:12:13.899 We've studied this, and I'll

NOTE Confidence: 0.99370337

00:12:13.899 --> 00:12:15.120 just go over this briefly.

NOTE Confidence: 0.99370337

00:12:15.259 --> 00:12:16.779 This started as a small

NOTE Confidence: 0.99370337

00:12:16.779 --> 00:12:18.135 pilot program at the University

NOTE Confidence: 0.99370337

00:12:18.135 --> 00:12:19.334 of Colorado for women in

NOTE Confidence: 0.99370337

00:12:19.334 --> 00:12:20.774 GME. We started in that

NOTE Confidence: 0.99370337

00:12:20.774 --> 00:12:21.975 population because we knew the

NOTE Confidence: 0.99370337

00:12:21.975 --> 00:12:23.255 experience of burnout was higher

NOTE Confidence: 0.99370337

00:12:23.255 --> 00:12:23.915 in that group.

NOTE Confidence: 0.98637825

00:12:25.015 --> 00:12:26.535 We enrolled just over a
NOTE Confidence: 0.98637825

00:12:26.535 --> 00:12:28.855 hundred women and randomized them
NOTE Confidence: 0.98637825

00:12:28.855 --> 00:12:30.054 to receive coaching or get
NOTE Confidence: 0.98637825

00:12:30.054 --> 00:12:30.714 it later.
NOTE Confidence: 0.94165576

00:12:31.770 --> 00:12:32.730 And though we were not
NOTE Confidence: 0.94165576

00:12:32.730 --> 00:12:34.090 powered to see any results,
NOTE Confidence: 0.94165576

00:12:34.090 --> 00:12:35.690 showed a statistically and clinically
NOTE Confidence: 0.94165576

00:12:35.690 --> 00:12:37.710 significant improvement in emotional exhaustion,
NOTE Confidence: 0.94165576

00:12:37.770 --> 00:12:39.710 self compassion, and imposter syndrome.
NOTE Confidence: 0.9708169

00:12:40.170 --> 00:12:42.330 And this, persisted at six
NOTE Confidence: 0.9708169

00:12:42.330 --> 00:12:43.309 and twelve months,
NOTE Confidence: 0.83626735

00:12:44.730 --> 00:12:45.230 for,
NOTE Confidence: 0.99737716

00:12:45.955 --> 00:12:46.855 self compassion.
NOTE Confidence: 0.94561434

00:12:48.675 --> 00:12:49.955 We repeated the study, and
NOTE Confidence: 0.94561434

00:12:49.955 --> 00:12:50.915 this is where we first,
NOTE Confidence: 0.94561434

00:12:51.235 --> 00:12:52.915 partnered with Yale among, again,

NOTE Confidence: 0.94561434

00:12:52.915 --> 00:12:54.375 women trainees in GME.

NOTE Confidence: 0.9785259

00:12:54.755 --> 00:12:55.795 This was back in twenty

NOTE Confidence: 0.9785259

00:12:55.795 --> 00:12:56.295 two.

NOTE Confidence: 0.9604211

00:12:56.995 --> 00:12:58.615 This time, a thousand trainees,

NOTE Confidence: 0.9604211

00:12:58.675 --> 00:13:00.160 and we showed showed statistically

NOTE Confidence: 0.9604211

00:13:00.160 --> 00:13:01.920 and clinically significant improvement in

NOTE Confidence: 0.9604211

00:13:01.920 --> 00:13:02.740 every group.

NOTE Confidence: 0.98506373

00:13:03.760 --> 00:13:04.880 The number needed to coach,

NOTE Confidence: 0.98506373

00:13:04.880 --> 00:13:05.920 which is a term we're

NOTE Confidence: 0.98506373

00:13:05.920 --> 00:13:07.200 trying to coin, was about

NOTE Confidence: 0.98506373

00:13:07.200 --> 00:13:08.720 ten. So only ten people

NOTE Confidence: 0.98506373

00:13:08.720 --> 00:13:09.840 needed to participate in the

NOTE Confidence: 0.98506373

00:13:09.840 --> 00:13:11.200 program to take burnout from

NOTE Confidence: 0.98506373

00:13:11.200 --> 00:13:13.040 present to absent or imposter

NOTE Confidence: 0.98506373

00:13:13.040 --> 00:13:14.480 syndrome present to absent in

NOTE Confidence: 0.98506373

00:13:14.480 --> 00:13:15.140 one person.
NOTE Confidence: 0.9760506

00:13:15.495 --> 00:13:16.215 Think of a lot of
NOTE Confidence: 0.9760506

00:13:16.215 --> 00:13:17.175 things we do for a
NOTE Confidence: 0.9760506

00:13:17.175 --> 00:13:18.295 much higher number needed to
NOTE Confidence: 0.9760506

00:13:18.295 --> 00:13:19.275 treat than that.
NOTE Confidence: 0.9689969

00:13:19.655 --> 00:13:20.455 So right around this time,
NOTE Confidence: 0.9689969

00:13:20.455 --> 00:13:21.175 we were getting a lot
NOTE Confidence: 0.9689969

00:13:21.175 --> 00:13:22.295 of questions about what about
NOTE Confidence: 0.9689969

00:13:22.295 --> 00:13:22.795 faculty,
NOTE Confidence: 0.9900473

00:13:23.095 --> 00:13:25.095 what about being gender inclusive,
NOTE Confidence: 0.9900473

00:13:25.095 --> 00:13:26.215 and so we expanded our
NOTE Confidence: 0.9900473

00:13:26.215 --> 00:13:27.575 program the following year and
NOTE Confidence: 0.9900473

00:13:27.575 --> 00:13:28.775 studied it among faculty at
NOTE Confidence: 0.9900473

00:13:28.775 --> 00:13:29.995 the University of Colorado.
NOTE Confidence: 0.96732605

00:13:30.380 --> 00:13:31.920 This study was gender inclusive
NOTE Confidence: 0.96732605

00:13:32.140 --> 00:13:33.820 and looked primarily at primary

NOTE Confidence: 0.96732605

00:13:33.820 --> 00:13:34.800 care like faculty.

NOTE Confidence: 0.9836141

00:13:35.660 --> 00:13:36.779 But in this study, we

NOTE Confidence: 0.9836141

00:13:36.779 --> 00:13:38.160 showed improvement in depersonalization,

NOTE Confidence: 0.96549535

00:13:38.620 --> 00:13:40.160 imposter syndrome, and flourishing.

NOTE Confidence: 0.999646

00:13:41.980 --> 00:13:43.200 We've done some qualitative

NOTE Confidence: 0.9717077

00:13:43.735 --> 00:13:44.855 studies of our program, and

NOTE Confidence: 0.9717077

00:13:44.855 --> 00:13:46.535 what we've learned is folks

NOTE Confidence: 0.9717077

00:13:46.535 --> 00:13:48.295 like the metacognitive tool we

NOTE Confidence: 0.9717077

00:13:48.295 --> 00:13:48.795 teach.

NOTE Confidence: 0.99791414

00:13:49.255 --> 00:13:50.535 They appreciate being part of

NOTE Confidence: 0.99791414

00:13:50.535 --> 00:13:52.155 a community that isn't necessarily

NOTE Confidence: 0.97231865

00:13:52.855 --> 00:13:54.855 exclusively within their institution. It's

NOTE Confidence: 0.97231865

00:13:54.855 --> 00:13:56.795 a community that is national.

NOTE Confidence: 0.97253114

00:13:57.839 --> 00:13:59.120 And they really appreciated that

NOTE Confidence: 0.97253114

00:13:59.120 --> 00:14:00.079 they can kind of come

NOTE Confidence: 0.97253114

00:14:00.079 --> 00:14:01.920 through the program in the
NOTE Confidence: 0.97253114

00:14:01.920 --> 00:14:03.040 way that works best for
NOTE Confidence: 0.97253114

00:14:03.040 --> 00:14:04.160 them. So some really will
NOTE Confidence: 0.97253114

00:14:04.160 --> 00:14:05.200 only do the self study
NOTE Confidence: 0.97253114

00:14:05.200 --> 00:14:06.320 work, others only come to
NOTE Confidence: 0.97253114

00:14:06.320 --> 00:14:07.920 the group calls. Really folks
NOTE Confidence: 0.97253114

00:14:07.920 --> 00:14:09.380 make it however they want.
NOTE Confidence: 0.98942107

00:14:10.635 --> 00:14:11.755 All of these things really
NOTE Confidence: 0.98942107

00:14:11.755 --> 00:14:12.715 are in service to what
NOTE Confidence: 0.98942107

00:14:12.715 --> 00:14:13.755 we're trying to do, which
NOTE Confidence: 0.98942107

00:14:13.755 --> 00:14:16.095 is increase folks' self determination,
NOTE Confidence: 0.9864538

00:14:16.555 --> 00:14:18.495 autonomy, relatedness, and competence,
NOTE Confidence: 0.99974304

00:14:19.115 --> 00:14:20.255 to support your well-being.
NOTE Confidence: 0.9654203

00:14:21.995 --> 00:14:23.275 Alright. So why you might
NOTE Confidence: 0.9654203

00:14:23.275 --> 00:14:24.735 wanna join us? There's
NOTE Confidence: 0.9837793

00:14:25.180 --> 00:14:27.020 very low stigma for joining.

NOTE Confidence: 0.9837793

00:14:27.020 --> 00:14:28.240 We invite everybody.

NOTE Confidence: 0.9931099

00:14:28.780 --> 00:14:30.060 It is multimodal, and you

NOTE Confidence: 0.9931099

00:14:30.060 --> 00:14:31.360 can choose how to participate.

NOTE Confidence: 0.9735841

00:14:31.820 --> 00:14:32.940 I don't know of another

NOTE Confidence: 0.9735841

00:14:32.940 --> 00:14:34.620 model that is robustly evidence

NOTE Confidence: 0.9735841

00:14:34.620 --> 00:14:35.600 based as ours.

NOTE Confidence: 0.99940276

00:14:36.460 --> 00:14:37.580 And you can have lifetime

NOTE Confidence: 0.99940276

00:14:37.580 --> 00:14:39.100 access to the materials after

NOTE Confidence: 0.99940276

00:14:39.100 --> 00:14:39.840 you've joined.

NOTE Confidence: 0.9677937

00:14:42.065 --> 00:14:43.105 I'll just add one little

NOTE Confidence: 0.9677937

00:14:43.105 --> 00:14:44.964 bit. We launched this year

NOTE Confidence: 0.9677937

00:14:45.105 --> 00:14:46.305 BT two, which is a,

NOTE Confidence: 0.9677937

00:14:46.305 --> 00:14:47.985 like, follow-up curriculum for folks

NOTE Confidence: 0.9677937

00:14:47.985 --> 00:14:49.425 who have done Better Together,

NOTE Confidence: 0.9677937

00:14:49.425 --> 00:14:51.425 our foundational program before. If

NOTE Confidence: 0.9677937

00:14:51.425 --> 00:14:52.385 you join in the fall,
NOTE Confidence: 0.9677937

00:14:52.385 --> 00:14:53.665 you'll be invited to join
NOTE Confidence: 0.9677937

00:14:53.665 --> 00:14:55.204 this the BT two curriculum
NOTE Confidence: 0.9677937

00:14:55.264 --> 00:14:56.890 in the spring. It's, all
NOTE Confidence: 0.9677937

00:14:56.890 --> 00:14:58.090 included. So for folks who
NOTE Confidence: 0.9677937

00:14:58.090 --> 00:14:59.050 are coming back to us,
NOTE Confidence: 0.9677937

00:14:59.050 --> 00:14:59.930 there will be a second
NOTE Confidence: 0.9677937

00:14:59.930 --> 00:15:01.630 level program in the spring.
NOTE Confidence: 0.9932062

00:15:03.130 --> 00:15:04.170 And I think that's the
NOTE Confidence: 0.9932062

00:15:04.170 --> 00:15:05.290 end of my slides. I'm
NOTE Confidence: 0.9932062

00:15:05.290 --> 00:15:06.590 happy to take any questions.
NOTE Confidence: 0.971262

00:15:09.524 --> 00:15:10.964 And just to, to follow-up.
NOTE Confidence: 0.971262

00:15:10.964 --> 00:15:12.805 So so everyone who's a,
NOTE Confidence: 0.971262

00:15:12.964 --> 00:15:14.565 an assistant professor or an
NOTE Confidence: 0.971262

00:15:14.565 --> 00:15:15.625 associate research,
NOTE Confidence: 0.9975356

00:15:16.964 --> 00:15:17.464 scientist

NOTE Confidence: 0.9899264

00:15:18.005 --> 00:15:19.365 in the second year of

NOTE Confidence: 0.9899264

00:15:19.365 --> 00:15:20.345 their first term

NOTE Confidence: 0.99614036

00:15:20.645 --> 00:15:21.685 is going to be invited

NOTE Confidence: 0.99614036

00:15:21.685 --> 00:15:23.145 to, to join the program.

NOTE Confidence: 0.9921305

00:15:23.480 --> 00:15:23.980 So,

NOTE Confidence: 0.9439334

00:15:25.320 --> 00:15:26.520 so, you know, as as

NOTE Confidence: 0.9439334

00:15:26.520 --> 00:15:27.260 you transition

NOTE Confidence: 0.99261075

00:15:27.640 --> 00:15:28.860 out of your first year

NOTE Confidence: 0.99261075

00:15:28.920 --> 00:15:30.380 and into your second year

NOTE Confidence: 0.99261075

00:15:30.440 --> 00:15:31.960 as an assistant professor or

NOTE Confidence: 0.99261075

00:15:31.960 --> 00:15:33.960 associate research scientist, you'll be

NOTE Confidence: 0.99261075

00:15:33.960 --> 00:15:35.080 in the cohort that,

NOTE Confidence: 0.9970784

00:15:35.555 --> 00:15:37.315 that the school has has

NOTE Confidence: 0.9970784

00:15:37.315 --> 00:15:38.834 paid for you to, to

NOTE Confidence: 0.9970784

00:15:38.834 --> 00:15:39.894 be able to join.

NOTE Confidence: 0.9991372

00:15:43.394 --> 00:15:44.675 Any questions for me about
NOTE Confidence: 0.9991372

00:15:44.675 --> 00:15:45.334 the program?
NOTE Confidence: 0.99416584

00:15:46.755 --> 00:15:47.714 Oh, I see something in
NOTE Confidence: 0.99416584

00:15:47.714 --> 00:15:48.375 the chat.
NOTE Confidence: 0.9892893

00:15:49.394 --> 00:15:50.535 Not for me. Okay.
NOTE Confidence: 0.83520657

00:15:51.399 --> 00:15:52.140 To share.
NOTE Confidence: 0.8340557

00:16:04.324 --> 00:16:05.524 Just reiterate that,
NOTE Confidence: 0.9838006

00:16:06.084 --> 00:16:07.545 folks can participate anonymously.
NOTE Confidence: 0.9133315

00:16:07.925 --> 00:16:09.204 So we have so many
NOTE Confidence: 0.9133315

00:16:09.204 --> 00:16:10.964 participants that really we don't
NOTE Confidence: 0.9133315

00:16:10.964 --> 00:16:13.125 track individuals progress through the
NOTE Confidence: 0.9133315

00:16:13.125 --> 00:16:14.745 program or really know,
NOTE Confidence: 0.9729182

00:16:15.524 --> 00:16:16.485 we don't want to look
NOTE Confidence: 0.9729182

00:16:16.485 --> 00:16:18.004 at how everybody is engaging
NOTE Confidence: 0.9729182

00:16:18.004 --> 00:16:19.090 because we know everybody's gonna
NOTE Confidence: 0.9729182

00:16:19.090 --> 00:16:20.850 engage differently. So we think

NOTE Confidence: 0.9729182
00:16:20.850 --> 00:16:21.810 the bar to join should
NOTE Confidence: 0.9729182
00:16:21.810 --> 00:16:23.090 be really low. Join us
NOTE Confidence: 0.9729182
00:16:23.090 --> 00:16:24.310 in the fall and,
NOTE Confidence: 0.98084843
00:16:24.770 --> 00:16:25.810 play around with it. See
NOTE Confidence: 0.98084843
00:16:25.810 --> 00:16:26.690 if it's something that feels
NOTE Confidence: 0.98084843
00:16:26.690 --> 00:16:27.590 right for you.
NOTE Confidence: 0.9486073
00:16:28.770 --> 00:16:29.970 We'd love to have you.
NOTE Confidence: 0.9486073
00:16:29.970 --> 00:16:31.030 Yeah. Okay.
NOTE Confidence: 0.7427391
00:16:34.065 --> 00:16:34.565 Alright.
NOTE Confidence: 0.90045357
00:16:36.145 --> 00:16:37.265 Adrienne, thanks so much for,
NOTE Confidence: 0.90045357
00:16:37.585 --> 00:16:37.985 for coming.
NOTE Confidence: 0.9605286
00:16:39.025 --> 00:16:40.065 There's a question in the
NOTE Confidence: 0.9605286
00:16:40.065 --> 00:16:41.505 chat. Can other than tenured
NOTE Confidence: 0.9605286
00:16:41.505 --> 00:16:42.645 faculty join?
NOTE Confidence: 0.89915437
00:16:44.510 --> 00:16:45.630 Doctor Robah, you may have
NOTE Confidence: 0.89915437

00:16:45.630 --> 00:16:46.610 an answer to that,
NOTE Confidence: 0.89824164

00:16:47.149 --> 00:16:47.950 and I may give a
NOTE Confidence: 0.89824164

00:16:47.950 --> 00:16:49.550 winky answer to that. What
NOTE Confidence: 0.89824164

00:16:49.550 --> 00:16:51.149 is the, what Can tenured
NOTE Confidence: 0.89824164

00:16:51.149 --> 00:16:52.210 faculty join?
NOTE Confidence: 0.88867414

00:16:54.670 --> 00:16:56.290 If they are in these
NOTE Confidence: 0.9983817

00:16:57.595 --> 00:16:59.115 either in their second year
NOTE Confidence: 0.9983817

00:16:59.115 --> 00:17:00.875 of their first term as
NOTE Confidence: 0.9983817

00:17:00.875 --> 00:17:01.935 an assistant professor
NOTE Confidence: 0.92094934

00:17:02.795 --> 00:17:04.555 or as in their or
NOTE Confidence: 0.92094934

00:17:04.555 --> 00:17:05.935 associate research scientist.
NOTE Confidence: 0.9901962

00:17:06.315 --> 00:17:07.355 And next year, we're going
NOTE Confidence: 0.9901962

00:17:07.355 --> 00:17:08.734 to expand this to,
NOTE Confidence: 0.9641135

00:17:09.755 --> 00:17:11.195 individuals who are in their
NOTE Confidence: 0.9641135

00:17:11.195 --> 00:17:12.255 who are in their
NOTE Confidence: 0.9929385

00:17:12.670 --> 00:17:14.190 second year of their first

NOTE Confidence: 0.9929385
00:17:14.190 --> 00:17:16.510 term as associate professor or
NOTE Confidence: 0.9929385
00:17:16.510 --> 00:17:17.490 research scientist.
NOTE Confidence: 0.97392833
00:17:19.310 --> 00:17:20.350 So those are the two
NOTE Confidence: 0.97392833
00:17:20.350 --> 00:17:22.190 cohorts that, that we're going
NOTE Confidence: 0.97392833
00:17:22.190 --> 00:17:24.130 to, be offering it to.
NOTE Confidence: 0.9993312
00:17:26.565 --> 00:17:27.385 Sounds good.
NOTE Confidence: 0.99661744
00:17:29.925 --> 00:17:31.125 Thanks again for having me.
NOTE Confidence: 0.99661744
00:17:31.125 --> 00:17:32.585 If anybody has any questions,
NOTE Confidence: 0.98389757
00:17:33.445 --> 00:17:34.405 I'm happy to share my
NOTE Confidence: 0.98389757
00:17:34.405 --> 00:17:35.365 email address. I'll just put
NOTE Confidence: 0.98389757
00:17:35.365 --> 00:17:36.565 it in the chat, and,
NOTE Confidence: 0.999449
00:17:37.285 --> 00:17:38.345 feel free to holler.
NOTE Confidence: 0.92194235
00:17:39.179 --> 00:17:41.179 Terrific. Thanks so much. Really
NOTE Confidence: 0.92194235
00:17:41.179 --> 00:17:42.220 appreciate it. Thanks. I'll hop
NOTE Confidence: 0.92194235
00:17:42.220 --> 00:17:43.679 off after this. Okay.
NOTE Confidence: 0.9742319

00:17:44.220 --> 00:17:45.600 And for the tenured,
NOTE Confidence: 0.99962693

00:17:46.220 --> 00:17:47.980 faculty member, we do have
NOTE Confidence: 0.99962693

00:17:47.980 --> 00:17:49.580 some other coaching options that
NOTE Confidence: 0.99962693

00:17:49.580 --> 00:17:50.080 might
NOTE Confidence: 0.9746936

00:17:51.455 --> 00:17:52.494 that might work for you,
NOTE Confidence: 0.9746936

00:17:52.494 --> 00:17:54.195 so please contact our office.
NOTE Confidence: 0.97530764

00:17:55.215 --> 00:17:56.335 And they're not always, you
NOTE Confidence: 0.97530764

00:17:56.335 --> 00:17:57.855 know, external coaches. There can
NOTE Confidence: 0.97530764

00:17:57.855 --> 00:17:59.695 be external coaches, or we
NOTE Confidence: 0.97530764

00:17:59.695 --> 00:18:00.915 have a couple of programs
NOTE Confidence: 0.94592375

00:18:01.375 --> 00:18:02.655 that we are able to
NOTE Confidence: 0.94592375

00:18:02.655 --> 00:18:03.955 facilitate for you,
NOTE Confidence: 0.86169606

00:18:05.100 --> 00:18:05.900 like, through,
NOTE Confidence: 0.9921462

00:18:06.300 --> 00:18:08.140 other providers that are very
NOTE Confidence: 0.9921462

00:18:08.140 --> 00:18:09.119 kind of reasonably
NOTE Confidence: 0.9729157

00:18:09.420 --> 00:18:10.780 reasonable cost and those types

NOTE Confidence: 0.9729157
00:18:10.780 --> 00:18:12.060 of things that we can
NOTE Confidence: 0.9729157
00:18:12.060 --> 00:18:13.500 leverage for you if if
NOTE Confidence: 0.9729157
00:18:13.500 --> 00:18:14.859 you're not eligible, if you
NOTE Confidence: 0.9729157
00:18:15.020 --> 00:18:15.980 or you don't fall into
NOTE Confidence: 0.9729157
00:18:15.980 --> 00:18:17.420 the group that can,
NOTE Confidence: 0.99511695
00:18:17.820 --> 00:18:18.320 participate
NOTE Confidence: 0.92677015
00:18:18.700 --> 00:18:19.200 in,
NOTE Confidence: 0.9407368
00:18:20.725 --> 00:18:22.484 this coaching program. I just
NOTE Confidence: 0.9407368
00:18:22.484 --> 00:18:24.244 wanted to Yeah. No. There's
NOTE Confidence: 0.9407368
00:18:24.244 --> 00:18:25.845 options. There's options out there.
NOTE Confidence: 0.9407368
00:18:25.845 --> 00:18:26.645 Just call us, and we'll
NOTE Confidence: 0.9407368
00:18:26.645 --> 00:18:27.625 figure it out.
NOTE Confidence: 0.7695532
00:18:28.965 --> 00:18:29.465 K.
NOTE Confidence: 0.9667425
00:18:30.325 --> 00:18:31.605 I just wanna make sure
NOTE Confidence: 0.9667425
00:18:31.605 --> 00:18:33.445 that you're seeing the slide
NOTE Confidence: 0.9667425

00:18:33.445 --> 00:18:35.720 leadership grand rounds talks, academic

NOTE Confidence: 0.9667425

00:18:35.720 --> 00:18:36.900 year twenty six.

NOTE Confidence: 0.9631625

00:18:39.280 --> 00:18:40.720 Is that true? Are you

NOTE Confidence: 0.9631625

00:18:40.720 --> 00:18:42.160 seeing it? Are you seeing

NOTE Confidence: 0.9631625

00:18:42.160 --> 00:18:42.800 that on your

NOTE Confidence: 0.9951685

00:18:43.680 --> 00:18:45.280 Yes. Yep. Okay. Just wanna

NOTE Confidence: 0.9951685

00:18:45.280 --> 00:18:45.940 make sure.

NOTE Confidence: 0.9884651

00:18:47.760 --> 00:18:48.420 Go ahead.

NOTE Confidence: 0.9944069

00:18:50.534 --> 00:18:51.514 So, you know,

NOTE Confidence: 0.928656

00:18:52.534 --> 00:18:53.975 we're interested in developing the

NOTE Confidence: 0.928656

00:18:53.975 --> 00:18:55.414 next generation of leaders at

NOTE Confidence: 0.928656

00:18:55.414 --> 00:18:56.455 the school of medicine, and

NOTE Confidence: 0.928656

00:18:56.455 --> 00:18:57.575 one way that we do

NOTE Confidence: 0.928656

00:18:57.575 --> 00:18:58.475 that are,

NOTE Confidence: 0.9546081

00:18:59.654 --> 00:19:02.075 quarterly leadership grand round talks,

NOTE Confidence: 0.7038968

00:19:03.410 --> 00:19:04.010 Just to,

NOTE Confidence: 0.93412644
00:19:04.450 --> 00:19:05.670 to plug that in
NOTE Confidence: 0.9198977
00:19:07.250 --> 00:19:07.830 in May,
NOTE Confidence: 0.97655165
00:19:08.530 --> 00:19:09.350 coming up,
NOTE Confidence: 0.9467826
00:19:09.809 --> 00:19:10.609 we're going to,
NOTE Confidence: 0.91603446
00:19:11.090 --> 00:19:12.210 be working with the Carter
NOTE Confidence: 0.91603446
00:19:12.210 --> 00:19:14.070 Group, which is a nationally
NOTE Confidence: 0.91603446
00:19:14.130 --> 00:19:14.630 renowned
NOTE Confidence: 0.9692117
00:19:15.234 --> 00:19:17.075 group on change management. You
NOTE Confidence: 0.9692117
00:19:17.075 --> 00:19:18.514 know, we're in a in
NOTE Confidence: 0.9692117
00:19:18.514 --> 00:19:19.794 a setting in which things
NOTE Confidence: 0.9692117
00:19:19.794 --> 00:19:21.315 are changing on a daily
NOTE Confidence: 0.9692117
00:19:21.315 --> 00:19:22.755 basis. And so the the
NOTE Confidence: 0.9692117
00:19:22.755 --> 00:19:24.355 Carter Group offers these,
NOTE Confidence: 0.94637614
00:19:25.475 --> 00:19:27.715 opportunities to to learn about
NOTE Confidence: 0.94637614
00:19:27.715 --> 00:19:29.014 dialing up thrive,
NOTE Confidence: 0.9104416

00:19:29.859 --> 00:19:32.580 strengthening agency, adaptability, and personal

NOTE Confidence: 0.9104416

00:19:32.580 --> 00:19:33.080 resilience

NOTE Confidence: 0.860606

00:19:33.539 --> 00:19:34.760 in evolving systems.

NOTE Confidence: 0.9692779

00:19:35.140 --> 00:19:36.820 So, just a plug to,

NOTE Confidence: 0.9692779

00:19:37.220 --> 00:19:38.340 to look for our leadership

NOTE Confidence: 0.9692779

00:19:38.340 --> 00:19:39.559 grand rounds talks.

NOTE Confidence: 0.9836609

00:19:43.375 --> 00:19:45.855 Alright. So getting to, then

NOTE Confidence: 0.9836609

00:19:45.855 --> 00:19:47.635 our third mission of promoting

NOTE Confidence: 0.9836609

00:19:47.695 --> 00:19:48.195 professionalism.

NOTE Confidence: 0.9683376

00:19:50.015 --> 00:19:51.135 You know, everything that we

NOTE Confidence: 0.9683376

00:19:51.135 --> 00:19:52.815 do is connected to the,

NOTE Confidence: 0.9683376

00:19:53.135 --> 00:19:54.755 school of medicine core values.

NOTE Confidence: 0.95099384

00:19:55.420 --> 00:19:56.540 I think that you can

NOTE Confidence: 0.95099384

00:19:56.540 --> 00:19:57.680 sort of see how,

NOTE Confidence: 0.99984205

00:19:58.619 --> 00:19:59.119 professionalism

NOTE Confidence: 0.9992634

00:19:59.420 --> 00:20:00.240 is important

NOTE Confidence: 0.9584821
00:20:00.780 --> 00:20:02.700 in things like building engaged
NOTE Confidence: 0.9584821
00:20:02.700 --> 00:20:03.920 and productive community.
NOTE Confidence: 0.90598756
00:20:04.460 --> 00:20:06.480 It's obviously important in integrity,
NOTE Confidence: 0.90598756
00:20:06.540 --> 00:20:08.000 reflection, and communication.
NOTE Confidence: 0.9970662
00:20:09.335 --> 00:20:11.175 Generativity is about how we
NOTE Confidence: 0.9970662
00:20:11.175 --> 00:20:11.675 treat
NOTE Confidence: 0.99814457
00:20:12.055 --> 00:20:13.815 and think about developing the
NOTE Confidence: 0.99814457
00:20:13.815 --> 00:20:14.635 next generation
NOTE Confidence: 0.9729814
00:20:15.255 --> 00:20:17.494 of, trainees and and junior
NOTE Confidence: 0.9729814
00:20:17.494 --> 00:20:17.994 faculty.
NOTE Confidence: 0.9697779
00:20:18.535 --> 00:20:20.455 It's obviously important in in
NOTE Confidence: 0.9697779
00:20:20.455 --> 00:20:21.335 the work that we do
NOTE Confidence: 0.9697779
00:20:21.335 --> 00:20:22.155 around inclusion.
NOTE Confidence: 0.96052784
00:20:22.789 --> 00:20:23.750 And, you know, there are
NOTE Confidence: 0.96052784
00:20:23.750 --> 00:20:25.450 also ethical and and,
NOTE Confidence: 0.9994313

00:20:26.230 --> 00:20:28.330 other kinds of policies around
NOTE Confidence: 0.9475617

00:20:28.630 --> 00:20:30.630 discovery, innovation, and scholarship that
NOTE Confidence: 0.9475617

00:20:30.630 --> 00:20:31.270 we need to be,
NOTE Confidence: 0.986837

00:20:31.830 --> 00:20:33.929 attentive to. So this this
NOTE Confidence: 0.9983487

00:20:34.230 --> 00:20:35.830 whole body of work is
NOTE Confidence: 0.9983487

00:20:35.830 --> 00:20:36.570 really informed
NOTE Confidence: 0.9994587

00:20:36.869 --> 00:20:38.010 by our core values.
NOTE Confidence: 0.96337396

00:20:40.365 --> 00:20:41.405 There are, of course, other
NOTE Confidence: 0.96337396

00:20:41.405 --> 00:20:43.425 standards that we're held to
NOTE Confidence: 0.96337396

00:20:43.565 --> 00:20:44.785 in terms of professionalism.
NOTE Confidence: 0.99059033

00:20:45.805 --> 00:20:47.165 I'd encourage everyone to look
NOTE Confidence: 0.99059033

00:20:47.165 --> 00:20:48.145 at the Yale University
NOTE Confidence: 0.954329

00:20:48.925 --> 00:20:50.545 standards of faculty conduct.
NOTE Confidence: 0.99366575

00:20:51.005 --> 00:20:52.605 It's a very brief document
NOTE Confidence: 0.99366575

00:20:52.605 --> 00:20:54.410 that talks about our roles
NOTE Confidence: 0.99366575

00:20:54.410 --> 00:20:56.190 as educators, as researchers

NOTE Confidence: 0.8951137

00:20:56.730 --> 00:20:58.270 and as community members.

NOTE Confidence: 0.9010412

00:20:58.730 --> 00:21:00.730 These are these are standards

NOTE Confidence: 0.9010412

00:21:00.730 --> 00:21:02.490 that apply to all faculty

NOTE Confidence: 0.9010412

00:21:02.490 --> 00:21:03.930 both here at the medical

NOTE Confidence: 0.9010412

00:21:03.930 --> 00:21:05.130 school and at at the

NOTE Confidence: 0.9010412

00:21:05.130 --> 00:21:05.869 other schools

NOTE Confidence: 0.9639187

00:21:06.170 --> 00:21:07.825 throughout the university. Of Of

NOTE Confidence: 0.9639187

00:21:07.825 --> 00:21:09.105 course, the other schools don't

NOTE Confidence: 0.9639187

00:21:09.105 --> 00:21:10.385 have to faculty at the

NOTE Confidence: 0.9639187

00:21:10.385 --> 00:21:11.505 other schools don't have to

NOTE Confidence: 0.9639187

00:21:11.505 --> 00:21:13.525 deal with the clinical mission.

NOTE Confidence: 0.9610459

00:21:13.825 --> 00:21:15.345 And so we also think

NOTE Confidence: 0.9610459

00:21:15.345 --> 00:21:17.605 about policies related to our

NOTE Confidence: 0.9610459

00:21:17.665 --> 00:21:19.505 faculty roles as clinicians. And

NOTE Confidence: 0.9610459

00:21:19.505 --> 00:21:21.445 so the Yale Medicine professionalism

NOTE Confidence: 0.9610459

00:21:21.665 --> 00:21:22.165 charter
NOTE Confidence: 0.90390205

00:21:22.630 --> 00:21:23.830 and the Yale Medicine and
NOTE Confidence: 0.90390205

00:21:23.830 --> 00:21:25.109 and Yale New Haven practice
NOTE Confidence: 0.90390205

00:21:25.109 --> 00:21:25.609 standards
NOTE Confidence: 0.99663883

00:21:26.070 --> 00:21:27.830 are also documents that we
NOTE Confidence: 0.99663883

00:21:27.830 --> 00:21:29.669 rely on as we're thinking
NOTE Confidence: 0.99663883

00:21:29.669 --> 00:21:30.169 about
NOTE Confidence: 0.9979707

00:21:30.470 --> 00:21:31.609 this issue of professionalism.
NOTE Confidence: 0.9393039

00:21:32.630 --> 00:21:34.390 And, you know, it's there
NOTE Confidence: 0.9393039

00:21:34.390 --> 00:21:36.125 really are kind of scattered
NOTE Confidence: 0.9393039

00:21:36.125 --> 00:21:37.804 in multiple places. So if
NOTE Confidence: 0.9393039

00:21:37.804 --> 00:21:39.025 you go to our website
NOTE Confidence: 0.96091306

00:21:39.645 --> 00:21:41.005 under the tab that says
NOTE Confidence: 0.96091306

00:21:41.005 --> 00:21:42.605 developing a shared vision of
NOTE Confidence: 0.96091306

00:21:42.605 --> 00:21:43.105 professionalism,
NOTE Confidence: 0.9909084

00:21:44.044 --> 00:21:44.924 one of the things we

NOTE Confidence: 0.9909084
00:21:44.924 --> 00:21:46.044 first did is just put
NOTE Confidence: 0.9909084
00:21:46.044 --> 00:21:47.085 all of these things that
NOTE Confidence: 0.9909084
00:21:47.085 --> 00:21:48.544 kind of guide us,
NOTE Confidence: 0.9677553
00:21:49.050 --> 00:21:50.490 and anchor our behavior in
NOTE Confidence: 0.9677553
00:21:50.490 --> 00:21:51.770 one spot so,
NOTE Confidence: 0.99943817
00:21:52.090 --> 00:21:54.350 they're easily accessible to you.
NOTE Confidence: 0.94598985
00:21:56.810 --> 00:21:58.270 So what are some examples
NOTE Confidence: 0.94598985
00:21:58.410 --> 00:21:59.790 of unprofessional behavior?
NOTE Confidence: 0.99012184
00:22:00.730 --> 00:22:02.010 You know, it can range
NOTE Confidence: 0.99012184
00:22:02.010 --> 00:22:03.930 from being chronically late to
NOTE Confidence: 0.99012184
00:22:03.930 --> 00:22:04.430 meetings,
NOTE Confidence: 0.99896336
00:22:05.425 --> 00:22:07.205 hostile comments to a colleague
NOTE Confidence: 0.817274
00:22:07.825 --> 00:22:09.285 can get it get
NOTE Confidence: 0.9967648
00:22:10.065 --> 00:22:11.505 more involved in terms of
NOTE Confidence: 0.9967648
00:22:11.505 --> 00:22:12.405 angry yelling
NOTE Confidence: 0.97476864

00:22:12.945 --> 00:22:13.845 or bullying.
NOTE Confidence: 0.93388754

00:22:15.265 --> 00:22:17.045 There can be scientific misconduct
NOTE Confidence: 0.93388754

00:22:17.105 --> 00:22:17.845 on a project.
NOTE Confidence: 0.9847867

00:22:18.385 --> 00:22:19.445 There could be harassment
NOTE Confidence: 0.9996188

00:22:20.140 --> 00:22:21.040 based on appearance
NOTE Confidence: 0.9470269

00:22:21.980 --> 00:22:23.820 and even sexual harassment or
NOTE Confidence: 0.9470269

00:22:23.820 --> 00:22:24.320 misconduct.
NOTE Confidence: 0.9977524

00:22:24.780 --> 00:22:25.980 So, you know, a range
NOTE Confidence: 0.9977524

00:22:25.980 --> 00:22:26.940 of different things that we
NOTE Confidence: 0.9977524

00:22:26.940 --> 00:22:28.299 might think of as being
NOTE Confidence: 0.9977524

00:22:28.299 --> 00:22:28.799 unprofessional.
NOTE Confidence: 0.9642122

00:22:31.900 --> 00:22:33.840 These these behaviors have significant
NOTE Confidence: 0.9642122

00:22:33.980 --> 00:22:35.119 impact on people.
NOTE Confidence: 0.9571987

00:22:35.815 --> 00:22:37.895 You know, psychological distress and
NOTE Confidence: 0.9571987

00:22:37.895 --> 00:22:38.395 anxiety,
NOTE Confidence: 0.98661083

00:22:39.655 --> 00:22:41.675 being subjected to these behaviors

NOTE Confidence: 0.98661083
00:22:41.815 --> 00:22:43.515 can erode your confidence,
NOTE Confidence: 0.95441836
00:22:44.055 --> 00:22:45.255 can lead to higher rates
NOTE Confidence: 0.95441836
00:22:45.255 --> 00:22:46.775 of staff, faculty, and resident
NOTE Confidence: 0.95441836
00:22:46.775 --> 00:22:47.275 turnover
NOTE Confidence: 0.98406696
00:22:47.820 --> 00:22:48.779 at a time when we're
NOTE Confidence: 0.98406696
00:22:48.779 --> 00:22:50.220 trying to, make sure that
NOTE Confidence: 0.98406696
00:22:50.220 --> 00:22:51.919 we have adequate staffing.
NOTE Confidence: 0.98818374
00:22:52.700 --> 00:22:53.980 It's really important to,
NOTE Confidence: 0.9285839
00:22:54.619 --> 00:22:55.679 address these issues,
NOTE Confidence: 0.98936576
00:22:56.059 --> 00:22:57.840 and it it it perpetuates
NOTE Confidence: 0.8937224
00:22:58.220 --> 00:22:59.359 a cycle of bullying
NOTE Confidence: 0.9562395
00:22:59.740 --> 00:23:01.600 and contributes to a negative
NOTE Confidence: 0.9664421
00:23:05.855 --> 00:23:07.295 culture. But what what might
NOTE Confidence: 0.9664421
00:23:07.295 --> 00:23:08.975 be less well known is
NOTE Confidence: 0.9664421
00:23:08.975 --> 00:23:10.655 that these behaviors can also
NOTE Confidence: 0.9664421

00:23:10.655 --> 00:23:11.695 have an impact on the
NOTE Confidence: 0.9664421

00:23:11.695 --> 00:23:13.775 quality of patient care that's
NOTE Confidence: 0.9664421

00:23:13.775 --> 00:23:14.275 provided.
NOTE Confidence: 0.9947319

00:23:15.940 --> 00:23:18.039 So the rates of complications
NOTE Confidence: 0.99881864

00:23:18.580 --> 00:23:19.320 are higher
NOTE Confidence: 0.96812475

00:23:19.619 --> 00:23:21.639 in surgeons who have,
NOTE Confidence: 0.9041367

00:23:22.820 --> 00:23:25.000 had unsolicited patient observations
NOTE Confidence: 0.8310851

00:23:26.179 --> 00:23:26.679 that,
NOTE Confidence: 0.9778298

00:23:27.299 --> 00:23:29.480 that suggested unprofessional behavior
NOTE Confidence: 0.9430358

00:23:29.884 --> 00:23:30.845 as well as,
NOTE Confidence: 0.90397835

00:23:32.205 --> 00:23:33.264 coworker complaints.
NOTE Confidence: 0.9986629

00:23:34.205 --> 00:23:35.004 And I think if you
NOTE Confidence: 0.9986629

00:23:35.004 --> 00:23:36.544 look at the general research
NOTE Confidence: 0.9986629

00:23:36.605 --> 00:23:37.664 regarding psychological
NOTE Confidence: 0.88603073

00:23:38.044 --> 00:23:39.264 safety in general,
NOTE Confidence: 0.9997738

00:23:39.644 --> 00:23:40.304 that literature

NOTE Confidence: 0.94324595

00:23:40.845 --> 00:23:41.744 and the impact

NOTE Confidence: 0.9287674

00:23:42.570 --> 00:23:43.789 on patient care.

NOTE Confidence: 0.99833894

00:23:45.130 --> 00:23:46.890 Again, that further supports these

NOTE Confidence: 0.99833894

00:23:46.890 --> 00:23:47.390 connections.

NOTE Confidence: 0.9990969

00:23:51.289 --> 00:23:52.250 I think I'll talk to

NOTE Confidence: 0.9990969

00:23:52.250 --> 00:23:53.789 you about our reporting mechanisms.

NOTE Confidence: 0.9094723

00:23:56.330 --> 00:23:57.070 Our office,

NOTE Confidence: 0.94370013

00:23:58.465 --> 00:23:58.965 there

NOTE Confidence: 0.999729

00:23:59.425 --> 00:24:00.945 are multiple ways to reach

NOTE Confidence: 0.999729

00:24:00.945 --> 00:24:01.445 us.

NOTE Confidence: 0.998085

00:24:02.865 --> 00:24:03.925 We have a dedicated

NOTE Confidence: 0.9838775

00:24:04.385 --> 00:24:05.445 phone number,

NOTE Confidence: 0.99856246

00:24:06.065 --> 00:24:07.185 that is we do our

NOTE Confidence: 0.99856246

00:24:07.185 --> 00:24:08.625 best to answer live as

NOTE Confidence: 0.99856246

00:24:08.625 --> 00:24:10.065 as best we can. It

NOTE Confidence: 0.99856246

00:24:10.065 --> 00:24:11.045 does have a confidential
NOTE Confidence: 0.97127765

00:24:11.665 --> 00:24:13.425 voice mailbox just in case,
NOTE Confidence: 0.97127765

00:24:13.425 --> 00:24:14.760 but we do we do
NOTE Confidence: 0.97127765

00:24:14.760 --> 00:24:15.800 answer we try to do
NOTE Confidence: 0.97127765

00:24:15.800 --> 00:24:16.920 our best to answer it
NOTE Confidence: 0.97127765

00:24:16.920 --> 00:24:18.119 with a live person in
NOTE Confidence: 0.97127765

00:24:18.119 --> 00:24:19.180 case someone calls.
NOTE Confidence: 0.9939673

00:24:19.800 --> 00:24:21.240 We have a dedicated, again,
NOTE Confidence: 0.9939673

00:24:21.240 --> 00:24:21.740 confidential
NOTE Confidence: 0.99886924

00:24:22.200 --> 00:24:23.560 email address that is only
NOTE Confidence: 0.99886924

00:24:23.560 --> 00:24:24.619 accessible by
NOTE Confidence: 0.97671187

00:24:25.080 --> 00:24:26.119 through our office through a
NOTE Confidence: 0.97671187

00:24:26.119 --> 00:24:27.494 couple people in our office.
NOTE Confidence: 0.98975

00:24:28.055 --> 00:24:29.655 We also have the infamous
NOTE Confidence: 0.98975

00:24:29.655 --> 00:24:31.734 red button, which is on,
NOTE Confidence: 0.9393862

00:24:32.375 --> 00:24:33.975 scattered throughout the school of

NOTE Confidence: 0.9393862
00:24:33.975 --> 00:24:34.955 medicine website.
NOTE Confidence: 0.9375279
00:24:36.375 --> 00:24:36.875 This,
NOTE Confidence: 0.97136045
00:24:38.215 --> 00:24:39.994 this button, which which
NOTE Confidence: 0.84168655
00:24:41.320 --> 00:24:43.260 is reads report a professionalism
NOTE Confidence: 0.84168655
00:24:43.559 --> 00:24:44.059 concern,
NOTE Confidence: 0.95117265
00:24:44.679 --> 00:24:46.600 links you directly to a
NOTE Confidence: 0.95117265
00:24:46.600 --> 00:24:48.279 a what we call the
NOTE Confidence: 0.95117265
00:24:48.279 --> 00:24:48.779 professionalism
NOTE Confidence: 0.9674667
00:24:49.080 --> 00:24:51.659 concern form and allows individuals
NOTE Confidence: 0.99979365
00:24:52.119 --> 00:24:52.859 to report
NOTE Confidence: 0.9482169
00:24:53.925 --> 00:24:55.865 acts of of,
NOTE Confidence: 0.97725844
00:24:57.045 --> 00:24:57.705 of unprofessionalism
NOTE Confidence: 0.98789656
00:24:58.485 --> 00:25:00.105 or other acts of bullying,
NOTE Confidence: 0.988165
00:25:01.045 --> 00:25:02.325 anything that they feel is
NOTE Confidence: 0.988165
00:25:02.325 --> 00:25:02.905 a professionalism
NOTE Confidence: 0.982985

00:25:03.285 --> 00:25:03.785 concern.
NOTE Confidence: 0.9940949

00:25:04.165 --> 00:25:05.705 Our office is a central
NOTE Confidence: 0.9940949

00:25:06.005 --> 00:25:06.905 kind of reporting
NOTE Confidence: 0.988451

00:25:08.170 --> 00:25:09.470 hub, if you will,
NOTE Confidence: 0.99924827

00:25:11.369 --> 00:25:12.590 for all professionalism
NOTE Confidence: 0.9980113

00:25:12.890 --> 00:25:14.410 concerns. We're certainly not the
NOTE Confidence: 0.9980113

00:25:14.410 --> 00:25:14.910 exclusive
NOTE Confidence: 0.99867684

00:25:15.290 --> 00:25:16.730 mechanism for doing that, but
NOTE Confidence: 0.99867684

00:25:16.730 --> 00:25:18.330 we we do one of
NOTE Confidence: 0.99867684

00:25:18.330 --> 00:25:19.950 our charges is to triage
NOTE Confidence: 0.9581047

00:25:20.570 --> 00:25:22.270 complaints that might come in,
NOTE Confidence: 0.9991388

00:25:23.015 --> 00:25:23.994 from students,
NOTE Confidence: 0.98112106

00:25:24.615 --> 00:25:25.115 residents,
NOTE Confidence: 0.9992755

00:25:26.615 --> 00:25:27.115 trainees,
NOTE Confidence: 0.99847436

00:25:27.734 --> 00:25:29.494 junior faculty, senior faculty,
NOTE Confidence: 0.95167696

00:25:29.975 --> 00:25:30.475 anyone,

NOTE Confidence: 0.9773962
00:25:31.414 --> 00:25:33.015 related to to concerns of
NOTE Confidence: 0.9773962
00:25:33.015 --> 00:25:34.294 professionalism in the school of
NOTE Confidence: 0.9773962
00:25:34.294 --> 00:25:36.875 medicine. We obviously only have
NOTE Confidence: 0.9950041
00:25:38.309 --> 00:25:39.990 jurisdiction, if you will, over
NOTE Confidence: 0.9950041
00:25:39.990 --> 00:25:40.490 faculty
NOTE Confidence: 0.9790125
00:25:41.029 --> 00:25:41.529 issues,
NOTE Confidence: 0.94065547
00:25:41.909 --> 00:25:43.450 but we're charged with,
NOTE Confidence: 0.99963367
00:25:44.549 --> 00:25:45.049 triaging
NOTE Confidence: 0.99938786
00:25:45.350 --> 00:25:46.169 these concerns
NOTE Confidence: 0.94983023
00:25:46.549 --> 00:25:47.909 to the appropriate place within
NOTE Confidence: 0.94983023
00:25:47.909 --> 00:25:49.109 the university because in a
NOTE Confidence: 0.94983023
00:25:49.109 --> 00:25:50.325 big place like this, school
NOTE Confidence: 0.94983023
00:25:50.325 --> 00:25:51.705 of medicine or the university,
NOTE Confidence: 0.99860233
00:25:52.005 --> 00:25:53.065 as you can imagine,
NOTE Confidence: 0.98310566
00:25:53.365 --> 00:25:54.404 sometimes it's hard to know
NOTE Confidence: 0.98310566

00:25:54.404 --> 00:25:55.945 which office to go to.
NOTE Confidence: 0.9885373

00:25:56.565 --> 00:25:57.065 And
NOTE Confidence: 0.97374296

00:25:57.365 --> 00:25:58.565 one of our charges is
NOTE Confidence: 0.97374296

00:25:58.565 --> 00:25:59.365 to do that and to
NOTE Confidence: 0.97374296

00:25:59.365 --> 00:26:00.585 help people do that.
NOTE Confidence: 0.98116374

00:26:01.205 --> 00:26:02.725 In addition, people can reach
NOTE Confidence: 0.98116374

00:26:02.725 --> 00:26:04.505 us through the university hotline.
NOTE Confidence: 0.98116374

00:26:04.619 --> 00:26:05.600 Now this is a university
NOTE Confidence: 0.98161757

00:26:06.059 --> 00:26:06.559 resource,
NOTE Confidence: 0.99551195

00:26:07.580 --> 00:26:08.640 that is actually
NOTE Confidence: 0.94144493

00:26:10.619 --> 00:26:12.300 through a vendor, a third
NOTE Confidence: 0.94144493

00:26:12.300 --> 00:26:13.119 party vendor.
NOTE Confidence: 0.99964195

00:26:13.660 --> 00:26:14.800 It allows individuals
NOTE Confidence: 0.9417152

00:26:15.500 --> 00:26:16.720 to report anonymously,
NOTE Confidence: 0.99674714

00:26:19.020 --> 00:26:19.520 and
NOTE Confidence: 0.9202153

00:26:20.115 --> 00:26:22.035 I think most importantly allows

NOTE Confidence: 0.9202153
00:26:22.035 --> 00:26:22.535 us
NOTE Confidence: 0.9995767
00:26:22.994 --> 00:26:24.135 to continue
NOTE Confidence: 0.96163905
00:26:25.155 --> 00:26:26.695 to correspond with a person
NOTE Confidence: 0.96163905
00:26:26.835 --> 00:26:28.615 kind of shrouded in anonymity.
NOTE Confidence: 0.9831119
00:26:29.795 --> 00:26:30.855 You're able to,
NOTE Confidence: 0.9996215
00:26:31.875 --> 00:26:33.859 include a kind of
NOTE Confidence: 0.9305697
00:26:34.320 --> 00:26:36.160 protected email, so we can
NOTE Confidence: 0.9305697
00:26:36.160 --> 00:26:37.200 email and go back and
NOTE Confidence: 0.9305697
00:26:37.200 --> 00:26:37.700 forth.
NOTE Confidence: 0.99946964
00:26:38.160 --> 00:26:39.680 We can post questions for
NOTE Confidence: 0.99946964
00:26:39.680 --> 00:26:40.900 the person who reports
NOTE Confidence: 0.94173
00:26:41.359 --> 00:26:42.580 and then call back.
NOTE Confidence: 0.9635006
00:26:43.680 --> 00:26:44.640 And so that's a real
NOTE Confidence: 0.9635006
00:26:44.640 --> 00:26:46.420 advantage, particularly in a complex
NOTE Confidence: 0.9635006
00:26:46.559 --> 00:26:47.540 type of case,
NOTE Confidence: 0.9908857

00:26:49.244 --> 00:26:50.365 to to be using the
NOTE Confidence: 0.9908857

00:26:50.365 --> 00:26:51.025 the hotline.
NOTE Confidence: 0.96258795

00:26:51.725 --> 00:26:53.965 The Yale professionalism concern form
NOTE Confidence: 0.96258795

00:26:53.965 --> 00:26:55.645 does allow for anonymous reporting,
NOTE Confidence: 0.96258795

00:26:55.645 --> 00:26:56.845 so someone does not need
NOTE Confidence: 0.96258795

00:26:56.845 --> 00:26:57.905 to put their name.
NOTE Confidence: 0.96588534

00:26:59.085 --> 00:27:00.605 We, again, we encourage people
NOTE Confidence: 0.96588534

00:27:00.605 --> 00:27:02.145 if it's a complex issue
NOTE Confidence: 0.96588534

00:27:02.365 --> 00:27:02.865 to
NOTE Confidence: 0.9418005

00:27:03.430 --> 00:27:04.890 share use the hotline,
NOTE Confidence: 0.94568264

00:27:05.430 --> 00:27:07.030 but because we can't correspond
NOTE Confidence: 0.94568264

00:27:07.030 --> 00:27:08.650 with folks through the anonymous,
NOTE Confidence: 0.9208291

00:27:08.950 --> 00:27:10.570 through our anonymous reporting form,
NOTE Confidence: 0.9208291

00:27:10.790 --> 00:27:11.290 but,
NOTE Confidence: 0.9705592

00:27:12.470 --> 00:27:13.910 it does allow for anonymous
NOTE Confidence: 0.9705592

00:27:13.910 --> 00:27:14.410 reporting,

NOTE Confidence: 0.9557529
00:27:15.109 --> 00:27:16.310 so people can,
NOTE Confidence: 0.9991399
00:27:17.054 --> 00:27:18.595 at least raise their concerns.
NOTE Confidence: 0.9991399
00:27:18.654 --> 00:27:19.695 The other thing that I
NOTE Confidence: 0.9991399
00:27:19.695 --> 00:27:21.394 always encourage people to do
NOTE Confidence: 0.9991399
00:27:21.615 --> 00:27:22.115 is,
NOTE Confidence: 0.9996084
00:27:22.575 --> 00:27:23.234 you know,
NOTE Confidence: 0.9931704
00:27:23.934 --> 00:27:25.934 at least call us, contact
NOTE Confidence: 0.9931704
00:27:25.934 --> 00:27:27.394 us, and and,
NOTE Confidence: 0.9909155
00:27:28.335 --> 00:27:29.820 kind of come come to
NOTE Confidence: 0.9909155
00:27:29.820 --> 00:27:31.020 us so that we can
NOTE Confidence: 0.9909155
00:27:31.020 --> 00:27:32.240 at least start a conversation
NOTE Confidence: 0.9909155
00:27:32.539 --> 00:27:33.919 around things like confidentiality
NOTE Confidence: 0.9950401
00:27:34.220 --> 00:27:35.419 and all those other the
NOTE Confidence: 0.9950401
00:27:35.419 --> 00:27:36.159 other pieces.
NOTE Confidence: 0.9725388
00:27:37.260 --> 00:27:38.700 We have many times if
NOTE Confidence: 0.9725388

00:27:38.700 --> 00:27:39.740 we have a trainee or
NOTE Confidence: 0.9725388

00:27:39.740 --> 00:27:41.179 a student, they'll say, I'm
NOTE Confidence: 0.9725388

00:27:41.179 --> 00:27:42.539 raising this concern, but can
NOTE Confidence: 0.9725388

00:27:42.539 --> 00:27:44.065 you wait until I'm done
NOTE Confidence: 0.9725388

00:27:44.065 --> 00:27:45.265 with this rotation, or can
NOTE Confidence: 0.9725388

00:27:45.265 --> 00:27:46.625 you wait for six months,
NOTE Confidence: 0.9725388

00:27:46.625 --> 00:27:47.665 you know, in order to
NOTE Confidence: 0.9725388

00:27:47.665 --> 00:27:49.125 address it just to protect,
NOTE Confidence: 0.92539096

00:27:49.665 --> 00:27:51.365 kind of my identity? So,
NOTE Confidence: 0.92539096

00:27:51.585 --> 00:27:52.865 again, we do things like
NOTE Confidence: 0.92539096

00:27:52.865 --> 00:27:54.225 that, but but it the
NOTE Confidence: 0.92539096

00:27:54.225 --> 00:27:54.965 the two
NOTE Confidence: 0.9485083

00:27:55.440 --> 00:27:57.220 anonymous reporting and neck mechanisms
NOTE Confidence: 0.9485083

00:27:57.279 --> 00:27:58.559 would be the university hotline
NOTE Confidence: 0.9485083

00:27:58.559 --> 00:27:59.859 and the concern form.
NOTE Confidence: 0.98882544

00:28:02.000 --> 00:28:03.440 So what happens when someone

NOTE Confidence: 0.98882544
00:28:03.440 --> 00:28:05.039 reports a reports a concern
NOTE Confidence: 0.98882544
00:28:05.039 --> 00:28:06.320 to our office? I always
NOTE Confidence: 0.98882544
00:28:06.480 --> 00:28:07.679 you know, I think one
NOTE Confidence: 0.98882544
00:28:07.679 --> 00:28:09.539 of the concerns always is,
NOTE Confidence: 0.9863099
00:28:09.845 --> 00:28:10.885 you know, I'm gonna raise
NOTE Confidence: 0.9863099
00:28:10.885 --> 00:28:12.484 a concern, and then next
NOTE Confidence: 0.9863099
00:28:12.484 --> 00:28:13.445 thing you know, I'm no
NOTE Confidence: 0.9863099
00:28:13.445 --> 00:28:14.805 longer driving the car. Right?
NOTE Confidence: 0.9863099
00:28:14.805 --> 00:28:16.244 Someone else has taken over,
NOTE Confidence: 0.9863099
00:28:16.244 --> 00:28:17.285 and I no longer have
NOTE Confidence: 0.9863099
00:28:17.285 --> 00:28:18.265 control. And
NOTE Confidence: 0.99816084
00:28:18.565 --> 00:28:19.845 that is a very, I
NOTE Confidence: 0.99816084
00:28:19.845 --> 00:28:20.744 think, understandable
NOTE Confidence: 0.98195255
00:28:21.205 --> 00:28:23.445 fear and anxiety about raising
NOTE Confidence: 0.98195255
00:28:23.445 --> 00:28:25.160 concerns. So we like to
NOTE Confidence: 0.98195255

00:28:25.160 --> 00:28:26.760 kind of lay out what
NOTE Confidence: 0.98195255

00:28:26.760 --> 00:28:28.119 we do and how it
NOTE Confidence: 0.98195255

00:28:28.359 --> 00:28:29.400 you know, just a general
NOTE Confidence: 0.98195255

00:28:29.400 --> 00:28:29.900 process.
NOTE Confidence: 0.9974767

00:28:31.080 --> 00:28:32.359 The first step is always
NOTE Confidence: 0.9974767

00:28:32.359 --> 00:28:33.880 intake. So when someone raises
NOTE Confidence: 0.9974767

00:28:33.880 --> 00:28:35.260 a concern with our office,
NOTE Confidence: 0.96323717

00:28:35.640 --> 00:28:36.859 we reach out to them,
NOTE Confidence: 0.9962078

00:28:37.275 --> 00:28:38.955 and we ask them kind
NOTE Confidence: 0.9962078

00:28:38.955 --> 00:28:40.175 of about their confidentiality
NOTE Confidence: 0.99348766

00:28:40.715 --> 00:28:42.495 parameters. Like, are you comfortable
NOTE Confidence: 0.99348766

00:28:42.555 --> 00:28:43.675 with me raising this? How
NOTE Confidence: 0.99348766

00:28:43.675 --> 00:28:44.555 would you like me to
NOTE Confidence: 0.99348766

00:28:44.555 --> 00:28:45.215 raise this?
NOTE Confidence: 0.9608382

00:28:45.835 --> 00:28:47.115 And, you know, we talk,
NOTE Confidence: 0.9608382

00:28:47.115 --> 00:28:48.635 and we learn to we

NOTE Confidence: 0.9608382
00:28:48.635 --> 00:28:49.675 we kind of figure things
NOTE Confidence: 0.9608382
00:28:49.675 --> 00:28:50.010 out.
NOTE Confidence: 0.96329355
00:28:50.810 --> 00:28:52.010 If something happened in a
NOTE Confidence: 0.96329355
00:28:52.010 --> 00:28:53.210 hallway or in an eight
NOTE Confidence: 0.96329355
00:28:53.370 --> 00:28:55.370 or, an OR and there
NOTE Confidence: 0.96329355
00:28:55.370 --> 00:28:56.650 were other people around, we
NOTE Confidence: 0.96329355
00:28:56.650 --> 00:28:57.610 talk about how we can
NOTE Confidence: 0.96329355
00:28:57.610 --> 00:28:59.230 do that. In some instances,
NOTE Confidence: 0.96329355
00:28:59.290 --> 00:29:00.010 if it was a one
NOTE Confidence: 0.96329355
00:29:00.010 --> 00:29:00.990 on one conversation
NOTE Confidence: 0.91583705
00:29:01.610 --> 00:29:02.970 that they you know, and
NOTE Confidence: 0.91583705
00:29:02.970 --> 00:29:04.430 there's concern about retaliation,
NOTE Confidence: 0.94874144
00:29:05.735 --> 00:29:07.335 We talk about it it
NOTE Confidence: 0.94874144
00:29:07.335 --> 00:29:08.455 may take on a a
NOTE Confidence: 0.94874144
00:29:08.455 --> 00:29:10.155 kind of a coaching almost,
NOTE Confidence: 0.94874144

00:29:10.375 --> 00:29:11.035 a consultation
NOTE Confidence: 0.93489885

00:29:11.335 --> 00:29:12.875 with the person, or,
NOTE Confidence: 0.9817034

00:29:14.135 --> 00:29:15.895 you know, resources, those types
NOTE Confidence: 0.9817034

00:29:15.895 --> 00:29:16.875 of things. So,
NOTE Confidence: 0.9511339

00:29:17.175 --> 00:29:18.295 the a lot of things
NOTE Confidence: 0.9511339

00:29:18.295 --> 00:29:19.655 happen in the intake, and
NOTE Confidence: 0.9511339

00:29:19.655 --> 00:29:21.750 we're really exploring what happened,
NOTE Confidence: 0.99346983

00:29:22.050 --> 00:29:23.730 but also the person's comfort
NOTE Confidence: 0.99346983

00:29:23.730 --> 00:29:25.250 level and well-being during that
NOTE Confidence: 0.99346983

00:29:25.250 --> 00:29:25.750 phase.
NOTE Confidence: 0.99396867

00:29:26.530 --> 00:29:28.390 Second step is to triage.
NOTE Confidence: 0.99836814

00:29:29.650 --> 00:29:31.410 And, you know, we have
NOTE Confidence: 0.99836814

00:29:31.410 --> 00:29:32.550 a number of professionalism
NOTE Confidence: 0.95211506

00:29:32.930 --> 00:29:34.470 partners throughout the university,
NOTE Confidence: 0.97111434

00:29:35.010 --> 00:29:35.990 the office of
NOTE Confidence: 0.9114058

00:29:36.424 --> 00:29:36.924 collaborative,

NOTE Confidence: 0.9902018

00:29:37.465 --> 00:29:37.965 excellence

NOTE Confidence: 0.9684471

00:29:38.265 --> 00:29:40.125 in the, school of medicine,

NOTE Confidence: 0.99299115

00:29:40.585 --> 00:29:42.105 the office of institutional equity

NOTE Confidence: 0.99299115

00:29:42.105 --> 00:29:42.845 and accessibility,

NOTE Confidence: 0.9995297

00:29:43.225 --> 00:29:44.745 which is a university office

NOTE Confidence: 0.9995297

00:29:44.745 --> 00:29:46.044 that deals with discrimination

NOTE Confidence: 0.9764744

00:29:46.424 --> 00:29:48.684 and, hostile environment harassment.

NOTE Confidence: 0.9902048

00:29:49.784 --> 00:29:50.745 So one of the things

NOTE Confidence: 0.9902048

00:29:50.745 --> 00:29:52.105 we first we we do

NOTE Confidence: 0.9902048

00:29:52.105 --> 00:29:53.779 as our second step is,

NOTE Confidence: 0.9902048

00:29:54.000 --> 00:29:55.759 do we need to engage

NOTE Confidence: 0.9902048

00:29:55.759 --> 00:29:56.820 one of our professionalism

NOTE Confidence: 0.96560425

00:29:57.120 --> 00:29:58.480 partners because it's really more

NOTE Confidence: 0.96560425

00:29:58.480 --> 00:30:00.179 appropriately handled by them,

NOTE Confidence: 0.9745452

00:30:01.279 --> 00:30:02.399 or do we be given

NOTE Confidence: 0.9745452

00:30:02.399 --> 00:30:04.159 the nature of what is
NOTE Confidence: 0.9745452

00:30:04.159 --> 00:30:05.279 kind of the concern is?
NOTE Confidence: 0.9745452

00:30:05.279 --> 00:30:06.320 Do we need to escalate
NOTE Confidence: 0.9745452

00:30:06.320 --> 00:30:07.615 it? And, again, we discuss
NOTE Confidence: 0.9745452

00:30:07.615 --> 00:30:08.335 a lot of that in
NOTE Confidence: 0.9745452

00:30:08.335 --> 00:30:09.934 the intake stage with the
NOTE Confidence: 0.9745452

00:30:09.934 --> 00:30:11.715 individual who comes forward.
NOTE Confidence: 0.9834392

00:30:13.375 --> 00:30:14.495 Step three is to take
NOTE Confidence: 0.9834392

00:30:14.495 --> 00:30:15.775 steps to address it, and
NOTE Confidence: 0.9834392

00:30:15.775 --> 00:30:17.295 that can again, that's a
NOTE Confidence: 0.9834392

00:30:17.295 --> 00:30:18.735 true function of what the
NOTE Confidence: 0.9834392

00:30:18.735 --> 00:30:20.815 the nature and seriousness of
NOTE Confidence: 0.9834392

00:30:20.815 --> 00:30:22.470 the concern that's brought forward,
NOTE Confidence: 0.9997639

00:30:23.429 --> 00:30:24.650 and the confidentiality
NOTE Confidence: 0.9997929

00:30:25.030 --> 00:30:25.530 parameters
NOTE Confidence: 0.9980245

00:30:25.990 --> 00:30:27.110 that we've discussed with the

NOTE Confidence: 0.9980245

00:30:27.110 --> 00:30:28.650 individual who's brought the concern

NOTE Confidence: 0.9980245

00:30:28.789 --> 00:30:29.850 forward. So

NOTE Confidence: 0.9393852

00:30:30.230 --> 00:30:30.950 there are a number of

NOTE Confidence: 0.9393852

00:30:30.950 --> 00:30:32.650 options. Inform, discuss

NOTE Confidence: 0.96340114

00:30:33.030 --> 00:30:34.730 with the individual who's allegedly

NOTE Confidence: 0.96340114

00:30:34.950 --> 00:30:36.169 engaged in this behavior.

NOTE Confidence: 0.9971021

00:30:36.695 --> 00:30:37.195 Sometimes

NOTE Confidence: 0.8852805

00:30:37.495 --> 00:30:38.955 engaging the faculty leader

NOTE Confidence: 0.90084577

00:30:39.495 --> 00:30:41.095 and having the faculty leader

NOTE Confidence: 0.90084577

00:30:41.095 --> 00:30:42.075 be that a

NOTE Confidence: 0.893452

00:30:42.455 --> 00:30:43.434 a program director,

NOTE Confidence: 0.9506159

00:30:43.975 --> 00:30:45.015 a a section chief, a

NOTE Confidence: 0.9506159

00:30:45.015 --> 00:30:46.375 division chief, or a chair

NOTE Confidence: 0.9506159

00:30:46.375 --> 00:30:47.275 in some instances,

NOTE Confidence: 0.98073816

00:30:47.975 --> 00:30:49.830 kind of engaging them and

NOTE Confidence: 0.98073816

00:30:49.830 --> 00:30:51.350 walking alongside them as we

NOTE Confidence: 0.98073816

00:30:51.350 --> 00:30:52.470 kind of figure out what

NOTE Confidence: 0.98073816

00:30:52.470 --> 00:30:53.909 to do, or perhaps they

NOTE Confidence: 0.98073816

00:30:53.909 --> 00:30:54.950 address it directly with the

NOTE Confidence: 0.98073816

00:30:54.950 --> 00:30:55.929 faculty member.

NOTE Confidence: 0.9901369

00:30:56.630 --> 00:30:58.630 In some instances, given the

NOTE Confidence: 0.9901369

00:30:58.630 --> 00:31:00.309 nature of kind of the

NOTE Confidence: 0.9901369

00:31:00.309 --> 00:31:01.990 concern that's raised, we our

NOTE Confidence: 0.9901369

00:31:01.990 --> 00:31:03.985 office does do, like, more

NOTE Confidence: 0.9901369

00:31:03.985 --> 00:31:05.525 formal fact finding.

NOTE Confidence: 0.980356

00:31:07.025 --> 00:31:09.025 And we always, as part

NOTE Confidence: 0.980356

00:31:09.025 --> 00:31:10.645 of addressing the concern,

NOTE Confidence: 0.99358207

00:31:11.265 --> 00:31:12.945 always talk about with the

NOTE Confidence: 0.99358207

00:31:12.945 --> 00:31:13.445 individual

NOTE Confidence: 0.98015445

00:31:14.225 --> 00:31:15.825 that we're we're dealing with

NOTE Confidence: 0.98015445

00:31:15.825 --> 00:31:17.025 it. We're we're trying to

NOTE Confidence: 0.98015445
00:31:17.025 --> 00:31:18.145 kind of address the concern
NOTE Confidence: 0.98015445
00:31:18.145 --> 00:31:19.529 with. We always talk about
NOTE Confidence: 0.98015445
00:31:19.529 --> 00:31:21.149 the no retaliation prohibition.
NOTE Confidence: 0.9748983
00:31:21.929 --> 00:31:24.409 Anyone who who uses our
NOTE Confidence: 0.9748983
00:31:24.570 --> 00:31:26.009 who brings a concern forward
NOTE Confidence: 0.9748983
00:31:26.009 --> 00:31:27.529 to our office as well
NOTE Confidence: 0.9748983
00:31:27.529 --> 00:31:28.649 as other offices in the
NOTE Confidence: 0.9748983
00:31:28.649 --> 00:31:29.149 university
NOTE Confidence: 0.9726606
00:31:29.529 --> 00:31:30.990 are protected from retaliation.
NOTE Confidence: 0.96280104
00:31:32.330 --> 00:31:34.875 And, you know, we and
NOTE Confidence: 0.96280104
00:31:34.875 --> 00:31:36.555 retaliation is always a common
NOTE Confidence: 0.96280104
00:31:36.555 --> 00:31:38.155 fear raised by people. You
NOTE Confidence: 0.96280104
00:31:38.155 --> 00:31:39.515 know, I think, again, concern
NOTE Confidence: 0.96280104
00:31:39.515 --> 00:31:40.495 raised by folks.
NOTE Confidence: 0.9732674
00:31:41.275 --> 00:31:41.915 I don't want you to
NOTE Confidence: 0.9732674

00:31:41.915 --> 00:31:43.115 do anything because I'm I'm
NOTE Confidence: 0.9732674

00:31:43.115 --> 00:31:44.735 concerned. I'm in this lab.
NOTE Confidence: 0.94293475

00:31:45.595 --> 00:31:46.655 I'm in this rotation,
NOTE Confidence: 0.9803274

00:31:47.035 --> 00:31:48.340 or I'm a junior faculty
NOTE Confidence: 0.9803274

00:31:48.340 --> 00:31:49.700 member. They're a senior faculty
NOTE Confidence: 0.9803274

00:31:49.700 --> 00:31:50.200 member.
NOTE Confidence: 0.9890711

00:31:50.659 --> 00:31:51.700 I'll be up for promotion
NOTE Confidence: 0.9890711

00:31:51.700 --> 00:31:52.500 in a couple of years.
NOTE Confidence: 0.9890711

00:31:52.500 --> 00:31:53.000 So
NOTE Confidence: 0.84493625

00:31:53.380 --> 00:31:55.080 we navigate with the retaliation
NOTE Confidence: 0.9137555

00:31:55.380 --> 00:31:57.240 concerns and with how we
NOTE Confidence: 0.9137555

00:31:57.539 --> 00:31:58.840 we actually handle
NOTE Confidence: 0.95595235

00:31:59.140 --> 00:32:00.360 or address the concern,
NOTE Confidence: 0.8678408

00:32:00.980 --> 00:32:01.720 but also
NOTE Confidence: 0.99988145

00:32:02.515 --> 00:32:03.655 with respect to
NOTE Confidence: 0.98948073

00:32:04.195 --> 00:32:06.135 really educating the individual,

NOTE Confidence: 0.92534596
00:32:07.395 --> 00:32:09.635 about the, the individual that
NOTE Confidence: 0.92534596
00:32:09.635 --> 00:32:10.915 we're, you know, kind of
NOTE Confidence: 0.92534596
00:32:10.915 --> 00:32:12.595 engaging with who's alleged to
NOTE Confidence: 0.92534596
00:32:12.595 --> 00:32:13.735 have gated the behavior,
NOTE Confidence: 0.962161
00:32:14.355 --> 00:32:15.960 really talking to them about
NOTE Confidence: 0.962161
00:32:16.120 --> 00:32:17.799 what retaliation is and how
NOTE Confidence: 0.962161
00:32:17.799 --> 00:32:19.880 it's prohibited and and really
NOTE Confidence: 0.962161
00:32:19.880 --> 00:32:22.220 doing some education there. Then
NOTE Confidence: 0.962161
00:32:22.440 --> 00:32:23.880 the fourth step is our
NOTE Confidence: 0.962161
00:32:23.880 --> 00:32:26.140 is our, intervention step.
NOTE Confidence: 0.99345815
00:32:27.480 --> 00:32:29.179 It is remediation oriented.
NOTE Confidence: 0.99265355
00:32:29.705 --> 00:32:31.085 We aim to be timely,
NOTE Confidence: 0.99265355
00:32:31.145 --> 00:32:32.525 responsive, and proportional.
NOTE Confidence: 0.9830958
00:32:33.945 --> 00:32:35.265 Again, kind of and it
NOTE Confidence: 0.9830958
00:32:35.305 --> 00:32:36.505 it's really a focus on
NOTE Confidence: 0.9830958

00:32:36.505 --> 00:32:38.045 education and changing behaviors.

NOTE Confidence: 0.9954333

00:32:38.745 --> 00:32:40.365 And, again, no retaliation

NOTE Confidence: 0.99555415

00:32:40.745 --> 00:32:42.630 is emphasized in that step

NOTE Confidence: 0.99555415

00:32:42.630 --> 00:32:44.150 as well. As I always

NOTE Confidence: 0.99555415

00:32:44.150 --> 00:32:45.050 tell faculty,

NOTE Confidence: 0.9576995

00:32:45.430 --> 00:32:46.470 you know, listen. Right now,

NOTE Confidence: 0.9576995

00:32:46.470 --> 00:32:47.590 this program, I I don't

NOTE Confidence: 0.9576995

00:32:47.590 --> 00:32:48.470 know which camera to go

NOTE Confidence: 0.9576995

00:32:48.470 --> 00:32:49.910 to, but, like, right now,

NOTE Confidence: 0.9576995

00:32:49.910 --> 00:32:51.670 this this problem is this

NOTE Confidence: 0.9576995

00:32:51.670 --> 00:32:53.430 big. If there are acts

NOTE Confidence: 0.9576995

00:32:53.430 --> 00:32:55.350 of retaliation, it becomes much

NOTE Confidence: 0.9576995

00:32:55.350 --> 00:32:55.850 bigger,

NOTE Confidence: 0.995923

00:32:56.755 --> 00:32:58.115 because this isn't about, like,

NOTE Confidence: 0.995923

00:32:58.115 --> 00:32:59.175 a harsh word

NOTE Confidence: 0.9945205

00:32:59.554 --> 00:33:00.915 or, you know, kind of

NOTE Confidence: 0.9945205

00:33:00.915 --> 00:33:02.455 a meltdown in the OR.

NOTE Confidence: 0.9945205

00:33:02.595 --> 00:33:03.975 It then becomes about

NOTE Confidence: 0.8119659

00:33:04.275 --> 00:33:06.135 a, a a violation

NOTE Confidence: 0.9580248

00:33:06.515 --> 00:33:07.975 or an act that violates

NOTE Confidence: 0.9580248

00:33:08.035 --> 00:33:09.975 policy but also really harms

NOTE Confidence: 0.99509645

00:33:10.300 --> 00:33:12.140 the culture of the school,

NOTE Confidence: 0.99509645

00:33:12.140 --> 00:33:13.260 and we take that very

NOTE Confidence: 0.99509645

00:33:13.260 --> 00:33:13.760 seriously.

NOTE Confidence: 0.9997088

00:33:14.220 --> 00:33:15.760 It's a very serious offense.

NOTE Confidence: 0.9998224

00:33:16.140 --> 00:33:16.960 Step five

NOTE Confidence: 0.99693495

00:33:18.140 --> 00:33:19.200 is our follow-up.

NOTE Confidence: 0.95017743

00:33:19.580 --> 00:33:21.100 We we've closed the we

NOTE Confidence: 0.95017743

00:33:21.100 --> 00:33:22.640 close kind of the matter.

NOTE Confidence: 0.95017743

00:33:22.780 --> 00:33:24.395 We've we move back to

NOTE Confidence: 0.95017743

00:33:24.395 --> 00:33:26.155 the person who had raised

NOTE Confidence: 0.95017743

00:33:26.155 --> 00:33:27.195 the concern and say, listen.
NOTE Confidence: 0.95017743

00:33:27.195 --> 00:33:28.255 This has been addressed.
NOTE Confidence: 0.95786303

00:33:29.755 --> 00:33:30.794 We look if there were
NOTE Confidence: 0.95786303

00:33:30.794 --> 00:33:32.554 any kind of trainings or
NOTE Confidence: 0.95786303

00:33:32.554 --> 00:33:33.595 things that need to be
NOTE Confidence: 0.95786303

00:33:33.595 --> 00:33:34.794 done as part of the
NOTE Confidence: 0.95786303

00:33:34.794 --> 00:33:35.294 remediation.
NOTE Confidence: 0.99966425

00:33:35.595 --> 00:33:36.655 We're charged with
NOTE Confidence: 0.8847405

00:33:37.050 --> 00:33:37.950 ensuring compliance.
NOTE Confidence: 0.9577549

00:33:38.490 --> 00:33:39.850 And it and the last
NOTE Confidence: 0.9577549

00:33:39.850 --> 00:33:41.390 piece is, of course, assuring
NOTE Confidence: 0.9778559

00:33:41.770 --> 00:33:43.070 that people are fine,
NOTE Confidence: 0.9902358

00:33:43.530 --> 00:33:44.970 looping back with them, and
NOTE Confidence: 0.9902358

00:33:44.970 --> 00:33:46.510 ensuring that there's no retaliation.
NOTE Confidence: 0.9946875

00:33:51.674 --> 00:33:52.715 This just tells you a
NOTE Confidence: 0.9946875

00:33:52.715 --> 00:33:53.755 little bit more about our

NOTE Confidence: 0.9946875

00:33:53.755 --> 00:33:54.255 confidentiality.

NOTE Confidence: 0.9911367

00:33:55.115 --> 00:33:56.635 We handle all concerns with

NOTE Confidence: 0.9911367

00:33:56.635 --> 00:33:58.815 discretion. We discuss the parameters

NOTE Confidence: 0.9911367

00:33:58.875 --> 00:33:59.535 and preferences.

NOTE Confidence: 0.9965747

00:34:00.554 --> 00:34:02.015 If people are

NOTE Confidence: 0.98714393

00:34:02.830 --> 00:34:04.850 are do not do not

NOTE Confidence: 0.98714393

00:34:04.910 --> 00:34:05.810 want absolute

NOTE Confidence: 0.99742246

00:34:06.110 --> 00:34:06.610 confidentiality

NOTE Confidence: 0.9900496

00:34:07.070 --> 00:34:08.350 again, if something happened in

NOTE Confidence: 0.9900496

00:34:08.350 --> 00:34:09.550 a group, it doesn't impede

NOTE Confidence: 0.9900496

00:34:09.550 --> 00:34:10.989 our ability to address things.

NOTE Confidence: 0.9900496

00:34:10.989 --> 00:34:11.489 But

NOTE Confidence: 0.998957

00:34:11.790 --> 00:34:12.590 if it was a one

NOTE Confidence: 0.998957

00:34:12.590 --> 00:34:13.570 on one conversation,

NOTE Confidence: 0.98724353

00:34:16.155 --> 00:34:17.275 we may be limited in

NOTE Confidence: 0.98724353

00:34:17.275 --> 00:34:18.315 what we can do to
NOTE Confidence: 0.98724353

00:34:18.315 --> 00:34:19.755 to resolve it, but we
NOTE Confidence: 0.98724353

00:34:19.755 --> 00:34:21.275 can always we always try
NOTE Confidence: 0.98724353

00:34:21.275 --> 00:34:22.555 to do something to make
NOTE Confidence: 0.98724353

00:34:22.555 --> 00:34:23.675 things better. I mean, that's
NOTE Confidence: 0.98724353

00:34:23.675 --> 00:34:24.795 really the purpose of our
NOTE Confidence: 0.98724353

00:34:24.795 --> 00:34:26.315 office. So that's why we
NOTE Confidence: 0.98724353

00:34:26.315 --> 00:34:27.755 encourage people to come forward
NOTE Confidence: 0.98724353

00:34:27.755 --> 00:34:28.715 and at least share with
NOTE Confidence: 0.98724353

00:34:28.715 --> 00:34:30.075 us so we can problem
NOTE Confidence: 0.98724353

00:34:30.075 --> 00:34:31.135 solve around that.
NOTE Confidence: 0.9849705

00:34:32.150 --> 00:34:33.350 And this is the formal
NOTE Confidence: 0.9849705

00:34:33.350 --> 00:34:35.350 policy against no retaliation, which
NOTE Confidence: 0.9849705

00:34:35.350 --> 00:34:36.330 is on our website.
NOTE Confidence: 0.98282456

00:34:37.430 --> 00:34:40.150 Retaliation prohibited against individuals who,
NOTE Confidence: 0.98282456

00:34:40.150 --> 00:34:42.070 in good faith, report alleged

NOTE Confidence: 0.98282456
00:34:42.070 --> 00:34:43.670 violations of Yale policy or
NOTE Confidence: 0.98282456
00:34:43.670 --> 00:34:44.925 the law or who provide
NOTE Confidence: 0.98282456
00:34:44.925 --> 00:34:46.445 information in connection with the
NOTE Confidence: 0.98282456
00:34:46.445 --> 00:34:47.985 investigation of these matters.
NOTE Confidence: 0.9947327
00:34:48.925 --> 00:34:50.605 Again, we're firmly committed to
NOTE Confidence: 0.9947327
00:34:50.605 --> 00:34:52.205 that. We're clear about it,
NOTE Confidence: 0.9947327
00:34:52.605 --> 00:34:54.125 and we reinforce it throughout
NOTE Confidence: 0.9947327
00:34:54.125 --> 00:34:56.545 processes and programs like this.
NOTE Confidence: 0.99602574
00:35:01.219 --> 00:35:02.599 So as we think about,
NOTE Confidence: 0.98950326
00:35:02.900 --> 00:35:04.180 what to do, our focus
NOTE Confidence: 0.98950326
00:35:04.180 --> 00:35:05.160 is really on,
NOTE Confidence: 0.96366227
00:35:06.099 --> 00:35:08.180 both assisting the individual who's
NOTE Confidence: 0.96366227
00:35:08.180 --> 00:35:09.880 reporting the concern to us
NOTE Confidence: 0.96366227
00:35:10.020 --> 00:35:11.239 as well as remediating
NOTE Confidence: 0.9134641
00:35:11.780 --> 00:35:13.300 the faculty member who was
NOTE Confidence: 0.9134641

00:35:13.300 --> 00:35:13.940 said to have,
NOTE Confidence: 0.904072

00:35:15.525 --> 00:35:16.484 done done the,
NOTE Confidence: 0.87630004

00:35:18.484 --> 00:35:19.785 the unprofessional behavior.
NOTE Confidence: 0.9795647

00:35:20.645 --> 00:35:22.085 You know, this this triangle
NOTE Confidence: 0.9795647

00:35:22.085 --> 00:35:22.964 sort of gives you a
NOTE Confidence: 0.9795647

00:35:22.964 --> 00:35:23.864 sense of,
NOTE Confidence: 0.99744785

00:35:24.484 --> 00:35:25.704 what some of the interventions
NOTE Confidence: 0.8547881

00:35:26.005 --> 00:35:28.265 could be. For first reports
NOTE Confidence: 0.8547881

00:35:28.325 --> 00:35:29.704 or or first occurrences,
NOTE Confidence: 0.9758553

00:35:31.020 --> 00:35:32.140 we work with the faculty
NOTE Confidence: 0.9758553

00:35:32.140 --> 00:35:33.260 member to make them aware
NOTE Confidence: 0.9758553

00:35:33.260 --> 00:35:35.200 of what happened. Oftentimes, they're
NOTE Confidence: 0.9758553

00:35:35.340 --> 00:35:37.020 they're unaware of of the
NOTE Confidence: 0.9758553

00:35:37.020 --> 00:35:37.840 way that they've,
NOTE Confidence: 0.96182555

00:35:38.540 --> 00:35:40.000 behaved. That's that's,
NOTE Confidence: 0.9658833

00:35:40.940 --> 00:35:41.760 been a concern,

NOTE Confidence: 0.9457931
00:35:42.219 --> 00:35:44.219 and that's sufficient. Just making
NOTE Confidence: 0.9457931
00:35:44.219 --> 00:35:44.960 them aware.
NOTE Confidence: 0.9952246
00:35:45.295 --> 00:35:46.835 The the Vanderbilt data
NOTE Confidence: 0.98505723
00:35:47.215 --> 00:35:48.815 suggests that ninety percent of
NOTE Confidence: 0.98505723
00:35:48.815 --> 00:35:50.114 people who do a first,
NOTE Confidence: 0.85476714
00:35:51.695 --> 00:35:52.655 you know, who have a
NOTE Confidence: 0.85476714
00:35:52.655 --> 00:35:53.475 first report
NOTE Confidence: 0.96680474
00:35:53.855 --> 00:35:54.594 of professionalism
NOTE Confidence: 0.8021126
00:35:54.975 --> 00:35:56.275 concern actually
NOTE Confidence: 0.9847118
00:35:56.575 --> 00:35:57.935 don't repeat that if you
NOTE Confidence: 0.9847118
00:35:57.935 --> 00:35:59.170 just talk to them about
NOTE Confidence: 0.9847118
00:35:59.170 --> 00:36:00.370 it and bring it into
NOTE Confidence: 0.9847118
00:36:00.370 --> 00:36:01.110 their awareness.
NOTE Confidence: 0.99474716
00:36:01.650 --> 00:36:03.090 But if it becomes a
NOTE Confidence: 0.99474716
00:36:03.090 --> 00:36:04.850 repeated concern or even an
NOTE Confidence: 0.99474716

00:36:04.850 --> 00:36:05.989 established pattern,
NOTE Confidence: 0.989317

00:36:06.290 --> 00:36:07.510 then we need to do
NOTE Confidence: 0.989317

00:36:07.730 --> 00:36:08.930 to do more to help
NOTE Confidence: 0.989317

00:36:08.930 --> 00:36:09.910 that person remediate.
NOTE Confidence: 0.9939828

00:36:10.770 --> 00:36:12.195 So we might send them
NOTE Confidence: 0.9939828

00:36:12.195 --> 00:36:13.795 to a course. We might
NOTE Confidence: 0.9939828

00:36:13.795 --> 00:36:15.475 involve coaching for that for
NOTE Confidence: 0.9939828

00:36:15.475 --> 00:36:16.215 that individual.
NOTE Confidence: 0.9500574

00:36:16.835 --> 00:36:18.515 And and sometimes if it's
NOTE Confidence: 0.9500574

00:36:18.515 --> 00:36:20.275 really an established pattern, we
NOTE Confidence: 0.9500574

00:36:20.275 --> 00:36:20.995 may have to,
NOTE Confidence: 0.8976161

00:36:21.555 --> 00:36:23.175 to think about are there
NOTE Confidence: 0.968276

00:36:23.475 --> 00:36:24.755 are there sanctions that we
NOTE Confidence: 0.968276

00:36:24.755 --> 00:36:25.575 could invoke,
NOTE Confidence: 0.9993411

00:36:26.079 --> 00:36:26.579 like
NOTE Confidence: 0.90052843

00:36:26.960 --> 00:36:28.339 removing them from a leadership

NOTE Confidence: 0.90052843
00:36:28.400 --> 00:36:28.900 position,
NOTE Confidence: 0.9952151
00:36:30.400 --> 00:36:31.059 you know,
NOTE Confidence: 0.9119816
00:36:32.000 --> 00:36:32.900 working with
NOTE Confidence: 0.9388783
00:36:33.280 --> 00:36:34.960 the the the the clinical
NOTE Confidence: 0.9388783
00:36:34.960 --> 00:36:36.579 leadership of their section
NOTE Confidence: 0.97270566
00:36:36.880 --> 00:36:37.540 or department,
NOTE Confidence: 0.9993882
00:36:38.640 --> 00:36:39.540 to think about
NOTE Confidence: 0.9715597
00:36:40.105 --> 00:36:41.785 even things like, will they
NOTE Confidence: 0.9715597
00:36:41.785 --> 00:36:43.065 be renewed at their next,
NOTE Confidence: 0.936638
00:36:43.465 --> 00:36:45.065 their next time of coming
NOTE Confidence: 0.936638
00:36:45.065 --> 00:36:45.965 up for renewal?
NOTE Confidence: 0.9969643
00:36:46.425 --> 00:36:48.105 But but always, you know,
NOTE Confidence: 0.9969643
00:36:48.105 --> 00:36:49.485 hoping that we can remediate
NOTE Confidence: 0.9812954
00:36:49.945 --> 00:36:51.005 the, the individual.
NOTE Confidence: 0.9903625
00:36:54.620 --> 00:36:56.140 So just some data on,
NOTE Confidence: 0.9824533

00:36:56.780 --> 00:36:57.840 on our work.
NOTE Confidence: 0.97864324

00:36:58.860 --> 00:37:00.940 You know, in last fiscal
NOTE Confidence: 0.97864324

00:37:00.940 --> 00:37:02.719 year, fiscal year twenty five,
NOTE Confidence: 0.97864324

00:37:02.860 --> 00:37:03.980 we had almost two hundred
NOTE Confidence: 0.97864324

00:37:03.980 --> 00:37:05.260 and fifty issues that were
NOTE Confidence: 0.97864324

00:37:05.260 --> 00:37:06.400 were brought to us.
NOTE Confidence: 0.99299467

00:37:06.744 --> 00:37:07.864 This this may look like
NOTE Confidence: 0.99299467

00:37:07.864 --> 00:37:10.125 there's an epidemic of unprofessional
NOTE Confidence: 0.99299467

00:37:10.265 --> 00:37:10.765 behavior
NOTE Confidence: 0.99134034

00:37:11.224 --> 00:37:12.585 happening across the,
NOTE Confidence: 0.9864946

00:37:12.905 --> 00:37:13.645 the school.
NOTE Confidence: 0.9991203

00:37:14.025 --> 00:37:15.705 I hope it really means
NOTE Confidence: 0.9991203

00:37:15.705 --> 00:37:17.065 that people are becoming more
NOTE Confidence: 0.9991203

00:37:17.065 --> 00:37:17.885 and more familiar
NOTE Confidence: 0.9735379

00:37:18.185 --> 00:37:18.925 with OAPD
NOTE Confidence: 0.9749455

00:37:19.670 --> 00:37:20.870 and that they're feeling more

NOTE Confidence: 0.9749455

00:37:20.870 --> 00:37:22.469 comfortable coming and talking with

NOTE Confidence: 0.9749455

00:37:22.469 --> 00:37:24.230 us, that they've maybe talked

NOTE Confidence: 0.9749455

00:37:24.230 --> 00:37:26.070 to a colleague who's come

NOTE Confidence: 0.9749455

00:37:26.070 --> 00:37:27.670 to us to talk through

NOTE Confidence: 0.9749455

00:37:27.670 --> 00:37:29.030 an issue and who's been

NOTE Confidence: 0.9749455

00:37:29.030 --> 00:37:31.130 satisfied with the resolution and

NOTE Confidence: 0.9749455

00:37:31.190 --> 00:37:32.969 gives them the confidence to,

NOTE Confidence: 0.9749455

00:37:33.190 --> 00:37:34.390 to maybe come and and

NOTE Confidence: 0.9749455

00:37:34.390 --> 00:37:35.290 talk with us.

NOTE Confidence: 0.79188895

00:37:36.525 --> 00:37:37.265 So so,

NOTE Confidence: 0.97494805

00:37:38.125 --> 00:37:39.244 there's a a good bit

NOTE Confidence: 0.97494805

00:37:39.244 --> 00:37:41.585 of work involved in, in

NOTE Confidence: 0.97494805

00:37:41.724 --> 00:37:43.165 addressing two hundred and fifty,

NOTE Confidence: 0.99936783

00:37:43.645 --> 00:37:44.145 issues.

NOTE Confidence: 0.9969682

00:37:46.605 --> 00:37:47.645 In terms of those two

NOTE Confidence: 0.9969682

00:37:47.645 --> 00:37:49.484 hundred and fifty, the the

NOTE Confidence: 0.9969682

00:37:49.484 --> 00:37:49.984 majority,

NOTE Confidence: 0.92168933

00:37:50.690 --> 00:37:52.370 about sixty percent are around

NOTE Confidence: 0.92168933

00:37:52.370 --> 00:37:53.590 professionalism issues.

NOTE Confidence: 0.8010581

00:37:54.210 --> 00:37:55.010 Another twenty

NOTE Confidence: 0.992959

00:37:55.490 --> 00:37:57.650 nearly thirty percent are referred

NOTE Confidence: 0.992959

00:37:57.650 --> 00:37:58.790 to some of our partners.

NOTE Confidence: 0.9868513

00:38:01.010 --> 00:38:02.610 But we have to actually

NOTE Confidence: 0.9868513

00:38:02.610 --> 00:38:03.890 talk with the individual to

NOTE Confidence: 0.9868513

00:38:03.890 --> 00:38:05.375 find out what the issue

NOTE Confidence: 0.9868513

00:38:05.375 --> 00:38:06.655 is and then talk with

NOTE Confidence: 0.9868513

00:38:06.655 --> 00:38:08.575 our partners to make sure

NOTE Confidence: 0.9868513

00:38:08.575 --> 00:38:09.614 that they feel that this

NOTE Confidence: 0.9868513

00:38:09.614 --> 00:38:10.655 is something that they could

NOTE Confidence: 0.9868513

00:38:10.655 --> 00:38:11.155 handle.

NOTE Confidence: 0.9826247

00:38:11.695 --> 00:38:13.135 So there is is also,

NOTE Confidence: 0.9826247

00:38:13.375 --> 00:38:14.734 work on our part in

NOTE Confidence: 0.9826247

00:38:14.734 --> 00:38:15.954 making a good referral

NOTE Confidence: 0.9352785

00:38:16.974 --> 00:38:18.974 and and then other, kinds

NOTE Confidence: 0.9352785

00:38:18.974 --> 00:38:19.635 of issues.

NOTE Confidence: 0.9516318

00:38:23.510 --> 00:38:25.110 Just go back. Sure. I'm

NOTE Confidence: 0.9516318

00:38:25.110 --> 00:38:26.950 sorry. I just, point out

NOTE Confidence: 0.9516318

00:38:26.950 --> 00:38:29.130 that things like scientific misconduct

NOTE Confidence: 0.9950687

00:38:29.750 --> 00:38:30.870 are also part of our

NOTE Confidence: 0.9950687

00:38:30.870 --> 00:38:31.370 work.

NOTE Confidence: 0.9538126

00:38:32.605 --> 00:38:34.445 Doctor Linda Mays is the

NOTE Confidence: 0.9538126

00:38:34.445 --> 00:38:35.325 person in the,

NOTE Confidence: 0.9864529

00:38:36.045 --> 00:38:37.425 in our office who is

NOTE Confidence: 0.94866663

00:38:37.725 --> 00:38:38.605 both the chair of the

NOTE Confidence: 0.94866663

00:38:38.605 --> 00:38:40.285 child study center, but also

NOTE Confidence: 0.94866663

00:38:40.285 --> 00:38:41.745 an expert on addressing

NOTE Confidence: 0.9886724

00:38:42.285 --> 00:38:44.685 academic misconduct. And so, she

NOTE Confidence: 0.9886724

00:38:44.685 --> 00:38:46.045 helps us with those those

NOTE Confidence: 0.9886724

00:38:46.045 --> 00:38:47.869 issues. So academic integrity

NOTE Confidence: 0.9972314

00:38:48.410 --> 00:38:50.250 and authorship disputes are are

NOTE Confidence: 0.9972314

00:38:50.250 --> 00:38:51.049 part of what you could

NOTE Confidence: 0.9972314

00:38:51.049 --> 00:38:51.950 come to us

NOTE Confidence: 0.90471876

00:38:53.450 --> 00:38:54.109 to address.

NOTE Confidence: 0.9993394

00:38:56.489 --> 00:38:57.769 In terms of the kinds

NOTE Confidence: 0.9993394

00:38:57.769 --> 00:38:58.349 of things,

NOTE Confidence: 0.99500096

00:38:58.809 --> 00:39:00.250 it's similar to that list

NOTE Confidence: 0.99500096

00:39:00.250 --> 00:39:02.029 of of problematic behaviors

NOTE Confidence: 0.9729086

00:39:02.565 --> 00:39:04.344 that I, mentioned before.

NOTE Confidence: 0.9981211

00:39:04.645 --> 00:39:05.145 Disrespectful

NOTE Confidence: 0.98390794

00:39:05.685 --> 00:39:07.605 verbal and nonverbal conduct is

NOTE Confidence: 0.98390794

00:39:07.605 --> 00:39:08.905 about forty five percent

NOTE Confidence: 0.94730073

00:39:09.285 --> 00:39:10.585 of what we deal with.

NOTE Confidence: 0.9969399
00:39:11.444 --> 00:39:11.944 Accountability
NOTE Confidence: 0.96591413
00:39:12.405 --> 00:39:14.085 or compliance, you know, making
NOTE Confidence: 0.96591413
00:39:14.085 --> 00:39:15.525 sure that we are holding
NOTE Confidence: 0.96591413
00:39:15.525 --> 00:39:17.880 ourselves accountable to the rules
NOTE Confidence: 0.96591413
00:39:17.880 --> 00:39:18.779 and policies
NOTE Confidence: 0.9988607
00:39:19.079 --> 00:39:19.579 that
NOTE Confidence: 0.96145666
00:39:19.880 --> 00:39:20.279 that,
NOTE Confidence: 0.94958806
00:39:20.839 --> 00:39:22.299 that govern our behavior.
NOTE Confidence: 0.9670148
00:39:23.480 --> 00:39:24.779 Some things that are disruptive
NOTE Confidence: 0.9670148
00:39:24.920 --> 00:39:25.660 or inappropriate.
NOTE Confidence: 0.99903774
00:39:26.680 --> 00:39:28.539 We deal with leadership deficiencies
NOTE Confidence: 0.88904315
00:39:29.480 --> 00:39:31.420 and then other other smaller
NOTE Confidence: 0.88904315
00:39:31.480 --> 00:39:31.980 groups,
NOTE Confidence: 0.9998591
00:39:32.635 --> 00:39:33.135 including
NOTE Confidence: 0.9714847
00:39:33.515 --> 00:39:34.655 interpersonal conflict
NOTE Confidence: 0.91218466

00:39:35.195 --> 00:39:35.695 and,
NOTE Confidence: 0.9927667

00:39:36.155 --> 00:39:37.455 harassment and retaliation.
NOTE Confidence: 0.98054296

00:39:43.114 --> 00:39:44.395 So it's important to know
NOTE Confidence: 0.98054296

00:39:44.395 --> 00:39:46.655 that that we do do
NOTE Confidence: 0.9939759

00:39:46.969 --> 00:39:48.489 some fact checking when when
NOTE Confidence: 0.9939759

00:39:48.489 --> 00:39:49.529 these issues are brought to
NOTE Confidence: 0.9939759

00:39:49.529 --> 00:39:50.029 us.
NOTE Confidence: 0.996299

00:39:50.329 --> 00:39:51.769 And in about seventy percent
NOTE Confidence: 0.996299

00:39:51.769 --> 00:39:53.049 of cases, we're able to
NOTE Confidence: 0.996299

00:39:53.049 --> 00:39:53.549 substantiate
NOTE Confidence: 0.9821398

00:39:54.410 --> 00:39:55.609 that the that the event
NOTE Confidence: 0.9821398

00:39:55.609 --> 00:39:56.109 happened.
NOTE Confidence: 0.9949771

00:39:57.289 --> 00:39:58.730 And it's also important to
NOTE Confidence: 0.9949771

00:39:58.730 --> 00:40:00.385 know that in thirty percent
NOTE Confidence: 0.9949771

00:40:00.385 --> 00:40:01.585 of times, we were not
NOTE Confidence: 0.9949771

00:40:01.585 --> 00:40:02.565 able to substantiate,

NOTE Confidence: 0.96226513

00:40:03.664 --> 00:40:04.785 that it happened or it

NOTE Confidence: 0.96226513

00:40:04.785 --> 00:40:06.805 was our investigation was inconclusive.